

# Every job is 'Temporary'

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Recession or no recession, here onwards stop depending on a single company or a single specialized skill. You may have just collected the best employee award and given the impression that without you the company cannot breathe. However, within no time you are called in and told that “we do not know what we will do without you, due to some compulsion, we have to learn to live without you...” or to some such effect. In short, it is the boot.

Companies will proudly announce, we have no benches, 100% utilization, you know. On the other side, general crib is no loyalty, not like the older generation, this x y z generation. This generation believes in, if you want loyalty, get a dog. A wee bit funny, many companies have team dedicated for retention, attend international seminars on how to deal with attrition, employee engagement, career path and what else ?

Corporations once built to last like pyramids are now more like tents. You can't design your life around a temporary organisation says the management guru, Peter Drucker.

Be prepared, let this be not an issue in life. One way is to force a percentage of your salary into some saving. Earn, save and spend is a better sequence. This may be an old school of thought. I am not going to argue about this but it is valid for all generations A to Z. Take it or leave it.

The other day someone called to thank me to say how grateful he is for the advise. I am happy, he took it because he was without a job for 3 months and the savings saw him through. And he is employed now.

Morgan Witzel says “in ten years time managers will travel lesser than they do now, will see the end of silos, male work dominated workplace will vanish, managers will rely less on data and more on intelligence and thinking. With the advancement of technology video conferencing and teleconferencing (especially in cell phones, smartphones and tablets) will help reduce the necessities of travel, reduce carbon footprints and increase the effectiveness of the manager's time. The present vertical organizational structure will be replaced by fast, flexible, integrated teams. More and more women will rise to higher positions.

Just check, besides the skill you have for your current job, what other interests you have? The other day I met a guy who is a chartered accountant, a professional cook and a food writer. And another one who is a developer, trainer and singer (member of a musical band). Then there is this Lady, a professional golfer, associated with the Financial Sector as a Freelance Trainer for Soft Skill development, part of an NGO called The Kishkinda Trust which works in areas of Empowerment of Women, Child Education, Environment and Heritage Conservation through Performing Arts. At least I will let her name out, she is Nikki Ponnappa, hope she does not mind.

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