



Employment News



WEEKLY

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₹ 8.00

JOB HIGHLIGHTS

FCI

Food Corporation of India requires approx 4318 Junior Engineer (JE) (Civil Engineering/Electrical Engineering/Mechanical Engineering), Assistant Grade-II (AG-II) (Hindi), Typist (Hindi) and Assistant Grade-III (AG-III) (General/Accounts/ Technical/Depot)
Last Date : 17.03.2015 (pg 54-58)

CISF

Central Industrial Security Force requires 700 Head Constable/ Ministerial in CISF-2015 for direct candidate and HC/Min (LDCE)-2015 for departmental candidates
Last Date : 14.03.2015 (pg 30-33)

SCI

The Shipping Corporation of India Ltd., Mumbai requires 80 Assistant Manager, Manager and Deputy General Manager
Last Date : 07.03.2015 (pg 15)

UPSC

Union Public Service Commission invites applications for various posts by Advt No. 03/2015 and Special Advt. No. 51/2015
Last Date : 05.03.2015 and 14.04.2015 (pg 40-47)

PSC, UP

Public Service Commission, Uttar Pradesh notifies Combined State/Upper Subordinate Services (Gen. Rectt.) Examination - 2015 and Combined State/Upper Subordinate Services (Special Rectt.) Examination - 2015
Last Date : 28.02.2015 (pg 4-14)

CSIR

Council of Scientific and Industrial Research notifies Joint CSIR-UGC test for Junior Research Fellowship and Eligibility for Lectureship.
Last Date : 12.03.2015 (pg 34-35)

BPCL

Bharat Petroleum Corporation Limited, Kochi requires 71 General Workman-B
Last Date : 28.02.2015 (pg 61)

CONCOR

Container Corporation of India Ltd., New Delhi requires 26 Management Trainee and Assistant Company Secretary.
Last Date : 08.03.2015 (pg 62)

Turn over the pages for other vacancies in Banks, Armed Forces, Railways, PSUs and other Govt. Depts

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Declining Child Sex Ratio - a matter of concern

Kumar Pushan

Declining sex ratio has become a major national issue in the last few years. As per 2011 Census, the child sex ratio (0-6 years) has shown a decline from 927 females per thousand males in 2001 to 919 females per thousand males in 2011. Interestingly, before Independence, it was other way round. The number of girls was more than the boys. The sex ratio within this age group in 1941 was 1010.

Haryana presents the worst scenario, where the sex ratio is 834, while Arunachal Pradesh, with 972, has the best ratio. Situation in national capital Delhi is also not good with the city recording a ratio of 871.

This negative trend has worried the policy makers. Except for the states / Union Territories like Puducherry (967), Tamil Nadu (943), Karnataka (948), Delhi (871), Goa (942), Kerala (964), Mizoram (970), Gujarat (890), Arunachal Pradesh (972), Andaman & Nicobar Islands (968), Himachal Pradesh (909), Haryana (834), Chandigarh (880) and Punjab (846), the child sex ratio has shown a declining trend in the rest of states and UTs.

The sharpest decline was recorded in Jammu & Kashmir (79 points) while Punjab witnessed largest increase (48 points). According to the Census, the declining trend was witnessed in the North

Eastern States also, except in Mizoram and Arunachal Pradesh. Also, half of the districts all over the country witnessed decline in the sex ratio greater than the national average.

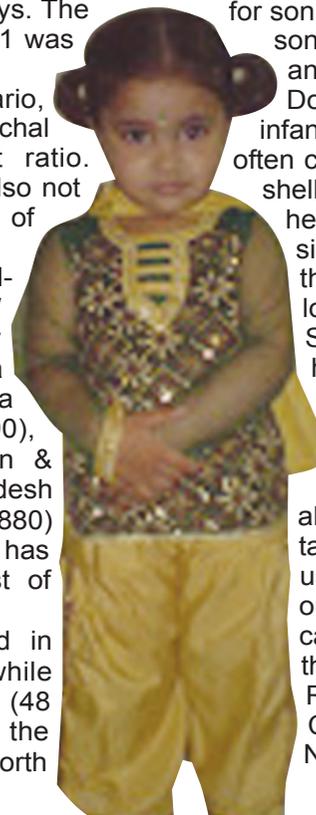
The main reason for neglect of the girl child is the prevailing prejudice against her. There is clear preference for son in society. It is common belief that it is only the son who can perform the last rites and that lineage and that inheritance runs through the male line.

Dowry is another reason for female foeticide / infanticide. In a male dominated society, a girl is often considered as a 'liability' as the parents have to shell out good amount of money as dowry during her marriage. On the other hand, boys are considered as 'assets' as it is believed that men are the bread winners and that it is the son who will look after the parents when they grow old.

Sex determination tests and abortion services have become easy, which has added to the problem. This is to be noted that sex determination techniques have been in use in the country since 1975. These techniques were basically meant for determination of genetic abnormalities so that corrective steps could be taken. But, this facility was subsequently misused to determine the sex of the foetus, obviously in connivance with doctors and pathological laboratory staff. People started eliminating the foetus in case it was found to be female.

Recognizing the sensitivity of the matter, the Centre introduced Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex

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Career in Human Resources

Neeraj Jain

HR People are in great demand today. From small time domestic outfits to transnational corporations, all are vying to have quality HR people in their HR Department. So is this 'hype' or a 'need'?

Corporate pundits believe that tomorrow's corporate war is going to be fought for 'Human Capital/People/Men'. In the form of quality HR professionals, wise organizations are hence attracting; developing and keeping able lieutenants to win this war for talent. For as the world of management has evolved, the focus has shifted (to an extent) from 'Money' as an asset to 'Men' as the only source of competitive advantage. The most appropriate time to make the best of this wonderful world of successful HR professional is hence 'Now'.

For the starters, the term 'HR' is an acronym for Human Resource(s). Other equally popular acronyms for this 'People Management' are HRD (Human Resource Development); Human Resource Management (HRM); Human Capital Management (HCM).

HR World:

Human Resource professionals work environment rotate in and around People-People who are primarily

associated in their workplace or have the potential for future association. Some of the major functions in which these HR professionals are involved include:



- Recruitments
- Selections
- Placements
- Transfers
- Trainings
- Development
- Coaching
- Salary & Wages
- Performance Appraisals
- Increments & Promotions
- Career & Succession planning
- Employer Branding
- Employee welfare
- Quality of work life
- Employee Productivity
- Change Management
- Employee Relations
- Industrial Relations
- Employee Counselling
- Employee Retention

Thus depending on the size of an organization, an individual could be accountable for entire gamut of responsibilities or he/she could be looking after one or a mix of these.

Demand for HR Professionals

These 'People Stalwarts' are equally required by Manufacturing as well as Service set ups. Despite the fact that number of aspirants opting for HR as a career to pursue have gone up significantly in this decade, there is still a humungous shortage for professionals of eminence.

Required Qualities

It has been observed that over and above hard core HR technical skills, individuals who have strong interpersonal skills enjoy a great command in this 'People Industry'. 'Adaptability' is often considered a rare virtue for these 'People Managers'. Probably this is the reason we see the women rising the corporate ladder very fast. Males again coupled with 'Business Sense' are reigning over. Quite often regarded as 'Internal Marketing', this Industry abodes HR talent by being an equal opportunity employer.

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