

The one that satisfies

'Human Resources' - the magic words are murmured by everyone in one context or the other. All businesses around the world are continuously looking for better ways to recruit smart brains. Much has been said and written about the factors behind the HR factors. Many companies are considering some innovative ways to impart skills, train, re-train and motivate employees as they are the key issues. Why then in a country like

India, recruitment melas are looked at as prestigious events while turnovers are more for every quarter in companies engaged in IT /ITES, Construction, Engineering, Manufacturing and the like. 'The right man for the right job' may be the HR mantra. On the lines of this saying, candidates are interviewed; the good or better among the brain pool is offered the letter. All is good for the first few months and slowly from

somewhere a pungent smell of dissatisfaction spreads across the corporate floor. Where do the innings start?

The functioning style of management, the way projects are planned, in the impressive art of delegation of work, the manner in which constructive utility of manpower is exercised and the sense of job satisfaction blended with job security are the dependable factors for a lasting cordial relationship with the



employer. The distaste initially starts with absenteeism, staying away from work without permission and the final renunciation of the bondage with one's company result in an unhappy note. The recruitment team that relaxed for a while suddenly gets into feverish action and the team members stop not till the goal is achieved.

On an average, an employee with rich experience in India or abroad also shows low enthusiasm and the heat is on the down beat. As India

is emerging successful in the global arena, it has been an improvement on the economical status of an individual - billing wise or growth wise. Many strategies were evolved over a period of 8 - 10 years but it has been not easy to analyze the psychological changes and attitude of an employee on the long run. We could call this run to span a few months as is the trend. A serious look has to be given to leverage the human capital and support them more effectively. Bucket with a hole or filling the overhead tank with taps open is not a healthy trend. This effect will drastically lead to saturation level of enthusiasm in Recruiters as well. How good is our Indian HR system? It is high time that the delivery model needs a revamp.

Ninety percent of the HR activities end up in the routine chores of paper, interviews, reference checks, hiring, payroll and firing letters. As this swallows the maximum time, HR professionals have little or no time to concentrate on other strategies or find time to keep abreast of the latest trends in HR. Hence soon they get stamped as 'obsolete'.

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SRI LANKA NAVY IS LOOKING FOR ENERGETIC MEDICAL AND DENTAL OFFICERS FOR REGULAR & VOLUNTEER NAVAL FORCE

DIRECT ENTRY MEDICAL/DENTAL OFFICERS: REGULAR, SHORT SERVICE & VOLUNTEER FORCE

Designation	Rank	Monthly Salary Scale (Preliminary Grade)	Qualification
Medical Officer	Surgeon Lieutenant	Rs. 62,000.00 (Approx.)	MBBS with full SLMC registration
Dental Officer	Surgeon Lieutenant	Rs. 62,000.00 (Approx.)	BDS with full SLMC registration

STUDENT ENTRY MEDICAL/DENTAL OFFICERS - REGULAR NAVAL FORCE

Designation	Rank	Monthly Salary Scale	Qualification
Dental Officer	Midshipman	Rs. 37,200.00 (Approx.)	Completion of 2nd BDS
Medical/Dental Officer	A/sub Lieutenant	Rs. 38,800.00 (Approx.)	Completion of 3rd MBBS/Final BDS part - I and studying in the final year
Dental Officer	Sub Lieutenant	Rs. 44,500.00 (Approx.)	BDS Completed
Medical Officer	Sub Lieutenant	Rs. 44,500.00 (Approx.)	Completed final MBBS or equivalent Degree from a recognized university

* In addition to the salary, extra duty and 1/20 payment as per Health Ministry will also be paid.
* Rent allowances will be paid for married officers

ELIGIBILITY

- Citizen of Sri Lanka (Male / Female)
 - Student Entry - Unmarried
 - Age below 35 years at closing date
 - Minimum
 - * Height : Male - 5'6" Female - 5'3"
 - * Weight : Male - 115 lbs Female 90 lbs
 - * Chest : Male - 32"
 - Visual accuracy 6/6 up to 6/12 corrected by spectacles to 6/6.
 - Colour vision STD II
- * However physical standards and age may be waived at the discretion of the Commander of the Navy

CAREER DEVELOPMENT

Sri Lanka Navy encourages young Medical/Dental officers to follow post-graduate courses both locally and abroad. The core specialities include Diving & Hyperbaric Medicine and Trauma care. Opportunities for foreign exposure in areas of Marine, Military, Preventive medicine and fleet exercises have been afforded to serving officers.

SPECIMEN APPLICATION

- Full Name
- Post Applied
- Postal address, email address and Telephone numbers
- Gender
- Date of Birth
- Age (As at closing date) DD..... MM.....YY.....
- Height..... Chest.....Weight.....
- Marital status
- Electorate and number
- National Identity Card Number
- Nearest Police Station
- Schools Attended
- Educational qualifications
- Sport achievements
- Extra curricular activities
- Professional qualifications
- Previous employment if any and reason for termination
- Present employment with address of employer
- Previous service in Armed Forces if any

I hereby certify that the details furnished above are true and correct.

.....
Date Signature of Applicant

Closing Date : 18th April 2011.



SRI LANKA NAVY

Application to be addressed to

Senior Staff Officer(Recruitment)
Navy Headquarters P:O Box 593 Colombo.
Tel. No 0114632222

web : www.navy.lk

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- ✦ Minimum Commi 1
- ✦ Vocational training
- ✦ Moderate English

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Ceylon Tea Trails is a unique Boutique Hotel comprising of four classic Colonial Era Bungalows. It is located in Bogowanthalawa valley in central Sri Lanka. During first 5 years in operation it has won many international accolades for superior standards and impeccable service.

The following positions are available at Ceylon Tea Trails for efficient and enthusiastic individuals who possess an excellent knack for taking care and pampering our discerning guests.

Demi Chef

The ideal candidate should have minimum of 3 years experience in a reputed hotel. International exposure and experience in a fine dining restaurant will be a distinct advantage. They must be able to work flexible and extended hours. A co-operative and responsive attitude, pre-emptive alert to customer needs is expected.

Commis - Sri Lankan Cuisine

Candidates should be able to prepare quality and tasty Sri Lankan cuisine. Experience in a reputed hotel will be a distinct advantage.

An attractive remuneration package above industry norms awaits the selected candidates. Free food & accommodation will also be provided.

Please send your applications with contact telephone numbers to the following address within seven days of this advertisement.

General Manager Human Resources & Administration

Forbes & Walker Leisure (Pvt) Ltd

46/38, 'Seva Mandiraya'

Nawam Mawatha, Colombo 2

E mail - ranjan@forbeswalker.com