

# A comparison of characteristic career path with a typical medium to large offshore company

## SELECTION CRITERION AND REASON

### A typical offshore company

- On-going selection to meet the growth of the company.
- Hundreds or even Thousands of recruitments at a time.
- HR / Recruitment department has only one criteria i.e. to meet the number provided to them by various departments.
- No one knows what will the person do or where will (s)he be, who will (s)he report to in few weeks time, etc. In other words, new joinee will be lost in maze without any emotional hand holding or guidance because people at all level keep switching jobs within

## INDUCTION AND ORIENTATION

### A typical offshore company

- New joinee is taken thru routinely and mechanically performed emotionless induction programs to discuss bureaucratic policies and procedures via videos, slide shows.
- These orientation programs are supervised by administrative and clerical personnel who, themselves, are probably new or ignorant about the real cause behind these policies, procedures. They are doing it because they have been told to do their job..

## CAREER DEVELOPMENT PATH

### A typical offshore company

- A standard generic career development path is handed over to the new joinee at a given point of time, if at all. They can't be blamed as they can not be expected to look after the needs and ambitions of tens of thousands of people.
- Besides, the HR people in these large companies themselves do not know where they will be the next day due to lack of human touch

## ACTUAL CAREER PATH PROVIDED TO COMPANY PROFESSIONALS

### A typical offshore company

- A programming or administrative assignment for the rest of the life either at offshore location or at client's location with frequent switching between clients as well as projects.
- A stagnant career for their best programmers just because they are too good at software development tasks.
- Bureaucracy and meritocracy are always at odds by design due to the nature of the beast. Needless to say, bureaucracy always wins over meritocracy in larger organizations due to inevitably impersonal nature of number of vertical managerial Levels who themselves, are constantly fighting to get to the next level by any means.,

## IMMIGRATION OPPORTUNITIES

### A typical offshore company

- Very few professionals with "special relations with someone higher up" might be allowed to file for green card or PR in a stipulated timeline.
- Transparency in these matters is limited and in the hands of certain key people only.

### eBusinessware, Inc.

- eBusinessware HR management and Technology management make the selection with an eye towards ensuring a perfect match between the company and the candidate.
- Entire aim is to sincerely provide an environment where candidate can succeed resulting in growth for both the company and the candidate.
- HR is considered successful in hiring the candidate only when a long-lasting and un-forgetful relationship has been created and

### eBusinessware, Inc.

- eBusinessware's senior and knowledgeable officers personally spend time with the new joinees to explain "a short list of" policies and procedures along with reasons and benefits of these.
- eBusinessware people have been instrumental in creating these policies, hence, are able to enthusiastically impart knowledge in a short time very effectively.
- Simultaneously, all concerns and suggestions are sought from the new joinee so that orientation program continuously evolves to the next level for the benefit of all.

### eBusinessware, Inc.

- Each person's strengths, weaknesses are assessed using transparent working sessions that our experienced managers spend with new joinees. Their needs, ambitions, constraints, backgrounds, and dreams are taken into account. Career development counseling sessions are also held with New York, London, Singapore or Tokyo based senior Project Directors before carving a suitable career path with realistic goals that are achievable in given time frame.

### eBusinessware, Inc.

- Each and every piece of career path designed at the onset is periodically reviewed and any divergence is analyzed with an eye towards bringing it back to the line.
- Sky is the limit for each eBusinessware professional as indicated in the "success stories" section on e-HR page of our website.
- All of the Career building committee members work together providing continuity and comfort
- All of our professionals who are sent for onsite assignments are meant for positions leading to senior levels.

### eBusinessware, Inc.

- eBusinessware, Inc, encourages all of its professionals to apply for visa leading to immigration and permanent residency opportunities using competent immigration attorneys and are provided transparent status updates.

## OPPORTUNITIES TO SOCIALIZE

### A typical offshore company

- Large companies are too big to be able to cater to the “after office hour” niceties for its employees.

## TRANSPARENCY AND OPPORTUNITY TO VOICE OPINION AND GRIEVANCES

### A typical offshore company

- Management is too far above the reality to be in touch with the sentiments or circumstances of normal employee. This leads middle managers to make decisions as per the books and not by the needs leading to sheer latency rather transparency.
- Huge nature of the organization obstructs managers from listening and considering personal opinions and grievances things of the past.

## SALARIES AND PERKS

### A typical offshore company

- Company policies and bureaucracy run by the administrative departments makes decisions on the salary and perks for employees.

## STATE OF THE ART PROJECTS

### A typical offshore company

- Large companies accept whatever projects come their way. It is not uncommon in these companies for employees with expertise in one technology to be forced into a team using entirely different technology without regard to the person's ambition and career goal.

## DEVELOPMENT NATURE OF THE PROJECTS

### A typical offshore company

- Contrary to what is propagated, most of the offshore projects in the large companies are of maintenance nature.
- It is due to the lack of focus in any particular industry knowledge as these companies aim to fetch all types of projects from all sorts of clients.

## CONSTANT LEARNING AND TEACHING VIA EIASE AND GRIEVANCES

### A typical offshore company

- Due to impersonal nature of the company, it is completely left to the employee to find ways to learn on his (her) own. At times, due to interest in keeping the momentum and continuity of long term projects, companies even discourage employees from learning different technologies.

## FLEXIBILITY

### A typical offshore company

- Company policy is to restrict employee from working from home even if it makes perfect sense in doing so for better productivity and efficiency as well as convenience.

### ebusinessware, Inc.

- ebusinessware, Inc. encourages and provides its professionals the opportunities to meet and socialize with peers from all countries, with senior Managers and Directors, and with clients themselves from time to time during social gatherings and in formal settings.

### ebusinessware, Inc.

- Transparency is the key at ebusinessware, Inc. Each professional is taken and kept in confidence in all matters relevant to him or her and the related projects, programs.
- ebusinessware, Inc. is a flat organization which helps each professional of all seniorities to be in touch with peers and management.

### ebusinessware, Inc.

- All of our professionals are invited and encouraged to attend individualized *real* personality development programs which are conducted by relevant individuals rather than conducted by the accent improving run of the mill companies.

### ebusinessware, Inc.

- Due to the nature of the projects in the financial industry, ebusinessware, Inc. has always been privileged to architect and develop end to end high profile mission critical projects using leading edge technologies and state of the art methodologies.

### ebusinessware, Inc.

- ebusinessware, Inc. by its very nature is focused on serving niche financial industry.
- It has, therefore, been able to build strong in-house business domain knowledge which is second to none in the industry.
- ebusinessware, Inc, has significant number of professionals who are considered authority on financial industry domains (see page on expertise and solutions on our website) and are often called upon by clients as their Subject Matter Experts and Advisors.
- Large offshore companies are simply not in a position to attract such world class industry domain authorities as their employees.

### ebusinessware, Inc.

- Our very unique institute (described in details in the section above) EIASE, our Think Tank Research Group, and culture of sharing of newly acquired knowledge keeps all of our professionals up to date With leading edge technologies, state of the methodologies, and best and evolving industry practices.

### ebusinessware, Inc.

- ebusinessware, Inc. is not a bureaucratic organization. As a result of its culture of cultivating trust between all of the peers and management, all of our overseas people are encouraged to work from home from time to time to meet their work life balance.

## CLIENT RELATIONSHIPS AND TRANSITIONING

### A typical offshore company

- Large companies have very strict contracts with their clients where employees are not supposed to switch to clients under any circumstances.

### ebusinessware, Inc.

- We have very personalized and strong client relationships. We are often flexible if a client as well as our professionals would jointly indicate the willingness to switch from ebusinessware, Inc. to client's payroll due to some valid reasons.

## HELP IN SETTLING DOWN

### A typical offshore company

- No consideration.

### ebusinessware, Inc.

- ebusinessware, Inc. is the only company that helps its professionals settle down by providing them lucrative tax efficient loans for their home or car purchase in USA.

## ATTRITION RATE

### A typical offshore company

- Industry attrition rate has been high recently, so more and more bodies are hired in order to replace exiting people.

### ebusinessware, Inc.

- ebusinessware, Inc. is proud of the fact that our attrition rate has been significantly lower than industry standards due to various reasons stated in this section.

## CAREFULLY PERFORMED RECRUITMENT DRIVES

### A typical offshore company

- Frequent and careless overhiring takes place in the anticipation of good business. If the lean times come, cost cutting is performed indiscriminately.

### ebusinessware, Inc.

- ebusinessware, Inc, has always hired people keeping in mind a long term relationship. Because of this, there has never been any overhiring. It has lead to constant stability and growth without any retrench ever.

## EXIT, THE INEVITABLE AT TIMES

### A typical offshore company

- Each person is just another body, people come people go. If person is required at that point of time due to important project and if immediate replacement is not available, false promises might be made otherwise, another set of bureaucratic forms are made to fill before parting ways. Employee's HR file is often tainted to the detriment of the innocent person.

### ebusinessware, Inc.

- ebusinessware, Inc. understands that at times, due to circumstances beyond everybody's control, some of its people might have to part ways.
- HR tries its best to help the professional within its means to help him or her stay back.
- In the event person has to go, HR makes all efforts to ensure that, care is taken to smoothly transition out while maintaining the relationships. Person is provided a respectable status of alumni and constant touch is maintained between the two going forward.

## EMPLOYEE OWNED

### A typical offshore company

- New employees may be provided a small number of stocks that are so much restricted that chances of its monetization are remote.

### ebusinessware, Inc.

- ebusinessware, Inc. is a truly employee owned company where each of its professional has the ownership of the company stock in the form of tax efficient offerings barring the constraints of country jurisdiction.

## MARKET VALUE

### A typical offshore company

- Due to rather big size of the company, each individual's effort does not create even a dent to company's marginal success hence there is no appreciation in the form of any concrete reward

### ebusinessware, Inc.

- Due to employee owned nature of the company, every good project execution that each professional helps achieve, leads to hike in the company's market value. This, in turn, results in increased benefit to every employee.

