

indices and summary views in HBase. In many use cases, such derived data and views can be maintained asynchronously. Many use cases benefit from storing a large amount of data in HBase's cache and improvements to HBase are required to exploit very large physical memory. The current limitations in this area arise from issues with using an extremely large heap in Java and we are evaluating several proposals like writing a slab allocator in Java or managing memory via JNI. A related topic is exploiting flash memory to extend the HBase cache and we are exploring various ways to utilize it including FlashCache [18].

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Pull out the magnet in you through communication

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Abstract

Communication is an instinct of all living things. The most important bearings of communication are best understood when there is a lack of it. The following article discusses how important communication is and why it plays such a vital role in our daily lives in making you a dynamic person.

Introduction

There is more to communication than just talk and gesture. Listening, understanding and interpreting are as much integral to communication as words - verbal, written or gestured. Yes, even gestures in communication play a crucial role in conveying and interpreting the message! Similarly, how we communicate or express ourselves goes a great way towards determining how our expressions are interpreted. To quote Karl Popper, "It is impossible to speak in such a way that you cannot be misunderstood". Faulty or incomplete communication can completely mark the purpose of communicating and may result in damaging consequences. This is where understanding how important communication is and communicating the right way comes into picture. Not everyone is equally endowed with the ability to effectively express himself and this is where the significance of communication skills can be truly fathomed. Communicating the right way is equally important in every walk of life, be it in personal, professional or social life. Every one of us wants to learn how to make people like us. Ever since kindergarten, you would come up with a lot of different ways just to get accepted by other kids. Unfortunately, not all of us have the same success rate. As we grow older, the desire to fit in doesn't fade away. For many people, getting liked by others is as important as the food they eat. Let me tell you a few tips to

making people like you. The effective use of body language plays a key role in communication. Here are ten tips for powerful body language I've learned during the past two decades of coaching teams in colleges.

1. To boost your confidence, assume a power pose.

a) Use Proper Body Language.

Making people know you're interested in them is one key to getting liked. There are non-verbal cues you can use to indicate your interest. One of them would be maintaining eye contact. By keeping your eyes on the person talking, you are telling them that they have your complete attention. Another way to communicate effectively is by nodding your head at some of the points you agree with. I also recommend leaning a bit forward to show that you're interested in the topic of conversation. Research at Harvard and Columbia Business Schools shows that simply holding your body in passive, "high-power" poses (leaning back with hands behind the head and feet up on a desk, or standing with legs and arms stretched wide open) for as little as two minutes stimulates higher levels of testosterone—the hormone linked to power and Dominance and lower levels of cortisol, a stress hormone.

Try this when you're feeling tentative but want to appear confident. In addition to causing hormonal shifts in both males and females, these poses lead to increased feelings of power and a higher tolerance for risk. The study also found that people are more often influenced by how they feel about you than by what you're saying.

b) To increase participation, look like you're listening

If you want people to speak up, don't multitask while they do. Avoid the temptation to check your text messages, check your watch, or check out how the other participants are reacting. Instead, focus on those who are speaking by turning your head and torso to face them directly and by making eye contact. Leaning forward, nodding, and tilting your head are other nonverbal ways to show you're engaged and paying attention. It's important to hear people. It's just as important to make sure they know you are listening.

c) To encourage collaboration, remove barriers.

Physical obstructions are especially detrimental to collaborative efforts. Take away anything that blocks your view or forms a barrier between you and the rest of the team. Even during a coffee break, be aware that you may create a barrier by holding your cup and saucer in a way that seems deliberately to block your body or distance you from others. A senior executive told me he could evaluate his team's comfort by how high they held their coffee cups. It was his observation that the more insecure individuals felt, the higher they held their coffee. People with their hands held at waist level were more comfortable than those with hands chest high.

d) To connect instantly with someone, shake hands

Touch is the most primitive and powerful nonverbal cue. Touching someone on the arm, hand, or shoulder for as little as 1/40 of a second creates a human bond. In the workplace, physical touch and warmth are established through the handshaking tradition, and this tactile contact makes a lasting and positive impression. A study on handshakes by the Income Center for Trade Shows showed that people are two times more likely to remember you if

you shake hands with them. The trade show researchers also found that people react to those with whom they shake hands by being more open and friendly.

e) To stimulate good feelings, smile

A genuine smile not only stimulates your own sense of well-being, it also tells those around you that you are approachable, cooperative, and trustworthy. A genuine smile comes on slowly, crinkles the eyes, lights up the face, and fades away slowly. Most importantly, smiling directly influences how other people respond to you. When you smile at someone, they almost always smile in return. And, because facial expressions trigger corresponding feelings, the smile you get back actually changes that person's emotional state in a positive way. One simple way to get people to like you is by smiling. People tend to shy away from those who seem unfriendly. For a stranger, a blank expression is almost as good as a "stay away from me" kind of signal.

However, your smile should not be forced. When you smile but deep inside you have bad feelings towards someone, it would show in your body language and they can actually read it. What you could do is focus on the positive traits about that person and think about those qualities when you smile to them. That way, your positive thoughts would allow you to create a genuinely likeable smile.

f) To show agreement, mirror expressions and postures

When clients or business colleagues unconsciously imitate your body language, it's their way of nonverbally saying that they like or agree with you. When you mirror other people with intent, it can be an important part of building rapport and nurturing feelings of mutuality. Mirroring starts by observing a person's facial and body gestures and then subtly letting your body take on similar expressions and postures. Doing so will make the other person feel understood and accepted.

g) To improve your speech, use your hands

Brain imaging has shown that a region, which is important for speech production, is active not only when we're talking, but when we wave our hands. Since gesture is integrally linked to speech, gesturing as we talk can actually power up our thinking.

h) To learn the truth, watch people's feet

When people try to control their body language, they focus primarily on facial expressions, body postures, and hand/arm gestures. Since the legs and feet are left unrehearsed, they are also where the truth can most often be found. Under stress, people will often display nervousness and anxiety through increased foot movements. Feet will fidget, shuffle, and wind around each other or around the furniture. Feet will stretch and curl to relieve tension, or even kick out in a miniaturized attempt to run away. Studies show that observers have greater success judging a person's real emotional state when they can see the entire body. You may not know it, but instinctively you've been reacting to foot gestures all your life.

i) To sound authoritative, keep your voice down

Before a speech or important telephone call, allow your voice to relax into its optimal pitch (a technique I learned from a speech therapist) by keeping your lips together and making the sounds “um hum, um hum, um hum.” And if you are a female, watch that your voice doesn't rise at the ends of sentences as if you are asking a question or seeking approval. Instead, when stating your opinion, use the authoritative arc, in which your voice starts on one note, rises in pitch through the sentence and drops back down at the end.

2. **Be Sincere:** Nobody wants to deal with fake people. If you can't give a person a sincere comment, then don't bother giving one at all. For example, don't tell a person to "do his or her best" when you don't really mean it. Believe me, if you're not sincere, it's going to show. These days, it's easy to spot a fake a mile away. The way you smile, or the way you carry yourself, more or less tells other people whether you're real or not.
3. **Be the Bearer of Good News:** Everybody wants to hear good news. One remarkable way to make people like you is by giving them positive news as often as possible. In time, you'll be associated with good news and good luck. This kind of idea also works vice-versa. If you're usually the bearer of bad news, then people will unconsciously see you as a dark cloud. You don't want to be called, "Bad News" behind your back, do you?
4. **Be a Positive Person:** If you want to know how to make people like you, start by being a positive person. Nobody wants to be around sourpusses. Nobody wants to hang around a grumpy person. When things suddenly turn for the worse, try to find the silver lining. Always look at the brighter side. People can't help but be attracted to those who aren't drowning in angst.
5. **Make People Happy:** Making people happy is the easiest route to getting someone to like you and getting that same person to listen to you. Need to pitch an idea in the boardroom? Making your office mates and your boss happy on a daily basis will almost ensure that your idea gets their thumbs up. Become a "happy pill." Be pleasant company. You don't have to get your boss coffee everyday to do that. If he needs a respite from work, don't be the one to bring up problems. Instead, be someone who can improve his mood drastically. As simple as making people happy sounds, it's not something you can achieve in a day (although for some lighter goals, a day is enough). If you really want to learn how to get someone to like you, you have to cultivate your relationship with that person over time.

Conclusion

Communication is an important facet of life. Communication skills are essential in all spheres of life. Be it an interview or dealing with the project leader or working out a solution with a team or writing a report, getting across the point effectively is what matters. The success of an endeavor hinges on the ability to communicate effectively in today's fast paced life, everyone is asked to do more with less. In such a scenario effective communication holds the key. Effectively communication canters round the usage of words, speed of delivery of words, pitch modulation and body language. Using the right tools to communicate the right messages at the right time can salvage crises and motivate people to work towards success. Truly said,

communication works but for those who work at it. In the existing globalization scenario, most of the Information Technology, I.T Enabled Services, management institutes, public and private sector, multi-national Companies, Union Public Service Commission, and State Public Service Commission are search for a right and suitable fresher for executive posts. Whatever be the recruiting criteria that I.T, ITES, industry giants had in their agenda, once this was clear a first class degree would not serve the purpose, the candidate have to satisfy the skill sets that the companies were looking for. And unanimously, the skills set that they were looking for communication skills.

Use of ICT and Academic Performance Of Students in Higher Education With Special Reference to Colleges in Navi Mumbai

***Ms. Shaheda Sheikh**

Abstract

From the point of view of employability and skills development Information and communication technology is being considered significant input in learning. Institutions of higher learning in India are strategically improving the ICT tools and implementation for facilitating learning. Use of ICT like computers and Internet is a powerful tool which makes the educational effective and lot of opportunities for the students. Present study focuses on the use of Information and communication technology by the undergraduate and post graduate students of Arts, Science and Commerce in Mumbai University affiliated colleges located in Navi Mumbai and their academic performance and employability. The study is based on both primary and secondary data. Based on the findings, several recommendations have been made to provide some suggestions into the use of ICT in educational field.

Keywords: Use of ICT, Students performance