

# Life after graduation day: the reality of the Information industry

**Presenter: Siphethile Muswelanto**

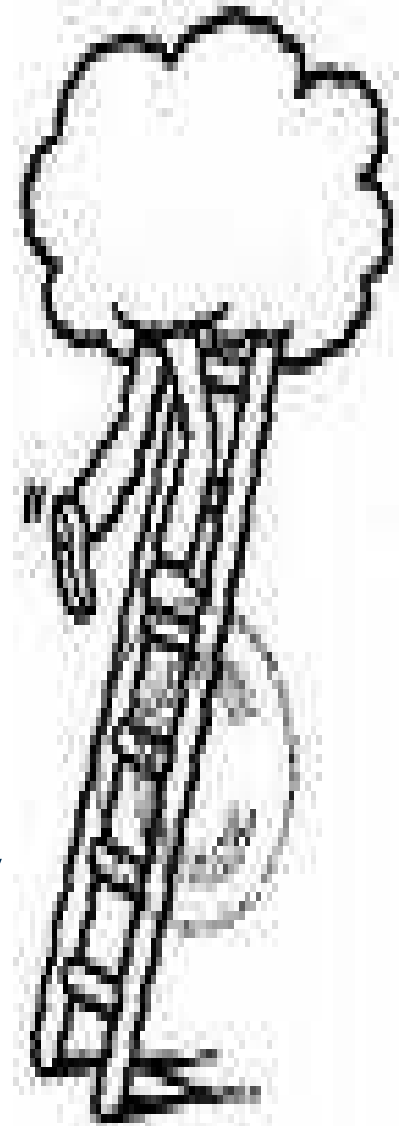
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# Outline

- Background
- Expectations
- Challenges & experiences
- How to close the gap
- Opportunities that contributed to my growth
- Lessons learnt (Can one learn from these?)



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# Background

- CSIR is a leading scientific and technology research organisation in Africa
- October 2006 the CSIR Information Services took the responsibility to establish an institutional repository for the organisation
- Designed to position CSIR as a major generator of knowledge and contributor to national development through its knowledge outputs

# Background...cont'd

- CSIR Research Space is the project that I have been deeply involved in
- Internship
- Grow from a fledgling state into the vibrant entity it is today
- Pivotal for the success of all institutions alike

# Expectations

- Challenging work
- Lots and lots of money
- Status – shown by material possessions
- Upholding the norms and values
- Guidance and mentoring
- Ease of reconciling personal expectations of the workplace with the reality of work.

# Challenges

- Putting theory into practice
- Adapting to the work environment
- Shifting priorities
- Fear of failing
- Financial management
- Time management
- More responsibility

# Deloitte & Touche (HR)

- 4 types of generations
  - Veteran
    - Hard workers, loyal and dependable
  - Baby Boomers
    - Work is an anchor of their lives
  - Gen X (Baby Busters)
    - Enjoy work, but are more concerned about work/life navigation

# Deloitte (HR)...cont'd

- Expectations of Gen Y
  - Work with positive people
  - Need to be challenged
  - Learn new knowledge and skills
  - Work in a friendly environment
  - Want to learn in teams and networks
  - Use multi-media
  - Electronic communication



# Experiences

- Expectations are too high and idealistic
- Dissimilarity between expectations and experiences
- Adjustment to multiple roles
- Interpersonal interaction
- Rewards
  - Being given responsibility
  - Achieving goals
  - Having a sense of contribution
- One starts at the bottom going up

# Closing the gap

- Peer or mentor
- Psychological contract – (Riordan & Goodman, 2007)
- Attending courses, workshops & conferences
- E-learning be part of training modules
- Universities play a role in preparing graduates for the world of work (Van Schoor, 2000)

# Opportunities that contributed to my career growth

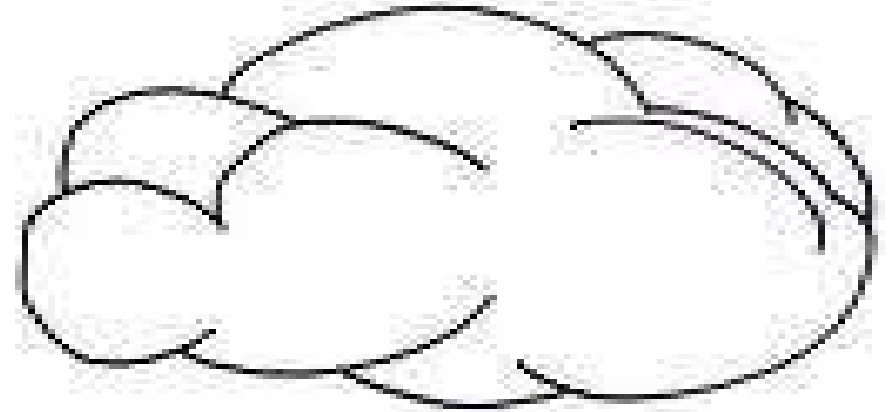
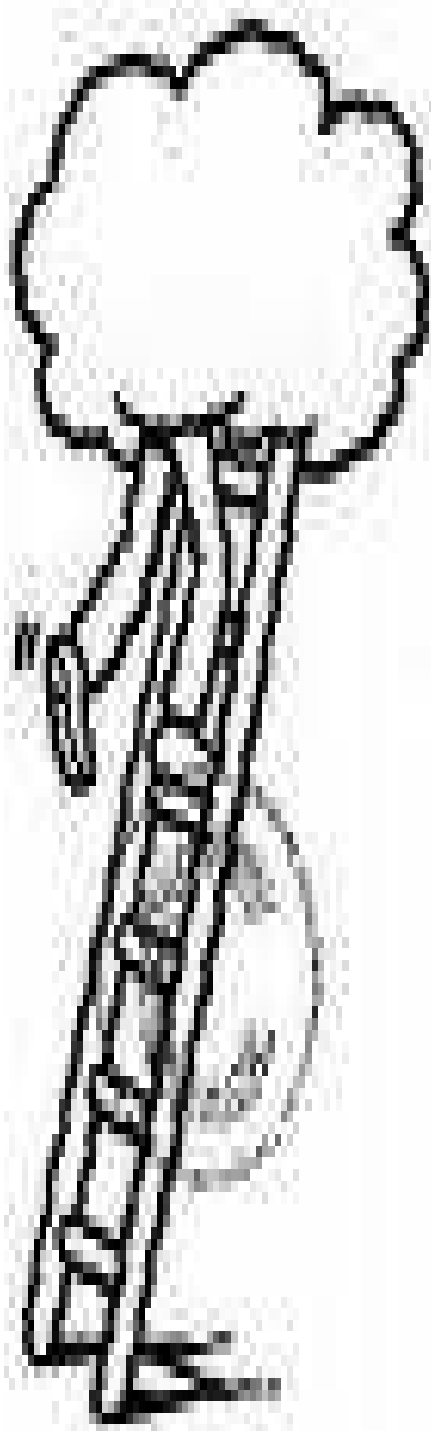
- Involvement with the CSIR Institutional Repository (CSIR Research Space) project
  - Value of information sharing
  - Communication technologies – blogs, wiki's
  - Networking
  - Acquired presentation skills – marketing the CRS project

# Opportunities that contributed to my career growth...cont'd

- ❑ Understanding new terminology in the library
  - ❑ Open Access
  - ❑ OSS (DSpace & Fedora)
  - ❑ Digital preservation
  - ❑ IR
  - ❑ Copyrighting
  - ❑ Metadata harvesters
  - ❑ Visibility

# Recommendations to students and new employees

- Develop realistic expectations
- Have a positive attitude
- While at varsity interact with students from different cultures
- Age groups within workplace
- Have self-discipline
- Show initiative & be professional



*Change your thoughts and  
you change your world*

*(Norman Vincent Peale)*

# The Sky is the limit

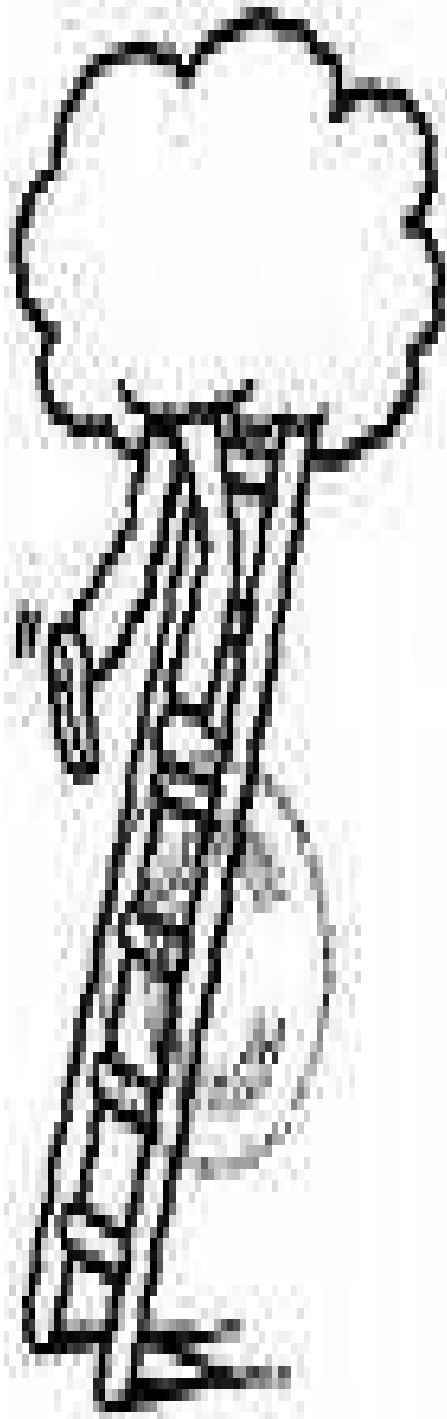


- ← Permanent
- ← Contract
- ← Internship
- ← Vocational Work
- ← Student

# References

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# Thank you

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