



Employers' Expectations

From a good and professional
employee



Great Challenge

It is a Great challenge to be
Better than your
Opportunities.



Presentation Contents

- Technical requirements
- Personal and soft skills
- Team and leadership
- Commitment to self, organization and nation



Knowledge and Skills

- Must have Basic Knowledge
- Must be quite strong in Basics
- Must be aware of current advances
- Must be aware of self limitations
- Must be able to apply what is known
- Must be able to learn quickly
- Must have the interest to learn
- Must have commitment to learn
- Must be pro-active in learning



Knowledge and Skills

- Provide only correct info about skills in CV
- Don't show knowledge about ordinary tools like MS-Word, Excel, EDIT, etc
- Show expertise on obsolete technology in a separate section (Dbase, FoxPro, Cobol, etc)
- Keep knowledge current in required technologies (practice and revise)
- Must have good knowledge in Software Engineering (Algorithms, Data Structures, Object Oriented Programming, etc)



Knowledge and Skills

- Operating System Knowledge (Unix (Linux, Solaris) and Windows)
- Operating System Knowledge must not limited to commands, but advance knowledge is desirable
- Advance knowledge must include Shell Programming, Knowledge about APIs provided by the OS, Knowledge to integrate a OS with applications to be developed
- Knowledge in Communication area will be highly desirable (TCP/IP programming, Socket Programming, Internet APIs, etc)
- Exotic Skills can be separately provided in the CV (Assembly Programming)



Technology Skills Currently Required

- Visual Basic, ASP, IIS, Windows
- Oracle, PL/SQL and SQL Server
- Java, JSP, J2EE
- C and C++
- Unix, Solaris and Linux
- Application Servers
- Communication and Channel Related
- Security



Core Computer Science Skills

- Solution Architectures
- Functional architectures
- Scalability, Security, On line Backup, DRS issues in solutions
- Object Oriented Approach for Development
- Component Based Approach
- Algorithms and data structures
- Problem solving techniques
- Mathematical knowledge (desirable)



Documentation Skills

- Must be aware of different types of documentation required (Requirement Specifications, Design Documentation, Program Specs, User Manual, etc)
- Must be aware of typical organization or structures used for documentation
- Must not think Documentation is a boring job
- Documentation communicates info on one's work to ultimate users
- Good Documentation Skills required (language and exact size)



Presentation Skills

- Presentation Skills required for everybody
- Self confidence for presentation
- Prepare and practice for presentations
- Must be able to use tools to prepare presentations
- Must know how to organize a presentation
- Knowledge driven presentations



General Appearance

- Neat appearance
- Good healthy maintenance of one's body
- Must avoid body odours
- Must dress as required by the environment (office, customer place, etc)
- Must dress as required by an occasion
- Importance for appearance when required (shaving, etc)



Soft Skills

- Communication Skills (English speaking)
- Writing skills (letters)
- General Appearance
- Body Language
- Customer Interface
- Interface with management and superiors
- Interface with peers and others
- Interface with administrators
- Travel, Visa and customs related info



Inter Personal Behavior

- Must be friendly with everybody : customers, colleagues, superiors, juniors
- Must not be an introvert
- Must not be interfering in others jobs
- Must not hurt others feelings
- Must not allow friendship or other relationships to affect work
- Must appear confident while speaking to people
- Good body language



Out Spoken Nature

- More and more companies are encouraging out spoken ness
- Transparency in operations
- Ensures participation
- Ensures correction or conviction



Pro Active ness

- Be Pro active in your work
- Inform superiors about any activity you have done out of the system
- Pro active learning is very important
- Pro active participation in the company's activities : HR, management, brain storming, etc



Good Habits (desirable)

- Good Food Habits
- Keep Physically fit (exercise)
- Meditation (prayers)
- Smoking / drinking affects work
- Proper sleeping habits ensures success at work
- Minimum : don't let your habits to affect your work or health



Team Work

- Ability to work in a team
- Share knowledge within the team
- Willingness to learn from others
- Willingness to adopt any role as required in a team
- Willingness to help weak members of a team
- Willingness to learn from stronger members of a team
- Must be a active participant in team's operations
- Must be able to interface with other teams for information / work sharing



Leadership Qualities

- Leadership qualities are very important
- Ability to take on responsibilities
- Ability to put in extra work to help others
- Ability to teach and develop second line
- Willingness to share complete knowledge with team members
- Must know the goals and responsibilities of the team and ensure achievement of goals
- Make everybody in the team participate
- Assign responsibilities to team members
- Lead in time of trouble
- Accept responsibility for failures



Commitment

- Must be committed for hard work and perseverance
- Commitment for satisfying customers and management
- Commitment must not reduce over time (it must keep increasing)
- Commitment must be demonstrated
- Commitment must be cultivated and taught to others



Commitment to our Nation

- Very important to be patriotic
- Must keep our nation in mind, especially while abroad
- Must not do anything to reduce dignity of our nation
- Must make our nation proud of what we do
- Outside India we all Indians must be one



Discipline

- Most important for success
- Discipline must be present in everything we do :
work, documentation, behavior, following rules of
the company and team
- Reporting responsibilities
- Discipline must be shown at all work places :
office, customer premises, etc



Flexibility

- Flexible for travelling at short notice
- For working late hours
- For working on holidays
- For working at home
- For working on different technologies
- For working with different teams
- For working with very difficult customers



Must have a clear Career Plan

- Must know all possible career options :
Developer, Designer, Architect, DBA,
Tester, Documenter, Market Support,
Quality Professional, R & D professional,
Communications professional, Management
- Have a clear career objective and a path
(goal)
- Don't make frequent changes
- Can make change if required at correct
points of your career



Summary

- Focus on Knowledge, Deployment of Knowledge for problem solving, commitment, hard work, discipline, team work, leadership qualities, documentation, soft skills, flexibility
- Always strive to surpass expectations
- Self Assess and correct at regular intervals
- Ask questions about yourself to peers and superiors to get feedback about yourself and correct if necessary
- Be a good person

- Try to be an employer rather than an employee



Employers' Expectations

Thank you

