

Latest hacking tool is a Light The INQUIRER

Manas

Security on even the most carefully built systems can be breached using a light according to Sudhakar Govindavajhala, a Princeton University student. A report on News.com states that he has managed to break into supposedly secure systems using the most novel of techniques: using a light. Breaking into the systems requires physical access, how else would you shine a light on the system? The technique is fairly simple though not guaranteed to work every time. One of the abilities of energy to cause bits to flip. Shine a powerful light on a RAM Chip for enough time and bits will start to change.

Flipping bits isn't going to do anything more than crash a system so Govindavajhala has a sneaky addition. He inserted a program of his on at a known point in memory

and then filled the rest of memory with its address. Govindavajhala found that filling 60% of the memory with the address of his program and then causing the machine to crash.

Govindavajhala pointed out that, while PCs were not too vulnerable to this sort of attack, the biggest danger is to security cards that contain their own processor." There are smart cards that use Java that you could shine a light on, flip a bit and get access to the card's data."

More interestingly, this sort of attack could be used to break into supposedly, secure systems at a hackers leisure. Microsoft's Anti-Trustworthy computing concept is a fairly obvious target, as is the Xbox.

Two days we should not worry

Amit Shrivastava

*There are two days in every week about which we should not worry, two days
Which should be kept free from fear and apprehension.*

One of these days is Yesterday with all its mistakes and cares,

Its Faults and blunders, its aches and pains.

Yesterday has passed forever beyond our control.

All the money in the world cannot bring back yesterday.

We cannot undo a single act we performed,

We cannot erase a single word we said.

Yesterday is gone forever.

The other day we should not worry about is Tomorrow

With all its possible adversities, its burdens,

Its large promise and its poor performance,

Tomorrow is also beyond our immediate control.

Tomorrow's sun will rise,

Either in splendor or behind a mask of clouds, but it will rise.

Until it does, we have no stake in Tomorrow,

For it is yet to be born.

This leaves only one day, Today.

Any person can fight the battle of just one day,

It is when you and I add the burdens of those awful eternities Yesterday and

Tomorrow that we break down.

It is not the experience of Today that drives a person mad,

It is the remorse or bitterness of something which happened Yesterday and the

dread of what Tomorrow may bring.

Let us, therefore, Live but one day at a time.

ROLE OF EMOTIONAL INTELLIGENCE IN PERSONALITY ASSESSMENT

R Manoharan

PART -I : CONCEPTUAL ISSUES

Introduction There has been a growing realization that a person while doing a job is not only involved to the extent of his capabilities that are directly relevant to doing the job, he is rather totally involved in the job and the network of the organization that has hired him to do the job. With this realization and also that simple question regarding family background, school attended and details of extra curricular activities would not provide the data that would be sufficient for selection of most suitable candidates for doing certain assignments, personality assessment has become an integral part of the selection process.

Personality assessment helps in obtaining the information about the way a person was behaving in past situations of the kind that he would encounter in his present assignment. Here one thing is to be kept in mind that is comprehensiveness of personality assessment is to be related to the complexity of the job the person would be doing. A candidate who is being considered for the job of a watchman need not be assessed as thoroughly as the person who is to be a secret agent.

When ever we compare people in any regard we find that they differ among themselves and not only that but each person tends to vary from occasion to occasion and in order to study this variation we must be able to assess them. A number of techniques have been developed for

this and new parameters of assessment are being added on taking cognizance of the present job requirement and environment. Emotional intelligence has evolved as an outcome of this.

Aim To analyse the role of emotional intelligence in Personality assessment

Conceptual Issues For long it has been believed that success at work place depends on the level of intelligence or the IQ as reflected in the academic achievements, exams passed, marks obtained in various tests etc. All these are instances of intelligence of academic variety or the IQ. But how bright are you outside the classroom faced with life's difficult moments. How do the emotions of happiness, fear, anger, affection, shame, disgust, surprise, lust, sadness, love and elation affect your day to day life? Here you need a different kind of resourcefulness termed as Emotional Intelligence, which is a different way of being smart.

Before moving ahead we have to dwell on the aspect of Personality and Intelligence to understand their meaning and how they have led to the concept of Emotional Intelligence i.e. EQ or how EQ came into being.

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Employability of the indian youth: The need for vocational bias to formal education

Joy Basu

That, our educational system needs a complete overhaul, has been accepted by every committee that has examined its relevance today. The knowledge commission under the chairmanship of Mr Sam Pitroda, is in the process of tabulating its findings, after a very detailed analysis of the problem of higher education.

Skilled manpower is in short supply to meet the growing requirements of the industry, corporates and financial sectors. This, if not addressed in the near term has the potential to decelerate the country's growth rate. This is further compounded by the lack of high quality educational institutions and the non availability of industry aligned syllabi to make the student employable when he passes out of the institution.

Many reputed institutions have been discussing the subject of Industry-academia alignment for well over a decade. Unfortunately, due to the multiplicity of regulatory agencies and their overlapping roles not much has changed in our ability to provide skilled manpower to the industry as a whole. However in the recent past a number of institutions around Pune such as Amplify Mindware- Department Of Information Technology & Management, a wing of Bharati Vidyapeeth University, have begun to implement some of the major course correction required to produce employable material.

There is now a realization that the concept of "Jack of all trades and master of none" is giving way to what the industry needs i.e. "Jack of all trades and Master of ONE" Thus the industry has the option to look for core competencies to hire a person.

Thus the hitherto fore philosophy of MBA programmes of providing knowledge of a generic nature is giving way to skill based training which provides core competence, so that precious time and cost on a fresher could be reduced to the desirable extent.

The next crucial issue is how to provide the large number of skilled manpower without necessarily banking on the most competent category of students who qualify to the most well known colleges of India? What about the vast numbers of mediocre students who fail to qualify but who are good enough to absorb the requisite education provided institutions provide them with good facilities and faculty at an affordable cost. It is a well known fact that less than 7% of eligible students get access to higher education in India. This means a large number of new and good quality colleges/ institutions/ universities are required to be set up if India intends to compete aggressively in the global market.

It is all about People Management

Utpal Mazumder

I remember the day I decided to move to Information Technology. Having worked in hardcore Engineering and then in Finance for good 7-8 years, it was not an easy decision. The responsibility I was managing in my existing role was quite encouraging and it was also manageable. I was comfortable handling various technicalities of Imports/Exports in Finance. The responsibility was good and quite interesting. Handling US Dollars, French Francs, Italian Lira etc. Spending time in real business. I was in a dilemma whether to move to the Information World with Information Technology. Starting from scratch again. Interacting with very different people. Difficult decision!

Then I came across a very useful quotation "The only person who can grow today is the one who Learns, Un-learns and then Re-learns". I liked the philosophy. I tried looking back to the time when I was moving from Engineering shop-floor to Finance. The same feelings were there in me.

I took the plunge to Information Technology, IT as it was referred to. Different world to start with. A small cubicle among the hundred other cubicles. While in Finance I had graduated enough to have a nice big cabin in my name. Suppliers and Bankers waiting outside to see me to get their payment released or getting their Bill-of-Entry and other issues sorted out. Here in IT I am among the hundred other cubicle team members. In a day or two I realized that there is another nice name with which the IT professionals are referred to. They are also called 'Resources'. What does that mean! Don't know! IT industry thrives on billing and billing is done for Resources. Don't feel bad! Billing rates are different for different levels.

Now this industry is great. Very young, vibrant and colourful. Very dynamic as they call it. Every day people come and people go. It is a knowledge management industry. Here it seems everyone is knowledgeable and knows everything. 'I don't know' is a phrase not heard here. Graduated 6 months back, but experienced in all the technologies you ask for.

How do we grapple with gaps in English knowledge, ability to communicate and such often repeated questions. Approach, attitude, ability to adapt to dynamic corporate scenarios surely also count, provided, the opportunity is given to the student who, due to circumstances beyond his control was not exposed to them. Grade B institutions can also produce acceptable material and with dedicated faculty and produce results close to so called grade A establishments. Taiwan, China and South Korea have all graduated through this process and have been able to keep pace with the rapid economic, industrial and technological growth of their respective countries.

The new breed of institutions have innovated and experimented successfully in order to change the approach to education. They have been able to get approvals from regulatory bodies so that students are able to take skills to the table of employers.

An interesting model of skill based education process would be a scenario where students can specialize on a topic and develop their core competency on the same. For ex: PGD (MBA) in Telecom Management will have specialization in the following: Embedded Systems, PALM OS, GSM/CDMA etc. Similarly PGD (MBA) in Marketing would have specialization in the following: Pre-sales process, RFP/RFQ/bidding high value projects, Project Vs. Product sales, International Sales etc.

Institutions such as Amplify have already implemented such skill based curriculum for their PGD, MS (IT) and BSc (IT) programs. In addition to running such curriculum, the institute also trains organizations such as Wipro, TCS, HP, Satyam, CDAC, T Systems, HSBC etc. on various technical and managerial skills. Such an Institute- industry model helps the industry recruit students of high caliber. This unique model aligns the academic programme to the special needs of the industry in a seamless working environment. More such examples need to be created in the country.

Meanwhile, has the industry done enough to identify their special needs? "Not enough" would be the immediate response. They need to share their expectations, join hands with academic institutions and integrate their policies with that of the academia. There is enough latent talent native wisdom etc to be tapped and exploited in order to derive the optimum value from the huge reservoir of youth of India. That is one way to aim at a win-win situation rather than lament over lack of skilled manpower.

Now this can at times be very difficult to handle. I realized this very early. While managing a critical project I learnt that the team member, who never said 'I don't know' and agreed to everything that the client wanted, had already left. Replacement came in few days. But with another set of challenges. The new team member felt that the software cannot do anything which has been agreed upon. What to do now!

But, things are not all that bad. I started looking for the skill sets I acquired during my, not so glamorous, experience in shop-floor of an old economy industry. Some of those management lessons I have learnt like Expectation management, Workplace & Environment management, Crisis management and Relationship management came handy. I tried taking the client team members into confidence by sharing my industry and shop-floor experience with them. In addition, to make the environment vibrant and friendly, I started a culture of writing useful quotations in the project room. Then with the Chairman's approval (who had started appreciating this concept) I asked the project team members to get it written on the Main Notice Board. Through such gestures I started developing a good relationship with the client team and started getting their confidence back on the project. Of course not compromising on the quality of software and the technology used.

The project got delivered more or less on time meeting the expectations. The relationship developed with the client team, went on for several years. I had changed two organizations after that, but was in touch with some of the client team members. One day, six years after the project had gone live; I receive a call from the IT Head of that organization. She said, 'Sir, do you remember, six years back on this day our project went live. We are effectively using your software. And Sir we are still continuing with the culture of writing good and helpful quotations on the Notice Board'.