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## HIGH PERFORMING & PROBLEM SOLVING "TALENT" IS IN DEMAND SEA CHANGE IN "FREELANCE" SERVICING THE ENTERPRISES



By : M.S.Yatnatti: Editor and Video Journalist Bengaluru : Problem solving talent is big demand. For large companies flexible engagement has emerged as strategy to retain high performing talent .With world becoming networked ,the organization of any size and scale can attract the best talent from across the world . The market rate for freelancers depends on the specific industry. Freelance writers for instance will calculate their hourly rates based on words typed per hour. To get a better understanding of your industry wage, you can check out the by Googaling Freelance Income Reports 2016 on internet . It is reported that few market research reports recently surveyed over 23,000 freelancers from numerous industries to determine average hourly wages. While the worldwide average hourly rate charged by freelancers is \$21, the rate per industry varies heavily. Freelance web designers earn an average hourly wage of \$23 per hour, for example, while language translators earn approximately \$17 per hour. It roughly translates Indian rupees 1500/- per hour .Competitors' rates shouldn't necessarily dictate your own; however, understanding the average hourly rates of other freelancers with similar skills, education and experience will ensure that you aren't pricing yourself out of your market (either by charging too much, or too little).Freelancing opportunities are growing rapidly across many industries. Finding work is perhaps single most the toughest part for a freelancer. He has to knock on many doors and spend time, money and energy trying to get work. You can grab freelancing assignments not only in your city or in India but literally in any corner of the world. According to one report, every third user of Freelancer.com is from India .The US-based website helps freelancers get assignments and takes a cut when the deal is done . It's a trend that is slowly catching on. A growing number of professionals is junking regular employment to try their hands at freelancing. They are driven by the dream to be independent and work on their own terms without the straitjacket of a 9-to-5 job. To be fair, freelancing does unshackle the individual from the tyranny of corporate hierarchy. The jobs are everywhere. What you need to do is find the niche that matches your expertise. "Don't go by just the current demand, but also assess how it will shape up in the coming years .It pays to keep yourself abreast of the latest developments in your chosen field. The websites giving freelancing jobs need to be properly researched

In ten years it is complete sea change as technology from servicing enterprises to directly servicing consumers .Smart phones face book Google Amazon etc serving directly consumers .Digital aided learning is not digital disruption but it aids the students learning process .Any amount of digitizing process cannot replace Teacher or Human touch .Any amount of Artificial Intelligence or robots which can help humans but it cannot replace humans .Any amount of E-Learning cannot eliminate teachers or mentors as e-learning is failure and e-enabled learning is successful as teacher is always center of knowledge and wisdom . Students can benefit from Digital aided learning .Gone are the days when kids learn it the hard way. Schools and other educational institutions alike have adapted to a scientific and smart way of learning their subjects. Being in the age of information, kids today are learning how to make the best use of technology to their advantage. Here are a few smart ways to use the internet in the best possible way . It is a known fact that kids at an impressionable age learn faster with lights and sounds instead of just text. Using Audio-Visual methods to learn help students understand a concept better. Using video and animation strengthens the pictorial memory. This technique is extremely helpful when a new topic is to be introduced. A good blend of videos can precede textual content painting a better picture in the minds of students. The role of internet as a means of finding answers in undeniably pivotal. Though kids can often be sidetracked with prolonged use, internet acts a complete encyclopedia that helps students find answers to any problem under the sun or over it. This can also be linked to the process of self learning as one solved answer often gives rise to a new set of questions and what better way of learning than self learning. This creates positive curiosity in a child's mind which is needed for mental development. Making use of technology kids can use accounting applications to keep a tab on their spending which will make them more responsible adding to their discipline. Technology helps streamline daily activities thus introducing students to self discipline and punctuality .Kids will not have partiality issues if all of them are given orders and commands by a computer aided software instead of the specific math teacher they dislike. Effective use can yield the best from within a student. World on the internet is filled with people from around the globe doing scientific experiments from their basements. There is a whole bank of videos that can be streamed online which explain various concepts through experiments. This allows a student to learn first-hand and reduces the chances of error as a video can be seen as many times as possible. Learning from someone else's mistake in a simulated environment will help teach better and faster. Technology bridges gaps which is its most important aspect. Students now have access to a global classroom where they can learn about things that are empirical all around the globe. This helps them understand and think on a global scale. It nurtures unity and is a key aspect in the global race for world peace.

Digital technology and computers have revolutionized education .Class rooms need to have BIG TV screens with HDMI Slot to convert them into PC. Students or class rooms can have Laptops. The advent of computers has changed our very existence .These machines have evolved from being a mere luxury to an essential and indispensable part of our education . We need the computer in its varied forms of laptops and tablets, to communicate, learn, explore, transact and even access knowledge. No wonder then, that computer literacy is looked upon as an integral part of our education process. The institution of higher learning can easily provide hardware .When question of software's comes every institution has no funds for commercial software's to purchase them and also keep them purchasing new versions every year . KPN unlimited technologies Bengaluru is planning to provide unlimited portable OS and portable Apps loaded PC Sticks and Pen drives which students and teacher can carry in their pockets and convert any class room into their subject computer Lab by just plug and play at very affordable prices . Universities in India need to convert every class room into a portable lab .Each teacher and Each student can convert into his subject lab and use it by using portable apps and portable OS without affecting the basic hardware. Portable Apps and Portable OS can be carried in their pockets. The higher education in India is getting revolutionized with use of BIG TV Screen (which can be converted into a computer by Compu Stick or PC Stick ) as black board in class room and each student with a lap top or a desk top .This is the basic hardware that need to be provided in each class room.KPN unlimited technologies Bengaluru is planning to provide each subject teacher and each subject students with portable Linux OS and portable Linux based Apps of his choice and with this each teacher and students can convert it into his subject lab by using potable OS and portable Apps provided by KPNUT .These apps can run from any portable device (a thumb drive, CD, DVD, portable hard drive or other device Compu Stick ) without needing to be installed directly on the hard drive of the system you're using. You can visit [www.kpnutechnologies.com](http://www.kpnutechnologies.com) or contact [kpnutechnologies@yahoo.com](mailto:kpnutechnologies@yahoo.com) for your proposals and a quote or for choice portable OS and portable Apps on CD/DVD or Pen Drive or on Compu Stick or PC Stick or Micro SD card with choice of your open source software portable OS and portable Apps loaded PC Sticks and Pen drives according to your subject needs. KPN unlimited technologies Bengaluru will load required potable app on USB or Comput Stick OR pc Stick with required Portable App and Portable OS . IT is considered as an enabler for Indian to transform itself from a developing country to an industrialized nation. IT has left an immense impact on the nature and structure of higher education in Indian and will continue to play a prominent role in its future. KPNUT presents to the readers how IT utilization has enabled the country to offer quality education to its citizen in-line with the requirements of its labor market and the Net generation. KPN Unlimited Technologies is a vibrant company whose activities span over diverse areas within the broad realms of information technology. KPN Unlimited Technologies is a Private company with professionals teamed up to offer the IT industry a radical growth. A place where imaginative minds have the opportunity to explore new ideas and implement cutting edge solutions. Our professionals are constantly abreast with the latest technology and are proven leaders in redefining industry standards with new products.

SMART CLASSROOMS: Creating the new wave in teaching, city campuses are embracing technology in the classroom. Some higher education institutions have employed the path-breaking 'flipped classroom' model, an active learning model that inverts traditional lectures by using technology to allow students to listen to the lectures online at home and use class time for collaborative learning and activity-style homework assignments. The in-class discussion, personalised student guidance, team based skill development and enrichment activities are allowed by moving content delivery outside of class time, the Annual Status of Higher Education of States and UTs of India, 2015 by the CII and Deloitte report states. Increased computer penetration in semi urban areas has made it possible for students in small towns and villages to access the best content from around the world. This is just getting started and will lead to long term democratisation of knowledge. " Online education portals and home tutoring have given education a new lease of life especially to those living in remote areas. Non-profit organisations and large enterprises have begun donating computers and the required connectivity to villages and towns to enable the children and adults to access education within their rural environment. Through video conferencing, it is now possible for educationists to tutor students globally, hence bridging the divide in education and making learning accessible to all. Transform your classroom into a hub for digital learning and teaching with a device that turns monitors into fully functional computers—the Intel® Compute Stick. Development of KPNUT Portable Labs: Today every student need computer and computer needs software's. The computer Labs is costly affair to the higher education institution and training institutes to have different labs for different subjects with different hardware's and software's. Institutes can adopt KPNUT revolutionary concept of portable lab in teaching and training students with minimal hardware and OSS Software's different labs for different subjects with light weight OS with specific software application on different domains with BIG TV screen in each class room along with Black board and every subject teacher coming with Compu stick with KPNUT portable OS converting BIG TV screen computer where practical teaching become easy and all students coming with Lap Tops with portable OS on USB or Live CD pertaining to their subjects working along with teacher . KPNUT will provide Light weight Live CD /DVD portable OS on USB Compu stick with KPNUT portable OS re-mastering available Linux distributions with specific OSS application for practical teaching. Transform your classroom into a hub for digital learning and teaching with a device that turns monitors into fully functional computers—the Intel® Compute Stick. Teaching with proprietary software too costly and using open source software in an open access environment is less costly. To this end, the concept of the LiveCD versus a standard Microsoft Windows architecture as a desktop platform for general-purpose computing needs within a public access computer lab can be better option. To this end, the concept of the portable OS on USB a desktop platform for general-purpose computing needs within a public access computer lab can be better option. To this end, the concept of the Compu stick with portable OS which can directly connected to BIG TV Screen as black boarded in class room and each student on a desk top use live CD or portable OS on USB as a desktop platform for general-purpose computing needs within a public access computer lab will be explored. Any teacher or student Carry Any Operating System or portable apps (compendium of OSS) in his Pocket CD DVD Portable Lab on Stick and Portable OS with Application on compu stick according to his subject. "Technology Assisted Learning Projects (TALP) are being introduced .Incorporate technology into teaching and Technology could not replace a teacher totally. "Technology and teaching must go hand in hand. Technology is important. Portable apps installed on USB are provided .Transform your classroom into a hub for digital learning and teaching with a device that turns TV monitors into fully functional computers—the Intel® Compute Stick. Tech essentials to empower growing higher education and training and recruiting business For Universities training institutions colleges. Turn your class room into any IT lab on any subject .KPN Unlimited Technologies has produced a top-notch product that fills a gap education and training using computers labs in each class rooms . No need to designate one or two rooms as Computer Lab. Every college needs LABS and that too portable labs and each hardware available can be converted by teacher into any domain lab by using our specific Compu stick with portable OS which can directly connected to BIG TV Screen and used on any student Laptop. KPNUT will give on line training on all these unlimited technologies with certifications and recruitment and placements service. It's not always necessary to reserve a special computer lab when you want to integrate computer activities into your course. Traditional computer labs have fixed seating and aren't well-suited to group work or discussion; students are hidden behind large screens.

COMPUTER-BASED EXAMS :Digital technology and computers are gradually replacing the use of physical tests and moving towards a paperless environment. Classroom assignments have moved out to homebased testing. "We have online presentation of assignments by students where we attest them and mail the results back to the students," reveals a teacher .Online tests are the future and are gradually replacing physical testing. This revolutionary pattern has enabled even those who are mobility-impaired, to take tests from their own homes. "Standardised testing has moved to computers over the past decades," points out an educationist . "This protects the integrity of the testing process and circumvents the logistical challenges of holding a physical test all over the country on any one day. Further, with the introduction of adaptive tests, since each test is uniquely tailored to a student, scores obtained are truly reflective of a student's knowledge. "As India is surging ahead towards a cashless economy made possible by the digital process, the use of smart computing has only begun. KPNUT is planning to bring one by one as per request of educational institution requirements several thousand available open source software's Top apps and portable OS in 2017 that help business education training to grow .KPN shall provide all the available technology for user thousands of apps and hundreds of Linux Distributions .Why do you need portable apps? Well, we're usually



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faced with a space crunch on our hard drives due to the huge file sizes that result from 4 GB and Full HD videos, 20MP photos, lossless audio rips, graphic-heavy games, and the sheer amount of data we store on our PCs. Also, it doesn't make sense to install each and every software most of which we might use occasionally on our already packed computers. In such cases, all you need to do is use a 16GB pen drive and pack it with the myriad software that you need. Using these is as simple as plugging the USB stick into your machine, and clicking on the app to start. Besides, your 'cleaner' computer will boot up faster, and you can also use these software on the go when your own PC is not at hand. If you travel frequently, or going to attend seminars or you are converting existing computer lab to your specific Lab or taking your class it can be frustrating to have to use a system that doesn't have your favorite open source software already installed. Fortunately, many of the most popular open source applications come in portable versions that you can take with you on a USB thumb drive or other portable media. What makes an application portable? These apps can run from any portable device (a thumb drive, CD, DVD, portable hard drive or other device) without needing to be installed directly on the hard drive of the system you're using. They also don't leave behind any files on the host system, and they don't interfere with other software installed on that system. For this list, we've compiled some of the best portable open source applications available. Some of these were originally designed by the project owner to be portable. Others are open source applications that have been re-packaged for portability by a third party.

Reportedly Plagiarism is considered academic dishonesty and a breach of educational ethics. It is subject to sanctions like penalties, suspension, and even expulsion. Recently, cases of 'extreme plagiarism' have been identified in academia. Time is ripe. Educators need to adopt the technologies to impart education. Online education clubbed with outsourced Lab are the present and future of education. You agree or agree not to agree. This is a reality written on the walls on universities. Entire teaching and learning revolve around minds getting and sustaining their attention and interest holds the key to success in this tricky process. Teaching and learning can be tech enabled. Smartphone's tablets desktops laptops computers have become class rooms laboratories and research centers and playgrounds and virtually become everything. Sakai software platform is one of a vibrant, international community that collaborates to create technology that enhances teaching, learning and research. Member organizations include large universities and small colleges, K-12 systems, hospitals, government organizations, research societies and political parties. In 2004, four leading U.S. universities, together with Jasig, the parent organization of the uPortal portal framework, began a collaboration to combine and synchronize their assorted learning software into a collection of integrated, open source tools. MHRD UGC association of Indian universities NAAC and all universities should conduct seminars and workshops to educate and train the University students to use latest technologies in research and bring out a common code conduct for all students of all Universities and all should support the University administration for taking stern actions on students violating university rules and code in respect of research. Research Students can Collect Organise Cite Sync Collaborate and Grab your research with a single click. Zotero is software that allows you to easily collect, manage, and save bibliographic information about the items you find on the Web. It also works with word processing programs to help you easily cite your sources as you write. The reference management is the most laborious task while preparing a research paper or thesis. The important point to be noted is that publishing a paper or article by using already published content without adding citations to the source is known as plagiarism which would lead to copyright infringements. In research and universities plagiarism is considered a serious issue. A reference manager makes your life simpler by adding and removing the references swiftly. Samsung Smart School is one among the best: These mobile educational solutions enable students and teachers to benefit from a broad range of education-related information on their mobile device. They include up-to-date school information, access to crucial learning resources and real-time attendance and participation trackers, all of which serve to increase your students' engagement and performance. Zotero is an amazing open source software tool that helps writers to manage the various references used in their research articles and presentations. Essentially it helps them to add these references in their articles with minimal drudgery but with surgical precision. Reference management software, citation management software or personal bibliographic management software is software for scholars and authors to use for recording and utilising bibliographic citations (references). Once a citation has been recorded, it can be used time and again in generating bibliographies, such as lists of references in scholarly books, articles and essays. The development of reference management packages has been driven by the rapid expansion of scientific literature. These software packages normally consist of a database in which full bibliographic references can be entered, plus a system for generating selective lists of articles in the different formats required by publishers and scholarly journals. Modern reference management packages can usually be integrated with word processors so that a reference list in the appropriate format is produced automatically as an article is written, reducing the risk that a cited source is not included in the reference list. They will also have a facility for importing the details of publications from bibliographic databases. Reference management software does not do the same job as a bibliographic database, which tries to list all articles published in a particular discipline or group of disciplines; examples are those provided by Ovid Technologies (e.g. Medline), the Institute for Scientific Information (e.g. Web of Knowledge) or mono disciplinary learned societies e.g. the American Psychological Association (PsycINFO). These databases are large and have to be housed on major server installations. Reference management software collects a much smaller database, of the publications that have been used or are likely to be used by a particular author or group, and such a database can easily be housed on an individual's personal computer. Apart from managing references, most reference management software also enables users to search references from online libraries. These online libraries are usually based on Z39.50 public protocol. Users just need to specify the IP address, database name and keywords to start a Z39.50 search. It is quicker and more efficient than a web browser. However, Z39.50 is a little out of date. Some popular scientific websites, such as Google Scholar, IEEE Xplore Which one is the best reference management software? That's a question any student or researcher should think about quite carefully, because choosing the best reference manager may save lots of time and increase the quality of your work significantly. So, which reference manager is best? Zotero? Mendeley? Docear? ...? The answer is: "It depends", because different people have different needs. Engineering research demands a computation platform that is free from patents and it is not plagued by proprietary rules.

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