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## Xebia partners with TIET to introduce new course



DH News Service, AUG 12 2020, 16:57 IST | UPDATED: AUG 12 2020, 20:47 IST

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Xebia will support TIET as its industry partner and help in curriculum design.

**X**ebia Academy Global, the education business unit of Xebia recently signed a Memorandum of Understanding with Thapar Institute of Engineering and Technology (TIET), Patiala, to introduce specialisation for its Computer Science Engineering students in the areas of software development and automation, Cloud Engineering and DevOps for the academic session 2020-21. Under this collaboration, Xebia will support TIET as its industry partner and help in curriculum design and development, creating study modules containing high-quality industry-specific content, and strengthening the faculty by building a team of competent educators through teach the educator programme. Apart from imparting industry-specific technical knowledge, Xebia will also facilitate the placement of graduating students.

With this partnership, Xebia Academy Global also introduces its unique state-of-the-art digital learning platform, Instruqt- A challenge-driven learning platform. Designed with byte-sized learning content, Instruqt will help students learn in real-world scenarios with real technology and infrastructure. Through this learning platform, students will also be able to access the e-books and get live mentorship support from the Xebia experts and practitioners.

“We see this partnership as a step towards providing our students with better opportunities in their careers. We wanted to build a strong foundation for our students with the latest technology trends. This collaboration with Xebia is to strengthen our students’ capabilities and equip them with the knowledge of the latest technology to make them industry-ready,” said Prof Prakash Gopalan, director of TIET.

“Modern enterprises are looking to strengthen their IT capabilities with a workforce skilled in emerging technologies, and this has increased the demand for professionals who are proficient in new-age tools and systems - one such very strong emerging concept is Development Operations (DevOps),” said Rituraaj Juneja, Chief Industry Engagement Officer of TIET.

The course is designed for computer science engineering students specialising in Cloud and DevOps. It is one step towards upskilling the students for future employment opportunities. The curriculum comprises course materials (e-books), assignments, case studies, Industry projects and training sessions, and will be piloted under the specific guidelines and expertise of Xebia’s DevOps practitioners along with the learned faculty from TIET.

“Our focus at Xebia has been to strengthen the industry-academic alliances and help improve employability in students by training them on emerging technologies. Our collaboration with TIET only fortifies our belief in our course design and approach towards industry-specific training education. We aim to hire students from this programme, provide them internship and placement support to make them a part of our future workforce,” said Anand Sahay, CEO of Xebia.

With businesses increasingly turning towards digital transformation, the future workforce will have to be equipped with the new emerging technologies to be able to land promising jobs and careers. This collaboration focuses on providing students with industry-specific education with experiential learning and real-time training. This is aimed to provide students at Thapar

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## Environmental engineering careers



Neetu Sarawgi, JUN 01 2021, 13:30 IST | UPDATED: JUN 01 2021, 22:52 IST

With rising temperatures across the globe, wildlife habitats are being affected and the vanishing ice has challenged species such as penguins in Antarctica.

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So the big question before us is – how do we protect the environment?

The responsibility lies equally with each one of us, but more with Environment Engineers, who work to protect our environment through proper use of science and engineering and can look at the issue from a management point of view.

### Scope of the subject

Environmental engineering is a professional engineering design discipline that dabbles in broad scientific subjects and is concerned with protecting people from drastic environmental change. Environmental engineering can be a sub-discipline of civil engineering, chemical engineering or mechanical engineering. Its purpose is to improve and maintain the environment.

Scholars work on solutions for waste management, water and air pollution, and public health.

They work on designing municipal water supply systems, industrial waste disposal, water treatment systems, plans to prevent waterborne diseases, sanitation in urban and rural areas, among others.

They also evaluate hazardous waste management systems, including advice on the security risks of such hazards, treatment and containment, and also develop regulations to prevent mishaps. They often work as advisors to legal firms dealing with such issues.

They also study the effect of technological advances on the environment, addressing local and worldwide environmental issues such as acid rains, global warming, ozone depletion, water pollution and air pollution.

So, how does one train to become an environmental engineer?

The basic eligibility is 10+2 with Physics, Chemistry and Mathematics. Depending on the institute the candidate wishes to apply to, there could be an entrance test. For a premium institute like the Indian Institutes of Technology (IIT), you have to appear for the Joint Entrance Examination, while for state-level government colleges, a candidate has to appear for the state level entrance examinations.

IITs in Mumbai, Madras and Kharagpur offer both BTech and MTech programmes.

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Environmental engineers can be recruited at research centres, NGOs, food processing and technological companies, forest department, government department, municipal corporations, pollution control departments, industrial safety departments as well as consultancy firms.

Environmental engineering is an emerging career, and is an important one as the survival of our planet is at stake — solutions are needed for issues ranging from pollution to public health. As demand for inventions and innovations rise, the future prospects for an environmental engineer are bright.

*(The author is a career counsellor)*

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## The future of HR is here



Gaurav Vohra, JUN 01 2021, 13:28 IST | UPDATED: JUN 01 2021, 13:33 IST

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As a majority of the workforce has shifted to working online over the past year, all HR activities including any welcoming, induction, team building activities, as well as training or appreciation, have been forced to shift online.

HR professionals have also gone digital and reconstructed company policies in order to accommodate newer methodologies, while retaining the long-established and accepted decorum of their organisational culture.

So what is Digital HR? How is it different from the regular (non-digital) HR practices?

People Analytics or Digital HR is a method of work process optimisation where emerging technologies like social, mobile, analytics and cloud (SMAC) are utilised to make the role of HR more efficient, relevant, effective and people-centric, irrespective of the workspace demography.

With evolving trends, the HR revolution is inevitable. Leading organisations are focused on devising newer methodologies to create a disruption-free environment.

Regular HR practices primarily revolve around making the workplace more productive without overburdening the employees. Every aspect of the employee lifecycle usually involves the HR

The ever-evolving AI is incorporated to digitise the entire employee lifecycle (recruitment, induction, instruction, and termination of employees) making the HR professional more productive, increasing their bandwidth to focus on other pressing matters, and making them a most valuable resource.

## Hiring process

Today, most professions are becoming increasingly data-driven and the realm of a People Analyst or an HR Analyst is no exception. Research by Kronos Incorporated (American multinational workforce management and human capital management cloud provider) shows that 36% of HR professionals blame inadequate technology for their inability to automate and better organise onboarding programmes.

With the workforce making an unexpected and sudden shift to homes and remote workspaces, this gap will be quickly erased to prevent work from getting hindered. Processes like training, appraisals, termination, general feedback, document verification, screening candidates, etc. are steadily becoming digital.

## Analytics

Apart from these digital processes, advanced HR analytics has become an integral part of all organisations. Here the HR team collects, stores, analyses and reflects on data to help each team meet their strategic goals without compromising on the quality or team health.

This elaborate process of data manipulation requires the HR team to be equipped with skills and know-how in artificial intelligence, machine learning, Excel, Python, Tableau, etc. Being an HR professional who is well-verses in advanced digital technologies will definitely put one on the pedestal for being able to deliver effectively and on time in a post-Covid world.

## Skills required

The digitisation of existing HR practices is an elaborate and goal-oriented process that can be understood only with hands-on experience. The People Analytics & Digital HR programme in IIMs has been successful in revolutionising the arena of advanced HR Analytics.

Analytics helps a team to effectively carry out all HR-related activities online, with the same

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Today, they are the driving force of any organisation and play a major role in ensuring the social, mental and economical culture of an organisation. With the need for them to go digital, most of their work tends to get automated, giving them enough time to focus on the well-being of the company's employees and other pressing matters.

*(The author is the co-founder & CEO of an education company)*

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## Bulletin Board - June 1



DHNS, MAY 31 2021, 21:01 IST | UPDATED: JUN 01 2021, 13:40 IST

### PhD in architecture, design

Anant National University, Ahmedabad invites application for PhD programme in architecture and design fields. The last date to apply is June 20. Visit <https://bit.ly/34vQl32> for details.

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## MBA in data protection

LawSikho along with Swiss School of Management is offering MBA degree in data protection and privacy management. Visit <https://bit.ly/3uwQdUh> for details.

## Internships

Internshala invites students from all educational backgrounds to apply for internships by June 5. To apply, visit [http://bit.ly/wfh\\_int](http://bit.ly/wfh_int).

## Graphic design internship

Dhravya Technologies is hiring interns for a work from home graphic design profile. June 10 is the last date to apply. The stipend is Rs 10,000 per month. Apply at: <http://bit.ly/DH-0382>.

## Digital marketing analysis

DialaBank is hiring interns for a digital marketing analysis profile for work from home. Students knowing data analytics, SEO may apply by June 10. The stipend will be up to Rs 15,000 per month. Apply at: <http://bit.ly/DH-0383>.

## Social media marketing

Mega is hiring interns for social media marketing profile in Bengaluru. Students with relevant skills may apply by June 10. The stipend is up to 10,000 per month. Apply at: <http://bit.ly/DH-0385>.

## Courses in machine learning

Hdacity And AWS are offering free courses in Machine Learning. For details visit

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## Courses in law, IT

Institute of Management Studies, Noida invites application for UG/PG courses in business management, law, mass communication, IT. Visit [imsnoida.com](http://imsnoida.com) to apply.

## Online IT programmes

Hero Vired invites application for online programmes in fintech, data science, AI, ML, gaming and other sectors. For details, visit <https://herovired.com>

## Courses in management, finance

SVKM's NMIMS School of Commerce invites applications for undergraduate programmes for BBA, BSc Finance, and BCom (Hons). Log on to <https://nmims.edu/> for details.

## Mtech programmes

Ecole Centrale School of Engineering, Hyderabad, invites applications for admissions for MTech in Autonomous Electric Vehicles and Computer Aided Structural Engineering. The last date to apply is June 15. To apply, visit <https://bit.ly/2R7Nao5>

## Online IT programmes

Hero Vired invites application for online programmes in fintech, data science, AI, ML, gaming and other sectors. For details, visit <https://herovired.com>

## Free training

Careerera invites application for free live online summer training for industrial courses. Topics

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## Online MBA programme

Shiv Nadar University, Delhi-NCR invites applications for online MBA programme in partnership with Great Learning. Log on to <https://sme.snu.edu.in> for details.

## MBA in investment banking

Imarticus Learning with Jain (Deemed-to-be University) is offering MBA in investment banking and equity research. For more information, visit <https://bit.ly/3fTSFza>

## Various courses

Sanskriti University, Mathura invites online applications for courses in engineering, management, commerce, pharmacy, agriculture and other courses. The last day to apply is June 30. For details, visit <https://bit.ly/34AWN1H>

## Master of Public Health

University of Haifa, Israel invites application for Master of Public Health in Health Systems Administration & Global Health Leadership. For details, log on to <https://bit.ly/2S1mwxo>

## Courses in business, technology

Mahindra University's School of Management, Hyderabad with Cornell SC Johnson College of Business, Cornell University, USA invites applications for BA in Economics & Finance, BBA in Digital Technologies and BBA in Computation Business Analytics. For details, log on to <https://bit.ly/3vE0Vd1>

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## Eat healthy, sleep well and exercise even as you study

Ask your counsellor



Maullika Sharma, MAY 31 2021, 21:00 IST | UPDATED: JUN 01 2021, 13:41 IST

Dear Madam,

I am in Class 10 but not able to focus on my studies. Can you give me some study tips so that I can work towards achieving my goal?

Vytla Mayur

Dear Vytla,

It is hard to give you specific study tips without speaking to you and understanding the challenges you are facing. However, it is important to ensure that while you are studying you also take care of other aspects of your life which are necessary – like making sure you are getting some exercise, making sure you are eating healthy and sleeping enough and well. Also making sure that you are getting enough time to unwind and do something relaxing as well as connecting with friends. It is important to not spend every free minute studying because you will get tired and burn out before the exams arrive. It is also important to put these exams in perspective. Put in your best effort, and learn the best you can, but do not stay anchored to the marks, because that is not something you can control. The 10th Boards are just another exam. They are not the most important exam. or they are not going to determine the fate of the rest of

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study, make sure all other tabs and windows are closed. Focus in units of 20-25 minutes and then take a break of a couple of minutes and then focus for another 20-25 minutes. So focus in chunks of time and get up and walk around in between. Try and make a mind-map of what you study. If you are a visual learner that is often helpful. And most importantly, study to learn, not to get the marks. Your motivation is important in helping you focus.

Dear Madam,

I graduated in 2017 from a prestigious engineering college with mediocre scores. Even though the branch I studied was not something I wanted, I eventually loved it. I could have performed better but did not go that extra mile which made me repent a lot. Since I started working from home in 2020, I have been suffering insomnia. Due to this, I feel aimless in life and that I am a disappointment to my parents. How do I sort this mess?

Anonymous

Dear Anonymous,

Nothing about the world as we knew it is the same right now, and nothing seems to be in our control. And that can be very unsettling. It can also be hard to find motivation at a time like this. If this is causing you so much distress that you are unable to sleep, and are having negative thoughts and losing your confidence, it is important that you reach out to a counsellor who can help you sift through your thoughts and gain a new perspective on how to view yourself, your life and the world around you. Remember, in this current situation where everything seems to be out of one's control, there is one thing that you can control – and that is you. Your thoughts, behaviours, attitudes, how you process what is happening around you, and how much you allow it to affect you. Counselling will help you learn to focus on what you can control.

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