

If you have no critics  
you'll likely have no  
success.

—Malcolm X

The best prize that life has to  
offer is the chance to work  
hard at work worth doing.

—Theodore Roosevelt

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It's funny – when you are really at your wit's end, there is rarely a single job offer on the horizon. But when you are not really looking, they rain down on you like the September rain! Deciding between various job offers is a decidedly complicated task. There are so many considerations in your head – profile, location, company money growth prospects. And then there are the unknown factors like who will be your boss, what kind of team mates you will have and how good the food at the cafeteria is!

Everyone loves to say that 'it is not just about the money'. But then, what is it really about? Lalitha Indrakanti, director and centre leader at Cargill Business Services, Cargill India lists a few key parameters to measure the job offer against:

- DNA of the company; look for the fundamental basis on which the company stands.
- Have a clear view of what the position has to offer; ask questions on key responsibilities, what is expected of you, determine if the position has enough headroom for you to grow in the organisation.
- Money is important but it should not be the primary criteria for you to switch jobs. There is always

someone who will be willing to pay a little more than what you are currently getting.

- Look for work-life balance; remember there is family, friends and life beyond your work also.
- Position yourself correctly; there should be a growth in your career responsibilities, monetary growth and visibility for the job and the team for at least 18-24 months.
- Understand the positioning of the company or product in the market; try your best to assess the macro-economic situation and its impact on the company.
- Last but not the least, meet your would-be boss at least twice, see if you can work for him/her.

Then again, if we all looked for perfection in our jobs, we might as well stay unemployed. Turning down every offer that comes your way in the hope of finding the elusive dream job is an approach that is fraught with risks. "Opportunity knocks once and we need to use it. Everyone may not get dream jobs as their first job but at the same time, it is always good to take up a decent job and keep trying for the dream job. Today dream jobs in campuses are offered by MNCs with compensation of above 5 lakhs per annum. However, the candidates need to have a certain eligibility to appear for the interviews and in case

## TO JOIN OR NOT TO JOIN

Evaluating a job offer can be rather like evaluating a marriage proposal. There are both pros and cons that leave you feeling utterly confused!



they don't have it, there is always room to get a dream offer by at least gaining relevant experience in the field," agrees Thirumal Raj, founder and CEO, STC Skills.

Consider this scenario – the job sounds great, pays well and it is what

you have always wanted to do. However, the company isn't well-known and you have heard a few unsavoury comments about your to-be boss. Are the negatives big enough to turn your back on an otherwise golden opportunity? "Pick a job on the basis of a good organisation -

that matters more than an ideal job. What is the point if the job is good, but it is a drag to go to the office each day? That is death by a thousand cuts, I would say," opines SV Nathan, partner and chief talent officer, Deloitte India. "The purpose and mission of an organisation, an engaged work environment, leadership strength, and most importantly a unique and compelling employer brand can help you make the right decisions," echoes Ritu Kochhar, director - human resources, BD India (Becton Dickinson). "Your job must be able to offer you a higher purpose in life. You should look at the wealth of new and varied experiences you can gather in the new role for you to grow professionally. Try to opt to work in an organisation where you can be an extraordinary contributor. Your new job must provide you a sense of accomplishment from doing what is right," she adds.

Those of us who are fortunate enough to be blessed with saleable abilities and possess the wisdom to pursue the field that matches best with these abilities may often find ourselves at a crossroads where we like our current job but are also bombarded with irresistible opportunities. It is definitely a nice place to be in, but it can also cause sleepless nights. So think carefully, take your time and make a mature decision.



### THINGS TO LOOK FOR

**Kannika Sagar, chief people officer, HCL Infosystems Ltd** provides a checklist for assessing a job offer:

**Work culture in the company:** Though it is not easy to evaluate and comprehend, it can have a deep impact on the employee's satisfaction and thereby his productivity in the company.

**Job description:** It is important to be confident of the roles and

responsibilities involved, the company's offerings, appeal of the industry that the job role entails and to be excited by the role as well as the people that one will get to work with.

**Compensation and benefits:** The compensation could be made up of various components

like high performance bonuses and different allowances unique to each company which might appeal to certain job seekers. In addition, many companies offer employees perks like health and retirement benefits, robust internal rewards and recognition programmes and flexible allowance plans.

**Growth opportunities:** The company's policies for creating better leadership avenues, cross-functional opportunities, skill-enhancing training and development opportunities and self-learning initiatives for its people are also key information to evaluate a job offer.

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