

# Fathers' day advice from HR leaders

JOB SEEKERS We know this is the best advise because that's what HR leaders shared with their kids



A father is a father, and HR dad is no different! I often engage with my 2 boys (and other young people) and if there is one piece of advice I give them, it is this - 'Learn to accept the consequence of your choice'. I come from simpler times when a college education or degree would have gone a long way in guaranteeing success. That is no longer true now and the world is changing fast. Be passionate about your goals, but be flexible in your approach, keep learning and keep asking the right questions. And while you are at it, remember to be kind, respect others and be honest - no matter how much the world changes, these attributes will always put you in good stead.

AMIT MALIK, Chief People Officer at Aviva Life Insurance Company India Limited



I have two pieces of advice: one, to be successful one needs to be flexible in thought process and give space for counter views by others, inflexibility in thoughts may constrict ones world view. Two, it is always good to identify one person with whom you can honestly share your thoughts and vent out unabashedly, this would help you de-stress and be rejuvenated.

YUVARAJ SRIVASTAVA, group CHRO, Make My Trip



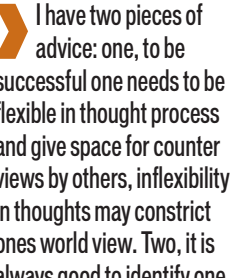
If you want to be successful in your career, choose one which you passionately follow from childhood. Irrespective of which field you choose, to become an achiever in this competitive world you need to be very strong communicator, innovative and time oriented

RAVINDRAN K.A, GM, HR & General Affairs at India Steel Summit



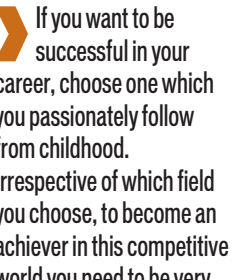
Stick to the basics and give your best (by constantly sharpening your skills) as now career is not limited to any one domain/field. Keep your eyes/ears open to the world as you never know where the door of opportunity comes knocking. Create growth opportunities for employees and be genuinely concerned about their work-life balance

HARJEET SINGH, SENIOR MANAGER HUMAN RESOURCE, CIENA, Senior Manager Human Resource, Ciena



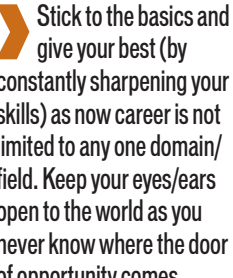
Dream big, follow your heart, and excel at what you do always. One needs to enjoy their work at the same time while making everyone around proud of all their hard work. Let your feet always be firm on the ground and head high in the sky. A successful career is not about the money you make but what you have accomplished and the lives you have touched

ANOOP KAMAT, Head of Talent Acquisition at Johnson & Johnson



The future is full of opportunities. Experience a variety of situations, people and culture to broaden your horizon and deepen your expertise. Above all, leverage your social skills to engage and consistently deliver value

SAMIT DEB, Chief People Officer, Birlasoft



While making a career decision, look beyond big & established brands, rather look for organisations which can offer continuous learning and growth opportunities. Don't accept comfortable jobs, rather look for tough challenges because tough challenges will prepare you for bigger things in life in future.

NAGESH MARWAHA, Group Chief Happiness Officer (Executive Director - HR), Krishna Maruti Group

# Think your manager doesn't know what you do? You may be right



Attention must be paid to an employee's individual ISTOCKPHOTO

Rashmi Menon  
letters@hindustantimes.com

It's appraisal season, and it's perhaps apt for leaders to introspect on their roles as mentor and coach to the people on their teams. A common complaint from employees is that their managers aren't really aware of what they do every day and how they contribute.

This feeling may not be far off the mark. Data from the US-based analytics and advisory firm Gallup finds that only 34% of employees say their managers are aware of what project or tasks they are doing. And only 26% believe that their managers' feedback helps them improve in their work. Gallup has drawn on it's six decades of workplace data, and its chief executive officer Jim Clifton and chief scientist Jim Harter have put together their findings in a new book It's the Manager.

While the insights are based on research done in the US, there are lessons for Indian managers too as the observations cover strategy, culture, employment brand, coaching, and the future of work. Here are some of the insights they have drawn:

## PERFORMANCE DEVELOPMENT AND CREATING COACHES

Gallup's research shows four ways to improve performance at the workplace. First, for an engaged workforce, managers should give employees a say in goal setting. Employees who get to do this are four times more likely to be engaged. However, a mere 30% of the employees have access to this.

Second, offering daily or weekly feedback, which is meaningful, as opposed to once a year can help quite a bit in increasing employee engagement.

Third, while annual review systems are undergoing revision, managers should have progress reviews at least twice a year, where the focus is on employee's purpose, goals, metrics, development, strategy, team contribution and personal life. Also, these should be evaluated based on individual's achievement and growth.

Lastly, when reviewing per-

formance, managers should pay attention to the employee's individual growth.

So, what should a leader do to be more effective? Throwing out the annual performance review for more frequent feedback is not sufficient. The authors suggest leaders prepare managers to don the role of a coach. For this, the managers' roles and expectations need to be redefined, and tools and resources needed by managers to meet these expectations need to be provided. It's important to create evaluation practices by which managers can accurately measure performance, hold employees accountable and coach them.

## INTER-TEAM ENGAGEMENT

What we know as the workplace is constantly changing. And with this constant change, employee engagement is something leaders are putting lot of thought into. Gallup data indicates, "highly matrixed organizational settings, collaboration among employees is higher than in non-matrixed settings but expectations are not as clear". What's required, the authors suggest, is team heads regularly informing teams about the changes the clients may require.

Then there are remote work settings, which many organizations have welcomed and fared better managing. However, remote workers could quit if they feel isolated from colleagues and managers. In fact,

remote workers do run the risk of losing out of opportunities to collaborate and receive recognition.

## BEING CONNECTED TO WORK AFTER WORK HOURS


Whether you are full time, part time or remote working employee, having to check on your work via smartphones is now a given.

In its study Gallup found that over three fourths of full-time employees perceived this (checking work emails even in non-working hours) positively, despite nearly half of them saying it results in a lot of stress the day before. The stress, however, would be considerably less "if the employee has the right manager who understands their situation, sets clear expectations, coaches them and creates accountability".

## GENDER GAP AND PAY PARITY

Employee mindset has become indifferent to the gender of their boss. According to Gallup's study, American employees preferred bosses who were men about 30 years ago. Today, employees find "virtually no difference" and don't have gender preference for a boss.

Yet, only 32 CEOs of Fortune 500 companies comprise women, despite 45% of women showing interest in taking on the top job or are in senior management or leadership positions.



**NEW DELHI MUNICIPAL COUNCIL**  
PALIKA KENDRA: NEW DELHI  
SECRETARY'S ESTT. BRANCH

**Sub:** To filling up the 5 posts of Sr. Audit Officer and 32 posts of Assistant Audit Officer in NDMC on deputation basis.

Applications are invited for filling up the following posts in NDMC on deputation basis:-

- Five (05) (Group-'B') posts of Sr. Audit Officer in the pay Level-10 of 7<sup>th</sup> CPC Pay Matrix (₹56,100-1,77,500).
- Thirty Two (32) (Group-'B') posts of Assistant Audit Officer in the pay Level-8 of 7<sup>th</sup> CPC Pay Matrix (₹47,600-1,51,100).
- Starting date of submissions of application 07.06.2019.

The format of the application and the details regarding age, qualifications, experience and other conditions of eligibility etc. for the posts are available on our website [www.ndmc.gov.in](http://www.ndmc.gov.in).

The last date of submission of application is 15.07.2019.

Sd/-  
(Pankaj Sharma)  
Jt. Director (Estt.)

To be The Global Benchmark for a Capital City



**Ferro Scrap Nigam Ltd.**  
(A Govt. of India Undertaking)  
EQUIPMENT CHOWK, CENTRAL AVENUE, POST BOX NO. 37, BHILAI-490001(C.G.)  
PHONE: 2222474, 2222475, FAX: 0151-2250023, 2223884, E-mail: gc.naidu@fnsnl.co.in

**RECRUITMENT**

Ferro Scrap Nigam Limited is on the look out for experienced candidates to meet the requirement of executives in the discipline of "MECHANICAL & ELECTRICAL MAINTENANCE", "MATERIALS MANAGEMENT", "PERSONNEL & ADMINISTRATION" AND "FINANCE & ACCOUNTS".

Last date for receipt of the application is 08/08/2019 For details, please refer to **Employment News/Rozgar Samachar** of 13/07/2019. You may also visit us at [www.fnsnl.nic.in](http://www.fnsnl.nic.in).

AGM(P&A)




**SWAMI KESHWANAND RAJASTHAN AGRICULTURAL UNIVERSITY**  
National Highway No. 15, Srijangnagar Road, Bawal-Bikaner-334006 (Rajasthan)  
स्वामी केशवानन्द राजस्थान कृषि विश्वविद्यालय  
राष्ट्रीय राजमार्ग सं. 15, श्रीजंगनगर रोड, बीकानेर-बीकानेर-334006 (राजस्थान)  
Phone : 0151-2250025 Fax: 0151-2250025 E-mail: reg@aubikaner.org

Advertisement No. SKRAU/2019/01 Date: 13-06-2019

**Advertisement for the post of Vice-Chancellor (SKRAU, Bikaner)**

Applications and nominations, in prescribed format, are invited for the post of Vice-Chancellor, Swami Keshwanand Rajasthan Agricultural University, Bikaner, on behalf of the Selection Committee. The applicants are advised to send their C.V. by post and/or email in the prescribed format so as to reach the office of the Undersigned on or before 15 July, 2019. Detailed advertisement and application format can be downloaded from the website [www.raubikaner.org](http://www.raubikaner.org) or [www.rajbhawan.gov.in](http://www.rajbhawan.gov.in).

REGISTRAR



**National Highways & Infrastructure Development Corporation Limited**  
(A Govt. of India Undertaking)

Corporate Office: 3<sup>rd</sup> Floor, PTI Building, 4-Parliament Street, New Delhi - 110001

Applications are invited from dynamic, effective and experienced eligible Officers working in Central Government Ministries / Departments, Autonomous Bodies, Public Sector Undertakings, State Government Departments and State Government Public Undertakings on Transfer on Deputation basis for the following posts:

Name of the post	No. of Vacancies	Pay Band and Grade Pay in CDA pattern
General Manager (Finance) [HQrs]	01	Pay Matrix Level-13 of 7 <sup>th</sup> CPC [Pre-revised PB-4 of ₹37,400-67,000/- plus Grade Pay of ₹8,700/-]
Manager (Finance) [HQrs and Branch Offices]	06*	Pay Matrix Level-11 of 7 <sup>th</sup> CPC [Pre-revised PB-3 of ₹15,600-39,100/- plus Grade Pay of ₹6,600/-]

\*The number of vacancies in the Post may vary, depending upon the requirement. Further, NHIDCL reserves the right to prepare a Panel of selected Candidates for filling up the indicated and future vacancies that may arise in NHIDCL.

Last date for submission of Application: **15.07.2019 (1800 hrs.)**


For detailed Terms and Conditions, eligibility and application form, please visit our Website: [www.nhidcl.com](http://www.nhidcl.com)

**NOTE 1:** The post of General Manager (Fin.) shall be filled up on deputation basis only. However, the post of Manager (Finance) can also be filled up on Contract basis by engaging retired Officer(s) who have served in the Government or have held equivalent posts satisfying the prescribed eligibility criteria, if no Candidates are found suitable for appointment on Deputation basis.

**NOTE 2:** Any change or amendment to this Vacancy Circular will be posted on the NHIDCL Website only.

**NOTE 3:** Incomplete applications or those received after the prescribed date shall be summarily rejected.

Dy. General Manager (HR)



**HINDUSTAN AERONAUTICS LIMITED**  
Engine Division-Koraput  
P.O. Sunabeda-763002, Dist. Koraput (Odisha), India  
Ph.: +91-06853-220929

(ADVT. No.: KPT-01/2019)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Enterprise, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 11 co-located R&D Centers and 1 Facility Management Division spread across the Country. Applications are invited from interested and eligible Doctors for 70 bedded Hospital at HAL, Koraput for the following posts:-

Sl. No.	Name of the Posts	Grade	Number of Posts
01	Medical Superintendent / Sr. Medical Officer (General Medicine)	IV/III	01
02	Medical Superintendent / Sr. Medical Officer (Pathology)	IV/III	01
03	Medical Superintendent / Sr. Medical Officer (Orthopedics)	IV/III	01
04	General Duty Medical Officer	II	10

For detailed notification, job description, details of posts, reservations, age limit & relaxations, selection process, remuneration & other facilities, how to apply, selection process etc., please visit HAL Website Careers page at [www.hal-india.co.in](http://www.hal-india.co.in)

**REMUNERATION (w.e.f. 01.01.2017):**

- Medical Superintendent (Gr-IV) Scale of Pay would be ₹ 60000-3%-180000/- and Senior Medical Officer (Gr-III) Scale of Pay would be ₹ 50000-3%-160000/-. However, eligible and meritorious Doctors would be granted 10 additional increments (05 additional increments at the time of appointment. The remaining additional increments would be granted 1 each (max. 5) on completion of each year of service, from the date of joining, subject to their performance).
- General Duty Medical Officer(Gr-II) Scale of Pay would be ₹ 40000-3%-140000/-. However, eligible and meritorious Doctors would be granted 07 Additional increments (05 additional increments at the time of appointment and the remaining 02 additional increment would be granted 1 each (max. 2) on completion of service of 2 years each, from the date of joining, subject to their performance).

For further details, please visit HAL Website Careers page at [www.hal-india.co.in](http://www.hal-india.co.in) .

The last date for receiving offline application is 10/07/2019.

Dy. General Manager (HR)  
HAL Koraput Division



**Oil and Natural Gas Corporation Ltd.**  
Regd. Office: Plot No. 5A-5B, Nelson Mandela Road, Vasant Kunj, New Delhi - 110070  
CIN: L74899DL1993GOI054155

**Maharatna ONGC looking for Group General Manager (Marketing) at E8 level**

• Advt. No. 5/2019 (R&P) •

Oil and Natural Gas Corporation Limited (ONGC), a "Maharatna" Public Sector Enterprise, is the largest E&P Company in India, contributing around 70 percent to India's domestic production of crude oil and natural gas. Together with its prolific overseas operation through wholly owned subsidiary- ONGC Videsh, ONGC is the biggest Indian Transnational Corporation operating in 20 countries. ONGC operates in the entire hydrocarbon and energy value chain like Exploration, Production, Refining, Petrochemicals; Gas based Power, Wind and Solar energy, Coal Bed Methane, LNG, Oil & Gas Logistics etc.

We are looking for **Experienced Marketing Professional** with bright academic records to join the organization as Group General Manager (Marketing) at E8 level in the Pay Scale of Rs.1,20,000 - 2,80,000 /- on IDA pattern.

We provide best in class exposure to our employees in terms of Technology, Pay & Allowances, Career Growth & Professional and Personal Development Opportunities.

The details of the post are available in Advt. No. 5/2019 (R&P), posted at [www.ongcindia.com](http://www.ongcindia.com). The candidate can apply through Email in the application format attached with detail advertisement at [www.ongcindia.com](http://www.ongcindia.com).

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**Indian Banks' Association**

**APPLICATIONS ARE INVITED FOR THE POST OF MANAGER**

**Managers** (Total No. 6) from Serving/ Ex-Officers from Public Sector Banks in the Grade of Scale I & II or equivalent post in Private/ Foreign Sector Banks/ Financial Institutions having at least 5 years working experience.

The last date for receiving applications in the prescribed format for the above positions is **03.07.2019**

For further details, please visit our website [www.iba.org.in](http://www.iba.org.in).



**INSTITUTE OF BANKING PERSONNEL SELECTION**

Website: [www.ibps.in](http://www.ibps.in)

In case of queries / complaints please log in to <http://cgrs.ibps.in/>

**COMMON RECRUITMENT PROCESS FOR RECRUITMENT OF OFFICERS (SCALE-I, II & III) AND OFFICE ASSISTANT (MULTIPURPOSE) IN REGIONAL RURAL BANKS (RRBs) - CRP RRBs VIII**

The online examinations for the next Common Recruitment Process for RRBs (CRP RRBs VIII) for recruitment of Group "A"-Officers (Scale-I, II & III) and Group "B"-Office Assistant (Multipurpose) will be conducted by the Institute of Banking Personnel Selection (IBPS) tentatively in August and September 2019. The interviews for recruitment of Group "A"-Officers (Scale-I, II & III) under the same process will be coordinated by the Nodal Regional Rural Banks with the help of NABARD and IBPS in consultation with appropriate authority tentatively in the month of November 2019.

Candidates, intending to apply for CRP RRB – VIII should ensure that they fulfil the minimum eligibility criteria on the stipulated date as specified in the detailed notification issued by IBPS.

Activity	Tentative Dates
On-line registration including Edit/Modification of Application & Payment of Application Fees/ Intimation Charges	18.06.2019 to 04.07.2019
Conduct of Pre-Exam Training for Officer Scale-I	21.07.2019 to 26.07.2019
Conduct of Pre-Exam Training for Office Assistant	27.07.2019 to 01.08.2019
Online Examination – Preliminary	Officer Scale-I - 03.08.2019, 04.08.2019 & 11.08.2019 Office Assistant- 17.08.2019, 18.08.2019 & 25.08.2019
Result of Online exam – Preliminary	Officer Scale-I – August 2019 Office Assistant- September 2019
Online Examination – Main/Single	Officers (I, II & III) – 22.09.2019 Office Assistant - 29.09.2019

Candidates are advised to regularly keep in touch with the authorised IBPS website [www.ibps.in](http://www.ibps.in) for details and updates.

Before registering online candidates are advised to read the detailed notification and follow the instructions mentioned therein.

Mumbai  
Date: 14.06.2019  
Director, IBPS



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Prashant Gupta (M:+91-9810206887)  
or email us at:  
[prashant.gupta@hindustantimes.com](mailto:prashant.gupta@hindustantimes.com)

For more details,  
Call 011-60004242 or 1860-180-4242  
(for MTNL/BSNL Users) from 7am to 11pm



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