



# OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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## Tata Group to create five lakh jobs in five years, says Chandrasekaran

**NEW DELHI:** Tata Group will in the next five years create five lakh direct manufacturing jobs in areas of semiconductor, precision manufacturing, electric vehicles, batteries and related industries, N Chandrasekaran, Chairman, Tata Sons, has said.

“These jobs are our (Tata Group) jobs. Besides this because the ecosystem has to be set up, I expect minimum 500 to 1000 more companies which will be small and medium scale



**N Chandrasekaran, Chairman, Tata Sons.**

ones that will be set up”, Chandrasekaran said at a symposium organised by the Indian Foundation for Quality Management (IFQM) in the capital.

Noting that manufacturing is a big opportunity, Chandrasekaran

said that India cannot realise its goal of “Viksit Bharat” without focusing on creating manufacturing jobs.

Chandrasekaran said that India is extremely well placed to achieve its Viksit Bharat goal and highlighted the tremendous push the Modi government has given to create manufacturing jobs in the country.

“This is India’s moment. Momentum (for manufacturing) is there, and the government is (Cont. on page-2)

## Malaysia Airlines-IndiGo in code-share agreement

**KAUALUMPUR:** Now, Malaysia Airlines’ flight code “MH” will be added to seven domestic destinations -- Kolkata, Varanasi, Patna, Tiruchirappalli, Goa, Bhubaneswar and Visakhapatnam.

IndiGo’s flight code “6E” will be added to Malaysia Airlines’ domestic flights from its main hub at Kuala Lumpur to Penang, Langkawi, Johor Bahru, Kota Kinabalu and Kuching.

Datuk Captain Izham Is-



**Datuk Captain Izham Ismail**

mail, Managing Director of Malaysia Aviation Group, said the airline is delighted to embark on the code-share partnership with IndiGo recognising the tremendous potential of the Indian market for both leisure and business travel.

Currently, Malaysia Airlines flies to 10 Indian cities -- New Delhi, Mumbai, Bengaluru, Chennai, Hyderabad, Kochi, Ahmedabad, Amritsar, Thiruvananthapuram and Kolkata.

## Central staff’s DA hiked

**NEW DELHI:** The central government has announced a three per cent DA hike for employees and pensioners, bringing it to 53pc of the basic pay, compared with 50pc. This comes just ahead of Diwali celebrations after a significant delay in its announcement.

The DA is a crucial component of the pay structure for over 10 million central government employees and pensioners, offering protection against inflation. By linking salary adjustments to the Consumer Price Index (CPI), the DA ensures that employees’ pay aligns with rising living costs, offering a financial buffer during inflationary periods.

For instance, an employee with a basic salary of Rs 22,000 could see a DA increase of Rs 660 per month if the government approves a three per cent hike, bringing their DA to Rs 11,220. In the case of a four per cent hike, their DA would rise to Rs 11,440, providing additional relief amid surging costs.

The timing of this hike is significant, as inflation continues to strain household budgets. The government determines DA hikes based on the 12-month average of the All India Con-

sumer Price Index (AIC-PI), ensuring that these adjustments are directly tied to prevailing economic conditions.

While no official announcement has been made yet, anticipation is building, with employees and pensioners anxiously awaiting the government’s decision. Historically, DA hikes follow a biannual cycle, with reviews typically conducted in Jan and July, and formal announcements made in March and Sept. If the government sticks to this schedule, an official statement is expected in Oct, just ahead of the festive season.

## UAE warns

**ABU DHABI:** With less than two weeks left for the amnesty period to end in the UAE, the Federal Authority for Identity, Citizenship, Customs and Port Security (ICP) has warned residency violators to be prepared to pay fines and face legal action if they do not get their status rectified before the deadline expires.

The grace period for adjusting the status of residency law violators in the UAE and securing exemption for them from fines and administrative penal-

## Saudi’s new seasonal work visa could revolutionise Umrah, Haj events

**RIYADH:** Saudi Arabia recently announced updated regulations for its seasonal work visa, now officially known as the “temporary work visa for Haj and Umrah services.” The changes, which allow visa holders to stay for up to 90 days with an option for an additional 90-day extension, mark a significant shift in the kingdom’s approach to managing labour needs for Haj and Umrah seasons. These reforms, approved by the Saudi Cabinet, aim to enhance flexibility for companies operating in

the tourism sector and meet the growing demand for labour during

also has broader implications for the tourism industry, particularly for



the peak pilgrimage seasons. While the primary goal is to align labour market demands with visa policies, this move

companies involved in Haj and Umrah services.

The new visa regulations are likely to pro- (Cont. on page-2)

## violators as amnesty deadline nears

ties ends on Oct 31.

ICP has reiterated that there will be no extension of the grace period and the law, along with the prescribed fines and fees, will be enforced against violators who do not regularise their status within the amnesty timeframe. It noted that inspection campaigns would be intensified, in co-operation with the relevant authorities, to target violators in residential areas, companies and industrial zones from Nov 1.

The authority urged violators to take advantage of

the grace period to correct their status, highlighting that all previous fines will be reinstated on violators who fail to act within the period.

ICP emphasised its commitment to facilitating and simplifying the procedures for beneficiaries during the grace period. Besides exemption from fines, the re-entry ban if leaving the

The exemption of administrative fines relates to residency and visas, establishment card fines, ID card fines and the Minis-

try of HR and Emiratisation fines. Additionally, violators are exempt from fees for cancelling residency and visas, lifting work absence reports, exit fees, visa detail fees, and exit permits.

The authority said there is still sufficient time for violators to complete the formalities to settle their status, either by safely leaving without receiving a re-entry ban or by securing employment and obtaining a new residency permit to live and work legally in the country.





## Volatile rupee

The rupee ended weak above the 84 per US dollar mark for the first time last Friday, closing at 84.07. According to analysts, the basic reasons for this deep fall are the outflows from foreign institutional investors, fears of a war in West Asia, concerns over a surge in oil prices and higher demand for the greenback from foreign banks. It is reported that Foreign Portfolio investors (FPIs) have been following a strategy of “Sell India, Buy China” after the Chinese authorities announced monetary and fiscal measures to stimulate the slowing economy. Thanks to the support given by RBI to the domestic currency, further erosion of the rupee was prevented.

The recent stimulus in China, which also included 10 basis points policy rate cut and a 50 basis point reduction in cash reserve ratio, is also causing foreign investors to move to Chinese equity markets as they have cheaper valuations. According to Bloomberg, China may unveil another Yuan 2 trillion (\$283 billion) fresh fiscal stimulus in order to shore up its economy.

Foreign investors bring in dollars to invest in India and they pull out the US currency in case of outflows. So, inflows raise the supply of dollars in India and hence make it cheaper compared with the rupee, while outflows raise its demand to make it expensive. In the past week, FPIs have sold shares worth Rs 1.13-lakh-crore, including 65,000 crore in the cash segment, on the Indian stock market. Importers will continue buying at all dips and exporters may now hold their exports with a stop below 83.95 per dollar.

The selling in equities from FPIs comes after four consecutive months of buying of local shares. Between June and Sept, foreign investors bought Rs 1.24-lakh-crore of equities, according to the National Securities Depository Ltd (NSDL) data.

Much to the glee of exporters, the rupee hurtled to 84 per US dollar mark for the first time. Weak domestic markets also weighed on the rupee. However, the overnight softening of the US dollar index prevented a sharp further fall in the rupee. The dollar fell on higher-than-expected weekly unemployment claims data from the US which overshadowed a hotter-than-expected inflation.

True, some economists have downplayed concerns over the recent depreciation of the rupee, emphasising that it is part of a broader, gradual trend driven by global uncertainties rather than a sudden or alarming shift. “There is nothing alarming about rupee depreciation, particularly when it is overvalued. With RBI neutralising capital inflows to prevent appreciation and increasing oil prices due to the Middle East war situation, the depreciation of the rupee is only to be expected,” they say.

The fall of the rupee has a positive side also as it can actually help the Indian economy regain competitiveness. Exporters will get more rupees for their export items.

What is the outlook for the rupee? Analysts forecast the rupee to remain volatile due to uncertainty over crude oil prices and fluctuation in the dollar index. The overall strength in the US dollar may further pressurise the rupee. Bankers expect the rupee to trade with a negative bias on selling pressure from FPIs and geopolitical uncertainty amid the ongoing tensions in the West Asia.

### LIPSYNCH

“Forgiveness is always possible, but reconciliation is not always possible.” — A Chinese proverb

## Tata Group to create five lakh jobs...

(Cont. from page-1)

giving the push. The pace at which we started our projects as a group is unbelievable.

Whether it is the plant that is coming in Dholera for Semiconductor or in Assam, or the battery plant that we are setting up, or the electric vehicle plant we are setting up....we are setting up a number of plants. Government schemes, policies and incentives have been incredible,” he said.

A job in semiconductor—every one direct

job creates eight indirect jobs, he said, adding that manufacturing jobs are a big multiplier. Chandrasekaran also underscored the need for a “movement” to create a “culture of quality” across the board and ensure that an integrated approach is taken to the quality of people, processes, and ecosystems.

“Whether it is components or full-scale manufacturing, we need to intervene on all three dimensions: process, people, and ecosystem. It

should be a movement”, he said.

Chandrasekaran said that India could be both the HR capital of the world and a significant player in meeting the world’s manufacturing requirements.

“If we want to be known for being a world leader of producer of best in class world products, there are two things that are needed— quality of product or service and quality of experience. We need to focus on both”, he added.

## Rajasthan to host investment meet

**JAIPUR:** The Rajasthan government, enthusiastic about investment prospects exceeding Rs 12.5-lakh-crore, will host the three-day mega event, “Rising Rajasthan Global Investment Summit 2024” in the Pink City from Dec 9 to 11.

In preparation for this ambitious business conclave, the state government has planned investor meetings across the country and overseas. Domestic investor meetings have already been held in Mumbai and Delhi, while international events have taken place in South Korea, Japan, the UAE, Qatar and Singapore, a government spokesperson said.

This extensive outreach has helped the state government secure investment proposals, in the form of MoUs, amounting to more than Rs 12.55 -lakh crore. The three-day event will be jointly organised with support from the Indus-

try and Commerce Department, the Bureau of Investment Promotion (BIP) and RIICO.

The BIP will serve as the nodal agency for the summit, which aims to attract and facilitate global investment, innovation, and partnerships

in the state. During the summit, special plenary sessions will focus on various sectors, including tourism, agriculture, renewable energy, education and skilling, Automotive and EV, Infrastructure, Chemicals and Petrochemicals.

## Indians hold destination weddings in Oman

**MUSCAT:** The Ministry of Heritage and Tourism seeks to provide incentives and facilities to attract major wedding planners from foreign countries as it will strengthen the local economy and promote the Sultanate of Oman as a distinguished tourist destination, which attracts more tourists for various purposes such as recreational, cultural, business tourism and others.

Oman hosted six weddings from India last year and four in the first-half of this year. Three more

weddings have been confirmed to be held by the end of this year and the number of invitees to the wedding ceremony ranges from 400 to 800 people from different countries and target markets.

Oman has many luxury hotels and tourist resorts that provide services for organising five-star weddings, such as Al Bustan Palace Hotel, Shangri-La Barr Al Jisrah Resort, Anantara Al Jabal Al Akhdar Hotel, Kempinski Hotel, and St. Regis Al Mouj Hotel, in addition to some four-

(Cont. on page-7)

## Saudi’s new seasonal work visa could...

(Cont. from page-1)

vide substantial benefits to tourism companies operating during the Haj and Umrah seasons. By allowing businesses to hire temporary workers more easily, the reforms will enable companies to scale their workforce to meet the increased demand during these peak periods. Historically, the tourism sector in Saudi Arabia has faced challenges in meeting labour

needs during Haj and Umrah due to the sheer volume of pilgrims. The new visa rules, which provide a longer grace period from Shaban 15 to the end of Muharram (approximately Feb 14 to July 25), offer businesses greater flexibility in managing their staffing needs.

Companies offering services such as transportation, accommodation, catering, and

guided tours will benefit from the ability to bring in additional temporary workers without the bureaucratic delays that have sometimes hindered operations. The extension of the visa to a potential 180-day stay means that companies can now plan more effectively, ensuring they have enough staff to accommodate pilgrims during both Hajj and Umrah seasons.



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Euro	92.70	91.75
Australian Dollar	57.47	56.37
Japanese Yen	0.58	0.56
Canadian Dollar	61.92	60.97
Singapore Dollar	65.16	64.11
Swedish krona	9.07	7.28
UAE Dirham	23.32	22.72
Swiss Franc	98.98	97.58
British Pound	110.44	109.39
New Zealand Dollar	52.11	51.01
Thai Baht	2.62	2.49
Hong Kong Dollar	11.77	10.46
Saudi Arabian Riyal	22.89	22.14
Bahraini Dinar	230.12	215.12
Chinese Yuan	12.78	10.38
Danish Krone	12.81	11.81
Kuwaiti Dinar	280.03	265.03
Malaysian Ringgit	20.20	19.40
Omani Rial	224.33	212.33
Qatari Riyal	23.82	22.07
South African Rand	5.24	4.30

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Unscrupulous agents / persons may exploit these job-seekers through social media advertisements and channels, leading to financial losses, unsafe working conditions, fraudulent activities or even human trafficking. Therefore, it is crucial to stay informed and CAUTIOUS - among the overseas job aspirants. Job-seekers are advised to protect themselves by following means:

- 1) Verify credentials of the recruitment agency / persons. Ensure that, the recruitment agency / persons are licensed by the Ministry of External Affairs, OE, PROTECTOR GENERAL OF EMIGRANTS, Government of India.
- 2) Avoid any upfront payment in case asked for.
- 3) Seek legal advice through trusted advisors or Regional Protector of Emigrants Offices.
- 4) Do not enter any dealings with lack of physical office or any credibility of the advertisers without referring their websites.
- 5) Do not deal with the unscrupulous agencies who are inconsistent or give evasive answers to your questions.
- 6) Reporting Fraud:  
If you suspect that an agent / person is doing fraudulent activities related to overseas recruitment / employment, report it to the nearest POE Office, police station etc. etc; your report can help to prevent others from falling victims to scams. Your safety and well-being are paramount, by staying vigilant and informed, you can avoid falling prey to unscrupulous agents and ensure a secure legitimate path towards overseas employment.----- VS Abdulkareem (President, Indian Personnel Export Promotion Council - IPEPCIL).

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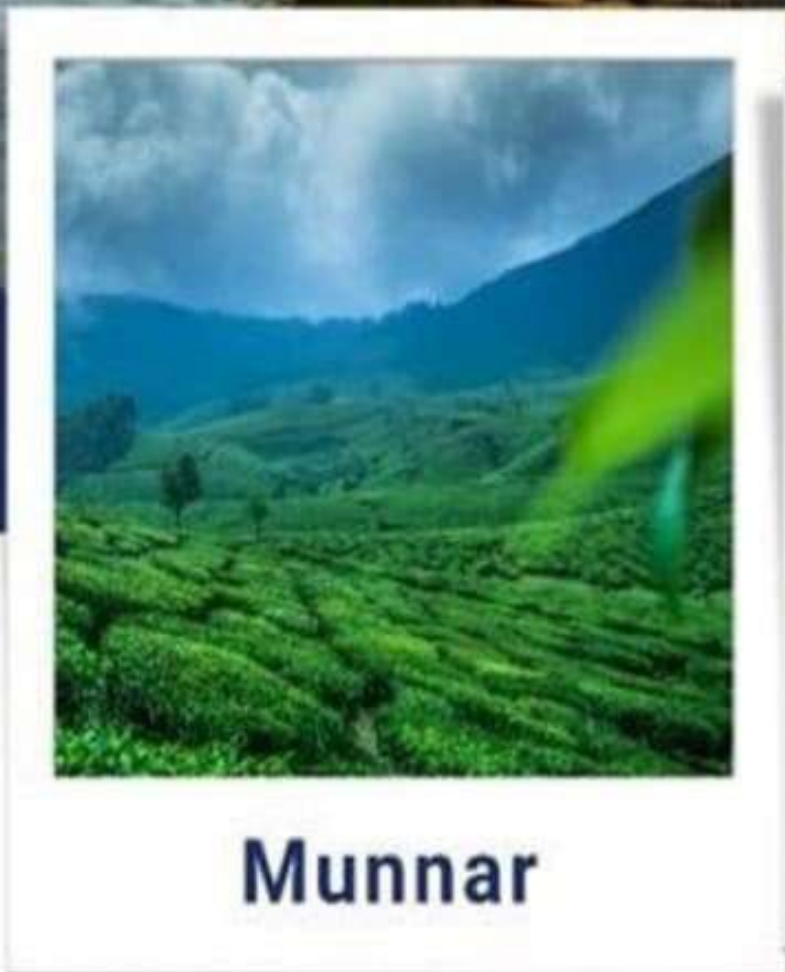
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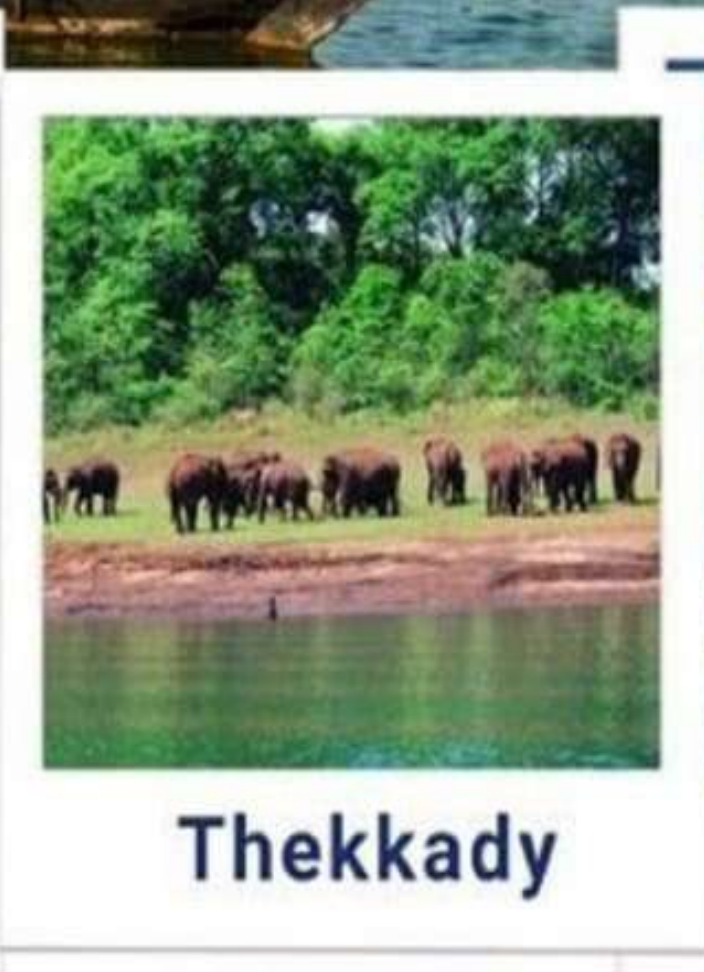


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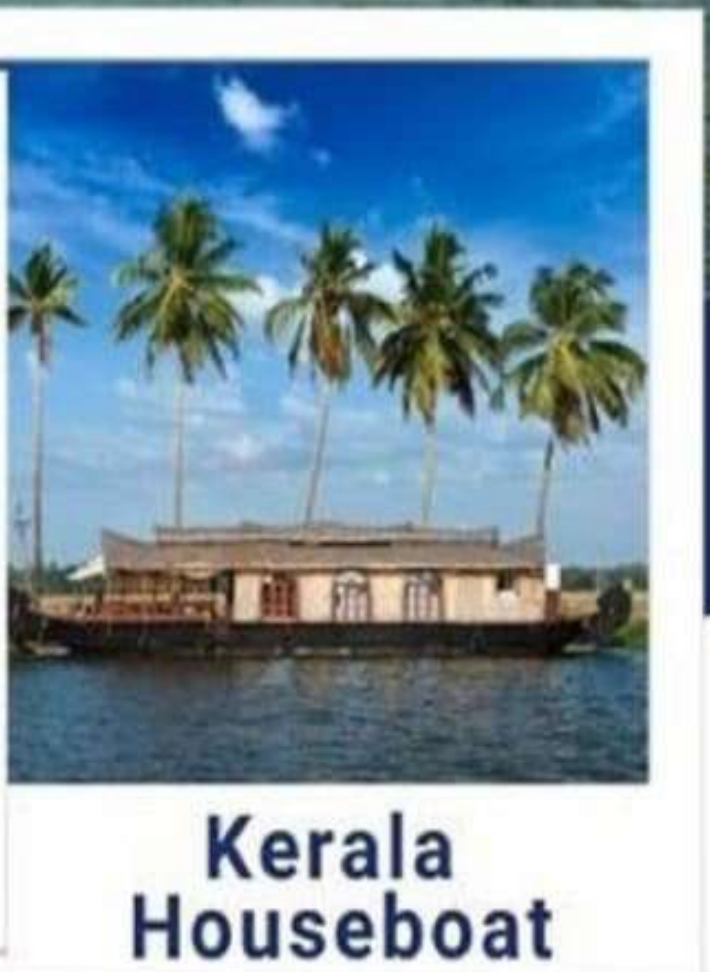
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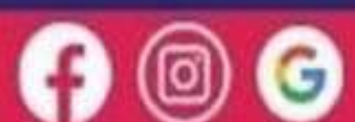


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# GULF FAQs

## All about new UAE domestic violence law

The UAE is imposing “harsher penalties” on domestic violence and other related offences, according to a new law published in the government’s Official Gazette.

The new domestic violence law aims to offer greater protection to victims of various forms of abuse — including physical, psychological, sexual and financial — while establishing a comprehensive framework for victim support.

Anyone who commits domestic violence shall be subject to imprisonment and/or a fine of up to Dh50,000, according to the Federal Decree-Law No 13 of 2024.

Those who fail to report a case of abuse will be pun-

ishable by a fine of Dh5,000 to Dh10,000, the law added. The same penalty applies to those who file a false report

of a previous offence shall also be considered an aggravating factor.

Elaborating on the impor-



concerning an incident of domestic violence.

Stiffer penalties shall be imposed if the victim is a parent of the offender, an ascendant, over 60 years of age, a pregnant woman, a child, a person with a disability or an incapacitated person. Committing domestic violence within one year

tance of this law, Nikhat Sardar Khan, head of the corporate, DIFC Litigation and Arbitration Department at Hilal & Associates Advocates & Legal Consultants, said: “Previous legal frameworks, such as Federal Decree-Law No. 10 of 2019, were insufficient in addressing the complexities and se-

verity of domestic violence cases. “By imposing stricter penalties and categorising specific vulnerable groups (such as the elderly, pregnant women, children and persons with disabilities) as requiring heightened protection, the law closes critical gaps in the legal response to domestic violence ensuring that victims receive not only legal redress but also emotional and physical support.”

As per the law, the victim may be placed under a protection order, which will be valid for a maximum of 30 days and may be extended for two additional periods of equal duration, the law said.

Praising the new law, Samara Iqbal, divorce and family lawyer, said: “The new law reflects the grow-

ing seriousness with which the nation is addressing domestic violence and family protection. This marks a significant step in enhancing legal protections for victims and creating a more robust framework for both prevention and intervention.” Anyone who violates a protection order under this law will face imprisonment and/or a fine between Dh5,000 and Dh10,000. If the violation of the protection order involves violence or coercion against a protected individual, the penalty will be a minimum of six months’ imprisonment and/or a fine ranging from Dh10,000 to Dh1 lakh or either of these penalties.

## Who has the legal right to make a will in the UAE?

**I am a non-Muslim man and I have a wife and two children. Do I have the legal right to make a will, as I want to give all of my property and shares in the company to my wife only. Can the will be authenticated before the official authorities? What is the legal procedure for making and implementing such a will?**

You certainly have the legal right to make a will and leave all your shares solely to your wife. Such a will can be registered through the Notary Public at Dubai Courts and DIFC Courts in the registers that are prepared for this purpose. You can cancel or revoke, change or add to your will at any time during your lifetime, as long as you are still of sound mind.

The will will be ratified automatically and be able to be executed after death. All wills that are made in the UAE must undergo probate. Through the process of probate, the court reviews the instructions in the will and ensure that they are rightly executed.

Article 11 of the Federal Law No 41 of 2022 regarding Personal Status Law for non-Muslims gives the foreign testator the right to leave a will to whomever deemed adequate, concerning his/her assets and defines the situations of its absence.

The foreign testator has the right to leave a will to whomever deemed adequate, concerning all the assets belonging thereto in the state.

In case of absence of a will, then half of the inheritance shall be entitled to the husband or wife and the other half shall be equally distributed among the children with no difference between males and females. In case the deceased has no children, then the inheritance shall equally belong to the parents thereof, or half of such inheritance shall be transferred to one the parents in case the other one is not present and the other half shall be granted to the siblings. In case of absence of the parents, then the inheritance shall be equally distributed between the siblings without distinction between males and females.

## Is it legal to work while on a UAE visit visa?

**I am in the UAE on a visit visa. I was recently offered a job by a mainland company. The company has asked if I would be willing to start working as the company gets the work permit/visa application done. Am I allowed to work after accepting a job offer but before my permit/visa is processed?**



In the UAE, an employer may not recruit an individual without a valid work permit under Article 6(1) of the Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations, which states: “No work may be performed in the UAE and no employee may be recruited or employed by any employer without obtaining the work permit from the ministry, in accordance with the provisions of this De-

cre-Law and its Executive Regulations.”

Furthermore, an expatriate may not be engaged in any employment in the UAE without a valid work permit and a valid UAE residency visa. This is in line with Article 5(4) of the Federal Decree Law No. 29 of 2021 regarding entry and residence of foreigners, which states “An alien (anyone who

work permits, part-time work permits, temporary work permits and freelance work permits as mentioned in Article-6 of the Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 regarding the regulation of employment relations.

If an employer recruits an individual without a valid work permit and UAE residency visa, the penalty may be Dh1 lakh. This is under Article 1 of Federal Decree Law No. 9 of 2024 revising some provisions of Federal Decree Law No. 33 of 2021 concerning employment relations, which is related to amendment of Article 60(1)(a) of the Employment Law.

The said law reads as: “Individuals who commit the following violations shall be fined a minimum of Dh1 lakh and a maximum of Dh10 lakh.

Based on the aforementioned provisions of law, you should not work while you are on a visit visa in the UAE. Instead, you may request that your new employer obtain a work permit and UAE residency visa sponsored by it.

does not have the nationality of the state) is obligated not to engage in any activity or work except in accordance with the legislation in force in the state.”

Based on the type of work, an employer and an employee may mutually agree to obtain a work permit as stipulated by the Ministry of Human Resources & Emiratization (MoHRE). The types of work permits may include but are not limited to full-time



# Soft Skills – the art of DECISION MAKING

“SKILLS GURU” reminders: Passion for work is the energy to work. Never make excuses about this passion for work. You need to find meaning and purpose in your work. Those who are passionate about their work get out of bed every morning feeling energised and alive. You are fully engaged and lost in your work. You should always be thinking about how you can do more, be more and contribute more – and work hard to achieve those goals. You must be committed to your projects and your company. You must constantly learn and grow. Only then can you truly say, “I am passionate about my work.”)

**SOFT SKILLS: Part-V**  
(Continued from Part-V, Issue 70 dated 15-10-2024)

**Stress Management - (In continuation of the previous issue)** Putting Stress Management in to practice routines is essential for maintaining overall well-being. You may incorporate stress management into your daily life by following these helpful steps: To establish attainable objectives to decrease stress, find stress-reduction strategies that you are comfortable with first. This can involve time management techniques, physical activity, mindfulness exercises or deep breathing exercises. Make use of these strategies in your everyday activities. Rather than striving for excellence,

## Indians hold destination...

(Cont. from page-2)

star hotels such as the Sifawi Hotel in Muscat Governorate.

Spokesman Omar Al Jabri pointed out that wedding organisation services are available in Oman, which include comprehensive organisation of all aspects of the wedding ceremony, starting from designing decorations, flower arrangement, choosing the menu, hospitality arrangements and organising photos and videos, providing translation services, and oth-



**The great transferability of soft skills across industries is what makes them unique and beautiful. The need for soft skills will increase as businesses adjust to new technologies because they help them manage change. Soft skills are your liquid asset whether you are thinking of changing careers, wanting to advance quickly in your current position, or considering starting your own business. Because of their intangible characteristics that define how you work and interact, soft skills have emerged as the new currency in the workplace. Above all, soft skills are now a significant differentiator in every career field.**

concentrate on achieving small steps forward, like going for a short walk every day. Keep in mind that managing stress is becoming more and more aware of how important it is to manage stress in order to foster a happier, more efficient workforce.



a continuous process and that your quality of life can significantly improve with little but steady effort. **Stress management in the workplace** is now recognised as an essential component of worker wellbeing. Companies are

er services.

The Head of the specialised tourism department stressed that the wedding sector in Oman is one of the vital sectors that have achieved significant economic returns over the past years, amounting to millions of riyals, including accommodation, transportation, travel tickets, tours, photography services, party organization, packages, decoration coordination, and other services.

**Conflict Management** - The skills needed to recognise and address conflict in the workplace are known as conflict management techniques. The goal of conflict management is to resolve disputes amicably and effectively. There are few types of conflict management styles, such as: Accommodating is a conflict management style where you give in to accommodate the other person's needs. When the topic of contention is less significant to you than it is to the other person, you can employ the accommodating style. If you want to maintain harmony at work or if you are aware that you are wrong, this may be the right approach to take. Avoiding is another conflict management style that involves simply avoiding the issue at hand. Here, you would continually avoid the person or

the issue. Use this style when you feel that you do not have time to discuss the issue, it seems trivial to you, you are not sure how to respond, or you have not formed a proper opinion yet. Compromising is yet another conflict management style that allows you to work toward a solution that will satisfy all parties. When reaching a consensus is more important to all parties involved than deciding who wins the dispute, use the compromising approach. Collaborating is a conflict management style that goes beyond finding the middle ground to finding a solution that will make everyone happy. When the relationships between the parties involved are more important than the conflict, use the collaborating style. Competing is a style of conflict resolution where you maintain your position and ignore other people's arguments until you achieve your goals. **Excellent conflict management skills:** Effective conflict management requires the right set of skills. The most crucial abilities you will probably need to handle conflict at work are Communication, Discussion, Positivity, Listening, Impartiality, Patience, Facilitation, Mediation, Assertiveness, Emotional intelligence, Empathy, Open communication, Avoiding criticism, Responsibility, Stress management, Nonverbal communication, Humor, Problem solving, Perception, Decision-making etc. **MOTIVATION** - Self-motivation is a basic soft skill that empowers individu-

als to take charge of their lives and careers, adjust to change, and accomplish their goals. Using strategies like goal-setting, encouraging self-talk, and concentrating on your passion will help you be more productive, keep a positive outlook, and motivate those around you. Building self-motivation skills puts you in a position to succeed in many facets of your career and personal journey while also experiencing ongoing growth and personal fulfillment. Self-driven people finish jobs effectively without constant oversight. Self-motivation drives steady progress towards goals. Professionals who are self-driven respond proactively to shifts and challenges. Self-motivated leaders set an inspiring example for their teams. Self-motivation results in continuous improvement and learning. Included in the motivational process are the following: Leaders with motivational skills are able to inspire and motivate their teams to increase output and enhance the caliber of their work. It takes a plan to motivate people and guarantee that they accomplish the goals. They include: to set achievable objectives to give you guidance and meaning, set up a daily routine that encourages productivity and inspiration, to acknowledge successes and turning points as they occur, to replace negative emotions with words of encouragement and affirmation, to participate in activities that match your passions and interests, assessing personalities, exchanging expectations, conveying incentives and penalties, providing feedback, acknowledging work, and many other things. To inspire their teams, effective leaders communicate with them in an effective manner. This includes letting them know about the objectives, targets, and possible benefits. Make an effort to communicate using the seven Cs: concrete, correct, polite, clear, concise, coherent, complete and concise. **(To be continued)**