

## HCL's employability drive programme for varsity students

As many as 300 students of the University of Madras, who have grown under the shade of parents all these years and now placed with HCL, learnt their first lessons of survival in a corporate world.

*Lakshyam*, a programme in which HCL conducts employability drives for students across various disciplines of the university and its affiliated colleges to hire fresh talent for the company, was launched recently. As a mark of respect to the parents and teachers, D.K. Srivatsava, corporate vice-president, Global HR, HCL, asked the students to give them a standing ovation.

"As you possibly have for the first time taken a decision on your own, you can't fail now. There is a lot of passion in you to succeed. Don't be scared," Mr. Srivatsava said, a minute later. "The job will include learning, participating, and asking questions as much as possible. It is very important that you give your best shot. Take the front seat. This is the time to invest," he said.

As part of the programme, HCL has already hired 300 students, 80 per cent of them girls, and has extended Letters of Intent to 1,000 more students of the university.

Students with the Letters of Intent will undertake a three-month on-the-job-training at HCL's Business Services (BPO) division and will be paid a stipend.

On completion of training and successful completion of an operational assessment, the students will be inducted into HCL as full-time employees. As this was the first batch of students inducted into HCL, Mr. Srivatsava asked the new recruits to come with a conviction, enjoy working in shifts and set the right benchmarks.

Explaining the background behind the programme, University of Madras vice-chancellor G. Thiruvagsam said he was shocked to see the presence of two students from a rural background in a crowd of 2,000 students participating at a job fair organised by the university a year ago. That was when, he said, he decided to accord first placement right to a company willing to visit and recruit from rural colleges as well. HCL stepped in with a social commitment, he said.

The logo of *Lakshyam* was unveiled at the function.

Subrat Chakravarty, vice-president, HR, HCL, gave an overview of the initiative. Raja Hussein, director, University Students Advisory Bureau, thanked.

**B. ARAVIND KUMAR**