



BSS Times

APRIL 2015

Hello April!

“Growth is never by mere chance; it is the result of forces working together.” - James Cash Penney

While the month of February called upon some major changes for our organization, the month of March was significant in the initial implementation of the transformation processes that were introduced. Beta Soft Systems is on its pathway to growth by enforcing mountable procedures that can refine the company's productivity as whole.

Highlights - March

- D3Tech, a Delhi based database development company invites Mr. Ashwin Das and Mr. Jaswinder Sidhu for its launch.
- Spring welcomed with Holi celebration
- Grading System introduced as a part of Transformation process
- Chandigarh Administration launches Women Employment Web Portal; BSS team was the backend.

D3Tech Launches Design Driven Database Technology

A Delhi based database development company named D3Tech hosted an event where they launched a Database application development process. Mr. Ashwin Das, Director – Business Strategy and Mr. Jaswinder Singh, Operations Manager - Sales and Business Development, presided over the event as chief guests. D3Tech specializes in custom database application software. For more information, visit their website www.d3tech.in



Holi Celebrations - 2015

The beginning of March was embarked with the festival of colors, Holi. The celebrations took place in the precinct and was celebrated with great fervor on 5th March, 2015. All departments of BSS participated in the merriment and delish gujia, a staple sweet of Holi was served to all.

Can you guess who's who?





Grading System Introduced at BSS

As a part of BSS's Transformation Program, a meeting was held for all authority personnel that laid stress on Grading System. The meeting was conducted by Mr. Aldrine Fernandez, BSS's Global HR on March 20, 2015 and was attended by the Team Leaders of all the departments.

Why Grading System?

Grading system has now become an integral part of corporate sector. There are many benefits of this system, but mainly it helps in defining a job and its various aspects. Consequently, the plan helps HR department to set up a standard process to outline a designation and its different levels.

Here's why BSS has incorporated grading system, a.k.a Job evaluation:

- A simplified system that describes various jobs under an organization.
- The transparency aids in setting up different evaluating criterion.
- Its stable structure provides a systematic foundation for salary processes.
- It states various requirements, values and expectations out of various jobs in an organization.

There are innumerable ways the grading policy will help our organization. With this system under implementation, employees will get an edge and a transparent platform to exhibit their skills. It is just the commencement of stating our organizational goals that are synonymous for success; BSS's and its workforce.

At the end, we want to remain a performance driven company and by enforcing Grading system, we have called upon an explicit way that will help us to transform and adjust better into the elite corporate culture.

Let's
Grow
Together!



Chandigarh Administration Launches Women Employment Web Portal with BSS

Beta Soft Systems ticked off another triumph by developing Mahila Rozgar, an online job portal specially aimed at providing millions of women residents of Chandigarh, with an effective way to get a desired career. The team at BSS was already working with the Department of Social Welfare, Chandigarh Administration to develop the portal and finally it was launched on 31st March, 2015.

Honorable Adviser to The Administrator, Vijay Dev, IAS, launched the portal and were accompanied by Secretary Social Welfare, V Lalramthenga, IAS and Director Social Welfare, Tilak Raj, HCS and several Senior Officials of Departments of Chandigarh Administration.

Let's have a look at its features:

- To act as a link between the women resident of Chandigarh seeking employment in the organized & Un-Organized sectors and prospective employers.
- To develop a vision, strategy & policy framework for providing employment to women.
- To converge with various departments/ organizations working directly or indirectly and to facilitate women to get gainful employment.
- To register applicants and to notify them against vacancies.
- To collect information regarding vacancies from various employers in both organized & unorganized sector

The portal is an exceptional pathway that will help all the candidates to get one step ahead towards their career goals. Through the website, both the candidates and employers can maintain their profiles. For employers, it is a unique way to recruit regional candidates who are potential. Whereas, the women

Residents of Chandigarh can easily seek good employment opportunities through a simple click.

It is a good endeavor to help the women residents of Chandigarh to get employed. State Resource Centre for Women (SRCW) and District Convergence and Facilitation Centre (DCFC) have brought forward this platform for the empowerment of women, under the "Mission Purna Shakti".

Visit the website at <http://mahilarozgar.com/>

Press release: <http://www.sectornews.co.in/women-employment-web-portal-launched/>

BSS Members behind **Mahila Rozgar**:

- Santosh
- Pankaj Tiwari
- Priya
- Navjot Chakal

Peek-a-Boo! Hi, I am New!



Work Anniversaries - April

You have been a valuable member of our team and we have noticed all the hard work you have put in. Keep it up!



Preeti Rawat (1 year)

Rashmi Bhardwaj (4 years)

Rohan Katoch (3 years)

Yogesh Chauhan (1 year)



Manish Aggarwal (1 year)

Manjri (3 years)

Pankaj Deep Singh (1 year)

Nitin Handa (1 year)

Work Anniversaries - April

Your attitude and work level suits us here & we are glad that we chose you over others.



Harjeevan (1 year)



Harish (1 year)



Maninder (2 years)



Puja Kumari (1 year)



Ajay Singh (1 year)



Chand Chadha (1 year)



Gurmukh Singh (1 year)



Akanksha Sharma (1 year)



Ramandeep Singh (1 year)

Birthdays - April

Have a wonderful, happy, healthy birthday now and forever. Happy Birthday!



Birthdays - April

Every birthday, every celebration ends with something sweet, a cake and people to remember!!



Birthdays - April

All the world is birthday cake, so take a piece, but not too much!!



Birthdays - April

You're all are very special. May today and all of your days be amazing!



Birthdays - April

Best wishes for a joyous day filled with love and laughter. Happy birthday!

