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The Three Characteristics Of Adaptive Learning Organizations



Sapnesh Lalla, CEO and Executive Director, NIIT Limited

The last decade has brought significant changes in the business landscape and the way we work and learn. Digitalisation and evolving customer expectations have given rise to new business models. The past two years have only accelerated this change with the continuing impact of the COVID-19 pandemic. Businesses around the world found themselves in uncharted territory and even those organisations that were resistant to change abruptly took the plunge to embrace an increasingly digitalised future.

These converging trends have put the spotlight on learning which has become a focus area for every employee, manager, and leader. Now more than ever, organisations need responsive learning organisations that can adapt to changing needs, and the technology to enable a digitally fluent learning ecosystem. As organisations prepare for the future of work, talent, skills, and competencies are at the forefront with the need to elevate the learner experience in a future hybrid work environment. These trends are driving Learning and Development (L&D) organisations around the world to push the boundaries of innovation and focus on making learning more efficient, effective, engaging, and business aligned.

What are Adaptive Learning Organizations?

Adaptive Learning Organisations are high performing learning organisations that can respond to an ever evolving and disruptive business landscape with agility and a forward-thinking approach. In November 2020, NIIT released the Adaptive Learning Organisation Research Report in association with Josh Bersin Academy. The research involved in-depth conversations and surveys with more than 100 large, global companies and found that companies with adaptive learning teams spend 27 per cent less on L&D and deliver far greater business outcomes. In fact, highly adaptive companies are 53 per cent more likely to have experienced growth during the last year.

This is not all

Adaptive Learning Organisations have significantly better parameters on the overall human capital front. They have 14 per cent higher reported career opportunities, their senior leaders are rated 15 per cent higher by their employees, and their overall Glassdoor ratings are 13 per cent higher.

What makes these Adaptive Learning Organisations different?

The research found that Adaptive Learning Organisations lead in three critical areas the ability to sense and analyse external and internal market changes; decide and lead quickly on the right programmes, direction, and resources; and evolve and transform their ability to deliver advanced business centric and personalised learning solutions.

Sense - Forecast Future Needs

While the word, "Sense" may conjure up associations with pure instinct, the ability of Adaptive Learning Organizations to "sense" is actually data-driven and fact-based. These organisations have developed the ability to harvest, measure, analyze, and draw actionable insights from multiple data sources to create forward looking internal and external views. This characteristic allows them to predict the learning needs of a business or team, even before the business sees it coming. The ability to sense allows L&D to forecast future needs more quantitatively and in a way that makes it easier to build a business case and align stakeholders. In large global organisations, this often means working very closely with the business to design strategies for highly targeted programmes and

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envision learning needs based on the future of work. It means focusing on the learner to enhance learner experience with collaboration and personalisation to deliver learning in the flow of work. On an operational level, this translates into the ability to scale up or down rapidly based on fluctuating training volumes and demand.

Decide - from being Reactive to Proactive

The second characteristic of an Adaptive Learning Organization is the ability to make highly relevant decisions quickly and plan accordingly with the knowledge that initial plans can change over time. Having a continual flow of meaningful and insightful data at hand allows these learning organisations to make proactive decisions and escape being reactive. As a result, these organizations can make accurate short-term and long-term transformative decisions based on known information, collaboration, and with built-in pivot points that allow for quick and efficient course correction. When the COVID-19 pandemic abruptly disrupted businesses, most organisations were caught off guard while Adaptive Learning Organisations were noticeably more prepared to adjust to the drastic changes required for learning during the initial phase of the pandemic.

Evolve - for a Sustainable Future

The key to long term success is an Adaptive Learning Organisation's ability to evolve and sustainably transform its existing ecosystem. These organisations continually seek innovation and test new technologies and practices. To do this well, ALOs build highly efficient, agile, and scalable operating models that anticipate and enable shifts in priorities and learning needs. This characteristic is beautifully illustrated in how ALOs have adapted to the new and evolving work environment. Most employees of large, global organisations work in highly connected and digitally enabled environments with a heavy reliance on digital tools. The learning ecosystem of these organisations mirrors that work environment. Learning at ALOs is not confined to in person classroom settings. It is multi modal, blended and anytime, everywhere. It is connected to social platforms, mobile devices, and online tools that play a vital role in our daily jobs. It takes advantage of production platforms like Microsoft Teams, Google, and Workday which are becoming more content rich to engage audiences. Having an agile service delivery model enables ALOs to anticipate and transition more easily to these new ways of delivering learning.

The Way Forward

As Kierkegaard said, "Life can only be understood backwards; but it must be lived forwards." Regardless of what the future brings, history is witness to the fact that the external world will continue to change, and businesses will have to embrace those changes to survive. The current pandemic is obvious in its disruptiveness and impact on learning. However, change is constant, whether it's an economic recession, technology upheaval, or climate change, and the ability to adapt is now a key requirement for businesses and the learning function. Agile has come to L&D and while it may not look exactly like it does in the IT field, the philosophy, concepts, and best practices have permeated L&D. While there is no crystal ball to predict the future having a forward-looking lens with these three important characteristics is the way to a sustainable future for learning organizations. In an increasingly digitally fluent world, businesses will continue to evolve, and learning must have the agility to spearhead that evolution.

<https://education.siliconindia.com/viewpoint/ceo-insights/the-three-characteristics-of-adaptive-learning-organizations-nwid-29449.html>

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Learning & Development

Why adaptive learning organisations are the need of the future

Adaptive Learning Organisations have significantly better parameters on the human capital front. They have 14 per cent higher reported career opportunities, their senior leaders are rated 15 per cent higher by their employees, and their overall Glassdoor ratings are 13 per cent higher.

Author: Sapnesh Lalla, CEO and Executive Director of NIIT Ltd.



While the business landscape in the past decade has been challenging, the pandemic has been the real pressure test for the resilience of organisations and their ability to adapt. Learning and Development (L&D) functions in large, global organisations were at the forefront of this disruption – while in-person training programs came to an abrupt halt, L&D was also expected to lead the way in ensuring that there was minimal business disruption. The pandemic also shone a spotlight on why L&D needs to be the most resilient and proactive function in an organisation.

Adaptive Learning Organisations that can respond to an ever evolving and disruptive business landscape with agility and a forward-thinking approach are the future of learning. In November 2020, NIIT released the Adaptive Learning Organisation Research Report in association with Josh Bersin Academy. The research involved in-depth conversations and surveys with more than 100 large, global companies and found that companies with adaptive learning teams spend 27 per cent less on L&D and deliver far greater business outcomes. In fact, highly adaptive companies are high performers and 53 per cent more likely to have experienced growth during the last year.

Overall, Adaptive Learning Organisations have significantly better parameters on the human capital front. They have 14 per cent higher reported career opportunities, their senior leaders are rated 15 per cent higher by their employees, and their overall Glassdoor ratings are 13 per cent higher.

The research found that Adaptive Learning Organisations lead in three critical areas - the ability to sense and analyse external and internal market changes; decide and lead quickly on the right programmes, direction, and resources; and evolve and transform their ability to deliver advanced business-centric and personalised learning solutions.

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Decide - from being Reactive to Proactive

Next, is the ability of Adaptive Learning Organisations to make highly relevant decisions quickly and plan accordingly with the knowledge that initial plans can change over time. Having a continual flow of meaningful and insightful data at hand allows these learning organisations to make proactive decisions and escape being reactive. As a result, these organisations can make accurate short-term and long-term transformative decisions based on known information, collaboration, and with built-in pivot points that allow for quick and efficient course correction.

Evolve – for a Sustainable Future

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<https://www.peplematters.in/article/training-development/why-adaptive-learning-organisations-are-the-need-of-the-future-31126>

THE ECONOMIC TIMES

NIIT expects accelerated adoption of immersive learning models

By Priyanka Sangani Last Updated: Aug 31, 2021, 04:11 PM IST

Synopsis

The company reported a 49% increase in revenue growth in the first quarter of this fiscal and expects its corporate business to grow faster than initially anticipated in the coming quarters, he said.



Skills and talent development firm **NIIT** believes that the current situation is conducive for accelerated adoption of immersive **learning models** and game-based technologies and bots – areas it had started investing in a while ago.

“A lot of times, you need discontinuity or you need a disruption for people to get ready to adopt something new,” said **Sapnesh Lalla**, chief executive of NIIT. “I think this disruption or this discontinuity because of the pandemic will enable people to try out new forms, new formats and methods of learning. Who knows, they might get comfortable with it and they might start liking it,” he told ET in an interaction.

“Over the next few years, we will see a lot of adoption of immersive technology,” Lalla said.

This may include adoption of augmented and virtual reality-based learning tools that are yet to take off in a big way.

Earlier, the technology was prohibitively expensive, for instance, to have a flight simulator to train pilots. But that’s changing now, thanks to the adoption by the gaming industry, he said.

“What we are able to do is take advantage of all that research and advancement and technology to create really good learning experience.”

While most companies were quick to pivot to a digital model in April last year, Lalla said the future would be more of a hybrid where people would be keen on some degree of offline learning and interactions.

Yet, he expects technology-enabled learning to accelerate in a significant manner.

Lalla said NIIT had been able to retain its customers through the pandemic and was now looking at growing its customer base as companies had started. Lalla said NIIT had been able to retain its customers through the pandemic and was now looking at growing its customer base as companies had started investing in skills development, especially in North America, a key market.

The company reported a 49% increase in revenue growth in the first quarter of this fiscal and expects its corporate business to grow faster than initially anticipated in the coming quarters, he said.

The skills and career business too is expected to grow at over 40% going forward. Both segments have grown by 47% and 62% respectively during the previous quarter.

<https://economictimes.indiatimes.com/tech/information-tech/niit-expects-accelerated-adoption-of-immersive-learning-models/articleshow/85795973.cms>

DATAQUEST

We see technology as a key enabler for learning



The COVID-19 pandemic could be a big cue to develop responsive learning organisations, the right intersection of education and technology, and full-stack capabilities. Sapnesh Lalla, CEO and Executive Director, NIIT Ltd. tells us more about the new ABCs, especially the Cs, of learning as we battle, and move past, the crisis.

AUTHOR: DQINDIA ONLINE - AUGUST 9, 2021

What changes have you observed during the pandemic and which ones do you see continuing, and gathering traction, in your landscape as we move ahead?

In the learning and development (L&D) landscape, adaptability and agility have emerged as the most important qualities for a corporate learning organisation to have. Organisations that are able to respond nimbly to sudden disruptions display what we call the 4Cs of adaptability – one, capabilities: the need for specialised capability sets required to take advantage of the latest technologies and methodologies is exploding. Two, capacity: the ability to flex organisation capacity up and down in response to rapid changes in demand has become critical. Three, customer-centricity: a deep understanding of customer needs and commitment to delivering a world-class customer experience seamlessly are vital today, and four, cost-control. It's never been more important to not just reduce costs but also move fixed costs to variable.

I believe that this is also a great opportunity to define the future of L&D – the skills and competencies that organisations will need, what the future hybrid workplace looks like and how that defines the learning experience, how we can build a responsive learning organisation structure that can adapt to changing needs, and finally the technology we need to enable a digitally fluent learning ecosystem. At NIIT, we are focused on helping our customers navigate these uncertain times in an age of digital transformation. Digital is here to stay.

From students' interest to start-up activity, and investors, there is a lot of focus on edtech from across the sectors. What is the right way for a player to move forward here? How is NIIT realigning to this new set of market dynamics?

Organisations that can respond nimbly to sudden disruptions display the 4Cs of adaptability – capabilities, capacity, customer-centricity, and cost-control.

These are truly interesting times for edtech, both globally and in India. Globally, it is on a high growth trajectory. HolonIQ, a global education market intelligence firm, has estimated that by 2025, education will be a USD7 trillion industry, out of which edtech alone will contribute more than USD400 billion. The research also found that globally, venture capital investment in edtech more than doubled from 2018 to 2020.

In India too, edtech is on a roll. Particularly, due to the pandemic, many edtech companies experienced a hockey stick growth, driven by the rapid adoption of digital delivery platforms. A national survey by advisory firm RBSA Advisors has reported that edtech in India is poised to become a USD30 billion industry in the next 10 years.

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Capital firms are also bullish on the Indian edtech companies and have invested more than USD2.5 billion in 2020 alone.

So yes, these are indeed exciting times to be in the edtech industry. But it is important for the players to constantly focus on 'learner-centricity' and continuously strive to deliver value for the learners.

So, what do we need to remember well to capture this trajectory?

A recent survey conducted in India by TeamLease Edtech suggests that 85% of the students say they failed to learn 40-60% of the course material. This is a worrying factor that reinforces our belief that the effective amalgamation of education and technology has a long way to go.

We, at NIIT, have always believed that we are not in the business of providing courses. Rather, we are in the business of transforming lives. We not only enable our learners with some discrete skillsets but also transform them into career-ready professionals. It is this principle that continues to drive us, as we adapt with the new market dynamics.

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For us, the last one year has been a year of disruption, a year of learning and, also a year of transformation. We transformed our business to NIIT digital, and all our programmes are delivered digitally. We also added quite a few programmes to our portfolio on data science, cloud DevOps, cybersecurity, game development and 5G technologies. We are in the process of exploring new products, new domains and new avenues.

You have been bringing out many interesting initiatives such as launching the Axis Bank–NIIT Digital Banking Academy, expanding the Digital Reality and Immersive Learning Solutions practice, and conducting research on adaptive learning organisations. What's the idea and ambition behind these?

Immersive learning is the future of learning – employees are now consumers of vast amounts of digital content and seamless high-quality digital experiences.

Our focus has always been to help customers realise the business value of learning through our efforts in running training like a business. Immersive learning is the future of learning – employees are now consumers of vast amounts of digital content and seamless high-quality digital experiences, whether they are watching Netflix or shopping on Amazon. We need to bring the same level of engagement to corporate learning. When it comes to immersive learning, it is not just the VR or AR technology that brings the experience to life for the learner, but also the deep science of learning behind the technology that helps the learner relate to the experience at a visceral level to change behavior. There are many innovations in this space, and we are keen on exploring these with our partners.

In the coming years, more and more training programmes will adopt a predominantly digital delivery mode, with minimal on-ground sessions.

As far as Adaptive Learning Research is concerned, I would say that it is an idea that was ahead of its time. We initiated this research before the pandemic in association with Josh Bersin Academy. We wanted to look at the characteristics of adaptive learning organizations and what makes them high performers. When we say adaptive, we mean that these organizations have aligned learning to the business and their L&D function is agile, innovative, effective, and efficient. We had conversations and surveys with learning leaders from more than 100 large, global companies. When we released the adaptive learning report in the middle of the pandemic, we realized how being adaptive enabled these organizations to be much more resilient in adverse times with their ability to sense, decide and evolve according to the changing landscape of the business. Interestingly, these high-performing organizations also spent 27% less than underperforming organizations.

Can virtual tools, robotics, gamification, cloud platforms, etc. really redefine the corporate training space in a major way? How does NIIT reckon these changes?

Absolutely. Technology is transforming every aspect of our lives and training is no different. We have learning experience platforms on the cloud that help employees learn in the flow of work. We have incorporated robotic process automation in learning administration, and have a number of bots who do everything from course scheduling to reporting. Our focus has always been to automate what we can to eliminate manual errors in learning operations. We see technology as a key enabler for learning.

What are your observations and game plans for concepts like blended learning?

We have been the pioneer of 'blended learning' in India, long before the term was coined. Before the pandemic, almost all our programmes used to contain a healthy blend of online and on-ground components. However, due to the pandemic, we have been compelled to migrate all our programmes to a completely online delivery mode. I think in the coming years, more and more training programmes will adopt a predominantly digital delivery mode, with minimal on-ground sessions. But, I wish to emphasise that completely digital does not mean that we have eliminated the instructors and mentors. We have always seen technology as a force multiplier and we continue to do so.

What about personalised learning and lifelong learning? Are you focusing on that as well?

Yes, that is also an intrinsic part of our custom content and curriculum design offering in the enterprise space. For example, we have created many onboarding programmes that involve e-learning pre-work, combined with virtual or face-to-face instructor-led training as well as performance support materials. We don't just stop there – we ensure that learning is applied through on-the-job training with managers and supervisors and learners can improve with continuous reinforcement and feedback.

Moreover, with rapid technological changes and emerging business models, the shelf life of skills has decreased exponentially. Therefore, it is imperative for each individual to commit to 'lifelong learning in order to adapt to the fast-changing realities and for personal growth.

By Pratima Harigunani
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THE TIMES OF INDIA

MEDIAWIRE

5 Digital Marketing Skills to make you a Hot Commodity in 2021

Mediawire | Sep 16, 2021, 18:40 IST



The need for digital marketers has increased multiple folds. As per LinkedIn, there has been a 63% hike in marketing jobs in the first 6 months of 2021. Marketing continues to remain as part of an elusive club of domains that have stayed resilient towards the unemployment hazards of COVID-19 and possess an unexplored capacity to grow further. As per a statistic, 3,81,000 marketing-related openings were posted within the last year.

However, this is not the digital marketing of old. There has been a paradigm shift in the industry following the onslaught wrought by COVID-19. Marketers are drifting towards newer toolkits, the ones that are full-stack and help them become day-1-job ready.

Upskilling is key to staying relevant in this competitive labour market. The internet is overcrowded with a stream of tutorials available on various platforms for interested learners. But such free-to-access content suits learner-needs only as long as they don't start looking for jobs.

If digital marketers want to be future-ready they must fulfill a list of prerequisites that includes:

- Relevant work experience/projects
- Core competency
- Business skills

Qualified applicants who fulfill the aforementioned requirements are consequently prioritized over the rest of the talent pool by MNCs. The [NIIT Full Stack Digital Marketing Programme](#) is a 20-week online course for entrepreneurs and aspiring marketers that aids them in accomplishing this task. This course offers transformative learning with a new-age dimension to it targeting high-value core competencies. Its marquee offerings include, but are not limited to:

- Mentor-led, live online classes with doubt clearing sessions
- Personalized learning path with hands-on projects imitating on-the-job challenges
- Placement assurance (for eligible students) with a minimum CTC guarantee

Designed in consultation with industry experts, the Full Stack Digital Marketing Programme builds conceptual, actionable, and cross-applicable expertise in learners with the following resume-enhancing skills.

5 High-Value Digital Marketing Skills for 2021

High-performance teams need cutting-edge knowledge to ward off rivals. With an emphasis on 1:1 mentoring, NIIT employs proven marketing maestros who combine theory with hands-on training to educate learners. The focus remains on the following set of skills that the upcoming generation of marketers should be friendly with.

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Search Engine Optimization

Contrary to popular opinion, SEO is not a generalist profile. It involves a substantial amount of technique combined with the nuances of user-friendly content development. The NIIT-faculty disburses key on-page and off-page SEO tactics that improve organic page rank in the search engines, with emphasis on Google. Students pursue a basic-to-advanced roadmap for optimizing website content in conjunction with the latest/expected Google algorithm updates. When the batch shows signs of having developed strong fundamentals the session proceeds to cover the next category of skill-set.

Social Media Management

71% of consumers who have had a positive experience with a brand on social media are likely to refer the brand to their close ones. There is only one way to make promotions user-friendly and that is by tapping social media. To do so, we need to sync brand messaging with customer behavior. NIIT's course modules on this topic help improve operational knowledge in 3 critical areas:

- Optimizing social media platforms with analytical insights for qualified leads
- Managing paid-marketing campaigns and retargeting prospects on social
- Streamlining ROI for performance marketing

Learners move towards the next module as they begin showing signs of maturity.

Internet Advertising

People interact with paid-search ads as they directly answer their questions. Businesses that lack the financial backing to push their campaigns online at scale, limit themselves to organic measures. But as the Google AI blog puts it, 89% of the website traffic produced by Google Ads, is not replaced by organic traffic when the ads are paused. Therefore, the rage about lead generation through sponsored ads.

The NIIT Full Stack Digital Marketing Programme makes incumbents confident advertisers by encouraging them to implement, evaluate, and improve paid ad campaigns. Students learn to run outcome-oriented ads to minimize inputs and maximize revenues. Course enrollees are trained in over 12 forms of ads that incumbents should know how to run. These include display ads, PPC, Google Shopping ads, video advertising, social media ads, push notifications, pop-ups, and dynamic remarketing ads.

Content Marketing

Content is considered king in digital marketing as it brings out the unstated side of the brand, helping it establish emotional touchpoints with customers. As per HubSpot, 70% of marketers are actively investing in content marketing. Content is an all-encompassing trait that you can refine over time. In its Jobs on the Rise report (2021) LinkedIn predicts the rise of digital content creators. For this reason, NIIT experts train students in establishing content differentiation, content monitoring tools, design thinking for creativity, and branding.

Lead Generation

Expert mentors at the NIIT Full Stack Digital Marketing Programme throw up hands-on projects simulating real-world scenarios for students. The learning curve includes exercises on how to score leads, process data, and bifurcate prospects as per

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identifiers like demographics, online behavior, and engagement rates. This deadline bound project entails learners gaining functional know-how to filter leads through email marketing, social media, and online advertising. Personalized feedback is followed up with case studies that drive home key lessons on how to monetize content marketing and increase ROI.

Begin your Digital Marketing Career on a Strong Footing

The pandemic ran riot in the jobs marketplace. Mass lay-offs translated into fewer job opportunities, lethargic recruitment processes, and increased competition. This led to an urge to upskill particularly in the Indian youth cohort. As per a LinkedIn study, 48% of Gen Z Indians want to reallocate time towards upskilling.

While professional online programs are becoming popular for training incumbents in on-demand competencies, there are limited options that guarantee students a relevant job.

The NIIT Full Stack Digital Marketing Programme offers placement assurance* to students with a stipulated CTC threshold. NIIT is an established higher education institution with a 40-year legacy and tie-ups with over 1000 corporate partners across India. In the financial year ending 2020, it achieved the feat of placing over 9000 students across industries through its professional programs.

The program coordinators manage an end-to-end student lifecycle that ensures each candidate is well-groomed for interviews. Their initiatives include but are not limited to:

- 360° grooming for social skills
- 6 levels of quality checks before students appear for interviews
- Live-connect with speakers for industry insights
- Access to company-specific interview catalog for outcome-driven preparation
- Personalized tips for resume building
- Proactive feedback to improve interview results
- Salary negotiations for income parity

The Full Stack Digital Marketing Programme is a value proposition for anyone looking for a promising start to their marketing career. Apply now and leverage the global NIIT alumni network that is 35 million strong and growing.

About NIIT

NIIT is a leading Skills and Talent Development Corporation that is building a workforce pool for global industry requirements. It ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint in over 30 countries, NIIT offers training and development solutions to Individuals, Enterprises, and Institutions. NIIT incubated, StackRoute, as a digital transformation partner for corporates to build multi-skilled full stack developers at scale.

<https://timesofindia.indiatimes.com/home/education/news/5-digital-marketing-skills-to-make-you-a-hot-commodity-in-2021/articleshow/86262398.cms>

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Business Wire India

Posted at: Oct 11 2021 12:57PM



NIIT Achieves 100 Percent Student Placement for Its Full Stack Product Engineering Program Batch

Business Wire India

NIIT Limited a global skills & talent development company and leading provider of managed training services has achieved 100% student placement for its fresh batch of **Full Stack Product Engineering program**.

NIIT Digital is offering Placement Linked **Full Stack Product Engineering program** for Engineering Students & Graduates. The Product Engineering program is delivered via virtual live classes and is specifically designed with a methodology that accelerates learning and hones learners into becoming Day 1 project-ready Full Stack Product Engineers with deep skills. The second phase of the programme (Enterprise Layer) involves releasing and demonstrating an interactive product, solving a real-world problem.

NIIT has successfully transitioned its customers to the **NIIT Digital** platform and through this, learners are able to access their learning plans and all associated content and services digitally.

This year, prominent recruiters from large MNC's continued to show faith in the calibre of the students. The highest salary offered for the program was Rs 7 Lakhs Per Annum (LPA). A total of 37 students were placed for the fresh batch of the program within an average of 8.75 days of their graduation.

On the successful placements of the students, **Abhishek Arora, EVP and Business Head, Skills and Careers Business, NIIT Ltd.**, said, *"NIIT has always been committed towards producing highly skilled and deployment ready talent in emerging job roles. The recruiters continue to show faith in us and recognize NIIT's commitment towards delivering disruptive learning solutions. We will continue to work together with the industry to help our learners carve successful careers, be productive and day one Job ready."*

According to Statista, in 2021 employability amongst Indian engineering graduates is about 47 percent, a decrease from 49 percent in 2020. The overall employability of the youth in the country has been stagnant at around 46 percent over the past four years. The major reason for this is that under-graduates are prepared academically and not on-the-job challenges.

The program offers job opportunities in various fields including Product Engineering, Full Stack Development, Software Engineer, Software Development amongst others.

The program's key specializations include combine programming languages, tools and engineering practices to build, test, integrate, package, deploy, and release non-trivial Web apps and more.

This is a 22-week immersive learning program for Engineering Students & Graduates, Working IT Professionals with less than or equal to 2 years of experience. The program is delivered virtually with Mentor Led live sessions using a two-way Audio-Video based virtual platform in real time. On successful completion of the immersive programs, the learners will receive a StackRoute Certified Full Stack Product Engineer certificate.

For more information visit: <https://www.niit.com/india/graduates/information-technology/pg-program-full-stack-product-engineering>.

NIIT Digital is also offering a Placement Linked **Full Stack Digital Marketing Programme** for Graduates and Emerging Entrepreneurs, **Data Science Foundation Program and Advanced Post Graduate Program (PGP)** in Data Science & Machine Learning and **Advanced Post Graduate Program in Cloud Computing and Cybersecurity**. The programs will be delivered via virtual live classes, by Industry led professionals, to create Day 1 job-ready talent pool.

<http://www.uniindia.com/niit-achieves-100-percent-student-placement-for-its-full-stack-product-engineering-program-batch/business-wire-india/news/2530478.html>



NIIT Announces Fresh Batch Of Full Stack Digital Marketing Programme For Graduates And Emerging Entrepreneurs

By India Education Diary Bureau Admin On Oct 22, 2021

New Delhi : NIIT Limited a global skills & talent development company and leading provider of managed training services has announced the launch of fresh batch of cutting-edge Full Stack Digital Marketing Programme for Graduates and Emerging Entrepreneurs under NIIT Digital.

NIIT has successfully transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally.

Digital Marketing as a career option, is witnessing a rapid growth in India. Research by multiple job portals has revealed that there is a yearly demand for 2 million digital marketing jobs in India. Digital Marketing also features as one of the top career trends in LinkedIn's "Jobs on the Rise 2021 India" list. To add today's start-ups need digital-driven marketing strategy for customer acquisition. Therefore, it has also become imperative for aspiring entrepreneurs to acquire digital marketing skills.

For Graduates, the Full Stack Digital Marketing program will provide on-demand placement assurance for digital marketing job roles like digital marketing executive, brand marketing executive, social media marketing executive etc. The program will enable aspiring Entrepreneurs with the requisite digital marketing skills for customer acquisition and business growth, which also enables them to enhance their business growth with the new age Digital Marketing skills that the program is offering.

Speaking on the announcement Abhishek Arora, EVP and Business Head, Skills and Careers Business, NIIT Ltd., said, "Over the years NIIT has been committed towards delivering disruptive learning solutions, producing highly skilled and industry ready talent in emerging job roles. We are pleased to launch the fresh batch of Full Stack Digital Marketing program that ensures entrepreneurial success and prepares learners for a career in digital marketing, meeting the talent requirements for the industry."

The course is designed by leading Industry practitioners and can help transform the learner's career and make them readily deployable to any project without additional training. The program enables the learners with Full Stack Digital Marketing competencies, ranging from content marketing and organic marketing to paid campaigns and e-commerce enablement.

As part of our practice-based immersive learning methodology, the learner will gain hands-on expertise in more than 40 state-of-the-art digital marketing tools such as Wix, Giphy, Insta Shorts, IGTV, YouTube, Pinterest, LinkedIn, Facebook Ads, Google Trends, Google Alerts, Google Ads, Google Analytics, Amazon and many more.

The duration of the Program is 20 week. Graduates from any stream with requisite eligibility criteria can apply for the program. The program will be delivered virtually with Mentor Led live sessions using two-way Audio-Video based virtual platform in real time.

On successful completion of the immersive programs, the learners will receive StackRoute Certified Full Stack Digital Marketing Specialist certificate. The program also offers placement assurance to students enrolled for the course, post grooming/mentoring. The weekly placement grooming sessions include Personalized remedials, Practice Aptitude & Logical reasoning skills, Interview Handling & Mock interviews, Industry connects and Digital profiling building.

For more information visit:

<https://www.niit.com/india/graduates/digital-marketing/full-stack-digital-marketing-programme>

NIIT Digital is also offering Placement Linked Full Stack Product Engineering program for Engineering Students & Graduates, Data Science Foundation Program and Advanced Post Graduate Program (PGP) in Data Science & Machine Learning and Advanced Post Graduate Program in Cloud Computing and Cybersecurity. The programs will be delivered via virtual live classes, by Industry led professionals, to create Day 1 job-ready talent pool.

<https://indiaeducationdiary.in/niit-announces-fresh-batch-of-full-stack-digital-marketing-programme-for-graduates-and-emerging-entrepreneurs/>

BusinessLine

Collaboration detox, less buzz and staggered timings to mark the great return to office

KV Kurmanath Hyderabad | Updated on October 15, 2021



IT firms are in the process of reassessing work spaces

The Great Return is happening. But when information technology employees get back to their physical offices in the next couple of months, it's going to be a changed world of work, with fewer colleagues as people do staggered shifts. The configuration of desks will also be changed completely.

Physical-digital model

IT firms are in the process of reassessing the work spaces. Dedicated spaces will start shrinking, making way for people coming in rotational shifts and at staggered timings. New tools will facilitate a hybrid phygital working (physical and digital) model.

Also see: **Hybrid board meeting tips**

"Employees will be back on the same premises but will feel the change as the focus will be on physical distancing and personal hygiene focus. Not all colleagues will be seen in office all the time," said Sameer Bendre, Chief People Officer of Persistent Systems.

"Though you are in the office, digital collaboration will continue to be the default collaboration, particularly for teamwork. If organisations have multiple locations, employees will get flexibility to operate from facilities near them," he said.

Individual 'focused time'

With firms staggering the number of people attending the office, physical meetings for collaboration will have to wait for some more time.

"The staff is likely to need a collaboration detox. In the past, people had to be encouraged to collaborate, now there will be equal importance to focused time, and productive collaboration time," Bendre said.

Bharani Kumar Aroll, President of the Hyderabad Software Enterprises Association, said that there will be less buzz. "100 per cent of the employees will be back to the office but only for 50 per cent of the time," he said.

"Large companies might ask their staff to come to the office 2-3 days a week," he added.

Agile people-processes

Mita Brahma, Head HR, NIIT Limited, said, "We are hopefully, nearing the end of the pandemic. The learning of this period will stay with all of us."

Also see: **After WFH model, Kerala's IT sector gears up for a return to offices**

"Organisations have learnt to allocate work, supervise, and reward work in a remote fashion. They are better equipped to classify roles suitable for remote work, and to manage them effectively," she said.

"This will result in a new dynamic when people are back at offices.

"I expect all people processes in the post-pandemic era to be much more data driven, agile, transparent, and collaborative," she added.

<https://www.thehindubusinessline.com/news/collaboration-detox-less-buzz-and-staggered-timings-to-mark-the-great-return-to-office/article37010623.ece>

Business Standard

Sutherland partners with StackRoute to launch the Full Stack Engineering Program

October 06, 2021 23:30 IST | ANI Press Release

New Delhi [India], October 6 (ANI/BusinessWire India): Sutherland, a leading global digital transformation company based out of Rochester, NY, USA and StackRoute, an NIIT Venture, have entered a partnership to launch an immersive training program designed to identify the right talent and develop them as high-quality Full Stack IT Professionals, handling critical roles at Sutherland.

This initiative is a part of Talent Pipeline as a Service (TPaaS), which helps enterprises build an incoming, deep-skilled talent pool in leading digital technologies, platforms, and agile methodologies.

The program targets passionate technical graduates with 0 to 2 years of work experience and potential for developing deep skills via a virtual immersive model on Full Stack technologies beyond Java and NET. The program is jointly designed by the industry practitioners of StackRoute and Sutherland and involves multiple leading technologies and real-life case studies with the objective of ensuring day one readiness for handling critical platforms and projects at Sutherland Digital, providing solutions across global Fortune 1000 companies.

Largely sponsored by Sutherland, the program allows learners to obtain a cutting-edge Full Stack qualification at a highly subsidised cost and build a successful digital career at Sutherland. While providing exceptional career opportunities to aspiring and capable digitally savvy graduates, Sutherland concurrently exhibits its confidence in cultivating skilled digital talent for its own operations and for their clients.

"The pace of Digital Transformation is rapidly changing the future of work," said Anil Joseph, Head Human Resources for APAC, EMEA, and MENA at Sutherland. "There is an urgent need to disrupt the talent supply chain with an innovative, organic ecosystem that creates a sustained and deep-skilled digital workforce."

"Over 35 years, Sutherland has helped the world's most experienced native brands to achieve non-linear growth by delivering exceptionally engineered experiences for their customers and employees," said Doug Gilbert, CIO and Chief Digital Officer at Sutherland. "We do this by continually developing future-proofed products and platforms that combine human-centered design with the scale and accuracy of real-time analytics, AI, cognitive technology and automation. Our partnership with NIIT will create a ready pipeline of talent to support the evolution of our robust IP."

Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd., said, "NIIT's Talent Pipeline as a Service (TPaaS) initiative helps enterprises build a pool of high-quality incoming workforce, which has been skilled in line with specific requirements of the enterprise. This TPaaS association between Sutherland and StackRoute, an NIIT venture, is designed to build a pipeline for a deep -skilled digital workforce for Sutherland."

"We are excited to partner with Sutherland and look forward to contributing to Sutherland's growth plans by building high-quality IT and Digital Professional talent pool," added Bimaljeet.

For more details about the program visit: (<https://www.niit.com/india/graduates/software-engineering/full-stack-engineering-program>)

https://www.business-standard.com/content/press-releases-ani/sutherland-partners-with-stackroute-to-launch-the-full-stack-engineering-program-121100601168_1.html



Sutherland Partners With StackRoute To Launch 'Full Stack Engineering Program'

The program is jointly designed by the industry practitioners of the companies and involves multiple leading technologies and real-life case studies.

October, 2021 by BW Online Bureau



Sutherland, a digital transformation company based out of Rochester, NY, USA and StackRoute, an NIIT Venture, have entered a partnership to launch an immersive training program designed to identify the right talent and develop them as high-quality Full Stack IT Professionals, handling critical roles. This initiative is a part of Talent Pipeline as a Service, which helps enterprises build an incoming, deep-skilled talent pool in leading digital technologies, platforms, and agile methodologies.

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<http://bweduction.businessworld.in/article/Sutherland-Partners-With-StackRoute-To-Launch-Full-Stack-Engineering-Program-/06-10-2021-407635/>

Business Standard

NIIT partners with Sushant University to offer future ready programs

Last Updated at July 16, 2021 15:16 IST

NIIT has entered into a partnership with Sushant University, one of the leading education institutions situated in Gurugram, to offer their upcoming batches of Bachelors in Computer Applications (BCA) and Bachelors in Technology (B Tech) in Computer Science specializations in Banking & Finance, and Stack-Route - Full Stack Product engineering respectively.

The partnership aims to deliver Future Ready programs to improve learning and employability for fresh graduates and empower them with the necessary skills, to become Day 1 job ready Industry professionals.

https://www.business-standard.com/article/news-cm/niit-partners-with-sushant-university-to-offer-future-ready-programs-121071600773_1.html

ET **BRANDEQUITY.com**

From The Economic Times

NIIT onboards Archit Shankar as marketing head for career education business

Shankar will be responsible for the end-to-end marketing function for the career education business...

ETBrandEquity August 03, 2021, 15:49 IST



NIIT has announced the appointment of Archit Shankar as head of marketing, career education business.

At NIIT, Shankar will be responsible for the end-to-end marketing function for the career education business. His core responsibilities will be to charter the course for NIIT Digital by redefining the brand strategy and communication as well as leading digital, performance marketing and media buying.

Shankar brings in 15 years of extensive experience in marketing including brand strategy, media planning, consumer insights and channel marketing. His last assignment was with Max Bupa Health Insurance as the head of brand and digital marketing. Prior to that, Shankar was associated with Kantar TNS and Evalueserve where he led diverse market research studies across categories like FMCG, auto and insurance.

Abhishek Arora, executive vice president and business head, skills and careers business, NIIT, said, "Archit brings in strong domain knowledge and we believe his extensive experience will prove to be an invaluable addition to the organisation, as we continue to execute our long-term growth strategy for NIIT Digital."

Shankar said, "It gives me immense pleasure to take up this role at NIIT. I look forward to working with the team in taking the marketing initiatives for NIIT Digital to the next level of innovation and growth."

<https://brandequity.economictimes.indiatimes.com/news/the-people-report/niit-onboards-archit-shankar-as-marketing-head-for-career-education-business/85002977>

exchange **4** media

NIIT appoints Archit Shankar as Head of Marketing, Career Education Biz

His last assignment was with Max Bupa Health Insurance Company

by exchange4media Staff Updated: Aug 3, 2021 1:10 PM

NIIT Limited has announced the appointment of Archit Shankar as Head of Marketing, Career Education Business.

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Speaking on the appointment, Abhishek Arora, EVP and Business Head, Skills and Careers Business, NIIT Ltd. said, "We are delighted to have Archit Shankar as the Head of Marketing of the Career Education Business. Archit brings in strong domain knowledge and we believe his extensive experience will prove to be an invaluable addition to the organisation, as we continue to execute our long-term growth strategy for NIIT Digital".

Archit brings in 15 years of extensive experience in Marketing including Brand strategy, Media planning, Consumer insights and Channel Marketing. His last assignment was with Max Bupa Health Insurance Company where he as the Head of Brand and Digital Marketing was instrumental in leading Brand Strategy, Media planning and buying, consumer insights, channel marketing and new product launches.

Prior to Max Bupa, Archit was associated with Kantar TNS and Evalueserve where he led diverse market research studies across categories like FMCG, auto and insurance.

Archit Shankar, Head Marketing, Career Education Business, NIIT Ltd. said, "It gives me immense pleasure to take up this role at NIIT. I look forward to working with the team in taking the marketing initiatives for NIIT Digital to the next level of innovation and growth".

<https://www.exchange4media.com/people-movement-news/niit-appoints-archit-shankar-as-head-of-marketing-career-education-biz-114714.html>

United News of India

India's Multi Lingual News Agency

Press Releases »

Business Wire India

Posted at: Aug 17 2021 3:17PM



NIIT IFBI Bags Training and Education Excellence Award at the BFSI Excellence Awards 2021



NIIT IFBI Bags Training and Education Excellence Award at the BFSI Excellence Awards 2021

Business Wire India

NIIT Institute of Finance Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, has won the 'Training & Education Excellence Award' at the Quantia India 3rd Annual BFSI Excellence Awards 2021. The award was received by Gaurav Nigam - SVP & Business Head Enterprise Business, NIIT Ltd., and Ruchi Goel, Head Key Accounts and Solutions- BFSI, NIIT Ltd., at a recent ceremony organized in Mumbai, India.

Speaking on the award Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd. said, "We are delighted to receive the 'Training & Education Excellence Award' for NIIT IFBI

at Quantia India's 3rd Annual BFSI Excellence Awards 2021. At NIIT, we have been working with the industry for close to four decades and are focused on delivering outcome driven learning interventions in line with emerging talent requirements of the industry."

NIIT IFBI is uniquely positioned to address the skilling needs of banks and financial sector and has recently announced Post Graduate Diploma in Banking and Relationship Management and FinTech Professional Programme for graduates in partnership with one of the leading private banks in India.

Speaking at the Quantia India event panel discussion on 'The New Imperative: Delivering Digital Value in BFSI sector', Gaurav Nigam SVP & Business Head Enterprise Business, NIIT Ltd. said, "Any organisation that was agile and nimble benefitted from the crisis. Additionally, at NIIT we believe, that when organisations are going digital, you have to make your workforce digitally enabled too."

With a footprint in over 30 countries, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. The company has two main lines of business across the globe - Corporate Learning Group and Skills & Careers Business.

Congratulating NIIT on the achievement Marquis Fernandes, Business Head - India, Quantia India said, "Quantia India BFSI Excellence Awards celebrate organizations, teams, and practitioners who have surpassed landmarks and delivered successful business outcomes using digital as a medium. This award is a recognition of NIIT's thrust in providing the best training services through innovative use of technology."

Quantia India's 3rd Annual BFSI Excellence Awards 2021 is a leadership gathering for companies from the BFSI sector, to demonstrate their thought leadership on their outstanding market performances throughout the pandemic. The event featured the presentation of BFSI Awards to the leading companies in the sector across various categories.

***Please note:** Quantia India is a 3rd party organisation specializing in B2B trainings/summits and business meets and in no manner is related to NIIT Ltd. A total of 15 participants were evaluated for the Enterprise Solution Provider Category where NIIT IFBI was awarded the Training & Education Excellence Award.

<http://www.uniindia.com/niit-ifbi-bags-training-and-education-excellence-award-at-the-bfsi-excellence-awards-2021/business-wire-india/news/2479528.html>



NIIT IFBI Bags Training and Education Excellence Award at the BFSI Excellence Awards 2021

Tuesday, August 17, 2021 3:17PM IST (9:47AM GMT)



New Delhi, Delhi, India: NIIT Institute of Finance Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, has won the 'Training & Education Excellence Award' at the Qumatic India 3rd Annual BFSI Excellence Awards 2021. The award was received by Gaurav Nigam - SVP & Business Head Enterprise Business, NIIT Ltd., and Ruchi Goel, Head Key Accounts and Solutions- BFSI, NIIT Ltd., at a recent ceremony organized in Mumbai, India.

Speaking on the award Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd. said, "We are delighted to receive the 'Training & Education Excellence Award' for NIIT IFBI at Qumatic India's 3rd Annual BFSI Excellence Awards 2021. At NIIT, we have been working with the industry for close to four decades and are focused on delivering outcome driven learning interventions in line with emerging talent requirements of the industry."

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About NIIT Limited

NIIT Limited is a global skills and talent development company and a leading provider of managed training services. Set up in 1981 to help the nascent IT industry overcome its human resource challenges, the organisation today ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint in over 30 countries, it offers training and development solutions to Individuals, Enterprises and Institutions. NIIT has two main lines of business across the globe – Corporate Learning Group and Skills & Careers Business. For more information about NIIT visit: www.niit.com

NIIT Institute of Finance Banking and Insurance (NIIT IFBI), is the preferred training partner for the BFSI (Banking, Financial Services and Insurance) sector offering standard as well as customized training solutions targeted at Banks, Insurance Companies, Financial Services Organizations and IT/TES organizations. For more details, please visit www.ifbi.com

<https://www.businesswireindia.com/niit-ifbi-bags-training-and-education-excellence-award-at-the-bfsi-excellence-awards-2021-74492.html>

Business Standard

NIIT earns 51 Brandon Hall Awards jointly with customers

September 08, 2021 23:31 IST | ANI Press Release



Atlanta (Georgia) [US]/ New Delhi [India], September 8 (ANI/BusinessWire India): NIIT Limited, a global skills and talent development company and a leading provider of managed training services, announced today that it has earned 51 coveted Brandon Hall Group HCM Excellence awards jointly with customers.

The Brandon Hall Group Excellence awards are awarded for excellence in Corporate Initiatives, Diversity, Equity & Inclusion, Human Resources, Future of Work, Learning, Talent Management, Sales Performance, Leadership Development, Talent Acquisition, Workforce Management and Technology.

NIIT earned 51 awards in various categories jointly with customers for 2021:

NIIT Earns 51 Brandon Hall Awards jointly with customers **30 Gold awards**

Gold award for Best Advance in Custom Content category jointly with ABB for Lug Link: How to Videos

Gold award for Best Advance in Custom Content category jointly with Getinge for Getinge's Safety Mascot

Gold award for Best Advance in Custom Content category jointly with Discover for Discover Diversity and Inclusion

Gold award for Best Advance in Creating a Learning Strategy category jointly with MetLife for MetLife Distribution Academy

Gold award for Best Extended Enterprise Learning Program category jointly with MetLife for MetLife Distribution Academy

Gold award for Best New Hire Onboarding Program category jointly with MetLife for MetLife Distribution Academy

Gold award for Best Advance in Learning Measurement category jointly with MetLife for MetLife Distribution Academy

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Gold award for Best Results of a Learning Program category jointly with Pitney Bowes for Client-Centered Innovation Program (CCIP)

Gold award for Best Use of Performance Support category jointly with Pitney Bowes for Selling the Value of Pitney Bowes Global Service

Gold award for Best Advance in Custom Content category jointly with Ricoh for State and Local Government Awareness Training

Gold award for Best Advance in Custom Content category jointly with Ricoh for Pro C5300 Series

Contd..

Gold award for Best Advance in Custom Content category jointly with Rio Tinto for Level 1 Basic Investigation Part 1 and Part 2
 Gold award for Best Advance in Custom Content category jointly with Shell for Adaptive Learning - Personal Protective Equipment

12 Silver Awards

Silver award for Best Advance in Custom Content category jointly with Getinge for Financial Agility and Expertise
 Silver award for Best Results of a Learning Program category jointly with IQVIA for Monitoring Performance Training
 Silver award for Best Use of Video for Learning category jointly with IQVIA for Advance Plan
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 Silver award for Best Advance in Custom Content category jointly with Shell for Requirements 101
 Silver award for our StackRoute division in the Best Program for Upskilling Employees category jointly with UST for Bootcamps - Skilling the UST way!

9 Bronze Awards

Bronze award for Best Use of Games or Simulations for Learning category jointly with Alexion for Hospital Selling Skills
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The winners are listed at (<https://www.brandonhall.com/excellenceawards/past-winners.php>)

"Brandon Hall Group Excellence Awards in 2021 provide much-needed and well-deserved recognition to organizations that went above and beyond to support their stakeholders during the unprecedented disruption of the COVID-19 pandemic," said Brandon Hall Group COO and HCM Excellence Awards Program leader, Rachel Cooke. "The awards provide validation of best practices in all areas of HCM at a time when they have never been more important to employers, employees and customers."

Award entries are evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts and executives based upon the following criteria: fit the need, design of the program, functionality, innovation, and overall measurable benefits.

All Excellence Award winners will be honored at Brandon Hall Group's (<https://www.brandonhall.com/excellenceconference>) HCM Excellence Conference, Feb. 1-3, 2022 at the Hilton West Palm Beach, Florida.

"We are deeply honored to receive this prestigious recognition by Brandon Hall Excellence Awards jointly with our customers. In these challenging times, earning this recognition for the path-breaking work that we do with our customers is truly rewarding. We are committed to delivering best-in-class solutions to our customers and these awards acknowledge and reaffirm that commitment," said DJ Chadha, Executive Vice President at NIIT's Corporate Learning Group.

*Please note: Brandon Hall Group is a professional development company that offers data, research, insights, and certification to Learning and Talent executives and organizations and in no manner is related to NIIT Ltd.

https://www.business-standard.com/content/press-releases-ani/niit-earns-51-brandon-hall-awards-jointly-with-customers-121090801156_1.html

ThePrint

NIIT earns 51 Brandon Hall Awards jointly with customers

ANI PR 8 September, 2021 5:59 pm IST

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#WomenAtTheWorkplace



RANCHAN JAIN
MD &
Head of India Credit,
BPEA



SHREYASI SINGH
Founder & CEO,
Harappa Education



REKHA DUBEY
CEO, Aditya Birla
Memorial Hospital



**DR. JAYA
VAIDHYANATHAN**
CEO, BCT Digital



**DINESH
AGGARWAL**
Joint MD, Head-New
Business Panasonic Life
Solutions



KARTHI BASKAR
Deputy MD,
Kintetsu World
Express



BALAKRISHNA L
MD,
Brenntag



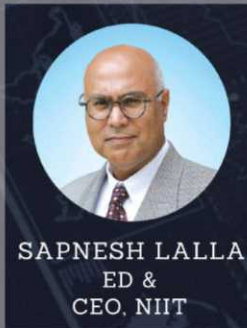
**MOHANRAJ
JAGANNIVASAN**
President,
Duroflex



**PRADEEP
NENUMAL LALA**
MD & CEO,
Embassy Services



**RAKESH KUMAR
BHUTORIA**
CEO, SREI Infrastructure



SAPNESH LALLA
ED &
CEO, NIIT



SUMIT SOOD
MD,
APAC, GlobalLogic



SURAJIT ROY
MD & CEO,
IDBI Intech

The Present Percentage of Women in the Workforce



30.8% companies' workforce comprises 41-60% women

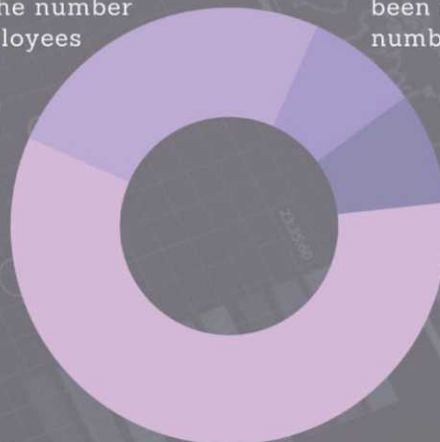


38.5% companies have 0-20% women in their workforce

30.8% companies have 21-40% women in their workforce

Instances of Changes in the Number of Female Employees since COVID-19 Pandemic

25% companies have seen a little changes in the number of female employees



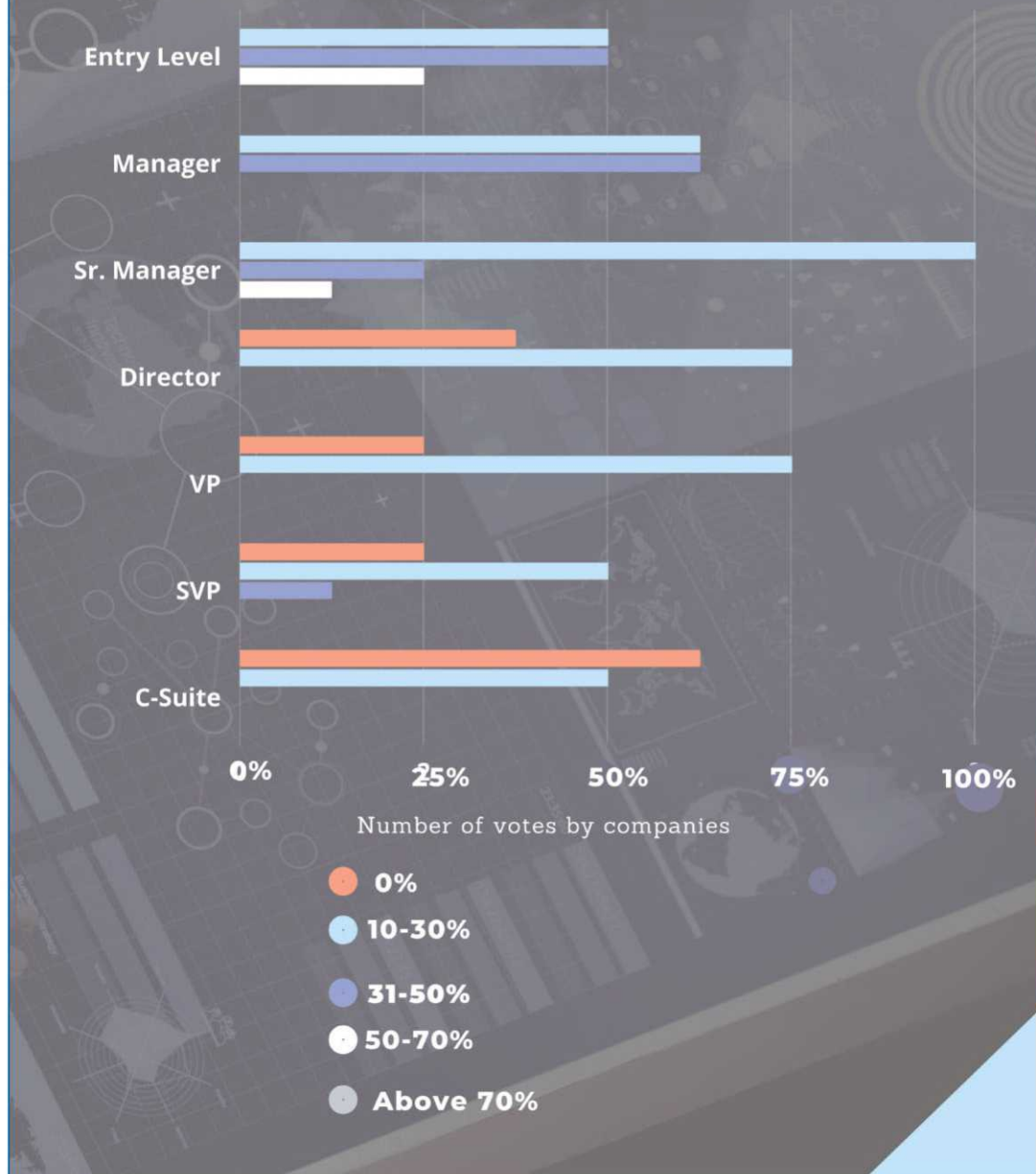
In 8.3% companies, there have been moderate changes in the number of women employees

8.3% companies have witnessed quite a lot of changes in the number of women employees

58.3% companies have seen no changes in the number of women employees

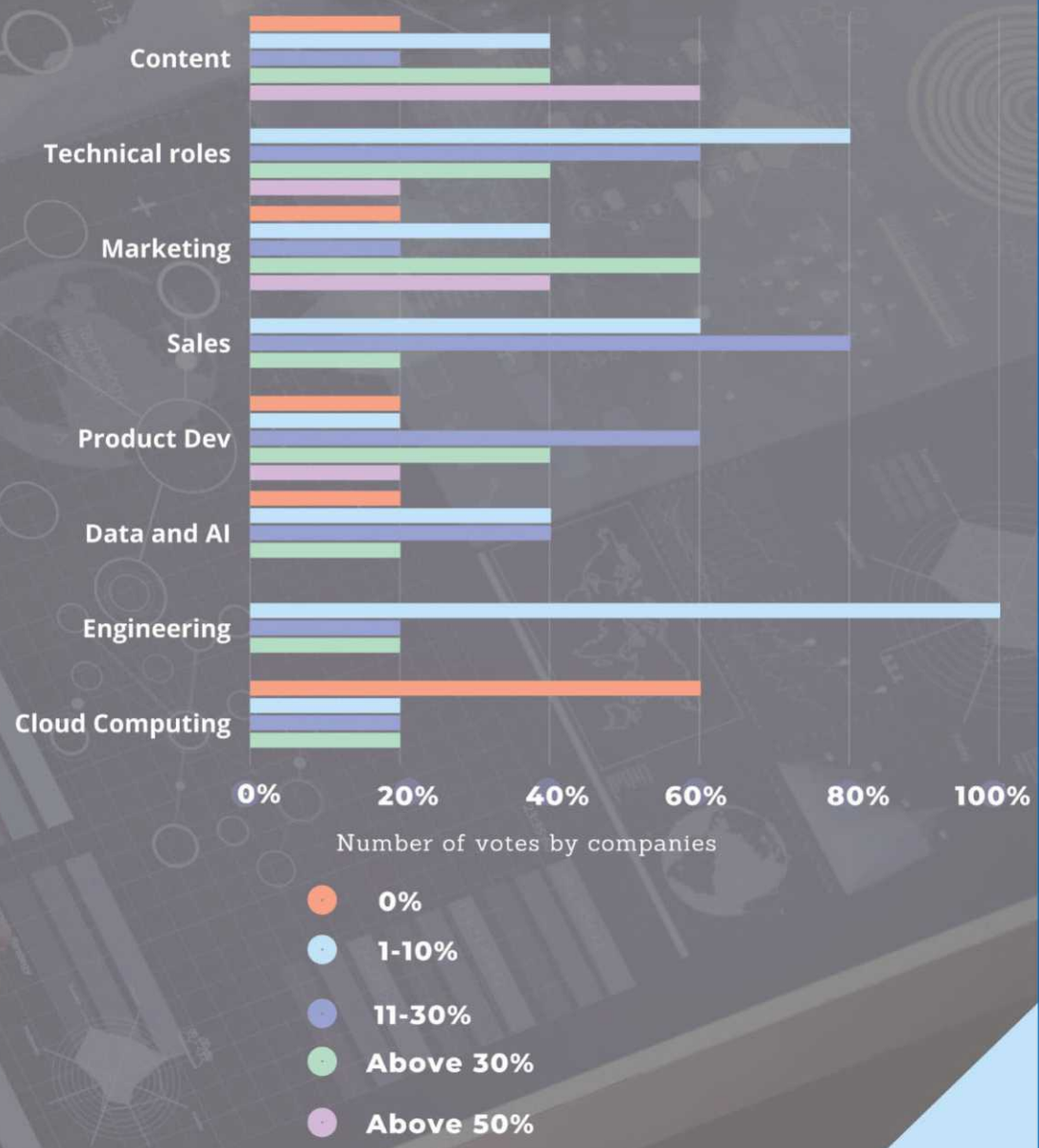


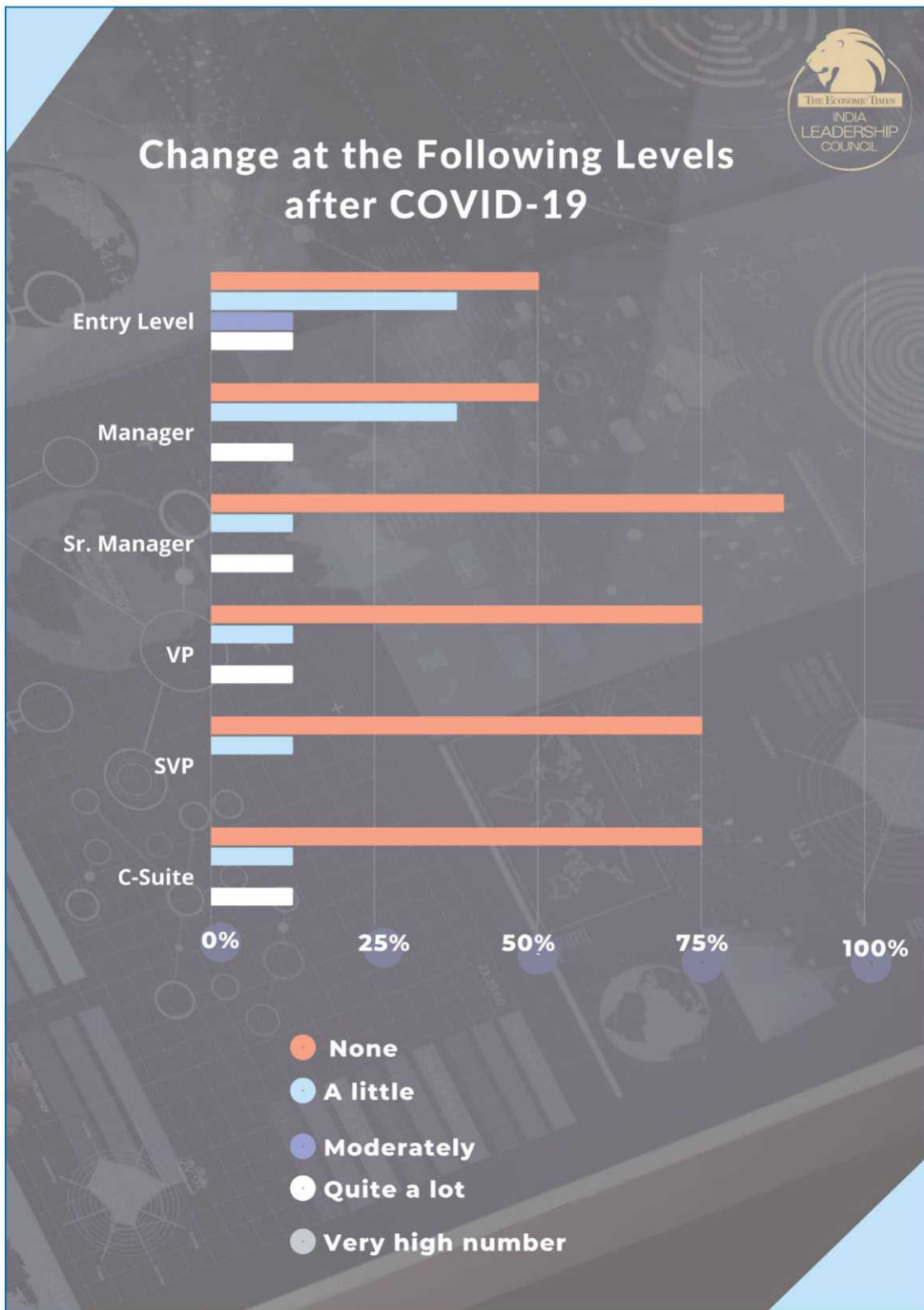
Percentage of Change in number of Women Employees Distributed Across Levels





Percentage of Women Employees Distributed Across Departments

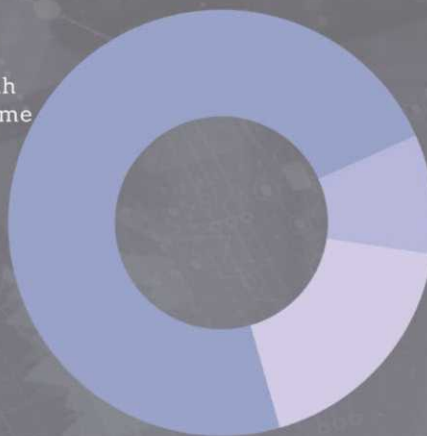






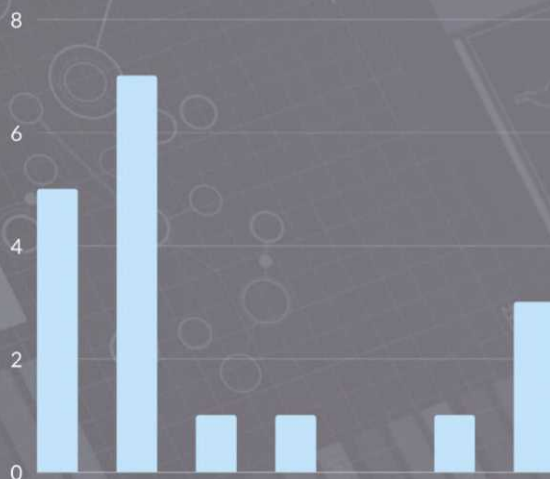
Women's Responses to Remote Work Policies

72.7%
They are happy with remote work with some support



9.1%
They are happy with remote work without any support

18.2%
They are indifferent to remote work



55.6%
Feeling like they need to be available for work at all hours

77.8%
House and caregiving burdens

11.1%
Worrying that their performance is being negatively judged due to caregiving responsibilities

11.1%
Discomfort sharing the challenges they are facing

11.1%
Financial anxieties affecting work

33.3%
Mental health related challenges

Problems Reported by Women at the Workplace during the Pandemic

“

At Harappa, we have built inclusive and immersive programs and courses that speak to different audiences. We understand the needs and challenges women professionals face first-hand and help aspiring women leaders reach their potential seemed like the natural next step.

- SHREYASI SINGH
**FOUNDER & CEO,
HARAPPA EDUCATION**

“

Gender inclusivity has aided us in developing tolerance for different styles and personalities, and appreciation for better work-life balance.

- KANCHAN JAIN
**MANAGING DIRECTOR & HEAD OF INDIA - CREDIT,
BPEA**

“

In healthcare, maximum female workers comprise the nursing staff who are constantly living up to their excellent service.

- REKHA DUBEY
CEO, ADITYA BIRLA MEMORIAL HOSPITAL

“

WATER Committee, BCT's Women Empowerment Forum conducts periodical meetings among women employees across geographies. With this program, I'm proud and happy to say we have improved the diversity ratio from 13% (2018) to 21% (2021) today across the globe.

- JAYA VAIDHYANATHAN
EXECUTIVE DIRECTOR & CEO, NIIT

“At NIIT, we provide a safe, collaborative environment, and foster career building. With a diverse team, we benefit from the combined approaches that come from varied life experiences.

- SAPNESH LALLA
EXECUTIVE DIRECTOR & CEO, NIIT

“Inclusivity has helped break the stereo-typing of roles. It has also created a culture where people are more sensitive in their communication and conduct at the workplace.

- BALAKRISHNA L
**MANAGING DIRECTOR,
BRENNTAG**

“Gender inclusivity has brought about diversity with high adversity quotient, effective collaboration, cohesive team work and team bonding.

- SURAJIT ROY
MD & CEO, IDBI INTECH

“Our policies have been neutral since start and every employee enjoys equal benefits regardless of their gender.

- PRADEEP NENUMAL LALA
MD & CEO, EMBASSY SERVICES

“I believe that each employee is an individual who brings unique value to our ecosystem. We have had a conscious focus on accelerating the gender parity clock and we believe this has helped us have a more engaged and diverse workforce where our employees feel a deep sense of belongingness .

- SUMIT SOOD
**MANAGING DIRECTOR,
APAC, GLOBALLOGIC**

“Gender equality has helped build a cohesive and productive work force.

-KARTHI BASKAR

**DEPUTY MANAGING DIRECTOR,
KINTETSU WORLD EXPRESS**

“Gender inclusivity has brought about a balanced work place with higher productivity and empathy based profiles like CRM and creative Profiles. The empathy quotient has also increased multifold.

- MOHANRAJ JAGANNIVASAN

PRESIDENT, DUROFLEX

“The compassion quotient of the organization, particularly during the pandemic, has gone up significantly with increase in gender diversity metrics.

- RAKESH KUMAR BHUTORIA

CEO, SREI INFRASTRUCTURE

“Having a larger portion of women in assembly operations has enabled us to make our industrial relations more positive and productive. The women on our product designing teams have helped us improve the aesthetics substantially.

- DINESH AGGARWAL

**JOINT MANAGING DIRECTOR & HEAD OF NEW
BUSINESS (ISAMEA REGION)**

Mr Vijay Thadani, VC & MD, NIIT Ltd. on NIIT Q1 2021-22 results



<https://www.youtube.com/watch?v=GNjLrt3H5-4>

Mr Sapnesh Lalla, CEO, NIIT Ltd. on CNBC Bajar discussing NIIT Q1 FY22 results



<https://www.youtube.com/watch?v=1wDz1XCZ-ZA>

Mr Vijay Thadani, VC & MD, NIIT Ltd. on CNBC Awaaz discussing NIIT Q1 FY22 results



<https://www.youtube.com/watch?v=tVmZAMoRnFQ>

moneycontrol

NIIT Consolidated June 2021 Net Sales at Rs 301.03 crore, up 49.2% Y-o-Y

AUGUST 03, 2021 / 09:41 AM IST



Reported Consolidated quarterly numbers for NIIT are:

Net Sales at Rs 301.03 crore in June 2021 up 49.2% from Rs. 201.77 crore in June 2020.

Quarterly Net Profit at Rs. 51.43 crore in June 2021 up 77.59% from Rs. 28.96 crore in June 2020.

EBITDA stands at Rs. 85.21 crore in June 2021 up 45.86% from Rs. 58.42 crore in June 2020.

NIIT EPS has increased to Rs. 3.76 in June 2021 from Rs. 2.31 in June 2020.

NIIT shares closed at 323.00 on August 02, 2021 (NSE) and has given 70.99% returns over the last 6 months and 245.64% over the last 12 months.

<https://www.moneycontrol.com/news/business/earnings/niit-consolidated-june-2021-net-sales-at-rs-301-03-crore-up-49-2-y-o-y-7267631.html>

BusinessLine

NIIT Q1 net profit up 78% to ₹51.4 crore

PTI New Delhi | Updated on July 30, 2021



Its revenue increased 49 per cent to ₹301 crore from ₹201.8 crore in the year-ago period, it added

NIIT on Friday said its consolidated net profit grew 78 per cent to ₹51.4 crore in the June 2021 quarter.

The skills and talent development firm had posted a net profit of ₹29 crore in the year-ago period, a statement said.

Its revenue increased 49 per cent to ₹301 crore in the April-June 2021 quarter, from ₹201.8 crore in the year-ago period, it added.

EPS (earnings per share) stood at ₹3.8.

“NIIT delivered robust revenue growth of 49 per cent year-on-year and healthy profitability to capitalise on the emerging opportunities, amidst resurgence of the pandemic, thus demonstrating continued resilience to adverse environment conditions,” NIIT Vice-Chairman and MD, Vijay K Thadani said.

The company's Corporate Learning Group (CLG) business recorded revenues of ₹263.3 crore, clocking a 47 per cent year-on-year growth during the first quarter of FY22.

Customer acquisition

During the quarter, CLG signed 3 new MTS (managed training services) contracts, and expanded the scope of work with two existing customers. The total number of MTS customers stands at 59 with an overall revenue visibility of \$298 million, the company said.

CLG business won three new MTS contracts in the life sciences and healthcare segment and expanded its relationship with two global technology majors.

“Both the Corporate Learning Group and the Skills and Careers Group recorded strong topline growth. The agile and decisive actions we took over the last several months have enabled the business to continue to create more value for our customers,” NIIT CEO Sapnesh Lalla said.

The Skills and Careers Group (SNC) recorded net revenue of ₹37.8 crore, up 62 per cent year-on-year during the reported quarter. SNC has successfully transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally, it said.

<https://www.thehindubusinessline.com/info-tech/niit-q1-net-profit-up-78-to-514-crore/article35624558.ece>

BW BUSINESSWORLD

NIIT Acquires 70% Stake In RPS Consulting For Rs 82.3 Crore

This acquisition will also help NIIT expand its Managed Training Services portfolio to include technology training as a Managed Service for its global customers

OCTOBER 17, 2021



Skills and talent development company NIIT Ltd on Friday said it has acquired a 70 percent stake in RPS Consulting Pvt Ltd for Rs 82.3 crore. The remaining 30 percent shareholding will be acquired by NIIT from the promoters of RPS Consulting in subsequent tranches based on the achievement of certain financial milestones and closing adjustments in terms of the transaction documents within the next two and a half years, a regulatory filing said.

"The acquisition is being undertaken in three tranches.

Tranche-I is for the acquisition of 70 percent equity shareholding of the company on October 1, 2021. The consideration for Tranche I is Rs 823.10 million (Rs 82.32 crore), subject to certain closing adjustments as per the transaction documents," it added. Pursuant to the transaction, RPS Consulting has become a subsidiary of NIIT. The leadership team of RPS Consulting would continue to drive operations, it said.

Bengaluru-based RPS Consulting is a provider of training programs on emerging digital technologies for experienced technology professionals, specifically addressing the needs of Global Systems Integrators and Capability Centers of large multinational companies. Its trailing 12 months revenue for the period ending September 30, 2021, is estimated at approximately Rs 105.7 crore, with a year-on-year growth of 32 percent.

RPS Consulting offers advanced technology training to experienced technology professionals of over 260 companies across key IT hubs in India, including Bengaluru, NCR, Hyderabad, Chennai, Pune and Mumbai, the filing said. It also offers a comprehensive programme catalogue with over 2000 courses on emerging technologies from 23 global technology partners (including Microsoft, Red Hat, VMware, Citrix, Dell EMC, Google and AWS among others), it added.

The company also offers a digital platform that enables real-world, hands-on virtual labs on a multitude of emerging technologies, supported by an extensive pool of over 700 certified mentors. "This acquisition creates new opportunities for NIIT and RPS Consulting to deliver innovative learning solutions in emerging digital technologies including Software Architecting and Engineering, Data Science, Cloud, Automation and DevOps, for both working professionals and new hires," the filing said.

This acquisition will also help NIIT expand its Managed Training Services portfolio to include technology training as a Managed Service for its global customers, it added. NIIT Vice-Chairman and MD Vijay Thadani said RPS' technical expertise will expand NIIT's capability to accelerate the digital transformation journeys of large enterprises.

"This acquisition enhances NIIT's strengths and capabilities to offer emerging technology programmes for experienced technology professionals, in addition to NIIT's new hire, deep skilling and digital transformation programs", NIIT CEO and Executive Director Sapnesh Lalla said.

<http://www.businessworld.in/article/NIIT-Acquires-70-Stake-In-RPS-Consulting-For-Rs-82-3-Crore/02-10-2021-407011/>

THE ECONOMIC TIMES | Markets

NIIT acquires 70% stake in RPS Consulting for Rs 82.3 cr

PTI • Last Updated: Oct 01, 2021, 09:58 PM IST

Synopsis

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<https://economictimes.indiatimes.com/markets/stocks/news/niit-acquires-70-stake-in-rps-consulting-for-rs-82-3-cr/articleshow/86686985.cms>

moneycontrol

NIIT acquires 70% stake in RPS Consulting for Rs 82.3 crore

PTI OCTOBER 01, 2021 / 09:19 PM IST



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"This acquisition enhances NIIT's strengths and capabilities to offer emerging technology programmes for experienced technology professionals, in addition to NIIT's new hire, deep skilling and digital transformation programs", NIIT CEO and Executive Director Sapnesh Lalla said.

<https://www.moneycontrol.com/news/business/niit-acquires-70-stake-in-rps-consulting-for-rs-82-3-crore-7533351.html>



NIIT

NIIT Limited, a global skills & talent development company & leading provider of managed training services has acquired 70% stake in RPS Consulting Private Limited (RPS Consulting).



NIIT






We are excited to have RPS Consulting join the NIIT family. Their technical expertise will expand NIIT's capability to accelerate digital transformation journeys of large enterprises.

- Vijay Thadani,
Vice Chairman & MD,
NIIT Ltd.



This acquisition enhances NIIT's strengths and capabilities to offer emerging technology programs for experienced technology professionals, in addition to NIIT's new hire, deep skilling & digital transformation programs.

- Sapnesh Lalla,
CEO and Executive Director,
NIIT Ltd.



Both NIIT and RPS Consulting are leading names in the technology training industry. We are confident that this acquisition will result in creating significant value for our customers, partners and stakeholders.

- Prasad Balakrishnan,
CEO and Executive Director,
RPS Consulting Pvt. Ltd.



Axis Bank and NIIT IFBI launch a new program on Virtual Sales and Relationship Management

ANI | Updated: **Sep 29, 2021 17:46 IST**

New Delhi [India], September 29 (ANI/BusinessWire India): Axis Bank - NIIT Academy of Relationship and Wealth Management, a joint initiative by Axis Bank, India's third largest private sector bank, and NIIT Institute of Finance, Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, has launched its second program on "Virtual Sales and Relationship Management" that offers a great sales career with Axis Bank.

The Axis Bank - NIIT Academy of Relationship and Wealth Management was launched last year for building a high quality talent pool for Axis Bank in Relationship Banking and Wealth Management Roles. Under this joint initiative, the Academy has been successfully running the Priority Banking Programme.

The new program on Virtual Sales and Relationship Management is a combination of virtual training and on-the-job learning, to make future-ready banking professionals. The learners will go through an immersive program of virtual training for three months and a one month internship, where they will be deployed at Axis Bank Virtual Centres as Assistant Managers. The program will extensively engage the learner in role plays, case studies, persona-based problem solving and other assignments to make them job-ready from Day 1.

Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd., said, "NIIT strives towards solving talent and workforce related challenges and helps enterprises across sectors to build modern and high-quality workforce. Our programs are designed to skill fresh and existing workforce in modern Business, Digital and Data Skills. Virtual Management of customers is a critical skill in the digital world. We are delighted to launch the Virtual Sales and Relationship Management program in partnership with Axis Bank. We look forward to contributing to Axis Bank's growth plans by building high quality Banking talent."

For more information please visit: <https://www.niit.com/india/graduates/banking-and-finance/virtual-sales-and-relationship-management-program>

This story is provided by BusinessWire India.

<https://www.aninews.in/news/business/business/axis-bank-and-niit-ifbi-launch-a-new-program-on-virtual-sales-and-relationship-management20210929174637/>

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NIIT and Axis Bank partner to launch a Digital Banking Academy

NIIT and Axis Bank partner to launch a Digital Banking Academy

ANI | Updated: Jul 08, 2021 16:52 IST

New Delhi [India], July 8 (ANI/BusinessWire India): NIIT Institute of Finance Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, and Axis Bank, third largest private sector bank in India, have launched a FinTech Professional Programme under the Axis Bank - NIIT Digital Banking Academy.

The course is designed to build future ready FinTech Professionals for Axis Bank.

The FinTech Professional Programme is the first programme being launched under this Academy and offers graduates with 0-3 years of experience an opportunity to join Axis Bank as Deputy Manager (IT).

The programme is immersive in nature, where the learners perform tasks of similar complexity, as they would face in their role. Post successful completion of this 18-week programme, the candidate will be deployed at Axis Bank under any of the following FinTech roles:

- Full Stack Developer
- BA Product Owner
- Infra and DevOps
- Quality Assurance

Speaking on the launch Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd., said, "At NIIT, we have been working with the Industry for close to four decades and are focused on delivering training programmes in line with the emerging talent requirements of the industry. We are delighted to launch a fresh batch of FinTech Professional Programme powered by Axis Bank. The programme is an initiative of 'Axis Bank - NIIT Digital Banking Academy', to create future-ready FinTech Professionals. Through this partnership, we look forward to contributing to the bank's growth plans by creating industry ready FinTech professionals."

For more information please visit: <https://www.niit.com/india/graduates/banking-and-finance/fintech-professional-programme>

This story is provided by BusinessWire India.

<https://www.aninews.in/news/business/business/niit-and-axis-bank-partner-to-launch-a-digital-banking-academy20210708165233/>

Business Standard

Axis Bank and NIIT IFBI launch a new program on Virtual Sales and Relationship Management

September 29, 2021 22:30 IST | ANI Press Release

New Delhi [India], September 29 (ANI/BusinessWire India): Axis Bank - NIIT Academy of Relationship and Wealth Management, a joint initiative by Axis Bank, India's third largest private sector bank, and NIIT Institute of Finance, Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, has launched its second program on "Virtual Sales and Relationship Management" that offers a great sales career with Axis Bank.

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For more information please visit: (<https://www.niit.com/india/graduates/banking-and-finance/virtual-sales-and-relationship-management-program>)

https://www.business-standard.com/content/press-releases-ani/axis-bank-and-niit-ifbi-launch-a-new-program-on-virtual-sales-and-relationship-management-121092901029_1.html

mint

Ashish Kacholia portfolio stock gives 145% return in one year. Should you buy?

1 min read . Updated: 09 Sep 2021, 12:02 PM IST



Ashish Kacholia portfolio: As per the shareholding pattern of this IT education company for April to June 2021 quarter, the marquee investor has trimmed his stake in the company by 0.26 per cent.

Ashish Kacholia portfolio: Patience is one of the biggest virtues for a stock market investor, if he or she wants to make money out of it. NIIT stocks are the latest example of it. The IT education stock has delivered 145% return to its shareholders in the last one year — rising from ₹120.20 per equity share mark to ₹298 per stock levels. The stock is one of the Ashish Kacholia portfolio shares and it has been under selloff pressure for the last one month due to profit-booking. However, market experts are expecting more gains in the counter and seeing this dip as an opportunity to buy.

Speaking on this Ashish Kacholia portfolio stock outlook; Ravi Singhal, Vice Chairman at GCL Securities said, "NIIT is considered human resource provider to IT companies as it's an IT education company. Post-Covid, IT companies are expected to get huge jump in their cloud and digital business. In that case huge number of job creation is expected from IT sector in upcoming 6 months to one year. Hence, one can expect NIIT shares to perform better in medium to long-term time-horizon."

Recommending investors to buy this Ashish Kacholia stock; Sumeet Bagadia, Executive Director at Choice Broking said, "NIIT is looking good on technical chart and one can initiate momentum buy at current market price for the immediate short-term target of ₹325 to ₹340. However, one must maintain strict stop loss at ₹280 while taking buy position in the counter."

Advising investors to take long-term position in the counter, Ravi Singhal of GCL Securities said, "One should hold the counter for medium to long-term as the stock looks highly bullish in this time horizon. I would advise investors to buy and hold the counter for six month target of ₹350 to ₹375 per stock levels."

Ashish Kacholia shareholding in NIIT

As per the shareholding pattern of this IT education company for April to June 2021 quarter, Ashish Kacholia has trimmed his stake in the company by 0.26 per cent. In March 2021 quarter, he used to hold 35,82,835 (2.52 per cent) NIIT shares, which went down to 30 lakh shares of the company, which is around 2.26 per cent of the net company shares.

<https://www.livemint.com/market/stock-market-news/ashish-kacholia-portfolio-stock-gives-145-return-in-one-year-should-you-buy-11631168636225.html>

moneycontrol

Technology | If bots take over, should we stop learning?

With humanoids, physical work will be a choice. The big question is: Do we really need it?

PRATEEK CHATTERJEE SEPTEMBER 09, 2021 / 02:57 PM IST



Recently at Tesla's presentation on artificial intelligence, tech entrepreneur Elon Musk said that he is working on creating a bot to do 'dangerous, repetitive, and boring tasks so that humans don't have to'. Profound, right? Imagine humanoids doing tasks that were unnecessary or time consuming.

Adding further, he said, 'in the future, physical work will be a choice.' Now those who've been dismissing his ideas must know that bots are already occupying our worlds through cell phones and smart gadgets every day. Several stock markets are run by robots, human cashiers are replaced by self-service kiosks and driverless cars will be here in

no time. Recently, pop band ABBA announced that their upcoming concert will have their digital avatars (Abbatars, as they call it) with them looking younger in all their 1970s glory — something that will change the future of live concerts.

The Future Is Here

Not too long ago, we spoke of how the workplace would be reimagined with automation and 3D avatars. In no time, virtual meets became mainstream because of COVID-19-related lockdowns and now Facebook has launched Horizon Workrooms with high-tech features for a different kind of productivity experience. Soon enough, there'll be other products and solutions, and your next meeting could be attended by your impeccable looking avatar (why groom, right?).

For the long run, Musk thinks we'll need a Universal Basic Income (UBI) because humanoids might take the place of jobs that people are currently getting paid for. What if the need to do jobs disappears altogether? The idea that robots could make employment optional — and a monthly paycheck lands in your account — sounds fantastic.

Assuming a future that looks like sci-fi movies, we'd all end up with plenty of time on our hands to do, well nothing. Is that really a good thing? Should we also stop learning because there would be no more work to do? Not really, because learning is a brain exercise that allows you to pause, regenerate energy and improve yourself. When you stop learning, you stop growing. In fact, we'd be left to live a life without an aim or ambition. To not work hard towards fulfilling a dream, or to not find the joy in doing the little things, in meeting people, in interacting, for real — we'd face an existential dilemma if we didn't have to work anymore. In such a scenario, what exactly would we do?

Never Stop Learning

Sure enough the positives are plenty. By eliminating the need for people to work, maybe the robots would free us up to focus on things that really makes us human? Besides avoiding 'dangerous' tasks would put an end to the risk involved in defusing a bomb or would make a differently-abled person's life easy.

Computers can do things that require logic, but logic is only one part of the human mind; where would that leave empathy, creativity, judgment, and critical thinking? Our curiosity and the penchant to learn that keeps us alive would vanish. It's different when you actually feel the pain, the tears, the fears, the sorrow and the joy — it is what makes us human. Perhaps, what makes us more human is our constant will to learn something new.

In the 2009 Sci-Fi thriller *Surrogates*, there's a futuristic, dystopian society where clones and robots do everything humans can. For years the main characters kept getting old while their clones remain young and dynamic. One day, when the system collapses, these clones drop dead in broad daylight. That's when people come out of their home, experiencing sunlight and greeting each other for real after a very long time. It feels surreal. Let's hope this fiction never becomes a fact. In search of instant gratification, it is imperative to not lose out on the real deal — you! All things considered, when someday automation does indeed replace labour and there's plenty of everything, time included, at our disposal, would we still need it?

In such superfluous abundance, should we then just march into a 'future of work by choice', purely on the grounds that we can? Would we rather not ask, 'where's the joy?'

Prateek Chatterjee is Senior Vice President, Corporate Communications & Marketing, NIIT Limited.

<https://www.moneycontrol.com/news/opinion/technology-if-bots-take-over-should-we-stop-learning-7449391.html>



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