



Empower workforce: Attitude & skill-based talent acquisition for success



MANISH MANDAN

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The job market in India has undergone drastic changes over the last few years. Each decade brings new insights into human resource management, as the array of knowledge, skills, and competencies continues to evolve and set higher standards. And this decade is about the 'Hire for Attitude, Train for Skills', a strategic approach that most organizations are adopting to thrive in today's competitive business landscape.

The power of attitude

A positive attitude can foster a sense of belonging, collaboration, and cohesion within a company. Hiring individuals with the right attitude enhances teamwork, promotes innovation, and contributes to a healthy work environment. Such people are more likely to adapt to changing circumstances and bounce back from setbacks. Their resilience helps organizations navigate challenges and seize new opportunities, ultimately driving growth and success.

To identify such talents, companies should incorporate behavioural interviews into the hiring process to gather valuable insights into a candidate's attitude. For instance, ask scenario-based questions to gauge how individuals respond to challenges, work under pressure, and interact with colleagues. Likewise, it's essential to do reference checks before bringing people on board. Doing so

will shed light on their attitude, work ethic, and overall performance. Speak with their former managers or colleagues to validate their claims and get a deeper understanding of their attitude towards work and collaboration.

The next step after hiring is to invest in employee training and development. Conduct comprehensive onboarding programmes to bridge any skill gaps and ensure new hires are equipped with the necessary knowledge and tools to excel in their roles. Companies must also establish a culture of continuous learning to maximize employee potential. Provide them with training opportunities, mentorship programs, and professional development initiatives. Not only will this enhance their skills but also improve employee satisfaction.

tion and retention.

Leveraging tools in talent acquisition

Applicant Tracking Systems have become integral tools for talent acquisition. These systems streamline the recruitment process by organizing candidate data, automating applicant screening, and facilitating efficient communication between recruiters and hiring managers. Similarly, TRM software helps companies build and maintain relationships with potential candidates, even before specific roles become available. It enables organizations to nurture talent pipelines, engage with passive candidates, and create a talent community for future hiring needs.



Leveraging tools, such as applicant tracking systems and talent relationship management software, along with competency mapping, functional awareness, and relevant experience, ensures a comprehensive approach to talent acquisition. Embracing this paradigm shift unlocks the key to successful recruitment, enabling companies to thrive in the competitive job market and drive sustainable growth

Competency mapping for effective hiring

Competency mapping involves defining the essential skills, knowledge, and behaviours required for specific roles within an organization. By mapping these competencies, recruiters can align candidate assessments with the job requirements and identify the most suitable candidates. Recruiters can employ various assessment methods, such as behavioural interviews, psychometric tests, and assessment centres, to evaluate a candidate's competencies. These assessments provide valuable insights into a candidate's potential to succeed in the role and contribute to the organization's growth.

veloped, relevant experience plays a vital role in certain positions. Recruiting candidates with prior experience in similar roles or industries can bring valuable insights, expertise, and a shorter learning curve to the organization.

Wrapping up

Talent acquisition has truly undergone a significant shift, underlining the importance of hiring candidates based on attitude and potential rather than solely focusing on skills and experience. By prioritizing attitude, cultural fit, and future potential, organizations can build a team of motivated individuals who align with their values and are willing to learn and grow.

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(The author is HR Head, Sohan Lal Commodity Management (SLCM))



Indian researchers find evidence of ultra-low frequency gravitational waves

HANS NEWS SERVICE ROORKEE

In a significant breakthrough, an international team of astronomers including from the Indian Institutes of Technology (IIT) Roorkee has provided scintillating evidence for the relentless vibrations of the fabric of our universe caused by ultra-low frequency gravitational waves.

The team, including from Japan and Europe, found the evidence from monitoring pulsars - dubbed as nature's best clocks - using six of the world's most sensitive radio telescopes, including India's largest telescope, the upgraded Giant Metrewave Radio Telescope (uGMRT).

To detect these gravitational-wave signals, astronomers created a "galactic-scale gravitational-wave detector", which was synthesised by incorporating 25 meticulously chosen pulsars in our Milky Way Galaxy.

This helped the teams to access the variations in the pulse arrival times created by gravitational waves with a frequency of oscillation 10 billion times slower than those first observed in 2015 by the two ground-based LIGO detectors in the US.

The researchers explained that the ultra-low frequency gravitational waves originated from a large number of dancing monster black hole pairs with masses that are ten-hundred crores times more than the mass of our Sun.

Such dancing monster black hole pairs, expected to lurk in the centres of colliding galaxies, create ripples in the fabric of space-time, which the astronomers call nano-hertz gravitational waves.

The relentless cacophony of gravitational waves from a large number of supermassive black hole pairs create a persistent humming of our universe. These light-year-scale ripples can only be detected by synthesising a galactic-scale gravitational-wave detector using pulsars-the only accessible celestial clocks for humans.

The findings, led by members of the Indian Pulsar Timing Array (InPTA) and European Pulsar Timing Array (EPTA) consortia, were published in two seminal papers in the *Astronomy and Astrophysics* journal. These are a crucial milestone in opening a new, astrophysically-rich window in the gravitational wave spectrum.

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"According to Einstein, gravitational waves change the arrival times of these radio flashes and thereby affect the measured ticks of our cosmic clocks.

These changes are so tiny that astronomers need sensitive telescopes like the uGMRT and a collection of radio pulsars to separate these changes from other disturbances," explained Prof. Bhal Chandra Joshi of NCRA Pune and Adjunct Faculty, IIT Roorkee, who founded the InPTA collaboration, in a statement.

"The slow variation of this signal has meant that it takes decades to look for these elusive nano-hertz gravitational waves," he added.

For the galactic-scale gravitational-wave detector, data was collected over 25 years with six of the world's largest radio telescopes, including more than three years of very sensitive data collected using the unique low radio frequency radio telescope, the uGMRT.

Measurements of the exact arrival times of the pulsar were compared with both data to study the influence of gravitational waves.

"The results presented today mark the beginning of a new journey into the Universe to unveil some of these mysteries. More importantly, this is the first time that an Indian telescope's data is used for hunting gravitational waves," said Prof. A. Gopakumar, TIFR, Mumbai, and Chair of the InPTA consortium.

The InPTA experiment involves researchers from NCRA (Pune), TIFR (Mumbai), IIT (Roorkee), IISER (Bhopal), IIT (Hyderabad), IMSc (Chennai) and RRI (Bengaluru) along with their colleagues from Kumamoto University, Japan.



New image from NASA's Webb Telescope reveals Saturn's iconic rings

HANS NEWS SERVICE NEW DELHI

Researchers using NASA's James Webb Space Telescope have revealed a new image of Saturn and its rings which seem to glow eerily in the infrared picture, plus it unveiled unexpected features in Saturn's atmosphere.

"On June 25, 2023, NASA's James Webb Space Telescope turned to famed ringed world Saturn for its first near-infrared observations of the planet. The initial imagery from Webb's NIRCam (Near-Infrared Camera) is already fascinating researchers," Thaddeus Cesari, Strategic Communications Specialist at NASA's Goddard Space Flight Center, wrote in a blogpost on Friday. "Saturn itself appears ex-

tremely dark at this infrared wavelength observed by the telescope, as methane gas absorbs almost all of the sunlight falling on the atmosphere. However, the icy rings stay relatively bright, leading to the unusual appearance of Saturn in the Webb image," he added. Moreover, the space agency said that the new image of Saturn clearly showed the details within the planet's ring system, along with several of the planet's moons - Dione, Enceladus, and Tethys.

"Additional deeper exposures will allow the team to probe some of the planet's fainter rings, not visible in this image, including the thin G ring and the diffuse E ring," the space agency added.

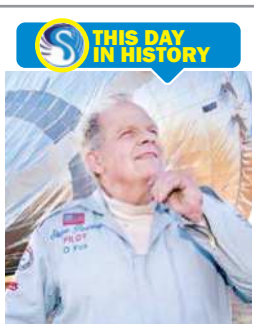
Saturn's rings are made up of a variety of rocky and

icy fragments ranging in size from a grain of sand to a few as large as mountains on Earth.

Saturn's atmosphere also showed surprising and unexpected detail.

According to NASA, it is the first time that the planet's atmosphere has been observed with this clarity at this wavelength (3.23 microns), which is unique to Webb.

"The large, dark, diffuse structures in the northern hemisphere do not follow the planet's lines of latitude, so this image is lacking the familiar striped appearance that is typically seen from Saturn's deeper atmospheric layers," the space agency said. The image was taken as part of Webb Guaranteed Time Observation Programme 1247.



First person to fly solo around world nonstop in a balloon

July 1, 2002 - Steve Fossett becomes the first person to fly solo around the world nonstop in a balloon. American adventurer Steve Fossett drifted into aviation history today, as he became the first man to fly a balloon solo around the world.

Flying through the darkness over the ocean south of Australia in his silvery Spirit of Freedom balloon, the 58-year-old crossed east of 117 degrees longitude, the line from which he set off two weeks ago.

The investment millionaire from Chicago covered more than 31,000km (19,263 miles) on the trip, finally succeeding in his sixth attempt at the record. "Steve has crossed the finishing line," said mission controller Joe Ritchie.

TECH-TALK Microsoft rolls out AI-powered Windows Copilot preview to Insiders



HANS NEWS SERVICE NEW DELHI

MICROSOFT has announced that an early preview of its AI-powered Windows Copilot personal assistant is now available to Windows 11 Dev Channel Insiders.

During this year's Build conference, Microsoft announced Windows Copilot, claiming it would provide customers with "centralised AI assistance".

"In today's flight, we are offering an early look of Windows Copilot to Windows Insiders in the Dev Channel via a controlled feature rollout. This first preview focuses on our integrated UI experience, with additional functionality coming down the road in future previews," Microsoft said in a blogpost on Thursday.

To get started, users will need to click a taskbar button or use the WIN + C keyboard shortcut to launch Windows Copilot.

The Windows Copilot panel will remain pinned to the side of the screen while

users operate other apps, allowing them to access it whenever they need it.

With Windows 11 Copilot, users will be able to issue commands and have the AI automatically modify settings or perform actions in the operating system.

Some example commands include -- change to dark mode, turn on do not disturb, take a screenshot, summarise this website (active tab in Microsoft Edge), write a story about a dog who lives on the moon, and make me a picture of fishpond with lily pads.

Windows Copilot currently provides a limited set of Windows settings plugins, however, it does not currently support third-party plugins.

Based on feedback from Windows Insiders, Microsoft intends to add more features and improve the Windows Copilot experience.

"This first preview focuses on our integrated UI experience, with additional functionality coming down the road in future previews," Microsoft said.

