

## **Freshers and their common mistakes!!**

While human wants are unlimited; wants of any fresh college graduates are infinite! Yes, that is the current predicament of qualified B-school graduates across the country and not necessarily they would come from the premier B-schools around the country.

Some of the college graduates coming out are of average academic background but earned themselves a MBA degree from little known of colleges situated in remote places. It is astonishing when even they would crib for everything that's material under the sun and the moon. They appear to be rather impatient to have everything is shortest possible time and hence appears as unreasonable while negotiating a role and compensation.

Those were the days when employees served a single organization in their lifetime and harbor a feeling of 'being together for ever' with their employers. Not necessarily in all cases that the opportunities were sparse. The value system was different. Loyalty towards an organization was not rare. It is not rare today either but such population has dwindled which we must agree for wrong reasons.

At this juncture it is imperative to inform that I am not here for the advocacy of loyalty towards and employer or to preach someone to stick around in a job forever even if there is no value addition. The reason for penning these words is to share the experience any recruiter would go through while interviewing fresh college graduates, also referred as the 'GenY'. Unless one show cases a balanced attitude, it would be difficult to land up a job that would be of some value.

A fresh graduate be it management, engineering or whatever, must first concentrate in Job Content rather than anything else. An interesting and challenging Job content which would be a bit difficult to achieve should be prioritized more than anything else. We have seen interns / trainees turning down a job opportunity on the ground of compensation, Distance, absence of a leave policy and even because of the size of the organization or the brand. To be honest, nothing matters more than the Job content.

A fresher must understand the concept of Cost and Profit center. When he gets inducted straight from the college, no matter how much he might have studied the subject, in reality there would be a huge gap of being 'hands on' at work. One joins as a Cost center where the organization ends up incurring a cost on him. It is imperative that such recruit understands the work assigned to him fast and starts delivering even faster. Ensuring profit for the organization can be very satisfying.

A more visible brand need not have the best portfolio of work one should understand that to make a decision if he would in company with such firms or otherwise. Your job

may not demand a laptop or a blackberry from the day one. You might not require a decked up work station to cool your heels. What you require would be hands on job, a job that would teach you the practical side. That allows you to design, execute and implement. That allows you to commit mistakes but to learn it hard way.

End of the day, it is these quality time and experience that would help you shape up your career in right direction.

One never knows how and when an opportunity comes knocking. I met a fresh graduate some years back who was complaining for extensive traveling that he had to undertake while working with an Agri company. He was made to travel in and out of every corner of rural western India. It was true that he missed his family and friends at a stretch. He even had to work late at night or over the weekends while in station. He did not like this aspect of the job and was ready to quit mentally. Lack of opportunity made adjust to such life for 3 years. Then he realized that he is more knowledgeable about his work than many colleagues at work. Over a period of time, he was rewarded by getting promoted to a national level role with fancy designation and compensation.

As a fresher, before you appear for a job interview, do ask yourself if you are prepared to assign highest priority for the job that you are looking for. Ask yourself, if you are ready to sacrifice a very important event in your life such as your sibling's marriage. Your work may not allow you to enjoy a holiday during a community festival.

It is important that one sticks around and brings value to the table before deciding to move on. It may not be of purpose to hop from one company to another just for some hike. A long term vision on your career would be required to protect you for career goof ups that one does early on in life.

We even come across candidates who had deliberately changed their Resume by removing some early engagements that one did in life. In most cases the intention perhaps was to truncate the content and make it crispier. However, such change of material if ever found may tantamount to concealment of information and in turn mean fudging. With background checks being more prominent than ever, it is important that we play fair and square in this small and round world.

It is good to have aspirations only when such aspirations are tagged to milestones of achievement. While you cannot get everything in one life, you can still work hard enough with honesty to achieve a part of it.