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A highly successful organisation is built on the strengths of exceptional people No matter how much technology and mechanisation is developed no organisation could survive and prosper without them Luszez and Kleiner 2001 The most important corporate resource over the next few years will be talent smart sophisticated business people who are technologically literate globally astute and operationally agile And even as the demand for talent goes up the supply of it will be going down This seems to particularly hold true in case of the IT ITES Information Technology and Information Technology Enabled Services industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply Moreover due to shortages of skilled workers high turnover rates and rapid business growth in the service sectors it has been noted that recruiting selecting and placing applicants are among the top three priorities of human resource professionals Since the IT industry in India is faced with these three challenges recruitment and selection comprises an important human resource practice in this industry Further in this industry human resources comprise both the raw material and the technology and are therefore of prime importance As India completes the transition from being an agrarian economy to being a full fledged first world economy operating at the leading edge of contemporary technology the IT sector is emerging as major driver of the economy The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe This has increased the need to setup in house development centers or outsource to third party service providers in low cost countries such as India IT and IT enabled services include a wide range of services from back office data entry and processing to customer contact services corporate support functions knowledge support functions and research and design activities As per the latest Forbes Research India now controls 44 per cent of the global offshore outsourcing market for software and back office services As per Nasscom estimates it is projected to grow to 51 per cent If this growth is sustained Nasscom has estimated that there will be a potential shortfall of above 2 10 000 IT and ITES professionals in India by the year 2012 and demand will out pace the supply Though the Indian IT industry is in a strong position to leverage this global software opportunity as India currently has one of the world s largest most qualified pools of scientific and engineering manpower this growing global demand is not only for numbers but also for appropriately skilled industry oriented professionals as companies are further scaling their operations and offering high value added services which involve higher levels of technology and more specialized higher end services Hence firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower Moreover according to a recent

study by McKinsey Co although the potential supply of talent in low wage countries such as India is large and growing rapidly only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i e though there are many candidates with the technical skills to fill a position they may not have the cultural skills to fit in with the organisation The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets

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Information and Communications Security Miguel Soriano, Sihan Qing, Javier López, 2010-12-09 This book constitutes the refereed proceedings of the 12th International Conference on Information and Communications Security ICICS 2010 held in Barcelona Spain in December 2010 The 31 revised full papers presented together with an invited talk were carefully reviewed and selected from 135 submissions The papers are organized in topical sections on access control public key cryptography and cryptanalysis security in distributed and mobile systems cryptanalysis authentication fair exchange protocols anonymity and privacy software security proxy cryptosystems and intrusion detection systems

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Table of Contents Tcs Placement Papers Tata Consultancy Services Sample

1. Understanding the eBook Tcs Placement Papers Tata Consultancy Services Sample
 - The Rise of Digital Reading Tcs Placement Papers Tata Consultancy Services Sample
 - Advantages of eBooks Over Traditional Books
2. Identifying Tcs Placement Papers Tata Consultancy Services Sample
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Tcs Placement Papers Tata Consultancy Services Sample
 - User-Friendly Interface
4. Exploring eBook Recommendations from Tcs Placement Papers Tata Consultancy Services Sample
 - Personalized Recommendations
 - Tcs Placement Papers Tata Consultancy Services Sample User Reviews and Ratings

- Tcs Placement Papers Tata Consultancy Services Sample and Bestseller Lists
- 5. Accessing Tcs Placement Papers Tata Consultancy Services Sample Free and Paid eBooks
 - Tcs Placement Papers Tata Consultancy Services Sample Public Domain eBooks
 - Tcs Placement Papers Tata Consultancy Services Sample eBook Subscription Services
 - Tcs Placement Papers Tata Consultancy Services Sample Budget-Friendly Options
- 6. Navigating Tcs Placement Papers Tata Consultancy Services Sample eBook Formats
 - ePub, PDF, MOBI, and More
 - Tcs Placement Papers Tata Consultancy Services Sample Compatibility with Devices
 - Tcs Placement Papers Tata Consultancy Services Sample Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Tcs Placement Papers Tata Consultancy Services Sample
 - Highlighting and Note-Taking Tcs Placement Papers Tata Consultancy Services Sample
 - Interactive Elements Tcs Placement Papers Tata Consultancy Services Sample
- 8. Staying Engaged with Tcs Placement Papers Tata Consultancy Services Sample
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Tcs Placement Papers Tata Consultancy Services Sample
- 9. Balancing eBooks and Physical Books Tcs Placement Papers Tata Consultancy Services Sample
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Tcs Placement Papers Tata Consultancy Services Sample
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Tcs Placement Papers Tata Consultancy Services Sample
 - Setting Reading Goals Tcs Placement Papers Tata Consultancy Services Sample
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Tcs Placement Papers Tata Consultancy Services Sample
 - Fact-Checking eBook Content of Tcs Placement Papers Tata Consultancy Services Sample
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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