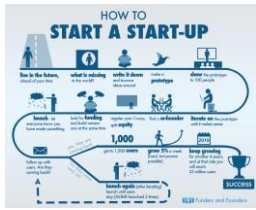




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THE FLEXI STAFFING AND RECRUITMENT INDUSTRY WILL BE THRIVING IN 2024 "REBOOT YOURSELF" "BE EVER READY" "FLEXI STAFFING'S RISING IN KARNATAKA"



By: M.S.Yatnatti: Editor and Video Journalist Bengaluru: Reportedly Flexi staffing's popularity is rapidly rising and Karnataka dominates the IT flexi staffing business in India, with a market potential of \$1 billion, followed by Maharashtra at \$500 million, and Delhi-NCR at \$200 million, says the Indian Staffing Federation (ISF), an apex body of the flexi staffing industry. With the rise of technologies such as cloud computing, artificial intelligence, IoT, big data and machine learning DevOps, the demand is growing for new technology-based services. In a survey done by ISF, 63% of respondents felt mobility and cloud computing were the most important skill sets, followed by cyber security at 53% and analytics at 51%. Respondents felt these were the top technology drivers across organisations. The IT industry is increasing flexi, or contract, staffing as its businesses become more volatile. It allows them a great deal of flexibility because if the business fails to grow as anticipated, it is easier to shed staff, which is the industry's biggest cost element. Many with niche skills are also opting for flexi work, making it important for companies to use this pool. You can be a startup company. Start your own staffing and recruitment company after preparing a business plan as you are poised to get about one month salary for permanent staffing or you get about 30% margin if you hire on your roll and provide temp staffing to other companies. Information technology is one of the most important mass employers in the country today providing significant value addition and employment creation. Be ready, set, and disrupt yourself and rebooting yourself! Staffing and recruitment is worldwide business and it is match making business. Sitting anywhere and anytime you can run your staffing and recruitment company. They are match makers and match the requirement in IT Company and job aspirants. Reportedly to help you benchmark your compensation levels, Robert Half Technology releases a *Salary Guide* every year, complete with the most current information and advice on starting compensation, workplace issues and the hiring outlook worldwide. These are only indicative average forecast salary figures. You can get present salary tariff cards with respective job codes and job descriptions contacting respective IT companies. Highly skilled and experienced IT professionals, even those who aren't actively seeking jobs, often receive multiple offers. And the employment offers are fiercely competitive: Above-market pay and other attractive financial incentives are common, and offers may include stock options, flexible work schedules and other perks. In this market, employers must move quickly. Organizations that have lengthy interview processes or wait too long to extend job offers can easily miss the opportunity to make a great hire. If an overarching conclusion can be drawn from the insights of tech brains and IT professionals, it's that 2022 is shaping up to be the year of IT as a change agent. IT is poised to move fully to the center of the business in 2024, as digital transformation becomes a top strategic priority. CIOs and their tech organizations are well positioned to drive that change, thanks to IT budget growth, head count increases and a pronounced shift toward strategic spending. Amid the breakneck pace of change in technology and business alike, where should you direct your focus in the new year? The key highlights and data points on budgeting, hiring, business priorities and disruptive technologies that promise to define the IT landscape in 2022. To win in 2022, talent acquisition and Information Technology business leaders need to stay ahead of the latest recruiting trends. Companies and institutions are under pressure to find top talent at lower costs while competing with big brands and promising start-ups. The recruiting industry is undergoing pockets of disruption. Social media and digital marketing are becoming the new norm in how we recruit. With innovative recruiting technologies and techniques emerging almost every day, we are witnessing the democratization of recruiting. Any company -big or small -can now find high quality talent at scale with the right tools and strategy. Software is the backbone of IT in the digital age, touching almost every aspect of our lives. Reportedly it's another great year for those working in tech, as salaries across every vertical saw significant increases.

"Organisations across sectors are increasingly opting for flexi staff due to their flexibility and deep expertise in niche technologies. About 58% of organisations has been hiring IT flexi staff for their niche skillsets. Perhaps, the IT flexi staffing industry is expected to observe a paradigm shift in demand and revenue of technology domains. New product development is estimated to have the highest revenue and demand growth rate because of constant innovations and requirement of niche skillsets," opine IT experts. According to reports the number of flexi staffers is high in Karnataka at about 90,000, compared to 41,000 in Maharashtra, and 20,000 in Delhi-NCR. Most of these staffers have work experience between 2-5 years. The Indian contract-staffing industry grew 10% to about \$5 billion and employed almost 3 million temp staffers during 2017-18. IT services firms are going through a massive transformation as their traditional services become automated. And clients look to a host of new technologies - including cloud, analytics, mobile, machine learning, artificial intelligence, internet-of-things, blockchain. This is creating enormous uncertainty for them as they attempt to transition to the new requirements. Companies don't want to be stuck long term with employees whose skills could become obsolete in a couple of years. With the rise of technologies such as cloud computing, artificial intelligence, IoT, big data and machine learning, the demand is growing for new technology-based services. IIMS smart class rooms platform in various cities is planning to launch proposed online assembled courses from free and paid internet resources in partnership with KPN Unlimited Technologies and Compulerantutor.com. Learn online at IIMS smart class room in various cities with BIG TV 4 G internet with free MOOCS (Only IIMS FEES) and paid MOOCS (Additional Fess) and OSS portable OS applications in pen drive. Option of learning by smart phones with 4 G internet any time anywhere but verified certificate is provided by IIMS. IIMS has assembled courses as per industry and academic requirements from free MOOCS and Paid Moocs out of several thousand subject and several universities. IIMS will provide extra freely available internet content and evaluation examination and certification and if student seeks MOOCS Platform certification will have to pay moocs platform requisite fees extra for dual certification. Students have to bring their own Laptop. The KPN Unlimited Technologies - www.compulearnrutor.com and IIMS has leveraged in partnership with e learning platforms of international repute for earned certificates from MOOCS providers which have international faculties of Universities with technical collaborators online E-Learning MOOCS providers with cutting-edge technology so that you can earn verified certificates from such platforms (additional cost) and IIMS Bengaluru verified certificates at no additional cost with IIMS evaluation examination and certifications, without moving out of your city and leaving the existing job and without spending huge amount of campus learning.

KPN Unlimited Technologies is proposing video integrated lessons BIG TV smart class rooms with 25 member seating arrangements Unique online computer Laboratory where students can do their Lab work online, in association with leading Indian universities and international universities faculty members teaching. Using the Microsoft Unix and Linux Super-computing technologies countrywide with 4 G networks of Virtual Classrooms powered by Video lessons n BIG TV with quadcore smart phones, KPNUT IIMS brings prestigious computer aided education right up to your doorsteps through E-Learning. KPNUT Certifications are industry required and private certifications. Reportedly It is launching online courses and certifications. Think beyond degrees. Make in India Skill India or Digital India can only be successful if they reach each and every one in India Certifications by reputed organizations in Management and IT are gaining ground as employers are giving more wattage to training and certifications while acquiring talent acquisitions. Universities and schools used to be the only places to deliver formalized learning, certified through a degree qualification that remained valid for life. Today, learning opportunities are being unbundled and learners and workers are seeking new ways to accredit the knowledge, skills and experience they acquire from multiple sources. At the same time employers are emphasizing the importance of soft skills, creativity and problem-solving and are looking for new ways to determine whether would-be employees possess such capabilities. What new forms of certification can credibly validate the personalized set of knowledge, skills and experience that an individual continuously acquires throughout life?..

Smart class rooms need two things. One is common hardware and another is teachers and students subject specific software's. Creating the new wave in teaching, city campuses are embracing technology in the classroom and making smart class rooms. Reportedly the Smart Learning approach provides learners of all ages and walks of life with a framework and a host of Smart Thinking Tools that motivate higher levels of understanding. Through the process learners activate and build background knowledge, process information, transform their learning into a product that shows what they know, and reflect on their learning. Structured talk and assessment as and for learning are carefully woven into the process to build a thoughtful context for learning and to advance the thinking of all learners. Smart Learning realizes the goals of inclusivity and differentiation. Smart class rooms need two things. One is hardware and another is software's. Each institution must have in each class room required hardware and each teacher and students should have their required software's in Compu stick or pen drive or CD/DVD and instantly it get converted into their subject LAB. KPN unlimited technologies Bengaluru is planning to bring in OSS in around 500 Cds and DVD as "Unlimited OSS Toolkit" for the library of educational institutions as archival of OSS software is very important. Many of the OSS software's shut their projects for want of funds and such technology get vanished. 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 portable 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 or contact kpnutechnologies@gmail.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 portable 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. 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. The vision of Digital India programme is to transform India into a digitally empowered society and knowledge economy. The digital India need more number of skilled workers. Most important is updated certifications. As technology can update so soon or every year new version of software comes out and so soon course content in training institutes and colleges to bring more and more skilled people out in the market and be ready from day one. The training courses should change so briskly as technology that changes the industry landscape and also the lives of people consuming it like smart phones and mobile app development. Choosing and recruiting a professional to manage your company's network, hardware, and software is no easy task. For recruitment Training alone isn't enough.

You also need an organizations certification to back up candidates training. A good beginning has been made by some of the private universities and online MOOCS and training providers who have been offering hundreds if not thousands of options as far as specializations in the field of Managements and IT is concerned. We all know that feeling of dread on Sunday nights — another work week to get through. But it doesn't have to be that way. Your career should be exciting, challenging and engaging. If you're feeling the squeeze of a dead-end job, why not change your course? The technology field offers plenty of opportunities regardless of where your true passion lies. But how can you change careers — and fast? Not every career needs years to launch. In the tech industry, an education will help — but it isn't 100 percent necessary.



Take for instance the IT field. A handful of entry-level positions in the burgeoning field simply require a certification .To assist you in your quest to launch your career as soon as possible, we need to use real-time market intelligence to identify the top IT certifications in the industry. Here's what we discovered.

The user experience today depends on completely on how well the underlying software has been coded. The challenge is more acute for commercial software companies as it is reported that for every popular commercial offering their exists free and open source version available for almost every commercial offering.The journey of e-Governance initiatives in India took a broader dimension in mid 90s for wider sectoral applications with emphasis on citizen-centric services. Later on, many States/UTs started various e-Governance projects. Though these e-Governance projects were citizen-centric, they could make lesser than the desired impact. Government of India launched National e-Governance Plan (NeGP) in 2006. 31 Mission Mode Projects covering various domains were initiated. Despite the successful implementation of many e-Governance projects across the country, e-Governance as a whole has not been able to make the desired impact and fulfil all its objectives. It has been felt that a lot more thrust is required to ensure e-Governance in the country promote inclusive growth that covers electronic services, products, devices and job opportunities.

Moreover, electronic manufacturing in the country needs to be strengthened. In order to transform the entire ecosystem of public services through the use of information technology, the Government of India has launched the Digital India programme with the vision to transform India into a digitally empowered society and knowledge economy. Getting certified is a surefire way to advance your career in the IT industry. Whether you work for an enterprise, a small business, government, healthcare or any other place that employs IT professionals, your best bet for career advancement is to validate your skills and knowledge through a carefully chosen combination of certifications. But certifications can get expensive. Factor in study materials, training and classes, exam fees, and the time that you devote to the whole experience; it all adds up. If you consider certifications as an investment in your career and your future, then wouldn't you want to work to obtain those that will benefit you the most?.Choosing a professional to manage your company's network, hardware, and software is no easy task. How can you tell whether the skills listed in a person's résumé reflect the tech expertise your business needs? To the uninformed, the hundreds of tech-related certifications that IT pros use to sell their services amount to an alphabet soup of incomprehensible acronyms. Nevertheless, 68 percent of IT hiring managers regard these labels as a medium or high priority, according to CompTIA, the largest vendor-neutral certifying group.Most of these certifications as we all are promoted by those very companies that have either ceated the or promoted or providing training for that domains of different platforms.What stops from universities offering graduate and post graduate courses on these platforms like Specialize in IOT Cloud Computing Big Data Analytics ERP during course of their degrees studies? .The fees metioned hre are always changing depends on the demand and supply.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 sidlined with prolonged use, internet acts a complete encyclopaedia 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.

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