



*It's All About A(P)ttitude!*

*Cracking  
Interviews  
Made Easy*

PGGA

*Pankaj Gandhi's Academy*

3<sup>rd</sup> Floor, Above Hotel Woodland, Near Sharda Center, Nal Stop, Pune. **Contact No. : 8600972993, 9850424051**

# Personal Interview

## Tell me something about yourself?

Good morning Sir, My name is James Bond. I hail from Yavatmal where I completed my schooling following which I did my Bachelor of Engineering in IT from IIT Yavatmal in 2010. I love singing and have participated in various events during my school and college days. I also enjoy dancing and it works as a wonderful stress buster for me. I am an avid footballer and have played at state level.

As an individual I love taking on challenges and do my best to conquer them. A positive attitude is my biggest asset.

Good morning Sir, My name is James Bond. I am from Yavatmal. I have completed my engineering in IT from IIT Yavatmal in 2010. My hobbies are playing football and dancing. My career goal is to gain a challenging position in one of the best companies where I can prove my skills and try my best to maintain the company standards.

Good morning Sir. My name is James Bond. I am popularly known as a good friend, a positive thinker and passionate about my dreams. Yavatmal is my hometown where I have completed my school and college education. I have completed my Bachelor of Engineering in IT from IIT Yavatmal in 2010. I love playing football and dancing. I have played football at various competitive levels and I still try to participate whenever possible. Dancing for me is the best way to express myself to myself.

## Tell us something about your family

I belong to a family of five. My father is a businessman and my mother is a housewife. My elder brother is working with Infosys and my younger sister is studying architecture.

In my family there are 4 members including me. My father is a businessman and my mother is a housewife. I have an elder brother who is working with Infosys in Pune. My younger sister is pursuing her architecture from Pune University.

In my family, we are 4 members. My father owns a business of agricultural products. My mother is a housewife. I have two siblings. My elder brother works at Infosys and my younger sister is an architecture student.

## Name five of your strengths?

1. Positive attitude.
2. Team player.
3. Good Listening skills.
4. Adaptable to changes.
5. Good grasping and analysing skills.
6. Keen Learner
7. Quick Thinker
8. Friendly
9. Sincere
10. Honest

## Name some of your weaknesses?

1. Perfectionist.
2. Workaholic.
3. Bad Handwriting.
4. At times emotional
5. At times excessively talkative.
6. May get a little inquisitive when in doubt
7. May get impatient at times
8. I lose my temper at times

**Name some of your Family Values**

1. Trust
2. Respect
3. Live in Peace
4. Unity
5. Tolerance
6. Honesty
7. Truth

**What is your short term goal?**

Sir, presently my priority is to find a good job wherein I will be able to utilise my skills and knowledge and transform from a raw engineer to an expert techie within the next three or four years. In the process, I would like to symbiotically grow with the organisation and become a valuable asset to the company.

**OR**

Sir, in the next five years I would like to become a complete techno-manager with exposure to all the aspects of a software development lifecycle, leading a team of young motivated engineers.

**OR**

In the next five years, I would like to be a part of a leading company's workforce. In which I would constantly strive to explore my skills to the best of my ability for maintaining the company's standard and achieving their goals.

**What is your long term goal?**

Sir, I would like to retire from the same organisation which I join as a trainee, having successfully grown in the corporate world with the mental satisfaction that I could add value to the organisation. Another one of my aspirations is to do something for the under privileged children in the society, so I do hope that I will be able to do something essential in that respect.

**OR**

I would like to see myself personally and professionally settled. In other words, I would hopefully have created a stable and secure environment for myself and my family.

**OR**

10 years from now, I visualise myself as a well established professional in the IT sector having worked with market leading organisations. It has always been my desire to add value to society in some way or the other and I would like to dedicate some time and myself for the lesser privileged in the society especially women and children.

**What is success to you?**

To me, success is not a destination but a long journey wherein I put all my efforts & energies without being deferred by the outcome.

**OR**

Sir, to me being successful is not measuring the wealth I possess, but what I learn in life and how I utilise that knowledge for my own betterment and the society's as well.

**OR**

Success to me means converting my dreams into reality. My dream is to explore my abilities to the best of my capability in applying skills and innovation in a sector that impacts a large group of people.

**What were you doing while waiting outside for the interview?**

I was anxiously waiting for my turn while browsing through the newspaper.

**OR**

Sir, honestly, I was observing the infrastructure and work atmosphere on this floor and thinking how wonderful working here would be.

OR

I was going through my resume and other documents in the folder.

**Why should I select you?**

Sir, this has been my dream company and I am very excited to work here. So if I get an opportunity to do so, I will always give more than my 100 % to this organisation. I am adaptable and can effectively perform in teams also leading them if the situation calls for it. Working for long hours in front of a computer does not bore me and above all I would like to assure you that I am here to build a long term career so I will not shift my loyalties easily.

OR

I am aware that there are many candidates who may have similar profiles such as mine. But speaking of myself I am a go getter by nature and I am willing to put forth all that is needed. I am a keen learner, easily adaptable, prefer team work and ambitious. I believe that these qualities are important for being part of a leading organisation and I am eager to upgrade my skills with industry experts like TCS.

**If you are not selected what will you do?**

Being my dream company, not getting selected here is going to be extremely disappointing. But a positive attitude is my biggest asset, so I will try to identify and learn from my mistakes here and approach a different company with a fresh zeal. If an opportunity to work here arises in the future I might consider attempting once again.

OR

If I am not selected, I will retrospect my performance and try to find out where I need to improve. And I will try and try till I succeed as I want to be a part of my dream company.

**Who is your role model?**

I have grown up hearing about Shivaji Maharaj and Swami Vivekananda which has greatly helped to shape my thinking. Later on, when I learnt about Mr. JRD Tata, I was highly inspired. But someone I really look up to is, Mr. Steve jobs, for his ability to think differently, innovatively and his never say die attitude.

OR

My role model is APJ Abdul Kalam Azad, the former President of India. He is a scientist and is popularly known as the Missile Man of India. I have been inspired by his vision and thinking about the development of India. He has highlighted the importance of youth and the need for quality education. A few of his writings are India 2020, Wings of Fire and Ignited Minds.

**What do you know about the company?**

Sir, TCS is considered the 800 pound gorilla of the Indian IT industry, well renowned for its quality services. It is a part of the Tata group which is highly respected for its ethical practices. Sir, it serves most of the fortune 500 companies and provides solutions to the most complex problems. In a nutshell it's every engineer's dream company.

OR

TCS is a part of the Tata Group, one of India's largest companies and leading brands. TCS offers various services in IT related needs. TCS has an international presence in around 44 countries providing superlative consulting services. It is the best platform for professional growth.

**Will you ever lie for your company?**

What I like the most about this company is its ethical work culture. I may lie only if I'm certain that it won't hurt anyone personally or professionally. But breaching someone's trust and cheating them is something I will never do in life whatever the situation may be.

OR

As part of my family values, I have learned the importance of truth and I choose not to speak a lie. However, if a white lie will not cause harm to anyone and at the same time if there is a situation where the company's status is at stake, I don't think that the lie would be criminal.

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**Are you ready to sign a two year bond?**

Sir, TCS is my dream company. I am here to build a long term career and finally retire from here as well. So I am willing to even sign a five year bond.

**OR**

I think that consistency is a key to expertise and I have no reservations in committing myself for a company like TCS that is one of the best over a long period of time.

**What about further studies?**

Sir it is my belief that life is a continuous learning process. Presently I would prefer learning on the job than from a full time degree.

**OR**

I am a believer in learning on the job for gaining better experience. Hence I look for opportunities that provide a learning environment while I am working. I think that it will add value to my skills and qualifications.

**Give me five usage of Stapler apart from being a stapler**

Sir, first of all I can use it for removing the pins. Sir, I can use it to draw a straight line. A stapler is made of metal and can be used to make a noise by hitting it on the table for drawing attention. I can use it as a paperweight also. As it carries a sizeable weight I can also use it as a weapon to hit someone in defence or for an attack. As it has a reflecting surface and can be used as a handy mirror.

**Mr Bond we have never heard of your hometown Yavatmal Please tell us five things it is known for?**

Sir it even carries the sobriquet of "Cotton City". Being blessed with rich, dark soil conducive for cotton growing, this city produces some of the finest cotton varieties in India. Sir, Yavatmal has the Famous temple of Lord Ganesha also known as "Chintamani". Sir, our city has the credit of giving this state two of its Chief Ministers. Apart from all these things which I should be proud of, my city is even known for notorious gangster Pappu Pasha.

**How will you sell this pen to me?**

Sir this is "Ronex Slim05" made by using the latest German Technology. This pen has got a special grip coated with patented Teflon material which gives a fine and smooth writing experience. You can write for hours without a sign of fatigue. Sir, even this ink is made from organic material, which makes it 100% safe. We have even used some fragrances which gives a real nice feeling to the one who is writing as well as to the one who is reading. Sir, this pen has even been used by Mr. APJ Abdul Kalam, "The Missile Man" of India. Apart from all this, the pen is priced pretty reasonably only for Rs. 10 and it can be refilled for a small amount of Rs. 2.

**Would you like to ask us something?**

Sir for the moment I do not have any queries but I would like to have some feedback from you. If you can just guide me about my short comings, it would be very useful for me.

**OR**

Sir rather than asking something I would like to tell you something. Sir this my first interview of life and I was extremely paranoid about it. But you made me feel very comfortable. Thanks a lot sir.

**OR**

Sir I would like to know more about you and your journey with the organisation.

## **CAREER GOAL – SAMPLE ANSWERS**

- 1.** To acquire a position in a leading company that has set a benchmark in the IT sector that gives me an opportunity and environment to gain technical expertise and achieve desirable results.
- 2.** To secure a leading position as a technical expert in an organization that promises stability and is a haven for learning and mastering technical and personal skills in line with the organization's objectives.
- 3.** To gain a challenging position in a company that has created a strong market presence and visibility in the ENTC sector and provides a highly professional work environment by bringing out the best in each one associated with that company.
- 4.** To master my technical and personal skills to the zenith under the umbrella of technical experts and stalwarts in a company in order to earn a leadership position and a high level of responsibility.
- 5.** To achieve a professionally desirable position in a company that has pioneered market driven initiatives and prove my mettle on the personal and the professional front.
- 6.** To get a professional opportunity to associate with an organization where my technical knowledge and personal skills will be honed and synchronized with the company's vision.
- 7.** To attain a leadership position in a company that recognizes potential and provides a sound working and learning environment suited to the needs and objectives of that organization.
- 8.** To attain a designation coupled with leadership in an organization that offers a promising work culture, maintains superlative quality in its services and is technologically sound to suit the market and customers' needs.
- 9.** To seek an opportunity in an organization that converts into a professional role and profile that is suited with my technical knowledge base, professional and personal skills to gain a leading edge that is parallel to the organization's expansion and vision.
- 10.** To enhance my potential abilities for gaining a professional outlook that is based on my skill set, knowledge base and working and learning environment to achieve the company's desired goals and objectives.
- 11.** To gain a position in a leading firm that has a strong market presence and a competitive advantage in the services offered and the quality of products.
- 12.** To work in an organization that has set market trends and has a versatile working atmosphere to bring out the best in each member associated with the organization.
- 13.** To work in a company that is well equipped with technical experts and professionals who have the ability in bringing out the best to achieve the company's goals.
- 14.** To get an opportunity to hone my personal and professional skills based on my knowledge and work with an organization in accordance with its growth and quality for delivering better results.
- 15.** To acquire a challenging position on the basis of my capability and knowledge base to suit the needs of the company's growth and maintain its market presence.
- 16.** To be associated with a company that offers an all round development for personal and professional growth in line with the company's goals and vision.

- 17.** To work with an organization that has a strong market presence in order to learn and gain a hands on experience for delivering quality results and services to suit the needs of the industry.
- 18.** To acquire a role in an organization that fosters opportunity and knowledge avenues to reach a high level of domain area expertise and all round personal and professional growth.
- 19.** To work in a spearheading position in an organization in a constant pursuit to enhance my personal and professional skills for the benefit of the organization.
- 20.** To reach a position in a company in which I can utilize and apply my knowledge and skills in full capacity to the goals of the company.
- 21.** To gain a professional post in the organization where I can utilize my skills and qualification to the best of my ability to achieve desirable results for achieving the organization's goals.
- 22.** To attain a profile position in a company that has established a strong and sound market presence with an ever growing consumer base and to be associated with the company's efforts to excel.
- 23.** To be in a position in an established organization in which I can constantly and consistently pursue to achieve higher levels of personal and professional goals while safeguarding the organization's interests.
- 24.** To attain a key position in a company based on my potential and knowledge and to persistently enhance the same while adding value to the company's goals.
- 25.** To achieve a role in an organization in which I can function to the best of my ability and set higher standards on the personal and professional front to gain expertise in key areas for the interest of the organization.
- 26.** To acquire a key role in a company that unleashes my strengths and capabilities for achieving the company's goals and enhancing my personal and professional capacities.
- 27.** To secure a position in an organization that raises the bar through qualitative products and services in achieving excellence for outstanding deliverables and results.
- 28.** To attain a position in an organization that offers dynamic and long term opportunities to reach excellence in the domain areas for professional growth.
- 29.** To secure a position in the organization that sets the path for me to achieve technical proficiency in an environment that facilitates personal and professional development.
- 30.** To achieve a challenging position in an organization that recognizes the potential to excel in performance not as an individual but also as an organization.
- 31.** To work in an organization that is synchronized with a superlative quality of products and services in the IT sector.
- 32.** To seek a professional role that is based on my capabilities and skills in line with the organization's targets and objectives.
- 33.** To be associated with an organization that will nurture my personal and professional capabilities and make me reach greater heights.
- 34.** To attain a challenging position in a company that fosters a work environment that creates market leaders.

- 35.** To achieve a position in one of the best companies for establishing high standards of professionalism.
- 36.** To accomplish a challenging role in a leading organization based on a sound blend of technical and personal skills for achieving the organization's goals and maintaining its standard.
- 37.** To work in a responsible role that matches technical and non technical proficiency with the quality of the organization's products and services.
- 38.** To be part of a work culture that is based on setting new benchmarks and touching new horizons in the IT sector with consistency and expertise.
- 39.** To attain a desirable position in the company in the presence of technical and management experts that will unleash possibilities for creating a mark in the industry.
- 40.** To get associated and committed to a market leader that has pioneered life changing innovations with an expanded customer base with no compromise on quality of products and services.
- 41.** To work in the presence and under the guidance of industry experts for harnessing the technical and non technical skills and expanding the knowledge base for personal and professional growth.
- 42.** To be a recognizable and responsible face of the organization that represents superlative quality of services in the IT sector with highest standards of excellence and innovation.
- 43.** To secure a designation in an organization that has a dynamic and progressive work culture, with sound ethical practices and has set standards not only for itself but also for the potential and existing markets with customer satisfaction as its prime target.
- 44.** To work with an organization that is well equipped with technical experts, effective protocols and a vision to reach the highest heights with the quality of its products and services offered to consumers on a wide platform.
- 45.** To achieve a desirable position in a company with high standards of hands on experience in specific products and services.
- 46.** To carve a niche for myself in the IT industry that allows me to execute and exhibit my skills and knowledge based on my capability to deliver the goods as per the company's standards of quality and excellence.
- 47.** To achieve a desirable position in a leading organization based on my ability and commitment to perform as per the standards and protocols of the organization.
- 48.** To be able to represent a highly esteemed company at a responsible level based on my knowledge of the subject and application of skills and information that will enhance my personal and professional growth.
- 49.** To establish a commanding position in an organization that provides a dearth of opportunities to grow personally and professional and to attain excellence in delivering the best results in tandem with the company's standards
- 50.** To acquire a competitive and responsible position in an organization that will constantly drive me to outdo myself and set higher standards as a performer and a successful professional.

# RESUME WRITING

## SAMPLE RESUME - 1

**NAME:** Mr. Niranjn Choudhary

**CONTACT NO:** +919624850145

**EMAIL ID:** niranjanchoudhary@yahoo.com

### CAREER OBJECTIVE

To work in an organization that will give me a platform to utilize my technical skills and enrich my knowledge in the process to help in corporate growth with my initiative and managerial skills and to excel in the dynamic corporate environment.

### EDUCATIONAL QUALIFICATION

Examination	Board/ University	Institution	Year of Passing	Percentage
B. E (Electrical)	Pune University	College of Engineering Pune (COEP)	2013	54.00
12th	Pune University	Kendriya Vidyalaya	2009	65.85
10th	Maharashtra State Board	St. Xaviers School	2007	66.66

### TECHNICAL SKILLS

<b>Languages</b>	C, C++ , Core JAVA and Advanced JAVA
<b>Databases</b>	My SQL, PL/SQL and Oracle 9i
<b>Operating Systems</b>	Windows 98, 2000, XP, Vista and Windows 07
<b>Packages</b>	MS-Office 2000 and XP
<b>Electrical Skills</b>	-Control System and Electric Machine

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## PROJECTS UNDERTAKEN

<b>PROJECT TITLE</b>	Wind Power Monitoring Tool
<b>PROJECT DESCRIPTION</b>	This system evolves efficient cost reduction techniques and integration system along with direct digital storage replaces the conventional radio tape storage techniques in use. It gets support from electric grid/board to provide a greater employment opportunity to a considerable mass.
<b>DURATION</b>	3 months

## CO CURRICULAR ACTIVITIES

- Was a member of Student committee of Indian Society for Technical Education (I.S.T.E) in 2012.
- Was a member of Student committee of Institution of Engineers (I.E.) in 2011.
- Presented a paper on the future of wind power in college on 21<sup>st</sup> Jan 2013

## EXTRA CURRICULAR ACTIVITIES

- Volunteered for the Happy Engineers Theme, a college event which was held in December 2012.
- Have been an event coordinator for 'Raising the Profile of Women in India' for Jagariti, a women rights based group which was held on 8<sup>th</sup> March 2011

## INTERESTS

- Playing Chess and Carrom
- Watching Movies

## PERSONALITY TRAITS

- Patient.
- Hardworking.
- Soft-spoken and Friendly

## PERSONAL DETAILS

Date of Birth	21-Aug-1991
Gender	Male
Nationality	Indian
Marital Status	Single
Father's Name	Mr. Vinod Choudhary
Language	English, Hindi, Marathi.
Address for Correspondence	101, Kumar Pacific, Kondhwa, Pune- 411048

I hereby declare that the information and particulars stated above are true and correct to the best of my knowledge and belief.

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## SAMPLE RESUME - 2

**Name:** Ms. Neelam Patel

**Address:** 201, Silver Moon, Shinde Nagar, Bavdhan Pune- 411021

**Date of Birth:** 12<sup>th</sup> June 1992

**Contact No:** +919654554328

**Email Id:** neeelampatel@yahoo.com

### CAREER OBJECTIVE

To work with maximum potential in a challenging and dynamic environment, with an opportunity of working with diverse group of people and enhancing my professional skills with learning and experience for career growth

### ACADEMIC QUALIFICATION

Examination	Board/ University	Institution	Year of Passing	Percentage
B. E (Electronics and Communication)	Pune University	College of Engineering Pune (COEP)	2004	69.00
12th	Pune University	Kendriya Vidyalaya	2000	72.85
10th	Maharashtra State Board	St. Xaviers School	1998	75.66

### TECHNICAL SKILLS

- Embedded Systems (Microcontroller 8051)
- Programming in Assembly language
- Basic programming in VHDL language and VHDL systems.
- PCB designing using EAGLE software.

### INDUSTRIAL TRAINING

Completed six weeks of Industrial training on Understanding Programmable Logic Devices at I.R.D.E, Dehradun in 2008

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## PROJECTS UNDERTAKEN

<b>PROJECT TITLE</b>	Retail Transaction
<b>PROJECT DESCRIPTION</b>	The project objective is to explore emerging automatic identification technologies (such as RFID) as a way to improve the quality of services provided by retailers at various convenience stores and to augment the consumer value. This system saves customers from embarrassing situations at cash counter by pre hand calculation of their total bill (including discount) by themselves using the trolley (which is carrying their goods) - Moreover an instant checkout with an item-level RFID store eliminates long queues, slow services and theft.
<b>DURATION</b>	3 months

## EXTRA CURRICULAR ACTIVITIES

- Student Head of the quarterly newsletter 'PROTSAHAN' and a Member of Creative Writing Team in the Editorial board for the college magazine.
- Worked as a Counselor for Sunrise Group of Institutions in Pune Career Carnival organized by Career Forum, Pune
- Secured Second position in Situation Reaction Test held under Engineer's Day celebrations in COEP
- Member of organizing committee in 'MIRAJ' (College Annual Festival ) in COEP

## HOBBIES

- Blogging
- Travelling To New Places

## STRENGTHS

- Self motivated, focused and dedicated
- Good Managerial and interpersonal skills
- Good communication Skills

## PERSONAL INFORMATION

Father's Name	Mr. Jamnalal Harish Patel
Permanent Address	201, Silver Moon, Shinde Nagar, Bavdhan Pune- 411021
Nationality	Indian
Languages Known	English, Marathi, Hindi and Gujarati

## SAMPLE RESUME - 3

**MITHILESH SAXENA**

### CAREER OBJECTIVE

To seek a challenging position in a leading organization based on my abilities and capabilities with an expanded technical and non technical knowledge base with high levels of professional proficiency

### EDUCATIONAL QUALIFICATION

Examination	Board/ University	Institution	Year of Passing	Percentage
B. E (CSE)	Pune University	D Y Patil College of Engineering	2014	7.25 (CGPA)
H.S.C	Maharashtra State Board	Kothari National School	2010	65.85
S.S.C	Maharashtra State Board	Vidya Bhuvan	2008	66.66

### TECHNICAL SKILLS

**Languages:** C, C++, Core JAVA.

**Testing Tools** – RFT v-8.5.1, RQM, Selenium IDE 2.5.0, QTP

**Operating Systems:** Windows XP and Windows Vista.

**Database Languages** – SQL

### PROJECTS UNDERTAKEN

#### 1) Project Title: Automated Examination Process Using QR Code

**Project Description:** The project objective is to automate the paper based examination system which has been achieved by using a QR code based examination system. The question papers are prepared using the server, after which the QR code is generated and the students' results will be displayed.

**Language Used:** Java, J2JEE, HeidiSQL

**Duration:** 90 days

#### 2) Project title: Testing the In Flow Inventory System

**Project description:** The project objective was to test the in-flow inventory system after getting the technical requirement specification and generate the error report for the same.

**Duration:** 70 days

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## CO CURRICULAR ACTIVITIES

- Member of the "Student Placement Committee" in D Y Patil College of Engineering.
- Attended a workshop on Cloud Infrastructure and Services conducted by industry experts from 12<sup>th</sup> May to May 2014.
- Participated in a 2 day national workshop on CMOS VLSI & ASIC DESIGN USING CADENCE TOOLS in January 2014

## EXTRA CURRICULAR ACTIVITIES

- Participated in badminton tournaments at the local, district and state level.
- Volunteered for a blood donation camp organized by Rotary Club in August 2012
- Worked as a volunteer for Teach India Movement in 2013

## HOBBIES

- Playing badminton
- Playing the piano
- Photography

## PERSONALITY TRAITS

- Adaptable
- Committed
- Keen learner

## PERSONAL DETAILS

**Date Of Birth:** 25<sup>th</sup> December 1992

**Address:** Flat No 10, Dhanani Plaza, Near Saraswati Temple, Sukhnagar, Pune - 411016

**Contact No :** +919624662417

**Email Id:** mithilehsaxena25@gmail.com

I hereby declare that the information and particulars stated above are true and correct to the best of my knowledge and belief.

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# 1. Should GDs be a criteria for selection?

**Speaker A (Introduction):** Good morning/afternoon everyone. We have been given a very interesting topic considering the fact that we all are sitting in a GD ourselves! As we already know, most MBA institutes and several companies give a lot of weightage to group discussions to select the right candidate for their organisation; we need to discuss its merits, demerits and possible alternatives.

**Speaker B:** I would like to bring in an observation that it is mostly in Indian organisations that GDs are given such importance. Renowned US/European/ Australian institutes rarely conduct GDs. They prefer selecting candidates based on their Statements of purpose, Letters of recommendation, skills, creativity and determination to get selected by the said institute. This is usually followed by a round of personal interviews for the final decision.

**Speaker C:** I believe that the observation holds true only for educational institutions considering the fact that several firms even conduct technical GDs as a part of their selection procedure. According to them, technical GDs help in determining how technically sound a candidate is and how comfortable he is in an unfamiliar setup leading to the right decision in his selection.

**Speaker D:** In addition to that, GDs also help one ascertain how aware one is about current as well as important historical events.

**Speaker A:** I would like to highlight the fact that not only does a GD check our knowledge level but also our creativity, communication skills, our individual line of thinking and our ability to confidently put forth our ideas in a structured and concise format at the spur of the moment.

**Speaker B:** I wholeheartedly agree with the various points put forth by my fellow candidates however it would be interesting to note what difference a certain level of prior preparation would make to the aforementioned skills and abilities in any candidature. Supposing one is well prepared on a particular subject that arises in a GD, he is sure to outshine others despite possibly being less capable than his fellow contenders thus failing to serve the original purpose of the GD in the first place.

**Speaker C:** One must consider how hard it is to predict possible topics and prepare separately for each one of them. However if someone has taken the efforts to do so then it's a good indicator of his or her ability to work hard. To add to that, there are certain skills that are unique to an individual and cannot be imitated such as ones team playing abilities, oratory skills, body language and ability to persuade others. These are also given a good deal of importance in a GD and cannot be mugged up.

**Speaker D:** To add to everything that has been said, a GD can also be summed up as a test of one's stress handling capabilities as well as knowledge simultaneously. Eliminating GDs from the selection process may increase the pressure on the selection committee to a great extent to select the best from the rest.

**Speaker A :** Above all, a GD is more about one's ability to work constructively in a group and his team playing abilities. In a country like India where majority of the employment occurs from IT and IT enabled outsourcing it is crucial that people have the ability to function well in groups and teams.

**Speaker E :** With due respect to all my fellow candidates, despite all that has been said I would like to bring out some possible drawbacks in a GD. The biggest one being that it makes all the difference in the world if one happens to be well prepared in the GD topic that has been given. Apart from that, we must also give some consideration to the distinct disadvantage to candidates hailing from smaller towns/cities who haven't had considerable exposure to communicating in English. Thus GDs fail to serve their primary purpose and end up being an assessor of only ones communication skills overlooking everything else.

**Speaker F:** In lieu of what has been just said, it must be taken into account that a major chunk of the revenues earned by India is from outsourcing and English as a global language helps in achieving the same. Thus if a candidate has strong team skills but fails to communicate his views then what is the point? Secondly, with the advancement of communication channels learning English is getting easier by the day. For example, Tata Sky offers an English learning feature in its set top box. So if one is keen enough, he can learn suitably!

**Speaker A:** One of the biggest contributors to India's success in becoming the back-office and IT hub of the world is its big base of English speaking youth. It is agreed that when we hire a techie, we first consider his logical and technical skills and the GD is conducted only for the ones who clear that round of elimination. A GD is never the sole criterion for selection and is given at most a 10-20% weightage.

**Speaker E:** If the objective is to check one's communication skills then why not conduct an extempore? It will help overcome the shortcomings of a GD by giving everyone a fair chance to speak up. Any individual should never be rejected solely for failing to perform in a GD. He can at least be kept in probation for 3 months post which he may be asked to clear a GD for his confirmation in that organisation.

**Speaker A (Conclusion) :** So we might conclude by saying that most of us agree that the knowledge of English as well as one's communication skills are likely to play a major role in making India a global power. So despite a GD's shortcomings, it must be made mandatory in the process of a candidate's selection.

## 2. Love Marriage vs. Arranged Marriage

**Speaker A (Introduction):** Good morning everyone, we in India have had a culture since time immemorial to let our parents choose our spouse for us and respecting their decision. This kind of a marriage is called an arranged marriage. Our parents hear our expectations and accordingly find a suitable match in someone who would not only be a good spouse, but also a good son/daughter-in-law. We have always respected this tradition since we know that our parents want the best for us.

The success rate of arranged marriages in India is also very high due to the values passed down to us by our forefathers regarding such marriages. This is evident when we look at our own parents. 80% of our parents' generation have had their marriages arranged for them; they believed in it, understood it, respected it and are together even now.

**Speaker B:** I agree with what has been just said. We must all understand that our parents are our well-wishers and they have also been through a similar stage in life maybe 2 or 3 decades ago. It is on the basis of their experiences and the basic understanding of their children's personalities that they try to find a suitable match and one of the best features of an arranged marriage is that they generally happen amidst individuals belonging to similar socio-economic strata.

**Speaker A:** In agreement with what has just been said I would like to add that usually people fail to differentiate between infatuation and true love and whatever might happen at an immature age of 17 or 18 cannot be called love. There are several factors that need to be understood before making such a commitment and one is often unable to take them all into account as a young individual with limited experience in life.

**Speaker D:** What you all are saying might have been true around 50 years ago. In today's scenario where people usually marry late and both genders speak of equality on every front I think the most important thing is to understand each other. A rich girl being trapped in love by a goon is something that might only occur in a Bollywood movie. Today's generation is street smart and one is rarely fooled by anyone. It is only when someone thinks that they have found a true soul mate that they decide to marry.

**Speaker B:** With due respect to your opinion I would like to ask as to why it is that divorce rates are much higher in the case of love marriages than in arranged marriages. The reason is plain. In love marriages during the courtship phase every individual does their best to show their brighter side to please their partner and this leads to high expectations on both sides. After marriage, when their true colors emerge, the possibilities of mutual disappointment are much higher.

**Speaker C:** What you've said is true but the reason for failure according to me is that generally decisions for love marriages are taken by individuals who are basically bold by nature, so when someone realises that the marriage is not working he prefers to come out of it instead of dragging it.

**Speaker D:** Exactly; today, there are more divorces than marriages, but one must remember that the success rate of arranged marriages has also reduced multi-fold. In several cases rebellious children marry according to their parents' will and soon after file for a divorce citing reasons of parental pressure at the time of marriage. Some also believe that in an arranged marriage, there is no assurance of happiness and that majority of arranged marriages are unnecessarily dragged despite frequent quarrels as they might have witnessed in their own families. Few also say that people who go for arranged marriages are the ones who generally try to accept things the way they are or are too chicken-hearted to bring forth their demands.

**Speaker E:** We have heard the saying "a known devil is better than an unknown friend". When you marry someone you have known for a long time, you know the person's likes and dislikes, their moods and their reactions to a lot of situations you might have to encounter in future. But when you marry someone you have never known, you might tend to be uncomfortable in their presence. You might not know how to handle situations concerning them or what might hurt them. You will have to take every step around them very cautiously.

**Speaker D:** Absolutely and apart from that in today's era of love marriages, it is very difficult to accept someone who is opting for an arranged marriage if he/she has loved someone else in their past. So it's better to love someone and marry them instead of loving a person and getting married to someone else just for ones parent's sake. Sadly, most of today's arranged marriages happen this way and they rarely lead to marital bliss.

**Speaker E:** I would like to take a different stand at this point. I believe that in an arranged marriage one always expects the worst. When ones expectations are not very high outcomes always seem more positive as opposed to love marriages. Usually arranged marriages happen within people belonging to similar castes so the customs and rituals that are followed are highly similar at many levels. Social practices and even eating habits don't differ much so adjusting to a new environment is much easier.

**Speaker C:** I would like to bring up what is perhaps the worst facet of arranged marriages – the dowry system. This is usually not seen in cases of love marriages. Apart from that, one of the biggest social problems of India i.e. the caste created bias can also be done away if more love marriages happen. Too many inter-caste love marriages can lead to one big unified caste. Apart from that, if we also consider the non-criminalization/legalisation of section 377 of the Indian Penal Code, then at a time, when gay marriages and live in relationships are being permitted I think that discussing the drawbacks of love marriages is something beyond reason. Also considering the fact that the communication gap between parents and their progeny is gradually decreasing with each day, parents are usually happy to eventually see their child happy.

**Speaker D (Conclusion):** To sum up, there has been a mixed reaction in everyone's attitude towards love marriages. While some believe that our parents can help us overcome several potential difficulties in adjustment caused due to differences in caste and background by choosing a partner for us, others believe that an individual today is capable of choosing his or her own partner and take full responsibility for his decision.

### 3. Do Women make better managers?

**Speaker A:** Hello everyone, the topic given to us today happens to be one of the most debatable questions of our time. Do women make better managers or are men better than the fairer sex at managing. Scientific research has shown that while women are better at multi-tasking and identifying problems faster with greater accuracy; men are better at solving problems with better decision making abilities. Also while men are known to hide their emotions and express less, the fairer sex takes the front seat at expressing appreciation and delegating work easily.

**Speaker B:** I believe what you just said might be applicable theoretically but if we consider factual data there are still very few women running Fortune 500 companies. In corporate VP ranks, there are roughly three men to every woman. So if women have the managerial edge, why do you not see more of them in positions of power? Women do tend to put in lesser working hours than men do. Statistically, people who work 44 hours a week make almost twice as much as those who work 34 hours. As a result, women still comprise less than 2% of Fortune 1000 CEO positions and just 7.9% of Fortune 500 top earners. There was an article in the Wall Street Journal (in 2005) that pointed out the reasons for this

- Women hit their prime child bearing years at the same time when they are the most pressurised to prove themselves at work.
- They are often reluctant to put in the 80-hour work per week (due to obvious reasons) and the globetrotting required.
- They are too particular about staff positions like HR and marketing.
- And finally, they hang out less with the bosses on the Golf fields.

**Speaker C:** If we think about it, the reasons cited by my fellow candidate here answers his own question. It explains why women are unable to make it to the top more often despite being good managers. Looking from a different perspective let us consider an example of a common Indian housewife. Educated or uneducated, whether she is working or not, she handles the family budget efficiently no matter how much her husband earns. She successfully handles the mood swings of her family members, takes care of her relatives and eventually ensures that she gets the best bargain out of everything! I think every Indian housewife exhibits the attributes of a great manager in each step of life.

**Speaker B:** I partially disagree with you here. In how many houses do you think the menfolk actually allow their wives to take any of the important decisions? In some cases, the opinion of the fairer sex is not even considered important. How can you still believe that women make better managers when some of them are not even considered able enough to handle the basic decision making processes that need to be managed by a good home-maker?

**Speaker D:** I don't think that is entirely applicable in today's scenario. Housewives today are usually educated women who are capable of quieting down their beloved husbands with a mere glance. The reason they do not resort to such behavior is that they are more conscious, professional and diplomatically correct in their ways of expression. I would instead support candidate 3 and add that the wheel does not stop just at being a housewife as he left it. Today, more than 60% of married women between the ages of 25-40 are working and they balance not only their professional but also their family life, without any glitch. But if we speak of the corporate world, statistics are not the right yardsticks to judge them as several women take a mid career break during their pregnancies and the important growth years of their toddlers. When they get back to work they try to balance the family-work equation but eventually lose out in the rat race.

**Speaker A:** It must be understood that women are universally known to be very hard-working and this is evident from the SSC and HSC results we see every year where girls are always amongst the top scorers. Why don't we also lift our heads to look at the women who decided to run the full marathon of the corporate and political world and are currently outshining their men counterparts? Ms Chanda Kochar of ICICI Bank Ltd and Ms. Shikha Sharma of Axis bank are the most notable examples we can consider. We may also see one of the most prominent personalities of Indian politics, Mrs. Sonia Gandhi who is the central force that binds the congress party together. Ms. Indira Nooyi, the CEO of Pepsico Ltd, has caused her brand to become the leading seller of aerated drinks to the world!

**Speaker C:** Is leadership truly gender dependent? Do women exhibit better leadership attributes only in theory? I think we will continue debating on these questions for the next couple of centuries to come. Women possess every tool necessary to be leaders. So do men. Every individual possesses different traits in different proportions and we all need to rely on some traits over others to compensate for some weaknesses.

**Speaker A: (Conclusion):** I agree. To sum up, the debates might continue forever on this topic, but no matter what one agrees or disagrees upon, we all have our individual opinions clouded by our own experience. We may find a lot of good male managers or very bad female managers and vice-versa, leading to our individual beliefs and mindsets. Women may have more patience, resilience and compassion while men may be more energetic, dominant and self-reliant. But each individual has their very own distinct identity and ways to put their leadership qualities to work thus ensuring a happy and productive team working under their guidance.

#### 4. Should Euthanasia be legalised?

**Speaker A (Introduction):** Good morning one and all. As we all know, euthanasia refers to the practice of intentionally ending a life in order to relieve pain and suffering. Active euthanasia i.e. the patient asking for mercy killing is legal in a few countries such as the Netherlands, Belgium and Luxembourg. The question that arises here is whether in a corrupt country like India where brothers often kill each other for money and get away with it, a law pertaining to legalise euthanasia can be permitted. We come across cases everyday where sons kill their fathers in order to gain access to their inheritance. In such a scenario it might be considered imprudent to remove legal barriers from mercy killing.

**Speaker B:** In addition to the above I would like to bring to light several instances which explicitly demonstrate how euthanasia may be misused. In Ahmedabad an individual who was neck down in debt convinced a friend of his to murder him in order to obtain insurance money to pay off his debts.

**Speaker C:** Before we delve deeper into the discussion, one must bear in mind that euthanasia doesn't only refer to the few isolated cases we hear from the media. In fact we face euthanasia more often than we know. Medical professionals have been known to ask in several cases, family members of patients on life support systems if they wish to continue keeping the patient in that state. It has always been considered a taboo because it involves killing an individual hence doesn't bear a separate reference when performed.

**Speaker D:** In addition to this I would like to point out that the media usually highlights cases only where there is some amount of public interest or gossip attached. We must bear in our minds that a country plagued by malnutrition of potentially healthy individuals must give priority to those who have a greater chance at survival. Thus euthanasia must be legalised in their benefit.

**Speaker E:** With due respect to everything said, I must remind everyone that our country is also plagued by a disease called corruption. Laws and regulations are bent daily to suit individual needs by people in powerful positions. Can we as a country afford to hand over another powerful weapon in the hands of the immoral?

**Speaker C:** I would like to point out that the cost of medical bills can cost families a lot of money. Health insurance does cover an average of 80 percent of the medical billing but they only provide a certain amount of money for care and then leave the rest to the immediate family of the person under medical care. To add to that, a country which

has a low health insurance penetration of 5.2%, can ill afford the staggering cost of an individual's hospital bills that may or may not be pointlessly stretched over 10 years .

**Speaker A:** I would like to ask everyone here as to why monetary factors are being held against the value of a life that any individual possesses. When one doesn't control his birth, should he be given the right to control his death as well?

**Speaker D:** As is evident, euthanasia is primarily avoided on account of the social stigmas attached to the idea of controlling someone's life span. What we must remember is the fact that at times death is the more practical solution to such a dilemma wherein one might be forced to endure survival in a vegetative state.

**Speaker C:** I agree with what has just been said and one must remember that the issue of quality of one's life plays a large role in the support of euthanasia. Lying in bed all day can be a form of torture within itself. Bed sores and boredom resulting from prolonged restricted movement can lead to one's wasting away. It's also very difficult to remain calm when pain becomes a constant companion. To most people with any of these problems, in their point of view, the value of their existence can be low indeed.

**Speaker B:** I would also like to remind everyone present here about the sorry state of the Government medical facilities available in the country. Someone who is in pain or with restricted movement may actually prefer the alternate solution of death than to survive in such conditions over an indefinite period. Why should an individual and his family suffer continuously instead of having the right to end it all at their discretion?

**Speaker A:** I'm in complete agreement with each and every statement that has been brought forward today and I must say that the significance of every argument is what adds to the gravity of the situation. What I might suggest as a solution would be to regulate well structured laws that might make euthanasia a possible solution to an impossible situation.

**Speaker E:** If we consider the aforementioned statement, I have a few questions to ask .Who will decide whether mercy killing is crucial to a case? And what if such a law is misused? The Indian judiciary system has its hands full with cases pending from several decades. Won't legalising euthanasia be like opening a big can of worms creating fresh cases of potential misuse?

**Speaker D:** It would be prudent to remember that every revolutionary measure has its potential strengths and pitfalls. It is not the size of the leap but how the leap is taken that determines its probability for success. The decision for euthanasia entrusted in the hands of responsible medical professionals with unimpeachable professional records alongside certain members of the judiciary may be a viable solution. One simply needs to come up with the ideal solution on the methodology to legalise euthanasia.

**Speaker C (Conclusion):** To sum up, the overall consensus has been in favour of legalising euthanasia owing to the fact that it might be the ideal solution in certain situations due to practical reasons such as inability to foot extensive hospital bills and not wanting leaving a patient in a state of restricted movement for life. Some do believe that the lack of professionalism in certain members of the system might lead to indiscretion but it has been argued that a well developed implementation system might be the ideal solution.

## 5. Is cricket killing the growth of other sports in India?

**Speaker A (Introduction):** Good afternoon everyone, the moment we speak of cricket we immediately get charged up with a sudden adrenaline rush in our body. Cricket is a game that has several passionate followers in our country. What NBA (basketball) is to the USA and Football to Europe, Cricket is to us .In fact such is the craze that it is said that we Indians eat, sleep and talk cricket.

**Speaker B:** It must be noted that when the Indian Cricket team won the ICC world cup and the 20-20 world cup, there emerged a sense of national pride in every Indian's heart. It is in fact a matter of sorrow that we Indians celebrate in such a manner, a game that was introduced by Britishers to our country during the period they oppressed us. There must be some reason that a country with 1/6<sup>th</sup> of the world population on one hand struggles to win a single gold medal in Olympics and on the other hand is the world champion in Cricket .What is the cause for this excessive support given to one sport in the country that has led to it achieving such heights?

**Speaker C:** As such Indians are known to be highly emotional about everything. If something good happens somewhere we follow and cheer every aspect of it with a lot of zeal and if something goes wrong, we continue speculating about it till we reach its epitaph. The constant 24x7 news channel support backed with huge amounts of money and coupled with excessive marketing ensure that cricket is what we see, hear and talk about.

**Speaker D:** Before we further discuss this topic we must consider what makes cricket so exciting? Unlike many other games where the best team usually wins, cricket is a game where the outcome is highly unpredictable. There is not much correlation between the outcome of a match and the amount of talent involved in it. It's similar to a thriller movie with a lot of twists. In addition to that, the upcoming new formats are making it even more exciting.

**Speaker E:** I do agree with you, cricket is in fact a highly fascinating game. However if we look at certain facts and figures, a C grade Indian cricket player without playing a single international game gets a minimum of a crore of rupees per annum whereas a top ranking Hockey player struggles even to make his ends meet. Such is the state that a boring cricket match's tickets have so high a demand that their tickets even when sold in black are sold with ease whereas hockey, volleyball or football tickets won't be sought even if free. In a country where the constitution emphasises on right to equality and equality of opportunities, why is it that the growth of one sport is stifling that of others? Why is the government allowing this to happen?

**Speaker D:** We must consider the fact that the forces of demand and supply for commodities have nothing to do with government intervention. Cricket sells due to the fact that Indians want more of it. The media is hyping it up because that is what the public wants to know about from them. In fact it is my belief that Indians follow cricket so ardently because of the fact that Indians are performing well in that field.

**Speaker A:** I agree with what has just been said and would like to add that in the 1980s when India won the world cup for the first time ever, the players then comparatively led a much more modest life style than those now. Cricketers were in fact part time players who needed to maintain a career alongside to make ends meet. Cricket didn't involve the money and media support that it does today. Despite that, cricket was highly adored and the common man followed live updates on the radio since he couldn't afford a television.

**Speaker B:** From the said observations, it can be deduced that it is the common man cause of whom cricket has attained the popularity it has today. But if you have a look at the IPL series that is furthering the popularity of cricket in India today, it has in fact received a lot of encouragement from the government. Prominent celebrities from the world of cricket, business and bollywood are also involved and utilise the entire IPL system in furtherance of their own interests. In the process the rest of the Indian sports world is suffering.

**Speaker C:** To add to that further attention is being given to glamorising cricket through after match parties and continuous string of gossip updates about the players. The game which was once called a Gentleman's sport is now being adulterated just to create further hype. This seems to have become just another form of entertainment for the common man. If some amount of attention was given to furthering interest in some different form of sport, maybe the sports arena would be looking much different today.

**Speaker E:** I agree with what my fellow candidate just mentioned. If we further take into account the influence bollywood has had on the mind of the common Indian youth, we must recall the impact of the movie "Chak De India ". After several years Mr Mir Ranjan Negi was remembered and his achievements were recalled. While only one movie has been created giving attention to our national game, countless movies like "Lagaan", "Iqbal", etc have been dedicated to cricket.

**Speaker A:** With due respect to everybody's opinion, I would like to remind everyone of certain facts. When Mr. Abhinav Bindra won an Olympic gold medal in the Air Rifle event, we Indians were equally proud. When Saina Nehwal and Jwala Gutta achieve some title, we pursue their success with as much enthusiasm. Every time Mr. Vishwanathan Anand wins a Chess Championship trophy, the media follows him with an equal amount of pursuit. I personally believe that other forms of sport in India do not receive as much interest is due to the fact that the teams do not perform up to standards. Everybody likes to see the team they support win. If they see their team underperform, they are bound to lose interest. There amount of professionalism that needs to exist in the players isn't there.

**Speaker D:** I agree with you. Eventually it appears like a vicious circle where lack of professionalism leads to it receiving less than the required importance and the degree of professionalism needed doesn't exist due to lesser importance and support it receives. Several teams even fail to obtain sponsorships worth Rs 5 Cr. There may be several solutions to this. Mr Vijay Mallaya owns two of the country's most prominent football teams i.e East Bengal and Mohun Bagan. Other industrialists should also get involved in offering sponsorships to various other sports teams or players. The BCCI has a lot of influence in the sports world and has acquired a great deal of wealth and expertise through its dealings with cricket. It must help develop other sports forms in the country and also to attract and retain suitable talent in every field.

**Speaker E ( Conclusion ) :** To sum up, the group here has had a divided opinion over the topic, we seem to have reached a consensus that cricket is increasingly gaining importance due to the support from the big fishes of the society but the conclusion is that cricket is not the cause of the lesser degree of importance other sports receive but the fact that they need to be developed further by the more patrons getting involved in their development.

*Pankaj Gandhi's Academy*

## 6. Corporate Social Responsibility

**Speaker A:** Good evening friends, this topic is very relevant in today's scenario. The economy has expanded in a way that big corporate players have been able to amass a lot of wealth by utilising the talent pool and resources of the nation and in the process generating employment and economic prosperity. The main motive of any business is logically making profits but a company that does not give back to the society will not be able to go very far. Corporate Social Responsibility is the term given to the share of profits that a company has to mandatorily spend in the direction of fulfilling their social responsibilities. The Companies Act states that 2% of the average yearly profit of a company has to be put to use for social benefit.

**Speaker B:** Yes, and we are already seeing good humanitarian work done by charitable organisations started by big MNCs such as Bill and Melinda Gates Foundation, Azim Premji Foundation, Tata Memorial Cancer Hospital etc. Most successful companies that command the respect of the people have done so because they believe in giving back to the society. Sudha Murthy heads the Infosys Foundation and provides a lot of help to the underprivileged and needy people. These companies are really fulfilling their social responsibility by taking care of the poor, down-trodden people, donating food and clothes to those who need it.

**Speaker C:** CSR is mandatory for private companies because they must not simply be allowed to drain the resources of the country and give nothing back. The profits that are earned are passed onto the employees and shareholders in a direct manner. But what about the environmental depletion? Companies like Pepsi and Coca Cola use tonnes and tonnes of fresh water supply in order to manufacture their beverages but they also give back by boring tubewells and discovering reserves of groundwater, supplying remote villages with connecting roads, highways and other basic facilities. ITC has a social initiative called E-chaupal whereby they teach farmers about computer literacy and also keep them updated about the prices of seeds, weather conditions, fertiliser rates etc. Similar educational initiatives have been started by several companies such as Cognizant who spend their 2% profits on teaching basic reading, writing and computer skills to the underprivileged.

**Speaker D:** My friends all of you have made very valid points. But I feel that since 2% CSR is mandatory, it should not be taken as a limit that companies cannot exceed. If companies utilise excess profits in opening up social welfare centres, old age homes, orphanages, local schools and financing the education of needy children via scholarships and merit-based programs then a lot of change can be brought about in the society. All profitable firms must not look at this mandatory CSR requirement as a kind of burden and try to get away by showing fake claims of trees being planted or some work being done just for the heck of it. Separate corporate social responsibility departments can be created within offices where the people who really want to work for the benefit of the society can get whole-heartedly engaged in the process.

**Speaker E:** Exactly, the problem occurs when someone wants to do good but does not have adequate resources. This is the whole logic behind CSR being included in the Companies Act. This is a very progressive law passed by our government and will ensure that we are not ignoring our human capital and environment in the name of profits. Many Non-Governmental organisations also indulge in such causes but mainly the for-profit NGOs should be contributing to this. NGOs that are already run as charitable organisations and do not charge anything for the help they provide are already fulfilling their social duties. In fact more awareness about CSR campaigns and workshops should be created so that greater number of people can start participating in these programs. Recently we have seen many employees of corporate companies participating in marathons and rallies conducted by CSR cells for raising awareness about various social issues such as cancer, AIDS, human rights violations etc. More such programs should be conducted. In fact the employees themselves can come forward and utilise their free time to sign up for such initiatives.

**Speaker A:** CSR also gives us an opportunity to plant seeds of kindness and work for the mutual benefit of the society. We can expect deep long-term positive impact of such initiatives. More sustainable development will happen and companies will become more socially, environmentally and ethically responsible. Proper corporate governance mechanisms should be put in place so companies that are not fulfilling their CSR requirements can be checked and a separate time should be allocated to the employees so they can go ahead and fulfil their responsibilities as members. Today there is a need for creating social awareness of many neglected issues such as dowry, child marriage, female infanticide, domestic violence, rape, abuse, child trafficking and abandonment. Especially foreign companies that are entering India and expanding at a rapid pace must involve themselves deeply in such initiatives so that they can get to know the local culture and people better. This can go a long way in improving the overall circumstances of people. There is enough on this planet for everyone's need but not enough for everyone's greed. Even though profits should remain the central motive of any corporate organisation yet they must do so in ways that are financially viable, environmentally sustainable and prove to be beneficial for the long-term growth of the country. These days a negative trend of corporate funds being misused in scams and corrupt auditing practices is being seen. This is a sad and serious problem. Such companies should take a leaf out of the book of successful companies such as Infosys, Wipro, Procter and Gamble etc. and should start giving society its due.

## 7. Every Dark Cloud Has a Silver Lining

**Speaker A:** Today's topic is a very beautiful quote that can help us navigate the stormy waters of life. Today's topic mainly implies that just as black rain clouds also have a silver lining, in the same way in any dark situation some light is present, we just need to find it.

We cannot deny the fact that ups and downs happen in life and things are not perfect. Instead of getting depressed or giving up, we should try to see the positive aspect of each situation and apply it in order to scale greater heights in our lives.

**Speaker B:** Yes I completely agree with you, my friend. We can see many examples from the business sphere, such as Steve Jobs getting fired from his own co. and then going onto become one of the most successful business leaders of our times. Had he not seen the silver lining in the dark cloud of his failure at that time, he would have been able to change so many lives.

The same goes for great national leaders like Mahatma Gandhi, Jawaharlal Nehru and Bhagat Singh who saw the possibility of an independent nation and strived to make it happen, despite facing all sorts of difficulties. Nelson Mandela fought against apartheid while Dr. BR Ambedkar, the key maker of our Constitution made provisions for dalits and other backward communities. We can see leaders like Anna Hazare and Arvind Kejriwal too, who are still fighting to rid India of corruption by ushering in the Jan Lokpal Bill and continue to remain positive despite many setbacks.

**Speaker C:** Let us also look at some examples of hopeless situations where a single silver lining can turn the whole thing around. A visually challenged person is generally blessed with a keen sense of smell or even a certain kind of 6<sup>th</sup> sense. They have a dark life but their other senses are well developed and they possess great judgement capabilities. The same is the case with anyone who is living with depression, stress or poverty. The hardships of life make one a strong and tough individual. These people who have faced difficult circumstances are usually more creative, resilient and more aware of ground realities than those who are born with golden spoons in their mouths.

We can clearly see this difference if we compare the career graph of Narendra Modi who started off with a tea stall and Rahul Gandhi who was born into the most influential and privileged family in India. Sometimes dark situations make one a better person. People who have risen from nothing have a very positive attitude towards life, they count their blessings instead of complaining about what they do not have. They are humble, down-to-Earth and realise the value of hard work.

**Speaker D:** Certainly, we can apply this concept to the growth of India as well. We have always been in dark clouds, Right from colonial rule under the British to rampant violence during the partition. But we have successfully managed to gain independence and build an atmosphere of peace with our neighbours, more or less. We have been able to achieve economic prosperity, we have faced many setbacks over the years.

MS Swaminathan brought in the green revolution and India has now achieved self-sufficiency in food grains. Anand Milk Union Limited saw the opportunity in the power of small cooperatives and ushered in the white revolution, the era of Amul butter and milk. Similarly, when we were in financial crisis in 1991 due to very low amount of forex reserves, Manmohan Singh saw the silver lining at that time and introduced LPG – the policy of liberalisation, privatisation and globalisation. Indian economy then slowly recovered and foreign companies created opportunities, revenues and employment for India.

**Speaker E:** We have also recently seen the rise in number of rapes and crime against women being reported in the Media. This led to mass outrage and stricter punishment for the perpetrators of such crimes. The death of that young girl, fondly called Nirbhaya by the nation, was an extremely dark and shameful time for us but we have successfully managed to see the positive side of it.

Her death has not been in vain, people have become more supportive of women, helplines and fast track courts were started by the government and judiciary. A nationalised bank for women- the Nirbhaya fund was launched .

**Speaker A:** We have also seen several dark clouds in India's performance in sports. But players in all different sports from cricket to Kabaddi have been performing very well at the national and international levels. We can take the example of Saina Nehwal, badminton player was thought to be cursed by her relatives and grandparents as she was a girl, and now that she has done the country proud, she has proved all of them wrong.

**Speaker B:** So friends to conclude , It is indeed true that every cloud has a silver lining. We all Indians were saddened with the thought of the retirement of the God of the cricket . But at the same time this gloomy dark cloud came with the silver lining of giving chance to many youngsters like Virat and shikhar and at the same time the whole team came of the shadows of the legend. We have also seen it in inspirational movies like *Taare Zameen Par* and *Iqbal* that even if circumstances seem tough and the road ahead looks uncertain, we can still come out with flying colors if we believe in ourselves and continue to see the positive side of every situation.

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