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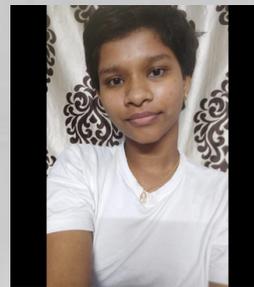
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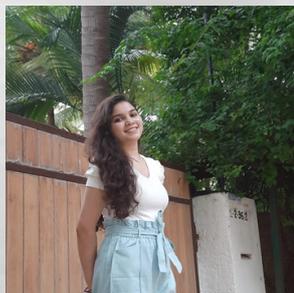
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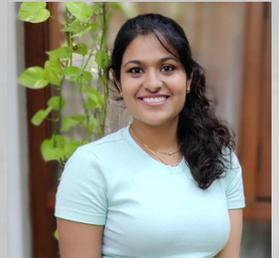
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Foreword

Career in 21st century is measured by continuous learning of the employees and identify changes in due course of time rather than changes in age and life stages.

This edition of Samvridhi focuses on Career development or the process an individual may undergo to evolve their occupational status. We hope the readers find our edition informative. Your views can be mailed to samvridhibvc@gmail.com

This edition is published to share our views with our readers and is not intended to offend anyone.



CAREERS THAT DISAPPEARED

Automation, globalization, digitization and the advent of Industry has resulted in a phenomenon where many of the traditional and conventional job roles are set to slowly disappear. Some disappeared due to advancing technology, while some undesirable and dangerous professions were phased out due to improved labor laws. Career is an individual journey through learning, work and other aspects of life. Automation has made it possible for machines to do the jobs humans once did – and do them faster. As a result, it's little surprise that some jobs are in decline and others have disappeared altogether. Here are few of the jobs that have disappeared over the decades:

Telegraphist: During war time demand and high salaries made jobs were telegraph operators. Telegraphists were needed for dispatching between the mainland and those at sea. As forms of communication evolved, the telegraph and Morse code became outdated and telegraphist as a profession disappeared.

Clock keeper: Throughout history, the job of a clock keeper has evolved along with technology. In its early existence, the job involved ringing a large, centralized bell several times a day. Later, when the technology advanced the clock keeper kept declining rapidly.

Film Projectionist: Using film to project movies in theaters is becoming a rarity now, so there aren't many people who know how to work with film anymore. Having a film projector has become prohibitively expensive, and with the rise of digital projection, the act of scrolling canisters of filmstrips is a dying art.



Manual part loading: It used to be that workers were needed to man the assembly lines at car manufacturers. Manual part loading was the job when cars were assembled in large part by hand. Each worker loaded one particular part into the car. Now, though, robotic arms do most of the work when it comes to part loading.

Aircraft listener: The invention of radar technology vastly changed the way that militaries use air defense. Before World War II, the United Kingdom enlisted aircraft listeners. Men in this position would use concrete mirrors to detect the sound of enemy aircraft engines.

Due to advancement of technology many jobs that were common place in the past are non-existent on resumes today. The advancement of technology, and the changes in our society, have made a number of jobs obsolete.

**Adiba Thabassum
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EMERGING CAREERS

Want to explore your options? Wish to go with the current demands of the industry? Desire to create something new and not go the conventional way? Then this is just the right read for you. Here's a brief about the few careers that are booming and are expected to soar in the coming years.

Digital marketing - Digital marketing, also called online marketing, is the promotion of brands to connect with potential customers using the internet and other forms of digital communication. It has grown into a set of the best marketing efforts to reign on internet. Whether you are running a small or big business, you always need a digital marketing specialist to strengthen your online presence. To grow in this competitive world, businesses need to be visible on the internet and digital marketing services are selling like hot cakes to beat this competition. Some of the skills needed for a digital marketing career are- Social marketing, Email marketing , content and inbound marketing, Digital strategy and planning, Social media marketing.

Network analyst - With the company's data increasing at a rapid rate, the networks inside the companies have become much complex. This is indeed a rising problem that has paved the way for the importance of network analysts.

Due to the current load of data, a proper knowledge of installation process and management of network components is much desired. A network analyst should not only have a good understanding of technological processes, but also the main processes. Network analysts need is much felt in banking sectors, IT companies & retail sector. They also work with top managers & programmers and establish a beneficial scheme for a good teamwork.

Network analyst field requires a few skills from an individual. He should be a graduate in telecommunications, computer science or in an associated field to make an entry in this field. Apart from these skills, an individual going for a network analyst job must possess best interpersonal skills.

A network analyst's work revolves around co-ordinating the company's cable installation, data communications network, testing, monitoring, servicing & network system planning. Plus, he has to plan as well as manage the load configuration of communication processor along with troubleshooting issues related to network. He is also required to examine the products of the vendor as well as to make any recommendation for any purchases done.

Database administration- A database administrator is accountable for managing a database environment by carrying out all the associated activities to secure the data. One of the main responsibilities of a data administrator is to upkeep the data integrity. He has to secure the data from any kind of unauthorized access while making them available to the users.

A database administrator requires a good grasp of varied database management products like SAP, SQL, oracle-based software etc.

Reason why it can be listed in the emerging careers is that more and more companies are going for the software offerings that incorporate AI & the capability to make AI-powered models.

Product designer - So, who exactly are product designers? A product designer is responsible for managing the complete process of product creation right from defining the issues of real people and searching for their feasible solutions. All the efforts of product designers are focused on improving the functionality and look of existing products and to lessen their production costs. They also work towards designing new products. Whoever wants to be a product designer must possess a Bachelor's or a Master's degree in product design. Apart from the above-mentioned educational requirements, one should have great skills for visualization and an innate creative mind for providing best product design solutions. Also, he should possess the capability of researching as well as judging the needs of the customers as well as the manufacturers.



Social media influencer- Influencers in social media are people who have built a reputation for their knowledge and expertise on a specific topic. They make regular posts about that topic on their preferred social media channels and generate large followings of enthusiastic, engaged people who pay close attention to their views. The followers keep a close watch learning and adapting to many of their influencer's activities. Brands love social media influencers because they can create trends and encourage their followers to buy products they promote. Done in various ways like blogging, YouTube videos, podcasts, social media posts etc. Influencing is carried on in numerous fields like education, fashion, entertainment, vocational training etc.

**Suruchi Pandey
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TOP SKILLS TO BE LEARNED FOR UPCOMING CENTURIES

1. Coding : coding has become so dominant across industries that experts argue that coding might soon be a basic life skill.

Learning to code is one skill that could take some time. The specific computing language you want to become literate in will determine how long it takes you to learn to code.

If you want to learn to code, start by looking at different types of computer languages and consider how relevant they would be to your career.

2. Artificial Intelligence: These technologies are being employed across digitally transformed companies, which now account for approximately 70% of businesses or further more in future. These technologies are transforming the way businesses function, enhancing the need for employees with artificial intelligence experience across industries.

Developing artificial intelligence skills isn't something that happens overnight, but is sure to be valuable in any company.

3. Cloud Computing: Cloud computing is a safe way to store and manage company data that also enables remote access to company platforms. The technology has become one of the best ways to leverage and store data securely, making it popular across several companies. If you develop cloud computing skills, you offer the ability to advise your employer on how to best manage their cloud. Developing cloud computing alongside valuable project management skills can help you secure your career in organizing and managing company processes.

4. Blockchain: You don't have to work in finance for blockchain to be relevant to your workplace. Blockchain is characterized as a solution in search of problems, making it a desirable skill for employees to have.

Block chain is driving deep changes to the architecture of corporations. If you understand how blockchain works, you will be in the mindset to find potential problems within your company before they develop into real problems. If you already understand crypto currency and trading, you likely have blockchain skills in place.

5. Emotional Intelligence: Emotional intelligence has been described in several ways, but to most, it explains a person's ability to recognize their own emotions and the emotions of others. It would be more essential in future. A person with strong emotional intelligence understands how to process and regulate their own feelings while being in tune with coworkers' feelings. Companies look for emotional intelligence in workers because it signifies strong interpersonal skills. Employees that have strong emotional intelligence will be able to communicate, debate, and disagree without the situation getting out of control. This is important in every company that wants to host an honest, collaborative working environment.



WORK LIFE BALANCE

Work-life balance, also known as a work-life fit, work-life combination, work-life harmony, work-life synergy work and life, work-family balance, etc., includes looking at how workers manage time spent with and outside of work. Time outside of work can include managing relationships, family responsibilities, and other outside interests and hobbies. A healthy balance can be like: completing deadlines at work while making time for friends and hobbies. enough time to sleep well and eat well. Don't worry about work when you are at home. Work-life balance is a concept that describes an ideal situation in which an employee can divide their time and energy between work and other important aspects of their life. Employees who are satisfied with the need for a balance between work and personal life tend to stay with their employer and be more productive. Working hours are increasing due to changing working conditions and the desire to improve living standards. This created an imbalance between work life and other aspects of life. There are two ways of thinking about this. One thinks that the balance between work and life is a myth, and the other thinks it is feasible.

Work-life balance is a myth

- The emergence of globalization, mobility, connectivity, and 24/7 support has made the concept of “work-life balance obsolete”. People who work with clients in different time zones face major challenges in maintaining a balance between work and life.
- The desire for a better standard of living and leadership status forces employees to work longer and longer, resulting in an imbalance between work and life.
- In some developing countries, due to the availability of cheap labour, employers tend to exploit employees and make them work longer than expected.
- To make a living, some people hold some jobs and end up having no time for others.

Work-life balance can be achieved

- Organizations are constantly working to improve and make workspaces more enjoyable. They understand the need for work-life balance and use a variety of techniques like flexible hours, multiple shifts to choose from, remote working, and more. hours and more on results-driven projects.
- According to Amazon CEO Jeff Bezos, instead of seeing work and life as a balance, it is more effective to treat them as two integrated parts. According to him "It's a circle. It's not a balance."
- Initiatives like on-site childcare, family leave policies, internal and/or external training or education opportunities, fitness facilities, and more. proves to be a great success in helping employees maintain their work-life balance.



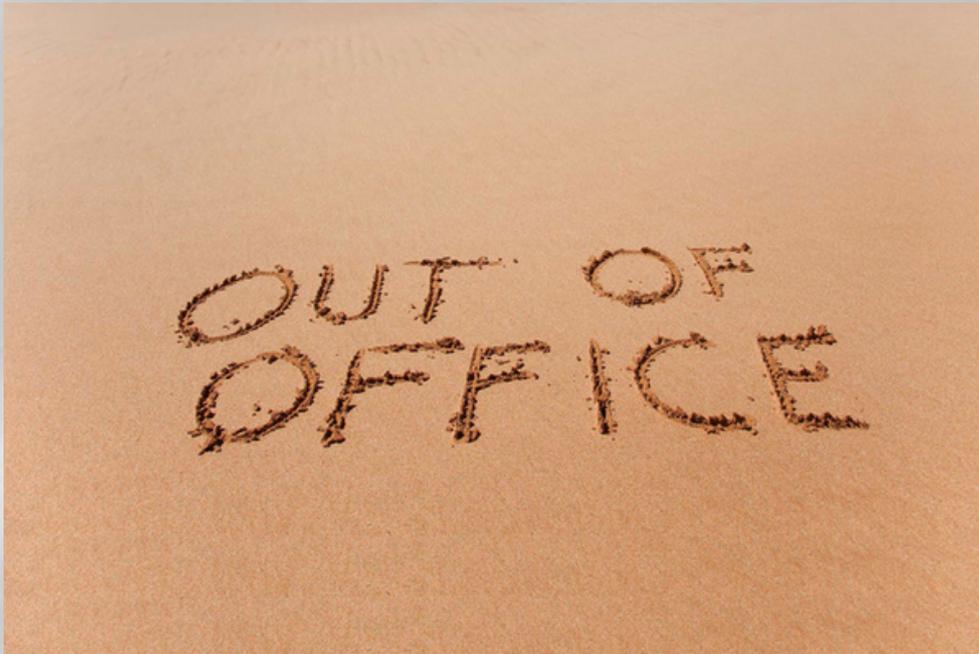
**Varnika Y
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MORE ABOUT SABBATICALS

“I am stressed out on my work”, “Going through the same hell everyday”, etc are pretty common words we get to hear from our friends working in corporate. With the increase of technology and information if something got a directly proportional relationship, it is dissatisfaction at work. People usually tend to select a career for themselves with respect to the scope and higher packages/perks that can be received and gives less importance to their interest and passion on doing that work. The topic of Passion V/S Scope is definitely a debatable one but if there’s something that is more underrated and relevant, they are sabbaticals.

Sabbaticals also defined as “a break from work” is one during which employees can pursue their interests, like traveling, writing, research, volunteering or other activities (even rest). During that time, the employee is still employed at their organization, but they don’t need to perform their normal job duties or report to work. The length of a sabbatical from work varies according to the institution or organization. Private companies may offer one or more months of sabbatical leave depending on their policy and each employee’s years of service. For example, Adobe offers four weeks of sabbatical to those who’ve been employed in the company for at least five years and five weeks to those who’ve completed 10 years of service. Sabbaticals can be paid (where the employee receives full amount or a percentage of their salary) or unpaid.

Sabbaticals offer an advantage to employees as they can acquire new skills from different fields or spend time pursuing something they like for short periods. A study proved that people who took sabbatical leave had experienced reduced stress levels after returning to work.



They help rejuvenate the employees and creates a fresh outlook in them, with enough time available in their hands, employees project their goals and achieve them down the line before returning to work. Employees returning from sabbaticals show sharper engagement with work. Having numerous likewise advantages, thus we can conclude that sabbaticals need to be a more popular terminology that more people are aware of because a fresh and focused mind means increased quality of work.

**Krishnaprasad Nair T
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UNEXPLORED CAREERS

Choosing a career is one of the most important decisions you will make in life. It's about so much more than deciding what you will do to make a living. To start with, think about the amount of time we spend at work. We are on the job approximately 71% of every year. Over our lifetimes, this comes to roughly 31½ years out of the 45 years most of us spend working, from the beginning of our careers until retirement. The importance of selecting a career with which we are satisfied cannot be overemphasized.

While some people are lucky enough to just know what they want to do and end up in satisfying careers without giving it much thought, most of us are not. Many people don't put enough effort into choosing occupations or pick them for the wrong reasons. Maybe they choose careers that seem secure or pay well. They then end up unhappy. The best way to make sure that doesn't happen to you is to make a well-thought-out decision.

There are some off beat and completely unexplored career opportunities (unusual careers) that you may never have considered:

1. Crime Scene Cleaner. ...
2. Casino Gaming Dealer. ...
3. Tattoo Body Artist. ...
4. Horse Racing Jockey. ...
5. Beekeeper Farming Job. ...
6. Doula Maternity Caregiver. ...
7. Waterslide Tester Job. ...
8. Wedding Planner and Coordinator and many more.

Think beyond CA ... As a commerce graduate, your most suitable domain obviously will be finance and now finance domain is not only revolves around a profile of accountant. There are N number of profiles which you can get into being a commerce graduate with a professional certification. Now we have much exposure to international courses like CMA USA CPA USA CFP ACCA CIMA ...

Animation\ Graphic Designing...It's a huge industry and growing significantly. Almost all big budget movies or shows like the Game of Thrones use graphic designers.

Some popular careers for such students include illustrator, concept and compose artist, Game designer, animation scripter, Prop modeler, flash/web animator. Some prominent schools around the world who offer courses in this field are the California Institute of Arts, The School of Visual Arts USA, The Rhode Island School of Design, University of Edinburgh, Middlesex University

Business Analytics/ Data Analytics...In this era of technology and information, the data analyst plays a significant role in meeting the needs of both the consumers and the companies.

Virtual Reality /Artificial Reality...Students who study VR and AR learn about Image processing, computer graphics, machine vision, graphical modeling, Geometry of images, computational Photography and capture. VR and AR skills are in high demand across a range of industries. Graduates may find employment as: VR game designers, oculus developers, games producers, VR/AR programmers, Augmented reality app designers, virtual reality programmers, FX technical artists, gameplay engineers, software program manager.

Masters in Bio Mimicry...Bio mimicry is the study of nature and animals and using their skill set to make life easier and more sustainable. To find solutions to problems using nature as the guide. It is a growing discipline that has a lot of potential for careers in the future. For example, the drones we use nowadays are based on the concept of bio mimicry. A postgraduate certificate or degree in bio mimicry will help students with an undergraduate degree in related fields (engineering, agriculture, environmental policy, ecology and a range of others) develop their skills into a growing study area etc.



Hence, Career exploration is necessary it improves students' knowledge of career options, encouraging them to develop and work toward goals during the critical years when they are also beginning to venture beyond the orbit of their parents.

Ahmedi Ayesha Muskaan
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THE IMPORTANCE OF BASIC SKILLS IN A PROFESSIONAL CAREER

Whether you're a new graduate trying to figure out how to get a leg up in your career, or you're a mid-career professional looking to secure your next promotion, you might be wondering what are the most important skills you need to help you get where you want to go

These are few key skills every individual must have to achieve success in their career:-

- **Communication**

Communication includes listening, writing and speaking. Employers want to see you can articulate your thoughts and ideas clearly and effectively. Being a good listener means you strive to understand others' emotions, build strong relationships and resolve conflict

- **Problem solving**

Challenges will arise in every job you have. You'll want to have the ability to analyze issues, make sound decisions and overcome problems.

- **Teamwork**

Many jobs require you to work effectively and respectfully with others, whether that be your coworkers or clients. Employers desire someone who brings out the best in others.

- **Initiative**

You can show initiative by proactively handling situations and finding answers to questions without direction. This shows employers that you are taking personal responsibility and developing as a leader.

- **Analytical, quantitative**

Use thoughtful analysis to identify problems and make informed decisions. Assess the situation, ask crucial questions, consider possible solutions and plan a course of action.

- **Professionalism, work ethic**

Employers want to see you demonstrate personal accountability for your actions and work habits. Be sure to show up on time, work productively with others and understand the impact of your non-verbal communication. Take responsibility and learn from your mistakes to show integrity and ethical behavior.

- **Leadership**

You can show leadership by using interpersonal skills to coach and develop others. Additionally, you can use empathic skills to motivate, organize, prioritize and delegate tasks.

- **Detail oriented**

Work on completing tasks with thoroughness and accuracy. Double check your work to ensure there aren't any errors. Employers like to see you have high standards in the quality of work you perform.

- **Digital technology**

Employers typically provide training on job-specific software, but they expect you to be proficient with basic computer skills and learn new technical tools quickly.

- **Adaptability**

Show that you can be flexible by adapting to situations when they arise. It's important to employers that you are able to shift plans and adapt to new concepts in order to succeed.

Mastering these essential skills can lead to more job offers and, potentially, higher salaries. Many employers will even ask behavioral question during an interview in order to gauge your ability to execute these skills.

DEALING WITH FAILURES

“Practice makes man perfect.”

This famous saying is not true. I believe, failures make man more perfect – provided he learns from his failures.

Failure is a state of mind, a perception or a thought process. It basically is an event – an event that can be thought of as success or failure based on its effect on one’s life. One’s failure can be other’s success.

We often hear from achievers that they built their success on failures. But, that success comes only when a person who thinks themselves as a failure faces their failure head on. To deal with failure, we should not deny it, we have to embrace it wholeheartedly. By doing so we can cope with our mistakes which might lead to great success in the future.

Most of the times we let an event which we perceive as failure to depress us, to make us sad. The ultimate goal of an individual is to attain peace of mind and happiness. If anything comes in the way of these pursuits, that thing should be shunned away, rejected outright and banished from the mind itself. Instead of focusing on failure, we need to look for other opportunities. Looking at the closed window will darken your mind, make you blind to innumerable opportunities awaiting for you.

Ways to Manage Failures

✓ Recognize and accept your emotions:

Failure hurts, at least in the first instance, and you need to accept that. Trying to minimize your feelings or distract yourself can be counter-productive. Instead recognize your feelings and accept what life gives you.



✓ **Take the right amount of responsibility:**

We have met people who are always ready to blame others or events for their lack of success. It is important to recognize when other, external factors have affected your success. It is, however, also important to recognize what you yourself could have done to improve matters.

✓ **Use failure as a way to improve:**

Don't think of failure as failure. Instead think of it as life's way of showing you that you need to improve to achieve greater success.

To summarize, one must stop thinking about 'failures' and start looking at the future. Happiness is the victim when we dwell on our failures. By training our mind to look at other opportunities when we fail something, we can avoid the sadness that comes with it. Even success does not guarantee happiness. When we learn to minimize our desires, we find our happiness.

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CASE STUDY

SAVE MONEY LIVE BETTER

-Walmart

Sam Walton was the richest man for a long time because he formed a company which brought revolution in retail industry. Even today WALMART is the biggest Revenue Generating company.

It is in the number one position. In 2017 WALMART generated a revenue of \$486 billion whereas APPLE in the same year generated \$255 billion.

In todays time WALMART has approximately 10500 stores and clubs.

WALMART has more than 2.3 million employees more than any private company. Per day customers of WALMART is greater than Canadas population.

In 1985 when Forbes listed SAM WALTON as worlds richest man , everyone were stressed about who this man was. Wanting to know more they all went to his place in bentovile where he used to reside. Assuming he lived a very lavish life, they were astonished to see how simple life he was living. Instead of driving a sports car, he drove a old truck .

Instead of fancy saloon he preferred a roadside saloon. Instead of wearing designer clothes he preferred to wear simple clothes from his own stores.

He lived a simple life , but that dint mean he was miser, It was just that he understood value of money.

Sam belonged to a very normal family, his parents were very hardworking people. They all respected money, at that time huge recession was going on, hence Sam Waltons parents used to use money with proper calculation and same thing Sam Walton learned from his parents.

Since Childhood he used to sell pigeons, rabbits, magazines or newspapers by going door to door, he worked hard and earned money therefore he learned to value money a lot.

If Sam wanted he could have easily had a lavish life by buying yacht, islands but no, he chose a very simple life, because he believed that if he spent a lot then indirectly it would mean he will be spending money from his customers pockets.

Maximum companies fail to become huge, because those companies owners after getting small success start spending lot of money from companies profit, because of which their life grows but companies growth stops because of lack of money.

However, Sam Walton used to invest his maximum income again to his businesses and companies. He used to reinvest his money by opening new shops and stores, therefore he was able to create a huge empire.



There are lot of lessons we can learn from Sam Walton –

- **Learn to value Money**
- **Be competitive and the best in everything you do**
- **Improve your peoples skill and team work**
- **Learn to experiment and focus to win**
- **Break rules but create results**
- **If not first don't be the last in doing something different**
- **Expand with great partners**
- **Sell with Drama**
- **Action and Apply what you know**
- **Wake up with solid determination**
- **Be shameless but not harmful**
- **Never be feared of being wrong**

Focus on positive results

- **Always do 2 things Sell cheap, Customer satisfaction**
- **Focus on customer need**

Sam Walton once said Take everything , my money, my factories, my machines, take everything just give me 4-5 years I will build everything again. This is a real mans quality, I think all of us should have such amazing qualities then there would be more Sam Walton's and even more amazing business like Walmart or say even greater than Walmart.

**Kaktekar Aparna
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EMILY IN PARIS

HOW BELIEVING IN YOURSELF CAN HELP YOU OVERCOME STRUGGLES IN YOUR CAREER & WORK LIFE.

Emily in Paris is a popular web series on Netflix, revolving around Emily, an American woman in her 20s who gets sent by her manager to Paris to assist an elite french marketing firm that her previous company partnered with. The series has caused some controversy about how Parisian life is represented (full of clichés and some situations that would never happen in real life). However, it charmingly demonstrates the experience of working and living abroad, in what is considered one of the most romantic cities in the world. It also allows us to analyze what happens with cultural barriers and the use of language when we first arrive to a country with a culture very different from our own.

When Emily first arrives at her new office, she shows her ignorance to French culture and implies that the American working style is better, which offends her new boss and the other employees. She doesn't bother learning French either and assumes that everyone can communicate in English.

However, Emily proves that she is good at what she does. She impresses her strict boss with her marketing skills and is soon respected by her coworkers for her work ethic. Emily has a hard time adjusting to the French work environment and management style, which is very different from the American one but she does at the end and even manages to close big deals due to her 'Americaness', which her coworkers and boss start to accept as an asset to their company.

This show, while it exaggerates the work culture of France, shows how different management styles and work ethics are in different countries, and how difficult it can be for someone who is moving to a new country for work and start a career. Even though none of her coworkers liked Emily at first, she showed with her leadership skills, charisma and confidence that she is more than capable of working there.

Careers like marketing need a lot of skills to succeed in. In Emily's case, she succeeded in proving herself and showed that stepping out of your comfort zone sometimes doesn't hurt. With Emily's help, the marketing company company was able to get many big clients and they wouldn't have been able to do so if they didn't decide to work on their skills and step out of the box like Emily did.

So Emily in Paris, while romanticized, shows how with believing in yourself and self confidence, you can go really far and succeed in your career.

**Gaurav R
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* CAREER MANAGEMENT *



"Successful careers develop...
when people are prepared for
opportunities."

CONVERSATION BETWEEN MANAGER AND EMPLOYEE ON CAREER MANAGEMENT





Moral :- A proper career planning helps you adapt to new roles and provides a competitive advantage in the fast paced world.