



## CLAIMING A HIGHER CAREER POSITION

The Indian employment market is a crowded space and English language proficiency has become imperative. But what happens if you can't meet industry standards? Santosh Y Pujar's journey towards gainful employment holds answers.

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As the youngest of four in an agricultural family from Belgaum in Karnataka, Santosh's decision to pursue a Masters in Social Work went against the grain, leaving the family under great financial duress. When the loans began to pile on, Santosh sought the best option available for employability facilitated by his new degree – that of a warden at a local NGO taking care of 30 students in a residential facility. His responsibilities involved serving meals and supervising bed time.

Over time, Santosh grew bored and frustrated. But the tipping point was when he discovered that a colleague with the same qualifications as him was offered a higher position within the organization. Responding to Santosh's angry questions, his manager responded, "She knows English." The need for employable youth is underscored in a 2015 study conducted by Aspiring Minds, an employability evaluation and certification company. "Nearly half of all Indian graduates were found not employable in any sector, given their English language and cognitive skills," the survey reveals.

### The DET Value: Imbibing critical organizational skills

Santosh first heard about the DET HR Fellowship during a visit by DET staff to his organization. They explained the DET approach and the variety of courses offered, and suggested he enroll for the HR fellowship.

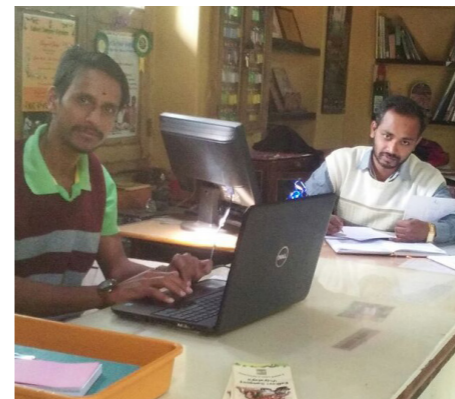
From the very beginning, Santosh recalls feeling happy and optimistic about his learning environment, especially since he knew it would help him speak fluently in English.

*"He would often ask me for money as he wanted to start his own business. I feared he would lose the money and as a farmer I have only so much I can risk. He tells me that he is saving for his dream bike and has saved around INR 1 lach. I am more confident of him now. I feel I could invest in him if he continues to work as sincerely as he is working now."*

- Santosh's father

### WHAT WORKED FOR SANTOSH

- ICT tools for HR
- Team building activities
- Professional etiquette
- Public speaking



**SANTOSH Y. PUJAR** | Deshpande Human Resource Management Program Alumna, 2016

When I did my Masters in Social Work, they did not teach me how to **work in an organization**. That is **what HRF taught me**. I sometimes wish I had done the HRF program and **reaped the benefits** much earlier.

"I learnt at DET that English is a language that can easily be picked up," he says. Theory sessions were combined with daily lectures in English by experienced HR managers from reputed organizations based in Bangalore and Mangalore.

The overall activity-based approach to imparting curriculum provided Santosh with opportunities to learn critical organizational skills through group work and exposure visits. He clearly recalls a classroom activity in which participants were asked to fall backwards and trust that their classmates would catch them – a simple yet effective exercise designed to explain why trust between employees is crucial to companies. Santosh enthusiastically uses this activity today in his training sessions with the staff.

Santosh also values the balance he is able to strike between patience and assertiveness after his experience at DET. "It's invaluable to me as I work in HR today - the ability to be receptive to employees and at the same time, respond in a measured manner."

The DET Fellowship program offers regular feedback to its students which Santosh found to be immensely helpful. Having instructors point out his strengths and weaknesses made room for self-improvement. Santosh acknowledges the impact that DET has had in his becoming a well-rounded professional, and in transforming his career graph.

### Productive Careers: Coming a full circle

A chance encounter with his previous employer resulted in Santosh landing a higher position as an HR Executive at the same organization. He adds proudly that he was the first person in his batch to be offered a job. His responsibilities now entail employee management and addressing the grievances of the 75 employees. With a significant increase in his salary, Santosh is able to support his family and save money for the future. The decision to study HR at DET has had such a positive impact on his life that he now recommends it to his friends and colleagues as well. "I recently addressed a gathering of 2000 people at a local event. I could never have done that before DET! DET taught me to dream big," he says, emphatically.

### STUDENT PROFILE AND IMPACT POST-DET

Educational qualification	MSW
First generation learner	Yes
Pre-DET monthly household income	Rs. 25,000
Sector of employment	Human Resource
Hailing from	Gopath
Working in	Dharwad

Salary Increment (INR):

