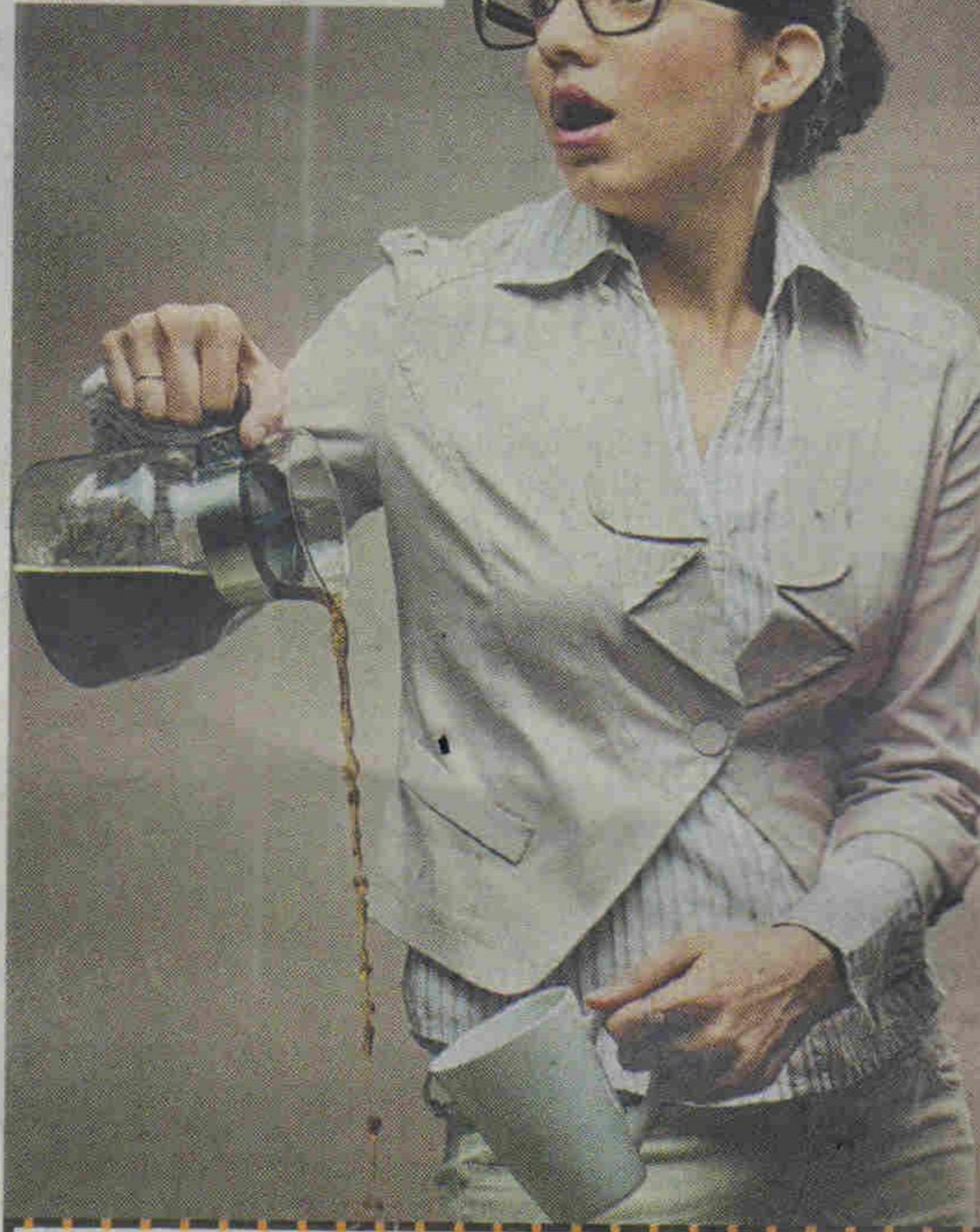


50 first days

Getting into the groove of things at a new job is always the toughest part, says **Ankita Shreeram**

You've snagged that job after all, but you don't really feel like you belong. You see strange faces all around you and yearn to see just a single familiar one. Well, we all go through the same woes during those initial few days at a first job but there's much that both you and the HR can do, to help make the integration process smoother.

Ronnie Dias, HR head, Nalco Water India Ltd, offers a few more suggestions for the HR personnel to put into practice, "Have a buddy assigned for every new hire to ensure that the employee has a person to go to ask the most basic questions. Ensure that the employee is communicated the most important policies and processes of the company. Companies also frame processes to ensure that the employee receives his/her onboarding plan on the day of joining



RAMANA VEMURI,

VP, process and operations - Cigniti Technologies

lists a few measures organisations should put into place:

- >> New employees waiting to get their workspace allocated or waiting for office supplies get anxious. Give them a welcome kit;
- >> Get the new employee to have lunch with the manager on the first day;
- >> New employees should be encouraged to bond with their new colleagues.

This week's contest question:

How would you describe your first 50 days at work?

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and is detailed for the initial 30 days." Ugam Solutions has a special name for the buddy system - 'Reachers'. Dharmesh Mistry, chief talent officer, Ugam Solutions enunciates, "The buddies - who we call 'Reachers' at Ugam, are identified through a self-nomination process. The idea is that a Reacher has to be someone who the new joinee can easily relate to and is not someone who the new person will report to and hence, most of them are those who have been with

Ugam for almost eighteen months to three years. They fill up a nomination questionnaire, which helps us figure out their desire and passion and reasons to be a buddy and friend. We clearly look for attitude and willingness in a person to appoint him/her as a Reacher - even if they have not done anything like that earlier."

Thus, a combination of proactivity from the employee's side and inclusive measures from HR's can make those initial few days a real breeze!