

Topic of this week

Change for Good from this Financial Year...

It's a tendency not taught by anyone in this World. When one wants to pay for service or a merchandise, by way of cash, it is always a tendency to look for Soiled Note/s, among the money what he/she has, to settle (never want to keep). The latest trend is Rs.10 coin.... (few merchants are not accepting, hence people does not want to keep with them, irrespective of repeated communication from RBI, that it is valid transaction).

I have seen few people, who do not have chance, always look for places to give it free. (worshipping places, beggars, donation boxes kept in commercial places, etc.)

But, what about unwarranted habits - laziness, lethargy, procrastination, insubordination, unwillingness to learn/change, etc.- why not segregate from other habits and throw out? Don't keep it with you, if you have. They are barriers for growth.

Have a Prosperous and Successful Financial year.

Anandan Subramaniam

Inside this Issue

1. Breach of Contract While Contracting
2. What is extra-ordinary resume and extra-ordinary recruitment?
3. Hiring Millennials and Gen-Z; Approach by the Employers
4. Management Lessons from Lord Rama's Life.

For info only....

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Volume 111 10th April 2022



Breach of Contract

What is Breach of Contract?

Non conformation of terms/conditions of a Contract, which may render the Contract, void.

Quick reference sheet

1. Is there a Contract exist?
2. What are the Obligations of the parties under the said Contract?
3. How the Breach considered? When the Breach take place?
4. What is the legal defense for the Breached Party?
5. Damages caused due to the Breach.

Once the above are determined, then it can be determined whether there is any Breach of Trust.

If it was determined that the Breach has occurred, then the following are to be ascertained:

- Not agreeing to the condition of the contract
- Not providing as per the condition of the contract

Types of Breach

- a) **Actual Breach:** party refuses to complete certain obligation of the contract on grounds that are unreasonable and not mentioned in the clauses of the contract. For example, the Food contractor, did not supply agreed lunch at agreed time, stating that the van driver is absent or van was broke down and waiting to be repaired.
- b) **Anticipatory Breach:** the party informs that they will not perform his part of the obligation. Suddenly at 11.00 am in the morning, the Food contractor informs that he will not supply lunch today.
- c) **Material Breach:** materials which are completely different from the ones specified under the contract. Provides Snacks item in place of Meals (for Lunch). Or, a Security guard reports for duty without Uniform. Bolt item is supplied without Nuts.
- d) **Minor Breach:** As per the name, it is a minor breach.... Where the Food contractor supplied food without adding Salt in the Meal.

Remedies:

- i. Damages
- ii. Specific Performance
- iii. Restitution
- iv. Cancellation

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Are you still preparing an Ordinary Resume? Are you still an Ordinary Recruiter?

What is expected? What is that 'Extra-Ordinary'?

Candidate

Are you still filling

1. Personal details,
2. Fathers name,
3. Where you studied?
4. What is your percentage of marks in academics?
5. References
6. Hobbies

No one looks at this..... don't waste your time and others time.

Recruiter

Are you still asking these questions?

1. Tell me about yourself?
2. What is your strength | your weakness?
3. How you come to know about this opening?
4. Why you want this job?
5. Why should we hire you?
6. Tell me about the last time a co-worker or customer got angry with you?
7. Why you left the previous job (or planning to leave the current job)?

You are not the Right Recruiter

Current trending questions in Hiring...

Sample Questions: (candidates may have their Resume matching such expectation)

1. Are you looking for 'a Job' or 'a Challenge'?
2. Among the three – Productivity, Timeline and Quality - which one you feel is the apt metrics for any Job
3. How are you going to help achieving the Organizational Goal?
4. What would be the ROI on you? (will the investment on you fetch good returns to the Organization?)
5. Will you perform so that (a) You will leave a mark (b) You will create as many "Cloned YOU"
6. You want to be One among the others who wanted to Grow with the Organization or only One?
7. How you can be an Asset to this Organization?

If, as a candidate, you get the above questions in the interview discussion, it is growing Organization, who wanted to invest in Individual employee. Else, junk it.

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Is your establishment planning to hire the Millennials | Gen – Z? Understand them and then have a right approach

The usual tendency | characteristics of Millennial (who are educated, informative and have enhanced digital knowledge) are:

- ▶▶ They feel that their employers “do dominate” them in the name of many “Policies”
- ▶▶ The core policy which the Millennial dislike is “Dress Code Policy”, which is not a significant one to perform his/her duty
- ▶▶ Being Campus-out, many feels that they should not “still be treated as Students” to come in Time, adhere to policies, etc.

They are already there in the Jobs and looking to change when there is an option. If you as an Employer do not address their apprehensions, they will move at any time.

The tendency of Gen – Z are, (who are at the Intern stage now)

- ▶▶ They are well equipped and extremely resourceful
 - a. at getting the information they want, and
 - b. at verifying it,
 - c. most essentially after Pandemic.
- ▶▶ They value, individual expression and does not go by labels
- ▶▶ They feel dialogue is more effective in resolving conflicts
- ▶▶ They are highly analytical
- ▶▶ They are also called as TRUE GEN
- ▶▶ Gen - Z feels comfortable not having only one way to be itself
- ▶▶ They look for greater freedom of expressing their thoughts and ingenuousness in understanding different kinds of persons

It is time to Transform businesses, Re-balance and respect Personalization (both during engaging employees and during delivery of product/services)

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Hindus, across the Globe, Celebrate the Birth of Lord Rama today (10th April 2022)

Rama is the 7th Avatar of Lord Vishnu. Some Management Lessons from the Life of Rama.

1. **Pick your battle:** Know when to fight and when to accept the situation
2. **Principles of Natural Justice:** Rama knows that Ravana will get defeated, still he gave him the chances to surrender
3. **Create more Leaders:** Hanuman becomes a great leader in the battle of saving Sita Maa
4. **Decision making capability:** after Hanuman put Lanka aflame, Rama felt otherwise. Then Hanuman revived his own decision making capability, after that.
5. **Is the Cause worth fighting for?** Rama knows there is a cause worth and hence he fought with Ravana
6. **Use your resources carefully:** When compared to Ravana Sena, the Vanara Sena is not big...
 - a. But Rama know how to use his resources.
 - b. Knows the ability of the Commanders...
 - c. Task was given to the Commanders according to their abilities
7. **Be Focused:** Rama knows his focus.... Save his beloved wife and destroy the evil Ravana
 - a. No wavering of mind
 - b. Vision is clear and work towards goal
8. **Being a Leader:** Believe in your team
 - a. Motivate them
 - b. Everyone shall participate in decision making
9. **Alliance Strategy:**
 - a. Allied with Vibhishana (Younger brother of Ravana), because both were following Dharma, which brought them together
10. **Character:** Do not distinguish people according to their caste, colour, creed or gender, etc. Treat everyone as equal.....
11. **Diversity – Equity – Inclusion,** was practised in the entire life of Rama

(Disclaimer: Above is personal interpretation of Anandan and not to distort the essence of the Life of Rama or the Epic Ramayana)

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