

HT PowerJobs



STRAIGHT TALK

Train to success

T. Muralidharan, Chairman and Managing Director, TMI Group, Hyderabad, talks about the rapidly growing trend of on-the-job training

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What is the reason for the growth of on-the-job training?

NASSCOM recently commented that only 30 to 40 per cent of engineering graduates in the country are employable. The reason for this is that these students stay in smaller towns where the quality of faculty is poor even though some of these colleges have excellent IT Infrastructure. The same goes for non-engineering graduates. On the other hand, there is a great demand for entry-level professionals in financial services, IT, BPO etcetera. The only way to bridge the gap is to take these students, put them in a six month to one year programme which makes them employable through the reinforcement of basic knowledge and through industry specific and job specific training. In this way, students become employable at



"On-the-job training helps companies to get employees trained for their specific requirements," says Muralidharan

their own cost and once these finishing schools are established, then we have a perpetual 'talent supply chain' model in place.

Why is there a need for such a model?
When a person enters the corporate world or a new of-

fice, he/she is not used to an office's work etiquette. The employee has no idea of the high pressures and realities of the job. For example, if an introvert ends up in a sales job, he/she will feel useless. And this happens quite often in the job sector. The reason for such a model arises out of the need to check that people do not end up in the wrong job and choose a profession that suits their personalities and characters. A realistic assessment has to be done before a person takes up a job.

How is it helping the companies?

Companies can now get employable people who are trained for their specific needs. The cost of induction, including salary, training, boarding and lodging is passed on to the student who completes the course at his/her own cost. Lastly, once the initial batch of students succeeds, these com-

panies will have a perpetual supply of ready-to-employ people on an on-going basis.

Can you tell us about companies that are using such a model?

I recollect that sometime ago the Godrej group had started the Sales Academy on a similar model where students with a job guarantee in Godrej would complete a specific course and join Godrej. Companies in retail and banking are exploring a similar model. TMI First is talking to specific companies in consulting, tourism, retail and banking, but the names cannot be revealed at this stage. We believe that this is the future of job-specific higher education in India.

What is a realistic assessment test?

If a person enters the wrong job, then it becomes difficult to hold on to that job. So, before taking the final decision, it is better to go through the realistic assessment test first. XLRI Jamshedpur has a psychometric test called the Career Preference Test. This test typically divides the personality of a person into a sales personality, a support personality, a creative personality and a maintenance personality. Each person should know about his/her personality type and choose a job accordingly. ■