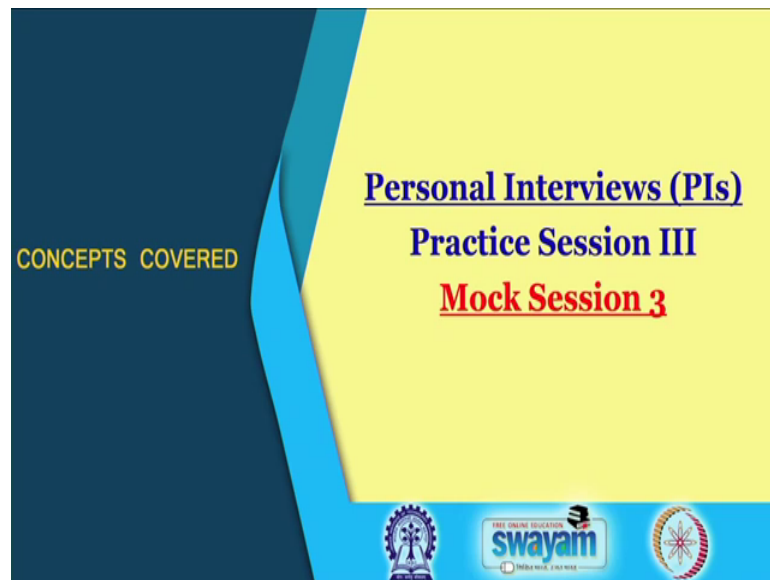


Employment Communication - A Lab Based Course
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Indian Institute of Technology, Kharagpur

Lecture - 34
PI Practice Session - III

Hello friends. So, here we are once again with the NPTEL online certification course on Employment Communication - A Lab Based Course. Today, we present to you lecture 34; this is the third of the lab sessions or the practice sessions on the important topic of personal interviews. This is part of module 7. And let us move forward.

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Once again I reiterate that in important topic on personal interviews, this is the third practice session, remember also that this is a mock session.

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Interview Panel III & Candidates interviewed

Lecture no.	Panel no.	Interviewers	Candidates
34	III	Alolika Roy Aritra Lahiri Pooja Khatwani	1. Poulami Saha 2. Mohd. Hashim Ali



The slide features a yellow background with a dark blue header and footer. The title 'Interview Panel III & Candidates interviewed' is centered at the top. Below it is a table with four columns: 'Lecture no.', 'Panel no.', 'Interviewers', and 'Candidates'. The table contains one row of data for Lecture 34, Panel III, listing three interviewers and two candidates. At the bottom left, there are logos for 'swayam' and 'THE ONLINE EDUCATION' with the tagline 'शिक्षा सबको, जगह सबको'. A small video inset of a woman is in the bottom right corner.

So, on this third interview panel we have the interviewers as Alolika Roy, Aritra Lahiri and Pooja Khatwani. On the candidates, we have the first candid being interviewed today is Poulami Saha, and the second candidate is Mohammad Hashim Ali.

May I come in?

Yes, please come.

Have a seat there.

Thank you.

Good evening, everybody.

Good evening.

Good evening.

So, hi Poulami.

Hi.

The first question that we would like to ask is why do you think you are eligible for this post of fun officer.

So fun officer as I assumed fun officer is the role in a company that would release, I mean relief the employees of test stress that they go through throughout the work because of the harsh working hours, and the work load that they have. So, that would involve various activities that need to be conducted like extracurricular and taking into account the passion that the employees have. So, have my pair share of experience in organizing the various events, various such events in school and college, and hence I think I would be appropriate to take in the position of the chief fun officer to enlighten the mood of the employees of the organization through its activities.

So, you said you have done this before right in your college. So, have you ever faced a situation where in a you have organized an event, but you have failed terribly, where we have not got any engagement of people or and if it has been there then how will you manage with that.

Yeah, so definitely I can recall one incident where there was, we were supposed to organize one event that was supposed to be part of the inter college events, but that ended up being an intra college event because of the lesser number of participation from the other colleges. So, we were supposed like we later understood that we had to go into the colleges and garner more participation from them and that required more PR activities from our side.

So, that was the first attempt. So, we could not make up, I mean we could not match up with the number of members all the participants that was required for the event to be successful or the inter college affair. So that was the first time and it actually just stayed inter department, I mean inter departmental. So, over the next year, we put in more effort we did we actually went in the other colleges, and we put in the pictures for the event, and even through online you know social media, social media platforms we straighten used, and motivated the other colleges to participate. So, the next year was still had more participation than the last year, and it is continuous.

This was more of a role of a PR. How in an organization do you think you can contribute as a part of this one?

So, this taken into account the amount of expertise that I need to have to organize such events level in the part of the fun officer, in context of the fun officer, he would need to have; the person would need to have relevant experience in suppose like in an

organizations that already have such positions of the chief fun officer one being Capgemini.

How do you think you can contribute as a fun officer in the organization?

So, in various organizations that already do have this position in place, they often arrange they settle for a day that is possibly Monday because Monday's are the days where the employees are de motivated to go to work since is the beginning of the work week. So, Monday's to make the Monday is the fun days. They often host events like I have seen in case of one of my friends like they go to office and at a certain point they take a break and everybody gather in a certain area, and they have, like they have performances whichever be the passion they have performances and accordingly they perform. So, that can align with what I used to do or was an involved was involved in like my prior experiences. So, I would say that would help to some extent.

So, Poulami you are saying that dancing, singing, so like in this digital era, it is like very few people are having those passions, and like we are all old peoples in the office. So, we do not really want to go to cafeteria and dance. So, we feel like it is a hectic part that people are pushing us to dance. So, how will you engage the people like us?

First of all you do not necessarily need to dance to you know be a part of the event, and enjoy it or be free of any kind of stress that you have. Even watching somebody dance or lift their passion you know just perform something out straight from the heart that can also enlighten your mood and free you from the stress that you have been going through throughout the week. So, aged people I mean the people who are like elderly in the organizations could actually motivate the younger generation to take part in such activities. If they themselves do not feel they want to necessarily perform, but I think even if they could perform and motivate the youth better because if they could, then the younger generation possibly would even more contribute to the performances.

But how do you think you can promote fun into those people who are elderly, and they are not willing to take part in such a kind of events. What all events do you plan for them?

For the elderly I would say even board games a section or a time in a day, a particular time in a day where they would not have to necessarily get up and run around or perform

many kinds of like activities, they could just participate in board games. I think everybody would enjoy a fair share of board games and at one point of time in the hectic week days. So, I think there could be like yeah a rounds of games we could ask for the interest, they have the interest areas they have in the like games and we could conduct board games.

And so what are all like bringing all the cultures together to a particular fun elements like we have with diverse workforce. So, how you are planning to do that?

Cultural, culture, I think different. So, that would be even like we could use this fun event or the fun office as an integrating force in actually bringing all the cultures together. So, different cultures and different ways of celebrating their you know cultural fiesta. So, they would come together and like every culture would bring in their own spice. So, I think the other cultural with probably you know associate move with them and get to understand and know more about the other cultures and that would bring about a proper conglomeration of different cultures and that could help increase a cultural diversity and acceptance.

So, tell us about a situation where in you are not given enough of budget, but then you have to organize an event which actually motivates people to engage more in the activities, then what would you do in such a scenario.

Budget, I think organizing some basic events like if simple performances at the end of the day or a certain hours would not require as much budget, but when it comes to proper competitions to be held a monthly or by month I mean yeah by yearly, so then we would require proper rewards and recognitions for the for those to be to garner participation in the next upcoming events. So, I think then if you actually are on budget constraint we could gift, first of all we could begin by not sending everybody empty hand, and like we would give something if not something grand we could gift them something as a memento for participation and winning in the event.

And other than that what we could do is we could arrange for day like in monthly appreciation sessions as a part of being actuary other than other than the fun part, they would be motivated for the work they actually do. So, maybe that could be kept as rewards for what they like the fun activities if we are under budget constraints.

Poulami, so how do you perceive your carrier as a fun officer in going forward?

I think this could like knowing that this is not such a huge trend this that has been there since long, and it just started. I think there could be a budding carrier like a there could be more such job roles are relating to fun officer. And I would obviously, seek out every opportunities that I have to make sure that I am doing the work right that I am given. And I would like to contribute to the organization and the employees and this is like a making them happy, so that would be my primary agenda. And I would like to seek further positions like promotions in this position I mean in this fun officer position, and move forward, and see what happens accordingly in the future.

One last question is see we this is very new concept, we were trying to promote in our organization. So, you may have to travel a lot, you need to promote it in various places. So, how are you like willing to do that traveling a lot.

Yeah travelling if I am if I get to travel many places, yes, I think that I would like to do that travel places.

Not only travelling places, travelling to offices, travelling to centers.

Definitely, for short periods of time, yes, definitely.

Fine Poulami. It is nice interview.

Nice interview.

Thank you.

All the best.

Thank you.

May I sit?

Have a seat.

Thank you. Good evening.

Good evening.

Good evening

Good evening.

So, how was the day?

It was fine.

Ali so, please tell me that why do you want to apply for this position.

Of fun officer; yes, actually there is a story which I want to share with you.

Sure.

And then why I want to apply for this particular role, because when I was in my college time then there I was a part of a an organization which was though role of particular promoting the computer courses. So, in the same time, you can promote this courses with your batch mate and as well as to their other friends who is in another colleges. So, in that you can promote the courses and the same time you can make a network, because if you are going to promote the courses you will get some amount which you earn use as a pocket money.

So, for making a network you know there is a some tactics you have to apply; otherwise you will cannot make the network. So, sometimes you have to be engaged with them. So, how you can engage with them that is with the help of some fun activities, some motivational training and teaching which you can use with them. So, sometimes, yes exactly your training which you are going to give them like for the purpose of getting computer courses knowledge, in the same time sometime you have to give them a fun with which they can easily engage with you and then they again follow your what you can say your some proposal which you are going to give them, like you want to promote this courses in this, this different reasons in this, this area.

So, how they will get to know like your, your vision is something good. So, with this thing if you want to get involved with them, then definitely you have to be make some good relation and that thing which can come with will with which can come with the help of doing this kind of activities that is fun role which you said.

So, in that case what I did I just did some events in that era actually there was one role that null which was the event which was held there. So, one event was there like there was different, different uplines, like if you are my downline and there will be, I will be as your upline and as well as there are many other uplines there. So, we used to held a held a mimicry competition from our associates.

That was nice, that was nice, knowing from you mimicry competition.

Yes. So, mimicry competition was something like that how the leaders of our team is promoting that particular courses, in which action he is promoting to the courses to the student.

Yeah, Ali, yeah, we will have it in our organization also, we will make you do that against your manager like for your manager.

Yes.

You do mimicry of your manager.

Oh mine.

Yeah, sometime will help because you know you will get to know what kind of thing is good for you, and what kind of thing is not good for you, then you can deal accordingly.

What about diversity, Ali we have a very diverse workforce. So, how do you think you can promote fun activities in a diverse workforce like if not everyone will connect to the same kind of things. Not a very shy guy will connect to your mimicry competition.

Yes another thing is that the things which we can do like if they are very shy and you are not involving with them with a mimicry and other things, so maybe everybody is born on some date actually. So, there is birthday celebrations on that particular day what I will do that there will be particular dress we will design from the team, and then we will try to give that dress to particular that person and we will make something costume and all, so that we can, what you can say to give this as a gift for him for that particular day, and we will take a pic with him; so, this kind of event which will be helpful to interact with the different people from different parts of the India.

Post it in Instagram and tag him tag him all friends.

So, this kind of thing will be helpful to you.

So, that they in turn make fun of you.

Yeah exactly so, this is the way of interacting with them and this is the another process which I can say as a solution.

So, Ali let me talk about a situation in one of the remote locations of India may be you are posted. People who are posted in that particular office are not very exposed to the media may be not very much exposed to the media.

Ok.

They are not very aware about all these. How do you think you can promote fun activities over there?

Yes actually what I think like if I have been born and brought up from a very small village. So, I think I have seen there is different kind of events like slow cycle race competition. So, I think from our employees we can hold this particular kind of events there. So, this is not something which is required even digital things or tools and technology to hold this kind of event. So, this event will be the first step for me which I will start to initiate to engage with the people which as you told me as a situation based.

And another event which you can say to interact with the people what I will do I will try to make the engagement with them with some festival seasons like you know there is a. Wherever I will be in India is a lot of festivals there like in Hindu religion according as you know there is a Durga Pooja has just passed right now which was before 10 days back. So, this time of festival season also we can just to give the chance to the employees to do their activities whatever they want to do, they can do this kind of thing and through which we can do the interaction with the another with one another. So, this is the thing which I will try to implement in the organization when I will be there.

So, as you just said that since India has a lot of what.

Diversity in terms of.

Yeah diversity plus they have a many village sorry festivals so, this traditional day usually every corporate office follows or any other office also follows. So, what different

you can think of an event which is different from here ever heard before or done before. So, what new you can think?

Diversity point of view if you want to do the what you can say actually maybe you are not aware with the language where you are working or where you have posted. So, in that point of time, we will do though the some relationship based event like you can say romance and bromance this kind of thing which we want to held there, you have to propose someone in that particular language where you are posted.

So, this will be a fun event as well as. So, you are going to get to know about them own, own their own culture where you are posted. So, maybe you will be aware like how you have to propose someone in which language like if in India you are in like Bengal you are going to say someone like I do not know exactly Bhalo say something Bhalo Lakshi as a something this is there.

So, in another places like in your Karnataka. So, there is some another statement is there used for expressing your love. So, these kind of things with which will work for me and I will try to implement these kind of event there.

Actually that was a unique idea thanks for putting in forward that will be very indigenous actually, indigenous to a certain place, indigenous language we have to take up and propose someone.

Then you will get to know the cultures of them and you can deal accordingly with the people and you can make the more interaction with another.

How do you perceive your career as a fun officer, do not you think it is weird like not well-known very new to the organization nowadays.

Actually as I told, can you repeat the question if.

Sure. How do you perceive your career as a fun officer? It is not very much prevalent till now, it is a new thing that is starting.

Yes.

And also I think since it is not very prevalent. So, you might not get this opportunity in every office. So, it is like your limited to certain offices and companies. So, how do you how will you deal with that?

What I think if there is certain opportunity this is a plus point for me if because why I am saying this if you are good at somewhere, and you are going to see that there is very less person or you can say there is not a very huge competition and your good at that skill. So, you can utilize that opportunity. So, maybe this is the plus point for me because earlier I have also done this kind of event as I told you I was part of an organization I doing the people and that is why I made a network of more than 500 people. So, this is the thing which motivates me, I can work with the people and in future I can lead with this kind of role and responsibility, and then that motivation gives me to work in this field.

And today yes according to your question like this is not that much popular nowadays, but what I believe it is going to be very popular, because nowadays there many people who is working in the job right now there very very not you can see very frustrated, but still they are not getting motivation towards the job, because some point of time people who is working for the remuneration only they are also getting stuck at some point of times. Some people with working for the only reward and recognition, but after certain point of time, they are also very getting stuck in the situation. So, for them something should be there which can be relaxation for them.

Yeah.

So, maybe this is a very important role in future, this is going to be implemented in every field of job sectors. So, this is going to be one of the unique sector and I would love to work in this particular field.

Ali another question, maybe one last question for you, say you are posted in a training and development cell of an organization. People are doing train there, freshers have being trained there and they are put into quite a huge amount of pressure. So, we really need someone to look after the fun activities and see that they have a good environment over there. So, can you contribute to them?

Yeah, sure it is actually a very good things and I am sure about it even I have also been a passed through this kind of the situation. So, what I can do once the training session will be over or that particular is kind of freshers who is entering in the organization, once the training session is going to completed, the different kind of things which we can do, the first thing I told you the mimicry of trainer can also be a part of that particular place. We can give them chance to just release the frustration which they felt down when they were in the training session.

Releasing the frustration on the manager.

No, not manager actually.

Trainer.

Just all the expression this is how they were getting challenger, assignment when they were given a task by the trainer who were giving them.

I am the trainer.

Actually in the term (Refer Time: 21:20).

So, do not you think that people will like people will be in fear that.

No, no.

If we do this.

This will be a fun part of things. So, this will be like not going to be something beyond the limit.

Because this will be restrictor things and limits will be there to inform them like this is the rules and regulation which you have to follow before going beyond the limits.

And what if people do not take it in a sportive way, what if managers?

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Take it personally.

So, according to my suggestion like in that situation if I will be there, I will take the feedback from my couple of seniors who is more better than me in HR field, then I will take suggestion from there, then I will go for the pole and what you can say the suggestion from them. If that will be a better idea, I will try to implement it forwards for the session. And if it will be not giving me a best result and I am not getting the best output from them, then I will deal accordingly that I will try to some put some another events like which we can say the birthday celebration also I told you, but in the same way we can do some different you know like outing.

Outing also a small outing with the fresher's who is just coming out of training session. With them the senior who is going to hire them as a project person, and then the senior person will take them for the small outing for the trip purpose, and they will give, they will get together with one another, and then they can start their corporate work life from there onwards.

So, this can (Refer Time: 22:35).

Ali people with family like they will they will try to spend less number of time in office actually. So, we have the employees who are like recently starting their motherhood. So, they are having a very hectic schedule to manage work and home at a time. So, how do you think that people who are in the zone. So, if it is like 2 hours of fun activities you have been assigned. So, they will just go to their home and stay with the family time because and how you will ensure that the participation will be there or how will you ensure that participation?

Actually as I believe that there is a every weekend which is as a holiday for the every corporate sector, but on the Saturday even if you are going to put on this particular day then people will get to involve in this kind of event, because they even go try to go from their own pocket money. If you are going to give them a chance to come in the trip, and you are not going to give them as a charge like you have to put the money, then you are going to be the part of this particular event then definitely they will take initiative there. Because if you are doing there are going to go for the particular movie or something for the fooding or maybe some dinner with the particular friends, then in already they are going to be invest something. Then maybe [FL] maybe that will be going to spend more

than 1000 rupees, then there will be try to save that particular money. So, then definitely I think they are going to.

The money is not an issue.

The money is not more important than the newborn baby, is not know money is not.

Just to get them included in this fun activities that is what.

Yes.

So, can you repeat the question? If you are not able to keeping (Refer Time: 24:22)

Just keeping it very short

Yeah.

People maybe in certain state of the society, not certain in state every state of the society we will have people who are just into their new motherhood or people.

Might be newly married.

Who are not; newly married, not well, how do you promote fun activities to them?

For them?

Yes.

For them for the newly you can say the mother I actually I have not experienced.

Maybe not well also.

Actually for them I have not experienced as of now, but the what the different kinds of things which we can do there maybe the some steps which they can to toward the taking care of their child and also what kind of the problems which give, which a child gives to the lady when she is going to take care of the child.

So, these kind of things I think give them as the suggestion and as well as a chance to come with their child and with your employees with your friend circle, so that you can

take initiative towards this things. So, I think I have not experienced as of now, but still I will try to take initiative with the suggestion of my seniors who will be there.

Thank you.

Thank you.

Thank you.

Thank you so much.

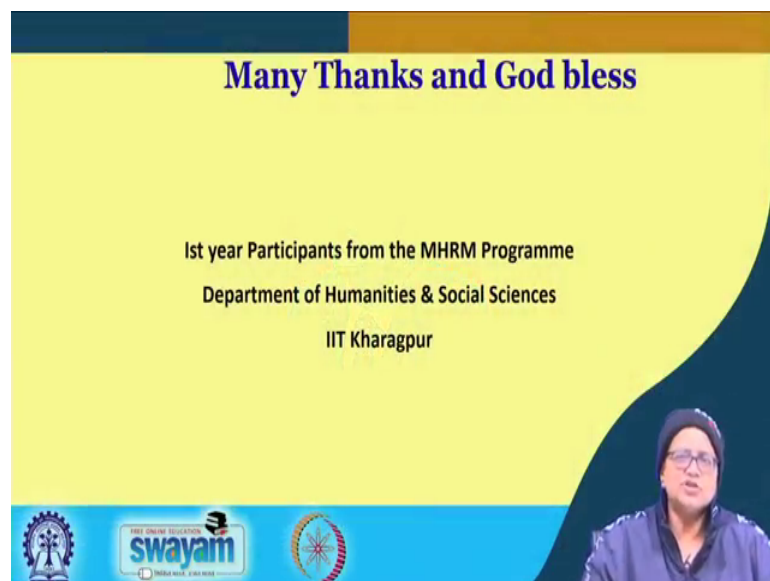
It was nice talking to you.

Yeah, it was.

It was nice talking to you.

Yeah, thank you so much.

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So, in conclusion I would like to express my thankfulness and my gratefulness and God bless to all the students of the first year in the MHRM program at the Department of Humanities and Social Sciences at the IIT Kharagpur.

And of course, thanks to all of you as well, God bless you.