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## FOLLOWING NEW RESEARCH COLLEGE CLASSES MUST BEGIN AT 11AM INSTEAD OF 9 AM "EXPERTS HAVE CLAIMED"



**IT COMPANIES**

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- HCL
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By : M.S.Yatnatti Editor and Video Journalist Bengaluru : Reportedly experts have claimed, that traditional 9am lectures should be scrapped and students should be allowed to start their day later, following new research that suggests early mornings interfere with young adults' body clocks. According to researchers at The Open University , lectures should start no earlier than 11am for students to be able to perform at their best. Working with researchers at the University of Nevada, experts analysed the study patterns of 200 students and found academic performance was at its best between 11am and 9.30pm. If universities were to choose a new standard starting time, the group suggested "anywhere between 11am and 1pm" would be "close to optimal" for the average undergraduate student. "Sleep loss, in turn, impairs academic performance and also elevates risks of obesity , depression, and drug abuse. While genetic factors lead to variations in circadian rhythms of up to four hours from the average, age and gender can also play a part in determining how easily a person can learn early in the morning. The findings conflict with another recent study that suggested students should readjust their biological clocks to cope with early mornings by avoiding the lights from smartphones and laptops at night.

Reportedly Author Anthony Trollope published 47 novels, writing 1,000 words an hour between 5am and 8am every day . "All those I think who have lived as literary men will agree with me that that three hours a day will produce as much as a man ought to write," he wrote. Charles Dickens worked in his study for only five hours a day--from 9am until 2pm, with a break for lunch. Not just writers, even great mathematicians and scientists didn't slog. French mathematician Henri Poincaré, who wrote 30 books and 500 papers, "did his hardest thinking between 10am and noon, and again between 5 and 7 in the afternoon," says an article in Nautilus. "Journalist Malcolm Gladwell's bestseller Outliers spread the idea that 10,000 hours of practice can make you an expert in any field, but the Nautilus article points out Gladwell glossed over the importance of rest. "The top performers actually slept about an hour a day more than the average performers." Rest has been reduced to a blind spot these days as everyone has a tendency to "focus on focused work. This is how we've come to believe that world-class performance comes after 10,000 hours of practice. But that's wrong. It comes after 10,000 hours of deliberate practice, 12,500 hours of deliberate rest, and 30,000 hours of sleep.

The market rate for freelancers depends on the specific industry. Freelance writers for instance will calculate their hourly rates based on words typed per hour. To get a better understanding of your industry wage, you can check out the by Googaling Freelance Income Reports 2016 on internet . It is reported that few market research reports recently surveyed over 23,000 freelancers from numerous industries to determine average hourly wages. While the worldwide average hourly rate charged by freelancers is \$21, the rate per industry varies heavily. Freelance web designers earn an average hourly wage of \$23 per hour, for example, while language translators earn approximately \$17 per hour. It roughly translates Indian rupees 1500/- per hour . Competitors' rates shouldn't necessarily dictate your own; however, understanding the average hourly rates of other freelancers with similar skills, education and experience will ensure that you aren't pricing yourself out of your market (either by charging too much, or too little). Freelancing opportunities are growing rapidly across many industries. Finding work is perhaps single most the toughest part for a freelancer. He has to knock on many doors and spend time, money and energy trying to get work. You can grab freelancing assignments not only in your city or in India but literally in any corner of the world. According to one report , every third user of Freelancer.com is from India. The US-based website helps freelancers get assignments and takes a cut when the deal is done . It's a trend that is slowly catching on. A growing number of professionals is junking regular employment to try their hands at freelancing. They are driven by the dream to be independent and work on their own terms without the straitjacket of a 9-to-5 job. To be fair, freelancing does unshackle the individual from the tyranny of corporate hierarchy. The jobs are everywhere. What you need to do is find the niche that matches your expertise. "Don't go by just the current demand, but also assess how it will shape up in the coming years. It pays to keep yourself abreast of the latest developments in your chosen field. The websites giving freelancing jobs need to be properly researched .freelancer.com,worknhire.com,ayushveda.com,instastudio.co,behance.com,elance.com,peopleperhour.com, are few of them . However, do conduct a background check before you deal with these websites. Ask other freelancers about their experiences and other details. Social media sites like LinkedIn and Facebook have changed the definition of networking. Apart from the money factor, freelancing takes away a lot of your free time. For clients, a freelancer is a vendor they can call 24x7. Don't be surprised if you get calls at 8 am or 9 pm from a client. This is especially true if he is based abroad and is on a different time zone. "If you are working on a project with tight deadlines, you may have to forget your weekends." For starters, there is no stability of income as in a regular job. As they say, you have to dig a well every day to drink water. You can never be sure about the next project. For those saddled with financial responsibilities, it can lead to a sticky situation if there is a long dry spell on the work front. The other problem is that when you start out, you cannot quote very high rates.

Few of freelancing opportunities: Content writing general Rs 1to2 per word and special technical and professional writing Rs 5 to 10 .E-Tutoring for lower classes Rs 200 per hour and 600-800 for professional courses .Data analysis 400-800 per hour .Corporate training Rs 5000- to 20,000/ per training session of 4 hours. Website design Rs 20,000/- per website .Freelance recruiter Rs 5000/- to 20,000/- per placements. Do you have the passion to excel, urge to be creative, a never-ending thirst for knowledge and the desire to grow? Then, Indian ICT companies are the right place for you because they focus on building a culture of innovation and breakthrough thinking, which results in value creation. The work environment and corporate culture ensures your personal and professional development along with the overall growth of their organizations.

Freelance Recruiters: IT companies need to recruit the recruiters and partner with Freelance Recruiters / small and effective search firms / recruiting or staffing agencies / recruiting vendors if they want to be super successful. A study by IT expert in recruitment process outsourcing shows that the recruitment industry is going through a crunch of 200 professionals every day. IT companies need to build the militia for the warfare. Simultaneously, build the army," is the advice of , Lead, HR and Recruiting, experts in India, for young HR managers. The `War for Talent is a reality, and it need to handle the problem of the growing lacuna in HR talent, particularly recruiters, in the country. It's clear India does not have enough HR horsepower to handle the needs of the IT/ITES (IT-enabled services) industry. These sectors in the country, expected to employ about two million people by 2016, i.e, double the number of people they employ today, will predictably suffer from a severe shortage of competent HR talent soon. According to industry estimates, in the people's business, for every 50-75 person recruited, one HR job gets created. This roughly translates into a demand for 40,000 people skilled in the HR area for the tech sector alone in the next three years. This excludes the needs of other booming sectors such as retail, telecom, textiles and the recruitment industry itself, which needs as many people. A study by IT recruitment process outsourcing firm, shows that the recruitment industry is going through a crunch of 200 professionals every day. Large organisations are often recruiting in excess of 1,000 people per year and one recruiter can effectively handle 5-20 placements a month. Generally recruiting teams are often as large as 15-20 people, with some organisations having recruiting teams with over 150 people. If you don't have people, you lose billing hours which translates into loss of revenue." Therefore the war for talent is now beginning at source: i.e., hirers are being hired first, both at recruitment divisions of companies and at recruitment firms. The country produces one million graduates every year. With a little bit of training, this pool can be filled easily. Readers can look into List of websites of IT Companies in India at <http://memberdirectory.nasscom.in/MemberCompanyFreeSearch>. Contract Staffing is dependent completely on the Staffing Partners empanelled. According to industry estimates, the current RPO market is around Rs. 10,000 crore in India with HR companies offering RPO as one of their services. Be alert as a job scam occurs when someone offers you a fictitious job opportunity, typically through a false website or unsolicited e-mail. The victim is often asked to provide personal information and/or payments to the solicitor. If you get a job offer that seems like it's too good to be true, be sure to do your homework – it probably is. Scammers are beginning to use well-known brands to entice job seekers to apply to their fictitious positions.

It has been observed and reported and alleged that that certain agencies/individuals have been making job offers on behalf of Accenture and other IT companies. in exchange for money. Important notice about careers at Accenture is published at Accenture website at [www.accenture.com/in-en/careers/important-notice](http://www.accenture.com/in-en/careers/important-notice) .Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. Accenture reserves the right to initiate police complaints against any individual or entity that is found to be engaging in such an act. Accenture is not obliged or bound to honor any job assurances made through such means, particularly in exchange for money. Accenture has appointed professional recruitment agencies to extend / offer employment to Accenture, subject to those candidates possessing the relevant skills. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send us the details at [india.fc.check@accenture.com](mailto:india.fc.check@accenture.com). Accenture now sends out digitally signed offer letters to candidates who are shortlisted to join us. These offer letters contain a unique reference number on the bottom of the first page in the document. A candidate can check the authenticity of the offer letter by visiting the site <https://india.jobs.accenture.com/CheckOfferLetter.aspx> and providing the required information. For any clarifications, do reach us on [recruitment.support@accenture.com](mailto:recruitment.support@accenture.com).

According to press reports, Accenture plans to hire about 100,000 people in FY16 and spend as much as \$1 billion on acquisitions, as it invests in new technologies at a scale that far outstrips its Indian rivals. At its investor conference in New York on Wednesday, Accenture outlined its strategy for its financial year ending August 2016. "Last year we hired roughly 100,000 people. Though the number isn't set for this year, we expect to hire roughly in the same range," David Rowland, chief financial officer at Accenture, told investors and analysts. At that pace, Accenture will remain the second-biggest employer in the IT industry. Tata Consultancy Services had overtaken the company in headcount in 2013, a title Accenture has since taken back. Reportedly TCS' hiring, the most aggressive among Indian IT firms, will be around 65,000 in FY16, falling far short of Accenture's recruitment. TCS' financial year ends in March. Accenture is also beating its Indian IT rivals in the amount of money it is deploying for acquisitions. Rowland said the company, which spent about \$850 million on acquisitions in FY15, had estimated it would spend between \$900 million and \$1 billion on acquisitions in FY16. Accenture also said it would focus its business on three 'new' technologies — digital, cloud and cyber security, which together contribute \$10 billion to its top line or a third of its overall revenue. Accenture plans to hire nearly 100,000 in FY16, spend \$1 billion on acquisitions

Reportedly the investments and hires are creating a dramatic gap between Accenture and its Indian IT competitors, one that they will struggle to close unless they get more aggressive, analysts have said. Accenture ended the last financial year with \$7 billion in revenue from its digital business — which includes interactive, analytics and mobility. To put that into perspective, Wipro had \$7.1 billion in overall revenue in its



financial year ended March. TCS has said it had close to \$2 billion in digital revenue in the last financial year. Accenture's digital workforce has now expanded to 36,000, CEO Pierre Nanterme told investors. Nanterme also batted aside questions about competition in its digital business. "I would say that in our digital and operations business, we are the market makers. I spend a lot of my time looking at the competition, but there I would say we make the market. Our competition in digital is very fragmented and isn't doing what we are doing," Nanterme told investors. Analysts have been pointing out that Indian IT firms could be left behind by Accenture's aggressive moves in the space.

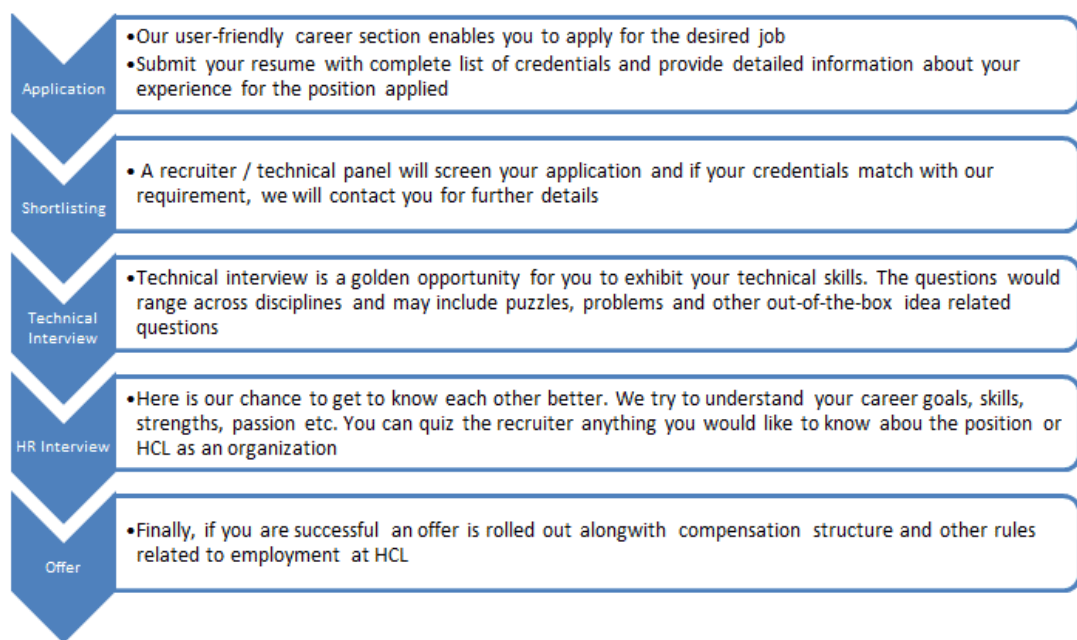
"Tuck-in acquisitions are likely needed to fill critical gaps in the digital value chain. There has to be a greater degree of co-operation and flexibility in working with heterogeneous partners in the ecosystem. Indian IT is tech savvy, but much less partnership savvy," Viju George, analyst with JPMorgan, reportedly said in a July note on the digital opportunity for India firms. He added that Accenture was aggressively cementing its partnership with players of varying size across the digital ecosystem and in its merger strategy.

Traditionally job interviews are regarded as the platform for recruiters to assess the candidate applying for the job, the trend is reversing with the candidates asking many questions about the job to ensure they are applying for the right position. The questions not only help the candidates assess the job for their interest, this also provides a great cue for the recruiters to assess the candidates on their aptitude for the job.

Accenture, found online at Accenture.com, says that they are one of the world's leading organizations providing management consulting, technology, and outsourcing services. Started in the 1950s when General Electric installed their first company computer system, Accenture has since grown both in the size of its company and employees as well as the scope and variety of the services they offer.

Currently Accenture employs more than 260,000 people in offices located in more than 200 different cities in 54 countries around the world. People who are interested in career opportunities with this company can check out Accenture.com for open positions and potential employment circumstances. When companies and corporations started heavily relying on computer systems, Accenture was primarily a technology consultant and systems integrator. But as computers became more sophisticated, so did the services offered by Accenture. One of the ways Accenture branched out was to work hard to create specific technological and processing solutions for government computer systems, in addition to business systems, though their business solutions still make up the core of their business. In the 1980s they started offering business solutions with the purpose of aligning a company's technology, processes, and people with the strategies of the businesses themselves. Accenture's main goal today is to give companies whatever technological and strategic solutions they need to collaborate with their clients in order to help them become high performance businesses. Business owners who are interested in the business solutions that Accenture may be able to offer them can look at their website for more detailed explanations of what their company can offer you in terms of consulting, technology, and outsourcing. Their website has conducted research on how improving these areas of your business can help you become more successful and more profitable. If you think their solutions can work for you, you should contact the company directly to see how these solutions can be personalized to your needs. Legit hiring managers will have their company's name as the ending of their email address (think: name@mashable.com) When a potential boss reaches out with an AOL, Gmail, Hotmail or any other non-company email address, though, red flags should be waving madly at you.

Hiring managers and recruiters will send their correspondence from their business email address, not their personal one. It's easy to set up "clone" sites that mimic legitimate head-hunters and recruitment agencies. As many are based offshore, where legal niceties may be ignored, the real companies have great difficulties in closing them. Fraudulent offers are a matter of serious concern across the IT industry today. Watch this video to find out more about the problem and what you can do to avoid falling prey to recruitment scams. Share this information with your colleagues, friends, and family and help spread the word More on HCL's Work Culture <http://www.hcltech.com/everything-hcl>. The interview process at HCL is reproduced



IBM is looking for people to work alongside the best and brightest minds in the world to build a smarter planet, and have time to live in it, too. Few places offer as many opportunities as IBM to gain knowledge in your field of expertise, work in a stimulating environment, and be rewarded for outstanding performance. From research to consulting, services, solutions and products - the breadth and global spread of IBM business offers career opportunities that straddle all facets of a global business. Neither IBM India Pvt. Ltd. nor any of its subsidiaries (collectively 'IBM'), nor any authorized third party who assists with our recruitment process, ever ask candidates for 'recruitment', 'processing' or any other kind of fees in exchange for offer letters from IBM. Offer letters and other recruiting correspondence from IBM are sent from an official e-mail id and/or are printed on IBM letterhead with authentic signatures of appropriate IBM authorities. TCS has been ranked in this year's Forbes list of World's Most Innovative Companies. Securing the 64th rank, India's largest IT Company appears on this list for the eighth time. It is one among the three Indian companies that has figured in this list, topped by Tesla Motors, leading maker of fully electric vehicles. The rankings are based on, what the US business magazine calls an innovation premium (IP), the difference between a firm's enterprise value and a net present value of cash flows from its existing businesses. India's largest IT Company TCS, with a market cap of \$80.3 billion, appears on the list for the eighth time. TCS has taken a major step toward bolstering its digital services when last month it announced a training programme in digital technologies for a third of its workforce. In the past year TCS crossed the milestone of employing 100,000 women, so one out of three employees is now a woman. According to Forbes only those industries are included that are known to invest in innovation. Tata Consultancy Services is an IT services, consulting and business solutions organization that delivers real results to global business, ensuring a level of certainty no other firm can match. TCS offers a consulting-led, integrated portfolio of IT, BPS, infrastructure, engineering and assurance services. This is delivered through its unique Global Network Delivery Model™, recognized as the benchmark of excellence in software development. A part of the Tata group, India's largest industrial conglomerate, TCS has over 344,000 of the world's best-trained consultants in 46 countries. The company generated consolidated revenues of US \$15.5 billion for year ended March 31, 2015 and is listed on the National Stock Exchange and Bombay Stock Exchange in India. For more information, visit us at [www.tcs.com](http://www.tcs.com).

### CONSULTANCY HELP LINE

You may have problems with Government Departments PWD, BDA, BMRDA, KIADB, TOWN PLANNING DEPARTMENTS AND Development Authorities BBMP, Taluka office, D.C. Office, Corporation, K.S.R.T.C., Commercial Tax Offices, K.E.B., Pension problems, Acquisitions of Land Problems, Khata, Bifurcation, Tax Revision. Banks Problems etc, which may be have been pending for months, and years in Government files etc.

Everybody is facing Problems, Problems?

Kindly write to us, we analyze and convince our selves and if appropriate then we will take your problems, to concerned authorities, ministries, i.e., through our news paper property politics and try to help you. We also provide consultancy and Liaison service on case to case bases as per agreed terms and fees. Write your problems with Xerox copies,

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