



Panacea Connect
"Intelligent Thinking. Responsible Execution"

HR NEWS Letter

Lessons of Life from the **YOUNG AGE** of Leaders

Vivek Gambhir - Managing Director, Godrej Consumer Products

1. Make your bucket list: Learn Spanish. Write a book. Climb Everest. Put it all down. And then do it.
2. Don't sweat: There is more coming your way. Things will get tougher and that's okay. Save your energy for the bigger battles.
3. Let go: You won't realise when you are making a memory or pace yourself out. If you're enjoying it, don't hurry to the end. You're running a marathon, not a sprint, even if it feels different right now.
4. Exercise: Start now and don't stop. And don't bother looking for the lazy way out.
5. Pack your bags: The whimsical, unplanned trips will be the ones that you remember.
6. Experiment: Don't be afraid to experiment. Go out on a limb. You can't get it right if you don't try.
7. Do work that makes you happy: Make it more than just a job. Because you need to do this every day and you will need a reason to be excited.

Sasha Mirchandani - Founder and Managing Partner, KAE Capital

1. **Forgive and forget**: Don't bear grudges
2. **Work hard**: Work until your idols become your rivals
3. **Exercise**: Be more disciplined about working out
4. **Priorities**: Right down priorities and get them done. Be yourself and not someone others want you to be. Just do it.
5. **Invest**: Invest wisely and smartly
6. **Get a hobby**: Play one sport really well. Learn to play an instrument and a foreign language.
7. **Travel**: Travel more and sleep less. Life is too short to waste sleeping.

Anjan Chatterjee - Founder and MD, Speciality Restaurants

1. Be patient: Like most young people, I had too many ideas with too little time. I would tell my younger self to be more patient.
2. Do one thing at a time: I wish I'd let go of less important things to tackle some important ones instead of trying to do everything together.
3. Stop pleasing everybody: At that age you want to accommodate everyone. Now I would say, go it alone.
4. No money, no problem: The real capital you can bank on is PHD or passion, hard work and discipline.
5. Stop doubting: Do not live in doubt but take the plunge and you will find your doubts and fears go away. Don't let them hold you back.

Nishant K Rao - Country manager, Linked In India.

1. Be patient: I've learned the hard way that patience is of paramount importance because organization, countries and teams don't operate at the same speed.
2. Focus on health: Instead of pushing harder, I'd be more proactive in investing time in my physical and mental well being which directly impacts productivity at work. For example regular workouts, building in more "downtime", pursuing my passion for sports and so on.
3. Build soft skills: Eventually, business always happens between two people so it's important to invest early in sharpening one's soft skills like communication, relationship- building, self-awareness and inspiring others.

Deep Kalra - Founder and CEO, MakeMyTrip.com

1. Choose well: Knowing that I was going to end up in the internet industry, I wish I could have told my younger self to have studied Computer Science instead of Economics!
2. Improve decision making: With MakeMyTrip, we outsourced some of our key technology requirements twice. As we scaled up, we had to go through a rather laborious process of building and transiting this architecture in-house. In hindsight, I would have preferred to invest in building in-house Technology at the outset.
3. Hire key talent: Hiring a CTO as a member of the founding team would have helped with some of the teething troubles.

Great words...

"I don't measure a man's success by how much he climbs....

But how high he bounces when he hits the bottom."

★ ★ ★ Star of the MONTH



Ayushi Poddar

I joined CL Allahabad, a unit of Panacea Careers and Private Management Ltd, in October 2007. It has been a great journey and I am proud to be a Panacea'ite. Here, in Panacea, I learned lots of things and groomed myself under the guidance of my Mentors. One of the reasons, for me being the "Star of the Month" are YOU. Thanks a lot.

Ayushi's Favorite

Favorite Color - White

Favorite Writer - Paulo Coelho

Favorite Cuisine - South India

Hobby - Reading



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Many Companies to Outsource Recruitment Work in Near Term: Experts

With businesses expected to ramp up hiring activities, a large number of companies are expected to out source their recruitment process work, especially by the IT & ITeS industry, in the near term, according to HR experts.

India's recruitment process outsourcing (RPO), a fast growing industry, is projected to see an annual growth of 25-35 per cent, according to estimates.

These expectations also come against the backdrop of high hopes that efforts to revive the domestic economy would generate lakhs of new employment opportunities.

In signs of improving market sentiment, leading HR services firm Randstand India said that RPO industry "has been evolving rapidly in India in last 12 months".

Going by its market study, more than 70 per cent of Indian employers are likely to out source all or part of their hiring process in the next five years. "Though this trend (of doing RPOs) has been prevalent majorly with MNCs, we are seeing many Indian firms opting for this model of recruitment," Randstand India chief executive Moorthy K Uppaluri told PTI.

Experts said that the IT & ITeS sector does more of RPO in the country. Among others, the BFSI (banking, financial services and insurance) segment and e-commerce industry also resort to outsource their recruitment process activities. "Services companies that hail from sectors like IT, BFSI, etc would use more RPO services as these businesses are people-driven and as such the largest cost center at any such organizations would be their employees," Spectrum Talent Management director Vidur Gupta said. RPO services are meagerly used for recruitment needs for junior-level and mid-level employees mainly when there are "high volumes of hiring".

"The number and variety of roles recruited are greater and hence is a challenge for organization to manage it in house," said Rajeev Menon, head-innovation and product management at MeritTrac, a talent assessment firm. RPO service providers have access to reach out to larger talent pool and make these specialised recruitments happen more effectively, he added.

Mr Uppaluri said that the RPO service providers are "predominantly (utilised) for mid to junior level employees in the talent pyramid as typically RPO is suitable for high volumes of hiring, with a low mix of different profiles". In the run up to Lok Sabha elections, HR experts pinning their hopes on a stable government had said that such a scenario would help create over two million new jobs and boost hiring activities by 30-40 per cent this year. A stable government has been formed with Narendra Modi at the helm after BJP got simple majority. No single party has won a simple majority since 1984. Executive-search firm Lighthouse Partners managing partner Rajiv Burman observed that employers are now looking at outsourcing hiring services as the RPOs have substantially reduced their fees in past five years owing to the slowdown.

Career Builder India's managing director, Premlesh Machama, said that even though India Inc was slow to embrace outsourcing services, the trend has changed in recent years. "...in the last couple of years, Indian companies have really understood the benefits of outsourcing to RPO and the number of companies availing these services is rapidly growing," he said. The increased demand for RPO services is also anticipated to spur this industry's growth by as much as 25-35 per cent annually, Randstand India said. Globally, the RPO market is estimated to be worth about \$1.5 billion.



"you should check your e-mails more often. I fired you over three weeks ago"

For feedbacks and suggestions email us at : feedback@panaceapeople.com

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