

Quick News:

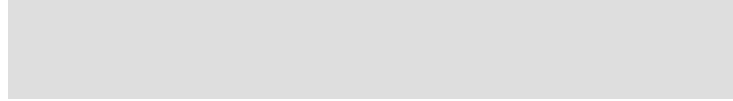
Search

Go

Home | News | Interviews | Features | Gyan Gurus | HR Download | Job Wise | CSR | HR Glossary | Books | Ask The Expert | Executive Education | Events | Chat | Blogs | Epaper | Newsletter | Times Ascent Ads

You are here: [Home](#) / [Job Wise](#) / [My first job experience](#) / Story

Advertisement



## Job Wise - My first job experience

[What's your story idea?](#)

### The changing economic situation in early 1990s and rapid growth of industries during that period played an important role in my job success

Vishwanath Sivaswamy, MD, India and Global Corporate Strategy, discusses his first job experience.



Posted On Wednesday, May 11, 2011 at 05:14:40 PM

#### First job

I started as a sales and solutions engineer of electrical systems at Crompton Greaves Limited. I started my career on June 1, 1991 after completing my electrical engineering degree. The job included generating sales in South India for high-voltage electrical systems like transformers and switchgear to electricity board, especially in the industrial sector. I was quite successful in my first job. The changing economic situation in early 1990s and rapid growth of industries during that period played an important role in my job success. I had applied for this job through a known source, employed at this company in Hyderabad. I served the company for 7 years with 3 promotions in that span and learnt many things in this period. I started at 5000 rupees a month as my first stipend.

#### Key challenges

The Indian economy was undergoing a transition at that time, with economic reforms and opening up to the world economy. Fulfilling contracts was a greater challenge than winning deals. Another challenge was defining service levels and delivering as per promises made. There were times when the deals that I thought were very profitable would not be supported by our pricing department; there were cases where the pricing was very favourable to customers. I could not thoroughly understand financials and pricing decisions, especially how plant capacity management influenced these decisions. Not having studied pricing and costing, I was not very good at these aspects but my learning slowly expanded with experience.

#### Important lessons

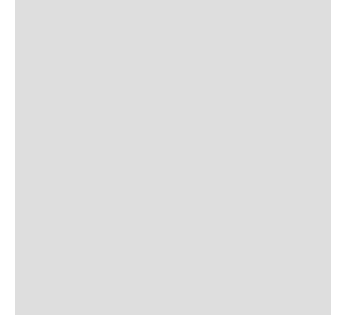
The most critical lesson that I learnt in my job was that when your team succeeds – give credit to the team. When they fail, take the blame for failure. When I was just one year into my job I committed a pricing error on a proposal and we still won the deal. My immediate Supervisor M. Satyanarayana, stood up for me and claimed that he made the error of not checking the proposal and that I was not to be blamed. In many companies that error could have been loss of job. It is important to let people learn and there probably is a price to pay for that learning. But the learning stays with you for life. This incident did leave a lasting impression and I have learnt one of team confidence building lessons from it. It is important to stand up for your team and handle situations well.



Follow Us On: [f](#) [t](#) [e](#) [r](#)

Search  Go

Advertisement



### Most Searched Tags

applicants women retain business team-spirit placement walk-in counselling web change Engineers maternity technology organisations empower job reskill expertise outsourcing branding success recognition Cisco personal crisis hierarchy events engineer conflict SME degree development virtual graduates telecom age manager LPO teams philanthropy rewards family designation training workshops team stock knowledge testing workplace

### Thought Pool Win Prizes

Here's your chance to be our 'Student Journalist of the Month', a contest for aspiring students to pool in their ideas and views on burning issues in the Human Resource space. It's simple! Post your article here and you could be the winner.

#### Topics of the month

- Knowledge sharing at work
- Redefining performance appraisals

[Terms & Conditions](#)

[Post your Article](#)

Rate me...



Mail this article

Print this article

Share



Share



Share



Share



### Post Your Comments

\*Name:

\*Email Address:

\*Comments: