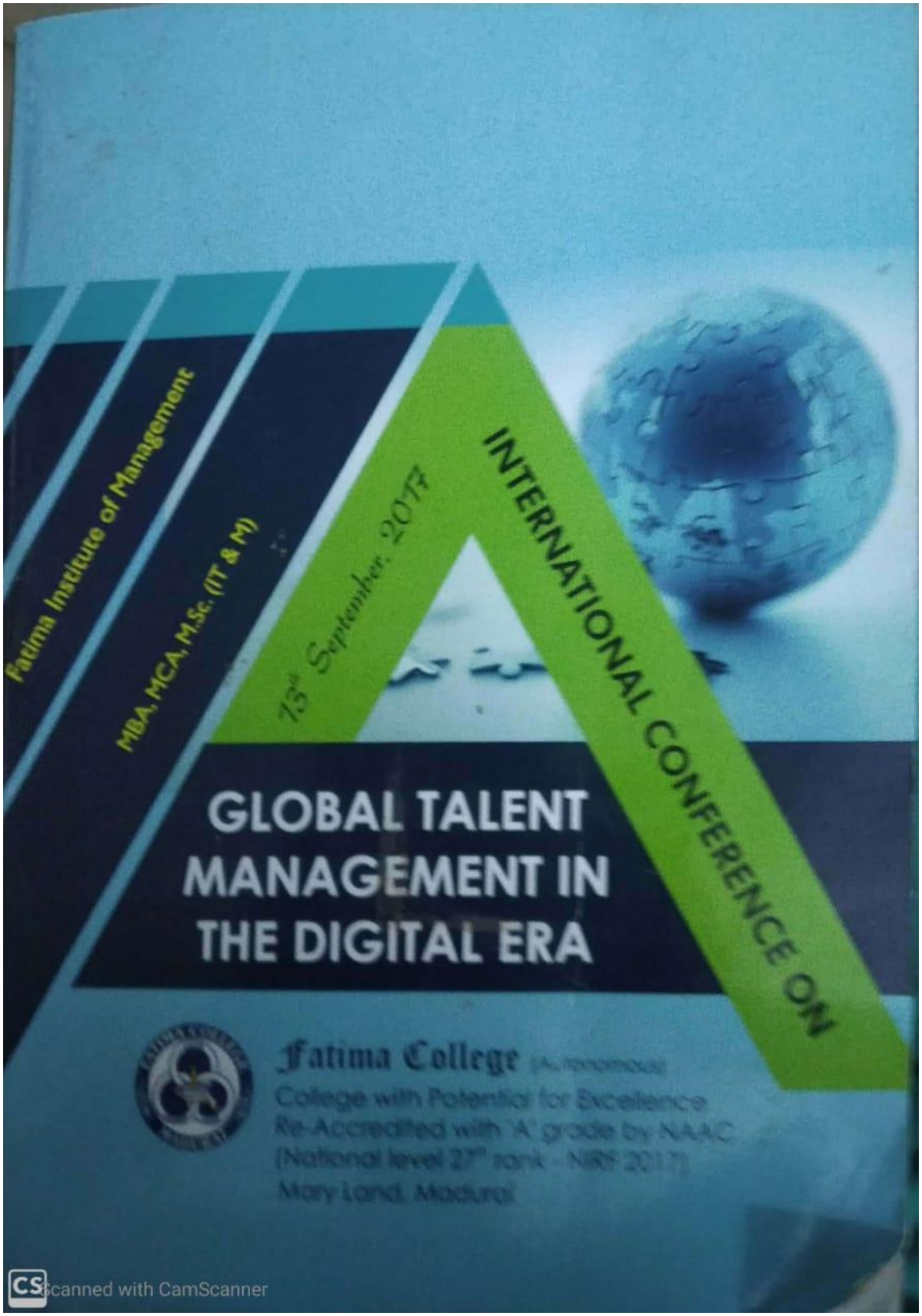


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INTERNATIONAL CONFERENCE ON

# GLOBAL TALENT MANAGEMENT IN THE DIGITAL ERA

13th September 2017

Organized by

**Departments of MBA, MCA & M.Sc. IT**

**Fatima College (Autonomous)**
**College with Potential for Excellence**
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| | | |
|---|---|---|
| 87 | Comparative Study on Skin Cancer Detection Using Image Processing Techniques<br>**A. Agnes Saleema** | 359 |
| 88 | Soil Analysis Using Classification Techniques in Data Mining<br>**S. Raja Pradeepa & P. Dhana Praba** | 365 |
| 89 | Clinical Monitoring Using Data Mining Techniques<br>**Dr.P.Isakki alias Devi** | 369 |
| 90 | Comparison of FP Growth and PFP Growth Algorithm in Association Rule Mining Via Transaction Splitting<br>**R. Syed Ali Fathima** | 374 |
| 91 | Techniques Used in Biometric Recognition<br>**N. Jenifer Sharon Sumathi & R. Prabha** | 378 |
| 92 | Comparision Between Random Tree Algorithm and J48 Decision Tree Applied to the Classification of Students Reading Habits<br>**K.Vinitha & M.Krishna Veni** | 384 |
| 93 | Analysis of Biometric for Network Security<br>**Mrs.S. Jebapriya & Mrs. R. Sathya** | 390 |
| 94 | Brand Name Clustering for Smartphone Based on Social Bigdata<br>**R.Soundarya & S.Shyamala** | 394 |
| 95 | A Survey on Routing Protocols in Wireless Sensor Networks<br>**B.Mathimitha & M.NagaDivya** | 400 |
| 96 | Relationship-Building<br>**Ms.A.Mable Jasmine Shobha** | 404 |
| 97 | A General Survey On K-Means-BTC for E-Learning Image Compression in Public Cloud<br>**Sivakumar, R.D. & Dr. Ruba Soundar, K.** | 407 |
| 98 | Automatic Segmentation of the Pulmonary Lobes from Chest CT Scans Based on Fissures, Vessels, and Bronchi<br>**Ms.Arockia Jackuline Joni J & Mrs.Sahaya Anita Mary** | 415 |
| 99 | Security Issues in Cloud Computing<br>**V. Ebenezar Vimala Rani** | 419 |
| 100 | Group Key Management and Secured Protocols for Peer Group Communication<br>**B.Usha M.Sc.M.Phil.M.Tech** | 423 |
| 101 | Comparison of Different Routing Protocols in Wireless Sensor Networks<br>**Chandirika.B & Janani.M** | 427 |
| 102 | A New Approach to Web Site Development Process<br>**S. Mary Helan Felista** | 431 |
| 103 | Artificial Intelligence and its Appliances in Diverse Regions<br>**R.Smeeta Mary** | 435 |


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# RELATIONSHIP-BUILDING

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**Introduction**

In every aspect of life we are in, whether getting involved in the social activities, building our career path, or socializing with family and friends, we interact with various types of individuals. Such interaction may occur with familiar people with whom we are in close contact like our family and friends or with new acquaintances. We may also build a connection over a period of time with our work colleagues or members in a club. The fact that we interact with people every day means that we are building a relationship with these individuals as we associate ourselves with them in one or the other way.

**Concept of Relationship-Building**

The term 'relationship' is rooted from the word 'relation' and is defined as a mutual affiliation or connection between individuals or groups of people or entities. Relationships are built where there is mutual understanding between or among individuals. However, this is not built overnight. Establishing a relationship has certain requirements for it to develop. This concept is especially true if the individuals have just initiated a mutual connection. For an existing relationship such as that of family members, it simply needs to be fostered and nurtured. There are various kinds of relationships that we all engage in and are rooted from a particular need of the person. For personal and emotional needs, we have family relationships, romantic relationships, and friendships. To meet our professional needs and demands, we form business relationships with our colleagues and customers. Most relationships, if not all, are not always positive. There are times when the mutual bond of the individuals is tested by adversities and challenges. Taking care of a relationship is no different than nurturing a plant. Failed relationships are brought about by a weak foundation. Successful relationships are strengthened and hardened by the test of time.

**Essentials of a Relationship**

For a relationship to be born, it must be between and among individuals and entities. No relationship exists for a single person only. Shared interests between people form a relationship. Any common interests lead the way for building relationships. Usually, we create a connection with someone who can offer something that we can relate to. With our family members and friends, we bond with them reciprocally because of love and care. In the workplace, you maintain a relationship with the organization by making a contribution and in return, you get rewarded or compensated for it. Employees form a relationship because of shared ideas and work interests. Communication is another factor that plays an important role in forming relationship. A relationship does not exist where there is no constant interaction with another person. Trust and respect are also very important aspects in a relationship.

**Benefits of Building Good Relationships**

It may appear easy to build relationships with people but the process is actually challenging. Once a relationship or a bond with another individual is broken, mending it can be difficult. However, if the mutual connection is developed and sustained, the outcome can be remarkable. A well-built relationship can create an impact in our lives. Socialization skills are enhanced as we connect to people around us positively. With good relationships, we are able to easily attain personal and career goals because we are surrounded with individuals who support us in many aspects. An organization successfully achieves its mission-vision when employees or the team members are in a harmonious