



**Sadhana Educational & Empowerment Foundation's (SEEF)**  
**Sadhana Centre for Management & Leadership Development**  
**(SCMLD)**

---

Seminar: **“Learning from the Leaders”** - Series XIII

Theme: **“WORK Vs EMPLOYMENT:**

**FINDING PERFORMERS - Issues, Concerns and Challenges.”**

Venue: **Yashada, Pune** | Date: **12<sup>th</sup> & 13<sup>th</sup> March, 2011**

**CONCEPT NOTE**

SCMLD is striving towards developing extra ordinary performers out of just ordinary youngsters. In India the potential lies in the form of uncut and unpolished diamonds at the bottom of the population pyramid, whereas everyone is chasing the people at the top, the already finished ones rather than finding and excavating from the bottom and making them finished human assets ready for WORK.

Today, corporates and entrepreneurs are hunting for right fit people. However, the talented and the performing ones have plenty of choices and therefore they are difficult to be retained even if attracted by enticing offers. The percentage of this class in the overall man power market is very small. That is, getting right fit people who will work and deliver outcomes is becoming a very difficult, costly, crucial, and serious concern of all concerned. The ones who are readily available for EMPLOYMENT (not work- for work very few are keen) in the market suffer from attitudinal issues and lack of skills, knowledge & capabilities. The major industries / large scale enterprises which can pay well are competing amongst themselves to attract and retain the best in terms of skills and knowledge. (Attitude and retention are serious concerns w.r.to these best, making them probably not the best fit. No issues in this because of the demand – supply reality today). Investing to create the best fit in large numbers to increase the supply side is the long term option. Supply chain concept is applicable for human resource as well. Chasing the best available (in comparison with creating best fit from the population) is going to be a costly option. Further, the SMEs, the small time entrepreneurs, start-ups, and sectors like education, healthcare, agro business, food, tourism, logistics, etc. do not attract today's youngsters. Although only half baked, the employment seekers seek more comforts minus the discomforts appurtenant to any kind of job, work, profession or vocation. More or else the youth in general are averse to acquire skills to work with their hands. But expectations are sky high. Everyone wants fixed pay & benefits, not variable compensation. Commitment, authenticity, integrity, will to work hard, patience & persistence, attitude to learn etc. are almost getting extinct day by day. The system / culture which considers low paying jobs / work and employment in less glamorous sectors / enterprises

as less dignified, and the soaring ambition & being trendy marketed by the fashion and pub culture oriented serials & reality shows, the Bollywood syndrome and the crass commercialization of education bereft of its purpose etc. have all contributed to this scenario. People live in illusions and self-justifying assumptions bereft of reality. This is not to blame anyone but to highlight the reality. One may accept or reject the reality. Perception and how to manufacture perception is the game most of the people play out. But how long one will thrive on perception is a question everyone need to ask.

The other side of the reality is that

a) Those who want to really WORK and grow are either deprived of opportunities to acquire relevant skills and knowledge or are poor in soft skills if already “qualified with a degree, diploma or certificate”.

b) India needs 200 million employable graduates and 500 million skilled workforce by 2022. Current education system prepares only 10-15% employable graduates, and skilled workforce almost nil. What went / going wrong, who is responsible, what are the social, cultural & educational system failures etc. are not envisaged to be the debating point in this seminar. What can be done futuristically needs to be discussed and how it can be acted upon is the central issue you may like to deliberate upon and share, out of your experience and perspective.

Simply put, business and industry look for work ready man power. They hunt and search for them but are not investing to create them outside their immediate employment needs. Current education system turns out not even semi-finished material. At the same time there are millions of unemployed and / or who are qualified but unemployable out there with dreams, aspirations and potential. How to tap this vast potential to create “Made in India” global standard work force including executive leaders, is the focus of the seminar. By government action and funding that is not going to happen. It may create educated illiterates. Industry and institutions are to jointly address all these issues if we are to emerge as a developed nation. And no nation can develop without entrepreneurs, enterprises and skilled men & women ready and willing to work offering their 100% at work. Employment is a transactional relationship. Work and its outcome will only nurture that relationship.

Kindly be pleased to share your experience, views, concerns, solutions, processes and perspectives so that we make a new approach to bridge this skill / competency gap so that everyone is a beneficiary by our collective action. SCMLD is a small initiative in this direction.

The views expressed above are of the undersigned being in the HRD activity for the last 25 years. The behavioural trend of the youth in general noticed during the last 3-5 years is a matter of great concern. Accepting the situation as it is and blaming none and accepting the youth as they

are now (no blame to them as they are the product of the system. Today's youth have tremendous potential. But the grooming process and methods need to change.) how to create work ready Human Resource Is a challenge we need to address. Therefore, you may differ with any of the views stated above and like to have your own views and share the same with the audience. Integrating diversity produces excellence through interdependence. Hence you are free to express anything as you feel right disregarding this note.

Thanking you once again for your kind acceptance of our invitation and looking forward to seeing you at the seminar.

Yours most sincerely,

M.S. Pillai

Founder Director, SCMLD

[www.scmlid.org](http://www.scmlid.org)