

Take your next step to connect to us. Email us if you have an interesting story to share related to career.

facebook.com/
thedailystar.nextstep
Email: nextstep@thedailystar.net

The Daily Star

DHAKA, FRIDAY, MAY 27, 2016
e-mail: nextstep@thedailystar.net

NEXT STEP

IS THE JOB RIGHT FOR YOU?

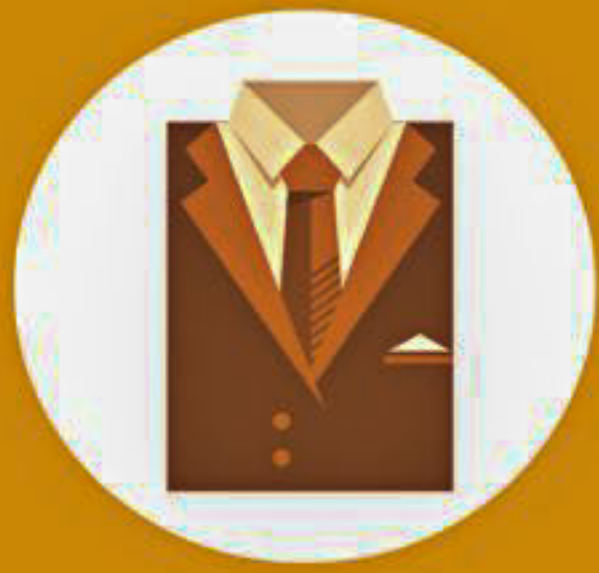
4 THINGS YOU NEED TO KNOW

2016

2015

DESIGNED BY: SHAHRIAR RAHMAN

COMPANY SIZE & MANAGEMENT TYPE



An employer's size and management style are one of the key points that anyone needs to consider before joining. Not everyone is comfortable with working for corporations and not every one is made for the open management style seen in startups. So before you join, keep these in mind.

PEOPLE & ENVIRONMENT



The people you are going to work with and the environment of the workplace is very important. If you are surrounded with smart people in a cozy office that is a competitive environment, then it is highly likely that you are going to deliver your best self... every day.

SCOPE OF GROWTH



Pay is important but certainly not as important as the job title that you are working for. Since every job is like a stepping stone leading towards a greater career, you need to pay attention to the job title you are getting.

JOB DESCRIPTION



The job description is the window to your next job. So read carefully and try to understand what you have to deliver on a day to day basis. Moreover, you have to ask yourself - is the job going to add value to your career and is it worth shifting from your current job.

Abdul Monem Ltd. honoured with the President's Industrial Award



12 industrial entrepreneurs under five categories have been selected and awarded with the President's Industrial Award by the Abdul Hamid, Honourable President of the People's Republic of Bangladesh, in an event held on March 30, 2016.

This year, Abdul Monem, Managing Director of Abdul Monem Ltd. (AML), won the President's Industrial Award under the large industries category, while his son A.S.M. Mohiuddin Monem, Deputy Managing Director of Abdul Monem Ltd., won the same award under the high tech category.

Founded in 1956, the company has been creating value-added products and services that have been contributing to the country's socio-economic progress and environmental sustainability. Resolute in playing a significant role in the country's infrastructural development, AML Construction was founded in 1957. AML went on to establish Danish Bangla Emulsion, Security and Financial Services Ltd., Igloo Dairy Products Ltd., Sugar Refinery Ltd., Novas Pharmaceuticals Ltd., AM Asphalt and Readymix Ltd., AM Auto Bricks Ltd., AM Brand Oil Company, as well as the Abdul Monem Economic Zone.

"The mantra is simple: stick to your dream and work hard to achieve it. Stay honest and humble and don't be afraid of failure. Success is a journey not a destination," said A.S.M. Mohiuddin Monem.

AML is a pivotal creator of employment in Bangladesh, currently with 10,000 highly skilled workers. AML is also known to carry out far-reaching social development activities through its Corporate Social Activities and Engagement program that focuses on education, nutrition, and environment.

SHAHRIAR RAHMAN

NEWS

IUB Job Fair on 31st of May

The Office of Career Guidance and Placement (CGP) of Independent University, Bangladesh (IUB) is organising the IUB Job Fair 2016 at the IUB campus in Bashundhara, Dhaka, for the students and graduates of IUB on May 31, 2016. The Fair

will be inaugurated by Rashed Chowdhury, Chairman, Board of Trustees, IUB at 10.30 a.m.

The purpose of the Job Fair is to provide opportunities for IUB's students and graduates to get to know about esteemed companies, organisations and corporate

houses of the country as well as their operations, visions and job opportunities at one location. 34 companies/organisations, including multi-nationals, local corporate house, telecoms and IT sector companies will participate in the Fair.

Bangladesh Wedding Photographers International Conference 2016

BWPIC 2016
Bangladesh Wedding Photographers International Conference

Multiple International Masters of Wedding Photography
LITO SY- Double Masters, WPPI, NIK PEKRIDIS- Master, WPPI, MATTHEW TAN- Master, WPPA and many others

27 MAY, 2016 INTERNATIONAL PHOTOGRAPHERS CONFERENCE
28 MAY, 2016 MASTER CLASS BY WPPI DOUBLE MASTERS LITO SY
29 MAY, 2016 WPPA INTERNATIONAL PROFESSIONAL QUALIFICATIONS

For the first time in Bangladesh, an international conference and workshop on wedding and portrait photography is being held.

Organised by Maestro, the three-day long event will host renowned masters of wedding photography from USA, Greece, Singapore, Malaysia and the Philippines. Speakers

at the conference include Lito Sy, brand ambassador of Fujifilm and the only Asian to hold the Double Master title of Wedding and Portrait Photographers International (WPPI); Nik Pekridis, brand ambassador of Nikon and Master Photographer of WPPI; and five talented wedding photographers from

Bangladesh. The conference will be held at International Convention City Bashundhara (ICCB) from 10 a.m. to 4 p.m. on the 27th of May, followed by Lito Sy's workshop on the 28th at Krishibid Institution of Bangladesh (KIB), and the audition for "Wedding and Portrait Photographers Asia membership on the 29th at KIB.

Podium comes to JU

In a world seemingly filled with problems, there are also bright minds buzzing with ideas to solve them. Most of these ideas never see the light of day due to the innovator's silence. This is where Podium, a platform where anyone can share his/her ideas, thoughts or experiences, comes in. The platform aims to bring about positive social change, personal improvement, and unity of educational institutions.

The value that it provides is twofold - idea sharing and public speaking skill sharpening.

Podium is open for everyone, free of cost. The speeches are recorded as videos and the best ones are uploaded on Podium's YouTube channel.

In its effort to fulfill its vision, the platform is in the process of setting up wings at the Army Institute of Business Administration, Chittagong University, Khulna University, and Jahangirnagar University. Podium is going to be introduced to Jahangirnagar University on May 28, 2016, at 1 p.m., in its Inception Summit. A host of inspirational personali-

ties will speak at the event, including Tajdin Hassan, Marketing Head of The Daily Star; Ishtiaq Ahmed, CEO of Omera Petroleum Ltd.; Shahana Sharmin, SocioTech Evangelist and Intrapreneur; Md. Raihan Khandker, Founder and President of Podium; and Ritun Muhtasin Kabir, Executive, Circle Foundation and Finalist of CreADrive. The summit is open for all students.

To register, visit Podium's Facebook event page: <https://www.facebook.com/events/796665567130257>

Making a DIFFERENCE

Bangladesh is rapidly moving towards middle income status by 2021. Our businesses definitely offer immense opportunities for the growing economy and this diversity needs a stage for the stories untold. See Bangladesh make its mark on the global map as Making a Difference brings you our proudest success stories from across the country.

The magic of appreciation and recognition in organisations

It's up to you how you shape your organisation's culture. Regular appreciation and recognition are pure magic when it comes to creating a healthy culture. And this happens only when the practice of appreciation and recognition flows 360 degrees in the organisation. American research-based, global performance-management consulting company Gallup found that recognition is an important psychological need. Employees who know that they

through recognition and appreciation leads to better employee productivity and higher dedication towards service.

SHRM/Globoforce Employee Recognition Survey has further found that 41% of companies have seen marked positive increases in customer satisfaction that use peer-to-peer recognition. Not just that, peer-to-peer appreciation is 35.7% more likely to have a positive impact on financial results than manager-only

you, a meal out, a letter of appreciation, sharing a book, a box of chocolate, a theatre/film ticket, an invitation to coffee or lunch may all sound very simple, but they can turn your most de-motivated and frustrated employee into a real superhero. In fact, Forbes says that companies which give regular thanks to their employees far outperform those that do not.

Organisations with recognition programs that are highly effective at enabling employee engagement



will receive recognition for acting on the brand promise will have a strong incentive to do so.

The traditional autocratic mentality of organisations is no longer suitable for most types of businesses. It is not so difficult to shift towards a culture of appreciation and recognition. If you can make managers understand its necessity in serving the organisation's values and vision, it is just a matter of time before the word spreads all throughout. Motivation

recognition.

It's good to have strategic and planned monetary recognition programs, but non-monetary recognitions and habitual appreciations can also turn out to be a very effective tool for employee motivation. According to McKinsey & Company, praise and recommendation from managers were rated the top motivators for performance, beating other non-cash and financial incentives. Compliments, a smile, a thank

have lower voluntary turnover than organisations with ineffective recognition programs. As mentioned earlier, it is important to ensure that the culture flows 360 degrees. So, what are you waiting for? Start with yourself: appreciate the good work of your colleagues and channel the flow from yourself to the rest of the organisation. Sit back and enjoy the fruits of your labour.

SHAHRIAR ROHMOTULLAH