

AFTER SSC WHAT?

(PRIVATE SECTOR JOBS)

SMALLER ESTABLISHMENT JOBS

DEFINITION:

The Smaller Establishments are those which have got less than 24 numbers of Employees. The smaller the Establishment, the lesser are the duties and responsibilities of the employees working there. Usually the Owner of the Organization is the Chief Manager of the Office, and all other employees work under him.

UNORGANIZED LABOR:

Un-organized Labors are those who have not been able to organize in pursuit of a common objective because of constraints such as:

- a) Casual nature of employment.
- b) Ignorance and illiteracy of workers.
- c) Small size of establishments with low capital investment of per person employed.
- d) Scattered nature of establishments.

e) Superior strength of the Employer operating singly or in combination.

The Unorganized workers hail usually from the following establishments:

- i) Contract labor, including Construction Workers,
- ii) Casual Labor
- iii) Labor employed in small scale industry
- iv) Handloom or Power loom Workers
- v) Beedi & Cigarette Workers
- vi) Employees in Shops and Commercial Establishments
- vii) Menial Workers (Sweepers and Scavengers)
- viii) Tanneries Workers
- ix) Tribal labor
- x) Other unprotected labor

GOAL:

The main thing to understand here is that every organization has a goal to achieve; this goal is well understood by the Owner and he wants each and every worker or employee of the Organization to work towards achieving that goal.

The Smaller Organization could be a Branch Office of a Bigger Organization, situated elsewhere. It could be an independent local organization. Therefore, when you happen to join an Organization or even before joining it, you must try to understand the purpose, the aim and the goal of that Organization and what kind of work they do, what are their working hours, what will be the salary and other perks or

facilities. With this aligning of your personal efforts or energies with the goal of the Owner or the Organization, you can start working in the same direction and with the same speed in which the Owner/Manager wants you to work and succeed.

ROLE OF PROFIT:

The Owner runs the organization, either with his money or money taken on loan from the Banks, on which he is required to pay interest. It is the prime concern of every Private Organization to make money, to make profit. Profit is the surplus money earned by him through his Organization. In fact it is stated that the purpose of every business is to make profit.

Some Shop keepers, like Opticians, are interested in selling more costly items than necessary for the Customer; they somehow cheat the customers or persuade the customers with half –truths and sell them costlier items and collect money on the spot. Their motto is “We are sitting here to do business, to make money, not to think about the customer’s economic status etc”.

CUSTOMER ORIENTATION:

The Business aims at fulfilling the felt needs of the human beings. It could be either through sale of any goods or through providing any services. The ultimate aim of the Entrepreneur is to keep the customers happy; to expand the business where it is needed. You must also try to keep the customers happy. It is a famous adage that the Customer is the King, The Customer is always right. Here, it is pertinent to recall the quotation of Mahatma Gandhiji on Customer satisfaction:

“A customer is the most important visitor on our premises.

He is not dependent on us. We are dependent on him.

He is not an interruption in our work. He is the purpose of it.

He is not an outsider in our business. He is part of it.

We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to swerve him.

FRUGALITY IN EMPLOYMENT:

The Owner /Employer recruits only as many employees as required by him to do the Business profitably. He will not employ more. He will employ only those who can do the work and not because of any other considerations or social responsibilities.

SKILLS IMPORTANT:

Though he may go by the set of current qualifications norms, what he would like to go by, is the knowledge or awareness possessed, the skills known and the physical fitness.

TRUST WORTHINESS:

Since the organization is not elaborately governed by rules and since the Owner / Employer has no back-up funds to fall upon in case of any damage or fraud, he would like to appoint the most trusted or trustworthy persons. Therefore you must present yourself and act in a trustworthy manner; and show it up at the earliest opportunity.

GOOD EMPLOYEE:

The generally admired qualities of a good employee in smaller establishments are:

- Absolute faithfulness
- Punctuality
- Health/Healthy habits
- Knowledge of applicable Skills
- High sense of Responsibility
- Initiative
- Business environment Alertness

(Including Legal Compliances, both inward, and external)

- Extreme Clarity in Communication

INDUSTRIAL SECTOR CHOICE:

The Smaller Establishments in the urban and Semi-urban places belong to various kinds of Industries or Sectors like:

Automobile---Aviation---Biotechnology---Construction---Cosmetic Industry---Dairy---Electronic Industry---Media and Entertainment---Fashion Industry---Food Processing---Garment Industry---Health Industry---Information Technology--- Jewellery--- Leather Industry---Mining Industry---Music--- Pharmaceutical Industry---Power Industry---Printing Industry---Real Estate---Shipping Industry---Steel Industry---Sugar Industry---Telecom Industry---Tourism

Besides, our Infrastructure Sector includes

Electricity Production and Transmission

Exploitation of Coal Reserves

Expansion of Telecom Sector

Development of Highways

Development of Railways

Development of ports

Development of Airports

Public –Private Partnership in all these developments.

The above classification would help you choose the Sector which you like most. Alternately, you can scan the local economy and see what are the various economy activities going on and choose any one of them, prepare for it and then join it.

RE-LOCATION NECESSARY:

It is always better to relocate yourself for the job; or take the cheapest means of travel and carry your lunch from home and avoid bad company.

HOW TO LOOK FOR JOBS:

At the grass root level, the jobs could be in Associations, Unions, & Societies,

Banks and Financial Institutions,

Commercial Firms, Industries& Companies

Logistics Companies, Shopping Malls,

Cinema Theatres, Studios, & Satellite TV Networks,

Human Resource Development Organizations

Function Hall and Auditoriums

Hotels, Restaurants, & Cafes

Lodges and guest Houses,
Leisure Spots, Sports, and Play grounds & Parks,
Nursing Homes, Diagnostic Centres & Hospitals,
Offices of Newspapers, Periodicals and Publishers;
Residential apartments, Buildings & Complexes,
Religious Places and Charitable Institutions etc

All these establishments have a method of Recruitment to appoint their employees.

For example, recruitment through present employees still continues to prevail in Factories. Employers prefer this method to improve the morale of the workers. In some companies, Union Agreements specify entitlement to a percentage of vacancies to close relatives of senior employees.

Recruitment through advertisement is restricted mainly to supervisory and white collar employments, and is being increasingly used to tap skilled labor.

For occupations which do not require skills, an arrangement by which workers appear at the Factory Gate in the hope of getting employment is still in vogue.

In the more organized sectors and where many small units in the same industry are located at one place, recruitment is regulated by what is called “the Badli Control System”. Every factory usually requires a supply of substitute workers of “badli labor” to fill vacancies caused by absenteeism.

Recruitment in some Units is conducted by approaching the Technical Institutes, because of shortage of technical personnel, and because of the desire of these units to mould the persons coming from the educational institutes to suit their requirements.

Some Employers have tie-up with I T Is to supply the trained labor required.

They are treated as semi-skilled workers.

In the Mines, employment through intermediaries and Contractors is still not uncommon. Other agencies which provide labor to the Mines are Gorakhpur Labor

Organization and the Directorate of Unskilled Labor Supply in Dhanbad and Coalfield Recruiting Organization. A Special Employment Exchange has been set up in Assam for helping labor to get employment openings in Tea Estates.

In Ports and Docks, advertisement is the normal mode of recruitment. The government of India took legislative measures to regulate the employment of Dock Workers at major ports by the Dock Workers (Regulation of Employment) Act, 1948.

Recruitment to smaller establishments was never made through the local Employment Exchange; because they are treated a Non-Act Establishments and their vacancies are not notified to them as per law.

ALL THE YOUTH WHO INITIALLY JOIN A SMALLER ORGANIZTIOION TO BEGIN WITH MUST SRIVE TO STUDY FURHTER THROUGH EVENING COLLEGES OR OPRE UNIVERSITY AND COME UP IN LIFE , as the demands of life will gradually increase and you may feel the pinch.
