

Volume
03

Issue
02

In this Issue

- ◆ 7 Reasons for Quitting Facebook
- ◆ Helikx Gallery
- ◆ PSG OBT Special
- ◆ Employee Engagement makes Profit



Dear Readers,

I am very delighted to meet you on this Fabulous February.

After having much holidays and vacations, every one is back to routine work-life with

new dimensions. As we committed in the last issue, Aadhar is now fortnightly with crisp articles and fresh gallery.

Being a Training service provider for both the Institution and Industry Helikx is always keeps its eye on the recent developments happens in the training sector and we assure the readers to bring them then and there. Every organization is now facing the challenge of attrition which is inevitable. Helikx have tested some of the activities which really reduce the attrition even at the floor level and proved its worthy of choice to many

organizations. Kudos to the Operations team who have done wonderful job and fetching an excellent results. KKP Spinning Mills, Namakkal engaged their part of employees in the Out Bound Training Activities at Yercaud and reaped the benefit.

Also the students of BBA Department (IS & RM) of PSG CAS, Coimbatore undergone OBT @ Yercaud with new adventures activities to build the team sprit and cohesiveness. This time we could measure the effectiveness of training with new metrics and handed over the reports to the management.

Many more to add up for reading and wish you Happy Reading



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Director Helikx, Training

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ANDROID APP ON
Google play



For the past 100 years or so, there had been huge improvements in communication. From letters to telephone calls, from telephone calls to text messages, from texts to video calls and from to videos to social network and on and on. Following all these improvements, one of the biggest inventions of the 21st century was founded in 2004 and since then it started to spread like an epidemic virus, first in the US and then around the world.

Now Facebook has more 1.23 billion monthly active users. Although initially it aimed to bring all people together for the sake of connecting, the effects of Facebook on masses became a huge discourse after it gained so much popularity. Until now, lots of disadvantages had already been listed. It is now time to list the ones that definitely affect your productivity.

1. Facebook is a time waster.

While being on Facebook and scrolling down through the news feed, many are not aware of the time they actually spend on viewing others' life events or sharing. It became such a disease that many even feel obliged to like or comment on anything that was shared. You might think of

new or doing your daily tasks.

Surinder Bhagat, country HR head, Free scale Semiconductor, India, says, "Soft skills can also refer to a set of skills that determine how one interacts with others in a way that the company as such gets represented well. These skills are applicable to all internal as well as external forums where employees are making key interactions."

2. Facebook can demotivate you.

By seeing someone else's continuous posts about the parties they went to or friends they see frequently, you might feel insecure about yourself and even feel as a loser if your own posts are not as cool as the ones in your news feed. However, there is rarely such a thing as going out every day or having lots of acquaintances to meet everyday. Moreover, sharing every moment of your life is also not obligation, since being private is quite a norm.

3. Facebook makes you deal with useless people.

Look at the number of friends you have on Facebook. How many of them are really good friends? Or how many of the friend requests you get are real people or your

the time spend on Facebook as your free time, though you are not aware that you can spend the same time taking care of yourself, learning something

actual acquaintances? You have to admit that you have people on Facebook who are not related to you, but who would write to you once in a while and more than likely, you will answer to them. Thus, you waste not only your time, but also your energy.

4. Facebook makes you deal with useless information.

It is one thing to read newspapers or magazines in order to get information, but it is an entirely other thing to be faced with the same information, trends and innovations through continuous sharing's of people. I bet one of the things that you will not miss about Facebook after quitting it, are the selfies of girls with the infamous duck face.

6. Facebook manipulates you to work on your posts.

One of the biggest problems of Facebook is its influence on people's creativity. Although it is assumed to be a free social media site, which let's you to share almost anything you want, you have this tendency to want to get more likes. In order to get more likes, you must work very hard on your shared posts, trying to make it funny, creative or smart while you could spend the same time doing something much more useful.

7. Facebook becomes your life.

The marketing strategy of Facebook is quite clear - to make you spend as much time as possible on the Web site. While working on their posts to be cool and wasting time on Facebook, many people actually try to be someone else, but end up being isolated from real world and real themselves. It is possible to spend the same time and energy into simply being yourself, or a better version of you.

Helikx Gallery

**PSG College of Arts and Science, Coimbatore OBT Special
@ Yercaud**



Activities for Testing Team Dynamics for Students of Retail Management and Information System Department

Employee Engagement Makes High Profit 4



I am Sharmila. I am doing my final semester of master degree in management studies. I got an opportunity to become a part

of Helikx for which am feeling very happy. I am being an intern over there and doing a project on the topic "**Effectiveness' of Employee Engagement**". I choose this topic for find the manpower efficiency in the corporate. High Engagement gives a great experience to the corporate peoples. The following are some engagement activities that can be given to the employees.

1. Involve employees in your business planning process

Every 6 months, or even quarterly, present the most important issues in your company and the actions made to address those issues. Involve your team in planning ahead, assessing opportunities and coming up with improvement ideas for your business strategy. By promoting transparency and offering them a strategic insight into how the company is being managed, you'll foster loyalty and you'll also have a prepared leadership pipeline.

2. Create a knowledge sharing system

One of the biggest costs of a high employee turnover rate is the loss of essential information. A knowledge sharing system helps you avoid that cost, to some extent, and it's also a great engagement driver for newcomers. You can have a mentorship program, pairing experienced employees with newly hired ones. Create a learning program template that they

should follow, giving them enough space to test their own learning methods. Give them a timeframe, a set of objectives and let the relationship unfold on its own.

3. Show them the money

Nothing builds trust like showing someone your financial statement. And that's exactly what you should do in your company. Give your team a quick presentation of the financial state of your company, every quarter or at the end of the year. Show them how everyone's efforts are linked together, set bold objectives for the next months and get everyone involved in meeting those objectives. You'll notice that this activity links back to the 1st one. Encourage employees to take responsibility for the success of the company if you want them to put in their discretionary effort.

4. Encourage and provide learning opportunities

Create your own Academy, where employees can access the knowledge and development opportunities that they need. This is one of the top 3 reasons why employees quit companies: lack of learning prospects. Assess their needs and their preferences, create a curriculum and set-up 1-2 classes per week. Get them involved in deciding how you should schedule these learning initiatives (during or after working hours). Make it engaging and rewarding with a Graduation ceremony, caps and flowers and even a fun night out.

5. Migrate and Mingle

Have your own Office Olympics where everyone can get involved and have fun. Promote wellbeing and the benefits of a

healthy lifestyle in a fun, competitive way. Get to know each other in a different environment and connect people with the same interests. It's a great chance to get some of those chair-numbered-muscles going and bond in a friendly competition. Prizes and embarrassing photos are a must.

6. Have a hack night

Break monotony with an ambitious working night. Set a clear objective, create your own set of rules (breaks, music, snacks, etc.) and try to be as productive as possible in just one night.

Get everyone together and test your creative and operational limits. I promise it's going to be really fun! Here's how the team at HubSpot got together to create 200 hours' worth of marketing content in one hack night.

7. Make onboarding fun

Have a scavenger hunt onboarding. Turn information that is usually considered boring or useless into company trivia and learning how to use tools and systems, such as the internal communication system. Include other people in the game. For example, have some of the older employees provide answers and get to know the new hires.

8. Create your own internal magazine

Create your internal employee-focused magazine with fun columns, news, featured stories and opportunities. Who wouldn't like to be featured on the cover as Employee of the Month? It can be an online magazine or a printed one.