Contradicting expectations of new entrants in Corporate Sector

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Abstract

Campus recruits are joining in industry with great expectations. Their unrealistic expectation contradicts with the reality in industry from the first day onwards. This leads to unhappiness and affect their productivity. The current paper is an enquiry to this and it suggests some practical solutions to the problem.

Keywords: industry, human resource, management, profit, salary

Introduction

Unsettling or jarring experience resulting from wide disparity between what was expected and what the real situation turns out to be, such as the first day on a new job is the first challenge of

any employee. For most graduates, it signifies an important transition into the real world of being totally independent and earning a livelihood full-time. The thought of making it on our own can make us anxious and uncertain about the future. Or, it can make us positive and rosy about our expectations. The difference depends on how well we prepare for the mental and physical things every move requires, especially from college to the workplace. Accordingly College graduation and landing their first job are great achievements. They should be excited about starting their professional career. Congratulations! However, the transition from collegiate life to working professional is a large one. They are bound to find new challenges in the transition to the working world that they did not anticipate while a college student.

Review of Literature

Mental Preparation
The most important factor in making a smooth transition from collegian to full-time employee is their having the right attitude. This begins with how they understand their role in the corporate workplace. On the college campus, they may have led a rather carefree, happy-go-lucky life. Aside from regular classroom attendance, they could regulate their hourly and daily schedule according to personal desires and social interests. Maybe they were one of the party hearty gang who struggled through the week merely to have fun on the weekends. The role of serious student was, unfortunately, less important than the persona of being the most popular and socially active brother or sister on campus. Or maybe they were caught up in some political activist-role. Championing worthwhile causes associated with gender, race, sexual lifestyle, the environment, or other politically correct issues may have consumed much of their time and energy. As worthwhile as such passionate activism may be in an academic setting, it is unwelcome in the corporate arena.

Launching Their Career
The first three months on the job are crucial. During this so-called honeymoon, they must adjust to the corporate culture and perform their responsibilities to the satisfaction of everyone who evaluates their work. After all, many people will have a role in determining their success. Having a strong academic record is only one of many attributes that employers value. Some employers value social competence and a strong work ethic much more highly than evidence that someone is "school smart." Creativity is highly valued in the workplace, but it is not emphasized in college readiness criteria, although many college classes do reward, and indeed require, creativity. This discrepancy suggests that college readiness criteria and high school curricula

may need to be more balanced to allow for demonstration of student creativity in interacting with subject matter, rather than assessing knowledge more narrowly.

Here are some guidelines for establishing themselves as a valuable new employee, a person marked for corporate success:

1. Associate with winners, not whiners. Every company has its share of disgruntled workers who spend more time criticizing the organization than doing the job they were hired to do. These are losers who aren't headed anywhere and don't want anyone else to advance in the company. If they want to win, rub elbows and shoulders with seasoned employees who have contributed significantly to the organization and are willing to share their perspective and insights to help their progress. In associating with them, learn all they can about the company, their supervisor's management style, and what appropriate career paths are possible.

2. Develop a reputation for being dependable and resourceful. Every job has an initial learning curve. As a new employee, they won't be expected to perform at the level of senior co-workers. Admittedly, they'll make some mistakes early on. The important thing is to learn from their mistakes and constantly improve their performance with a good attitude. Having a college degree is like greasing the hinges on the door to get them inside, mentions Herschal Hill, president of Toar Consulting in Roswell, Ga. Once they're employed, they have to prove their worth over and over. Their boss is not looking for perfection, but for someone who can be counted on to do the best job possible and to grow in the position, he adds. Opportunities come to those who prepare for greater responsibility. If they tackle job assignments wholeheartedly and seek ways to constantly improve their performance, they will be a candidate for more challenging work assignments.

3. Have a disciplined lifestyle. To some extent, it's true that what they do during non-work hours is their business. On the other hand, personal involvements that reflect negatively on their work should concern them seriously. They should be avoided or dissolved. Here's where a change in attitude is often appropriate. During college, they may have enjoyed the reputation of being the coolest jock with a nonstop social life or a suave player with the most enviable love life. In the corporate world, those can be strikes against they. They weren't hired to be a conversational cause celebre, but, rather, to be a dedicated employee representing the company well, on and off the job.

Another lifestyle issue relates to physical and emotional health. As a carefree collegian, perhaps they were accustomed to playing cards all night, sleeping until noon, and cutting class because of

a hangover. Such behavior won't cut it in the corporate world. They owe it to their employer to show up at work daily keen and well-rested. How else can they expect to be focused and productive?

4. Set high but attainable goals. In the words of one poet, If they shoot for the stars, they'll at least reach the moon. Goal setting may be an important new challenge. Perhaps they breezed through school without much personal or professional direction. Maybe the biggest goal was just to graduate on time! As they start a full-time job, they must develop a sense of direction and clear-cut goals that support their lifelong ambitions. Only then can they focus their energy and efforts on worthwhile pursuits that will enhance their career progression.

5. Network wisely. Success involves more than just hard work and diligence. A key ingredient of success is making appropriate connections that will open doors of opportunity down the line. As they transition from academia to the corporate world, don't overlook important associations that can contribute to their professional advancement. Specifically, many distinguished professors and college administrators have connections with influential persons in major corporations and non profit organizations. Stay in contact with such people. By networking wisely with college acquaintances along with new professional colleagues they increase the odds of becoming aware of exceptional opportunities that otherwise would escape their attention.

This study provides tips for ensuring that they satisfactorily meet their employer's expectations within the initial evaluation period and some pointers for building a reputation within their new organization. We will also cover some hints on how to set the stage for future successes, whether they decide to remain with their current company or move on to higher heights. Our main concern is to make sure they hit the ground running -- in the right direction.

RESEARCH METHODOLOGY

The Researcher conducted the research study among all the new entrants in BPO sector in Cochin who completed their UG/PG in April 2004 using Descriptive Research design in nature. A descriptive study is a fact finding investigation with adequate interpretation. It is concerned with describing the characteristics or specific individual, groups or situation. The reason for the researcher to use descriptive research design because it is specific and focuses on particular aspects or the dimension of the problem studied and it also helps to determine the reality shock

of new entrants in corporate sector. The researcher used non probability sampling design as the sampling design for gathering information of this research Snow Ball Sampling Method. Because the universes of the study are all the new entrants in BPO sector which is unknown so the researcher used Snow Ball sampling. Convenient sampling is collecting data as per the convenience of both researcher and the respondents so the sample size of the study will attained. Interview Schedule was used for the collection of the primary data from the respondents. Objectives of the study were to study the socio, health, psychological adjustments and views on transition from college to corporate among the new entrants in corporate sector.

Main Findings

Ninety six per cent of the respondents are adolescent as researcher is concentrating on the new entrants to the corporate sector, Fifty two per cent of the respondents work from 9am to 7pm as they are fresher and undergoing their training, only few days a month they work in night shifts, Seventy four per cent of the respondent agreed that there is difference between their expectation and reality, Ninety per cent of the respondent strongly agreed that they are posed with lots of challenges in current job as they are very active and wanted to learn more, Eighty per cent of the respondent strongly agreed that when Behaviour feedback is given they take it as Motivational factors to perform better work, Sixty six per cent of the respondent agreed that there are changes in relationship with family members as the work timings changes and change in their schedule, had been the reason for the changes in the relationship, Fifty two per cent of the respondent agreed that their sleeping pattern has been changed to a great extent as they are new to work environment and timings, Forty two per cent of the respondent agreed that their work is stressful as they have to prolong the work time, Sixty per cent of the respondents only sometimes they are comfortable with change in food habits.

Suggestions

 Socialisation process should influence the employees positively so that the employee will cope up with the organisation culture and climate, Employee must have the full authority to voice out his feelings and his grievances regarding the superior subordinate relationship, In the initial process the employees should given more importance so that they will feel that they are also

counted in the company and their values increases, The organisation should be friendly in nature so that the new entrants will easily adhere to the organisation culture and climate, The organisation and the educational institution should arrange for campus preparation and job preparation workshops which will help the students to know the real working environment in corporate sectors.

Conclusion

 Hence the research findings can be concluded as follows

1) The reality shock faced by the new entrants should be viewed carefully so that it helps the organization to retain the employees.

2) The findings of the study help to increase the employee retention strategy. When the employer understands the actual problem of the new entrants they can remove the problems of the employees and make them committed and dedicated to the work.

3) As the fresher, employee will be having lots of expectations where they can be given special training regarding the reality. Once the employees join the organization they should be keenly watched how they adapt to the environment and the work so that when there is any change in the behaviour of the employees can be easily identified and removed as soon as possible.

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