2 headsu



Admissions

campus talk | p4

A look at what colleges have been up to in the past week

know it all p5

Get your weekly dose of quizzes and career guidance here



campus trend | p6-7

A potpourri of fashion, bike

Event **ICCTER IAETSD**

The objective of ICCTER (International Conference on Current Trends in Engineering Research) is to present the latest research and results of scientists related to all engineering departments.

Location: Bangalore

MON

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On: Aug 16-17 Further Details: www.iaetsd.in

Event Prashagra 2015 **PITAM**

Emerging fields in Biotech, Environment Biotech, Marine Biotech, Biology of Extinction and Computation are the themes for this year's college fest.

BIack

te

Parisutham Institute

of Technology and

Science's tech fest

is slated for Aug

17-19. Details: www.

pitsbw.com

WED

19

'15

Location: Tiruvallur, Tamil Nadu

On: Aug 18 Further Details: https://docs.google.com/ forms/d/1Q0elPf_wQVBEo84LyND9IX4bGFg4Q-9so4r4VB4Se R4/viewform

Event Decision summit CISO Platform

Decision Summit is aimed at practical discussions, specific implementations, checklists and metrics to help you take better decisions. Location: Bangalore **On: Aug 20** Further Details: www.cisoplatform.com

THU

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Event **NCAME 2015** Sree Sastha College of Engineering

This is a national -level conference to enhance advancement in the Mechanical **Engineering Field.**

Location: Chennai

On: Aug 21 Further Details: www.ssceishraestudentschapter.webs.com

ESYA 2015

IIIT-Delhi's technical fest is on Aug 21 and

22. Open Source Software is the theme. Details at *www.esya*. iiitd.edu.in

SAT

22

MCA Surana College Surana College invites applications for its threeyear MCA course. CS students with at least 50 per cent marks can

apply. Thirty seats would be filled on merit and another equal number on management. Location: **Bangalore Deadline:**

Aug 31 Further Details: www.suranacollege. edu.in



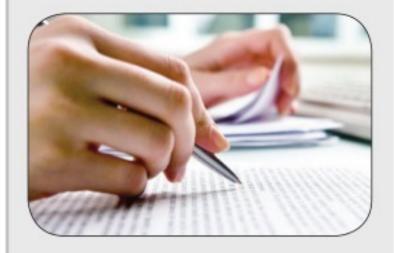
aficionados and social workers

cover story | p8-9

Anti-sexual harassment cells in colleges merely exist on paper

kick start | pl0

NeoNiche Integrated helps firms build loyalty base



study scan pll Germany beckons with its scholarship programmes

solve this | p12-13

Sample paper and English Blues to keep you engaged

[eam

Editor: G S Vasu Edex Editor: Annie Thomas Editorial: Shilpa Vasudevan, Rajeshwari Swaminathan, **Blessy Mathew Prasad** Deputy Design Editor: XJG Sathish Designer: **R Senthil Kumar** Illustrator: Tapas Ranjan Photo Editor: Shiba Prasad Sahu Photographers: Shamim Qureshy,

People centric and pepped up

IT company Happiest Minds takes special effort to keep its people content



TUE

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Blessy Mathew Prasad CHENNAL

ow would you like the idea of working in a company whose primary mission is to keep you happy, whose activities are centered around you and your wellness? Yes, dream companies do exist. And Happiest Minds, an IT company started in August 2011 by Ashok Soota, aims to be one. So how do they make employees happy? Sharon Andrew, a Happiness Evangelist, says the first step is to see people as people and not just as workers. "We do not refer to them as employees. We call them people," she says.

Here are some steps that are taken to ensure their people are happy: **Choice:** "Everyone needs to have a choice, a say in shaping their lives. We provide our people



in focus

FR

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work from home, flexible timings when needed) so that they are not pressured into doing something they don't enjoy. As long as the work gets done, that's all that matters," says Sharon.

Emotional wellness: Anyone is welcome to share their concerns, be it personal or work-related. "You'd be surprised how so many people just want to listen to them," says Sharon. The company has a Good Samaritan Network, which runs counselling sessions for those facing issues. "We keep the discussions confidential. But the general concerns are child's education, spouse's job, etc."

Gratitude: The company believes that if people find something to be grateful for, a lot of their worries would disappear. To encourage this, they start daily meetings with each one mentioning something they are grateful for. They are also given 'Smile cards' to write notes of gratitude to someone. "This creates a pleasant atmosphere, a feeling of mutual respect," adds Sharon. **Contribution:** As much as they focus on individual happiness, the company also ensures that each person contributes their best work. The 'Happometer' lets people list two contributions to the company. "This instills a sense of responsibility in their work," says Sharon.

Assessment: "We conduct a survey called the Happiest People Pulse, a set of 50 questions, measured on a scale ranging from strongly agree to strongly disagree," says Sharon.

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