

News

Understand cultural and organisational company's DNA to succeed in a new job

Source: Tjinsite

"Understanding company's cultural and organisational DNA is the most crucial task for a new joiner during the first three months of the job", tells Nikul Shah, President Global HR & Corporate Services of Omnitech InfoSolutions to Tjinsite, research and knowledge arm of TimesJobs.com. In a survey by Tjinsite, a large section of HR managers agreed that the first 90 days are crucial to evaluate the fitment and effectiveness of employment for both- employer and employee.

Explaining his viewpoint, Shah says that a new employee can never be successful, till he/she understands the organization 'code', which is often not written on the wall but exists. The most effective way is to get in a listening mode and know the informal decision making processes, influencers and communication networks.

According to Ramesh Kannan, Director-HR, Virtusa Corporation, demonstrating the right attitude in the new job is essential. While it is necessary to know the company's processes and culture, understanding the people in and around is most required, asserted Sharad Verma, Senior Director, HR, SunGard. He feels creating a buddy who can make you learn the procedures, show you how to use tools around, or guide you whom to probe for more information, helps to adjust in the new job.

"Awareness about the business want of technology and tools will help you become successful at the new job", stated Anurag Maini, Executive VP, Head HR and Training, DLF Pramerica Life Insurance Company. And together with this, it is also important to build a working relationship with team's key customers and suppliers through informal interactions. Another area of focus should be the expected norms of conduct and behaviour of the company to be followed by employees.

While employers should focus on developing strong and effective employee orientation programs for new employees, new joiners should have a willingness to learn and absorb the job specifics during the training and handholding phase. "A person needs to get involved in the process completely, listen and observe the processes that exist in an organization. When in doubt never hesitate to ask for clarifications and support. Being pro-active at work, pay well in the long run", maintained Hema Parikh, Director-Human Resources, Ajuba Solutions.

During a skills dialogue session, a series of high powered panel discussions organised by TimesJobs.com, experts alleged that organisations should extend full support to new joiners in understanding their job role, immediate goals, processes and culture to make their staffing decision successful. This will help employees channelize their efforts towards the business growth and their personal growth in the long run.