

# ADAPT TO A NEW CITY

## PALAK BHATIA DISCUSSES WHAT A JOB IN A NEW LOCATION REQUIRES OF THE EMPLOYEE AND COMPANY

**M**oving to a new region in order to pursue a job can be physically and emotionally draining. The new culture, workplace and people can be quite overwhelming to deal with. It is hence, essential that the employee making the shift prepare adequately to cope with these changes. It is also important for organisations to aid this process and make the transition smoother by taking care of some of these details.

Aarthi Rajaraman, director-HR, Williams Lea India, tells us why it is useful to conduct prior research of the

workplace etiquette and culture in the new region where an employee is shifting. "Each region has its own uniqueness, culture and social structure that will have a subtle impact on the workplace etiquette. An understanding of these will certainly make it easier to adapt to the new environment and communicate effectively. Understanding the beliefs and behaviour of the people, working style and attire of the new workplace always adds to the understanding of the social cues dealt with on a daily basis. It plays a vital role in creating and main-

taining business relationships."

The companionship and support of the new colleagues can help greatly to adjust in the city and workplace. Navin Chugh, SVP & MD, First Advantage, elaborates, "Organisations understand the role of colleagues in such a situation and many have introduced processes like the 'buddy' system, wherein an existing employee is assigned to every new joining employee. This workplace buddy helps them discover the office, understand how things work on-ground and assist in getting acquainted with the unfamiliar



surroundings. This practice ensures that a new employee knows how to find his or her way through the office, equipment, stationery, cafeteria, etc, and helps them settle in better."

The organisation can also provide some initial help in finding accommodation, schools for kids, etc, for the new employee. Aditya Berlia, president, Apeejay Stya Education Research Foundation and co-founder & pro-chancellor, Apeejay Stya University, explains, "Many organisations' HR departments provide relocation support to new employees. This includes helping in the search for proper housing within budgets, helping their employee's children to get into a school, as well as helping them connect with local services. This is great not from only from a morale perspective, but also a productivity perspective. If an employee is too busy and stressed in dealing with domestic moving issues, he/she would not be as effective at work until those are sorted out."

### GET IN TOUCH

We encourage feedback from our readers. For editorial queries/suggestions, contact: Vinod Naidu (vinod.naidu@timesgroup.com / 022-6635 3679)

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It is most important for the employee to look at the change with a positive attitude, with a sense of adventure and a keenness to perform well. Sakshi Gaba Dhawan, manager-HR, Koenig Solutions Ltd, elaborates, "Having said all that, it is also imperative that the employee maintains a positive attitude throughout. Getting bogged down by cultural or workplace differences won't solve any problems. Every new place brings in a sea of opportunities along with a new facet of life to explore, learn and grow."

Thus, moving to a new city does not have to be a daunting experience.