**Table: 36**

**Machine learning domain Vs** **Designation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Idea Generation Source** | | From employees | Client/Customer | Market study reports/external agencies |
| **Total Respondents** | | 3 | 17 | 80 |
| Below 2 years (26) | # | 2 | 8 | 16 |
| % | 67 | 47 | 20 |
| % | 8 | 30 | 62 |
| 3 – 5 years(31) | # | 1 | 7 | 23 |
| % | 33 | 41 | 29 |
| % | 3 | 23 | 74 |
| 5 – 10 years(25) | # | 0 | 1 | 24 |
| % | 0 | 6 | 30 |
| % | 0 | 4 | 96 |
| 10 – 20 years(18) | # | 0 | 1 | 17 |
| % | 0 | 6 | 21 |
| % | 0 | 6 | 94 |
| Above 20 years(0) | # | 0 | 0 | 0 |
| % | 0 | 0 | 0 |
| % | 0 | 0 | 0 |

* Out of 5 senior managers all have chosen computer vision.
* Trend analysis is not opted by anyone which clearly indicate that the domain is absent in the company.
* The distribution of technical staff across all domains except trend analysis is almost same.
* Around 70% to 80% of all domains except trend analysis is chosen by technical staff.

**Table: 37**

**Machine learning domain Vs** **Total industry experience**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 | 5 |
| **Machine learning domain** | | Computer vision | Genomics | Chatbots | Natural language processing | Trend analysis |
| **Total Respondents** | | 82 | 83 | 86 | 80 | 0 |
| Below 2 years(26) | # | 22 | 21 | 23 | 19 | 0 |
| % | 28 | 25 | 27 | 24 | 0 |
| % | 85 | 81 | 88 | 73 | 0 |
| 3 – 5 years(31) | # | 25 | 26 | 28 | 26 | 0 |
| % | 30 | 32 | 33 | 33 | 0 |
| % | 81 | 84 | 90 | 84 | 0 |
| 5 – 10 years(25) | # | 20 | 21 | 17 | 16 | 0 |
| % | 24 | 25 | 20 | 20 | 0 |
| % | 80 | 84 | 68 | 64 | 0 |
| 10 – 20 years(18) | # | 15 | 15 | 18 | 17 | 0 |
| % | 18 | 18 | 20 | 23 | 0 |
| % | 83 | 83 | 100 | 94 | 0 |
| Above 20 years(0) | # | 0 | 0 | 0 | 0 | 0 |
| % | 0 | 0 | 0 | 0 | 0 |
| % | 0 | 0 | 0 | 0 | 0 |

* The distribution of employees with more than 20 years of experience is zero across all domains.
* Trend analysis is not chosen by any of the employees.
* All of the senior employees with 10 to 20 years of experience have opted the option Chatbot.

**Table: 38**

**Kind of problems attended generally Vs Designation**

|  |  |  |  |
| --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 |
| **Machine learning domain** | | Existing problems | New problem |
| **Total Respondents** | | 84 | 16 |
| Senior Manager (5) | # | 5 | 0 |
| % | 6 | 0 |
| % | 100 | 0 |
| Technical Manager  (10) | # | 9 | 1 |
| % | 10 | 6 |
| % | 90 | 10 |
| Non-Technical Manager (3) | # | 2 | 1 |
| % | 2 | 6 |
| % | 67 | 33 |
| Technical staff(70) | # | 58 | 12 |
| % | 69 | 75 |
| % | 83 | 17 |
| Non-technical staff(12) | # | 10 | 2 |
| % | 12 | 13 |
| % | 83 | 17 |

* All of the senior managers with broader knowledge across all domains have choose existing problem
* Even though majority of the employees think company deals with existing problems, 17% of technical and non-technical staff responded with the option ‘New problem’

**Table: 39**

**Idea generation source Vs** **Total industry experience**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Idea Generation Source** | | From employees | Client/Customer | Market study reports/external agencies |
| **Total Respondents** | | 3 | 17 | 80 |
| Below 2 years(26) | # | 2 | 8 | 16 |
| % | 67 | 47 | 20 |
| % | 8 | 30 | 62 |
| 3 – 5 years(31) | # | 1 | 7 | 23 |
| % | 33 | 41 | 29 |
| % | 3 | 23 | 74 |
| 5 – 10 years(25) | # | 0 | 1 | 24 |
| % | 0 | 6 | 30 |
| % | 0 | 4 | 96 |
| 10 – 20 years(18) | # | 0 | 1 | 17 |
| % | 0 | 6 | 21 |
| % | 0 | 6 | 94 |
| Above 20 years(0) | # | 0 | 0 | 0 |
| % | 0 | 0 | 0 |
| % | **0** | **0** | **0** |

* 80% of the employees irrespective of experience consider the market study report as the main source of ideas for the company.
* Less experienced employees seems to believe that the company considers their opinions and suggestions for the idea generation while senior employees think opposite. None of the employees above 5 years of experience actually believe their suggestions are taken to higher lever of idea pooling.
* Irrespective of the experience, employees believe client requirement has considerable role in fixing the ideas for product.

**Table: 40**

**Employee’s participation in idea generation Vs Designation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 | 5 |
| **Employee’s participation in idea generation** | | Always advisable | Usually advisable | Sometimes advisable | Rarely advisable | Never advisable |
| **Total Respondents** | | 65 | 25 | 10 | 0 | 0 |
| Senior Manager (5) | # | 4 | 1 | 0 | 0 | 0 |
| % | **6** | **4** | **0** | **0** | **0** |
| % | **80** | **20** | **0** | **0** | **0** |
| Technical Manager(10) | # | 8 | 2 | 0 | 0 | 0 |
| % | **12** | **8** | **0** | **0** | **0** |
| % | **80** | **20** | **0** | **0** | **0** |
| Non-Technical Manager(3) | # | 3 | 0 | 0 | 0 | 0 |
| % | **5** | **0** | **0** | **0** | **0** |
| % | **100** | **0** | **0** | **0** | **0** |
| Technical staff(70) | # | 42 | 20 | 8 | 0 | 0 |
| % | **65** | **80** | **80** | **0** | **0** |
| % | **60** | **29** | **11** | **0** | **0** |
| Non-technical staff(12) | # | 8 | 2 | 2 | 0 | 0 |
| % | **12** | **8** | **12** | **0** | **0** |
| % | **67** | **17** | **16** | **0** | **0** |

* Irrespective of the designation majority of the employees support the concept of receiving idea from employees.
* Even though majority is in favor of this concept, 11% and 16% of technical and non-technical staff respectively responded the concept as sometimes advisable.

**Table: 41**

**Rating the idea generation process Vs Designation**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 | 5 |
| **Rating the idea generation process** | | Very high quality | High quality | Neither high nor low quality | Low quality | Very low quality |
| **Total Respondents** | | 68 | 23 | 9 | 0 | 0 |
| Senior Manager (5) | # | 5 | 0 | 0 | 0 | 0 |
| % | **7** | **0** | **0** | **0** | **0** |
| % | **100** | **0** | **0** | **0** | **0** |
| Technical Manager(10) | # | 8 | 2 | 0 | 0 | 0 |
| % | **12** | **9** | **0** | **0** | **0** |
| % | **80** | **20** | **0** | **0** | **0** |
| Non-Technical Manager (3) | # | 3 | 0 | 0 | 0 | 0 |
| % | **4** | **0** | **0** | **0** | **0** |
| % | **100** | **0** | **0** | **0** | **0** |
| Technical staff(70) | # | 43 | 19 | 8 | 0 | 0 |
| % | **63** | **83** | **89** | **0** | **0** |
| % | **62** | **27** | **11** | **0** | **0** |
| Non-technical staff(12) | # | 9 | 2 | 1 | 0 | 0 |
| % | **13** | **9** | **11** | **0** | **0** |
| % | **75** | **17** | **8** | **0** | **0** |

* Majority of the employees irrespective of designation consider the idea generation process as either high or very high quality.
* Out of 5 senior managers all of them rated idea generation process as very high quality
* 89% of the employees rated idea generation as neither high nor low is from technical staff.

**Table: 42**

**Team assignment for the feasibility study Vs Total industry experience**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 |
| **Team assignment for the feasibility study** | | Member from marketing | Member from technical | Member from finance | Member from HR |
| **Total Respondents** | | 2 | 98 | 0 | 0 |
| Below 2 years(26) | # | 2 | 24 | 0 | 0 |
| % | **100** | **24** | **0** | **0** |
| % | **100** | **92** | **0** | **0** |
| 3 – 5 years(31) | # | 0 | 31 | 0 | 0 |
| % | **0** | **32** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| 5 – 10 years(25) | # | 0 | 25 | 0 | 0 |
| % | **0** | **26** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| 10 – 20 years(18) | # | 0 | 18 | 0 | 0 |
| % | **0** | **18** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Above 20 years(0) | # | 0 | 0 | 0 | 0 |
| % | **0** | **0** | **0** | **0** |
| % | **0** | **0** | **0** | **0** |

* Irrespective of the experience, employees believe technical team has greater voice in the feasibility study.
* Only two of the very junior employees responded with the option marketing

**Table: 43**

**Idea selection process Vs Designation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Idea selection process** | | By voting majority | Consensus after discussion | Analytical |
| **Total Respondents** | | 9 | 91 | 0 |
| Senior Manager (5) | # | 0 | 5 | 0 |
| % | **0** | **5** | **0** |
| % | **0** | **100** | **0** |
| Technical Manager(10) | # | 0 | 10 | 0 |
| % | **0** | **11** | **0** |
| % | **0** | **100** | **0** |
| Non-Technical Manager (3) | # | 0 | 3 | 0 |
| % | **0** | **3** | **0** |
| % | **0** | **100** | **0** |
| Technical staff(70) | # | 8 | 62 | 0 |
| % | **89** | **68** | **0** |
| % | **11** | **89** | **0** |
| Non-technical staff(12) | # | 1 | 11 | 0 |
| % | **11** | **12** | **0** |
| % | **8** | **92** | **0** |

* 91% of the employees are in support if making decision by consensus after discussion
* Only few from technical(11 %) and non-technical (8%) responded with the voting option.
* All of the managers including senior, technical and non-technical are fully in support of only consensus.
* None of the people think company follow analytical method in idea selection

**Table: 44**

**Methods for the detailed study on the selected ideas Vs Designation**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Methods for the detailed study on the selected ideas** | | Assigning different teams with different objectives | Studying reports of similar products within the company | Competitors reports |
| **Total Respondents** | | 85 | 15 | 0 |
| Senior Manager (5) | # | 5 | 0 | 0 |
| % | **6** | **0** | **0** |
| % | **100** | **0** | **0** |
| Technical Manager(10) | # | 10 | 0 | 0 |
| % | **12** | **0** | **0** |
| % | **100** | **0** | **0** |
| Non-Technical Manager (3) | # | 3 | 0 | 0 |
| % | **6** | **0** | **0** |
| % | **100** | **0** | **0** |
| Technical staff(70) | # | 56 | 14 | 0 |
| % | **66** | **93** | **0** |
| % | **80** | **20** | **0** |
| Non-technical staff(12) | # | 11 | 1 | 0 |
| % | **13** | **7** | **0** |
| % | **92** | **8** | **0** |

* All of the managers including senior, technical and non-technical fully supported the option assigning teams with objectives.
* 20% and 8% technical and non-technical employees respectively think the company does detailed study of the idea by studying reports from similar project.
* None think competitors report play any role in the process.

**Table: 45**

**Team leader for studying the details of selected ideas Vs Designation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 |
| **Team leader for studying the details of selected ideas** | | Member from marketing | Member from technical | Member from finance | Member from HR |
| **Total Respondents** | | 2 | 98 | 0 | 0 |
| Senior Manager (5) | # | 0 | 5 | 0 | 0 |
| % | **0** | **5** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Technical Manager(10) | # | 0 | 10 | 0 | 0 |
| % | **0** | **10** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Non-Technical Manager (3) | # | 0 | 3 | 0 | 0 |
| % | **0** | **3** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Technical staff(70) | # | 2 | 68 | 0 | 0 |
| % | **100** | **69** | **0** | **0** |
| % | **3** | **97** | **0** | **0** |
| Non-technical staff(12) | # | 0 | 12 | 0 | 0 |
| % | **0** | **12** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |

* Since it is a technology based company, they have upper hand in all critical decision making. 98% of people think that the technological teams influence greatly in the detailed study of ideas.
* Irrespective of designation people support the option technical team

**Table: 46**

**Teams assigned for product development in the company Vs Total industry experience**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Teams assigned for product development in the company** | | New team with sufficient expertise in each functionality | Reassigning work to a team had similar project | Inviting application from employees |
| **Total Respondents** | | 87 | 9 | 4 |
| Below 2 years(26) | **#** | 19 | 4 | 3 |
| **%** | **22** | **44** | **75** |
| % | **73** | **15** | **12** |
| 3 – 5 years(31) | # | 25 | 5 | 1 |
| % | **29** | **56** | **25** |
| % | **81** | **16** | **3** |
| 5 – 10 years(25) | # | 25 | 0 | 0 |
| % | **28** | **0** | **0** |
| % | **96** | **0** | **0** |
| 10 – 20 years(18) | # | 18 | 0 | 0 |
| % | **21** | **0** | **0** |
| % | **100** | **0** | **0** |
| Above 20 years(0) | # | 0 | 0 | 0 |
| % | **0** | **0** | **0** |
| % | **0** | **0** | **0** |

* Across all experience, especially employees more than 3 years of think that the company always prefers for constituting new team with expertise in each functionality.
* Very few of the employees with experience less than 5 years chosen reassigning to similar project and inviting employees preferences

**Table: 47**

**Serious issues in the last 6 months Vs Designation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 |
| **Serious issues in the last 6 months** | | Once | Twice | Thrice | More than thrice |
| **Total Respondents** | | 5 | 10 | 12 | 73 |
| Senior Manager (5) | # | 0 | 0 | 0 | 5 |
| % | **0** | **0** | **0** | **7** |
| % | **0** | **0** | **0** | **100** |
| Technical Manager(10) | # | 0 | 0 | 0 | 10 |
| % | **0** | **0** | **0** | **14** |
| % | **0** | **0** | **0** | **100** |
| Non-Technical Manager (3) | # | 0 | 0 | 0 | 3 |
| % | **0** | **0** | **0** | **4** |
| % | **0** | **0** | **0** | **100** |
| Technical staff(70) | # | 4 | 9 | 12 | 45 |
| % | **80** | **90** | **100** | **62** |
| % | **6** | **13** | **17** | **64** |
| Non-technical staff(12) | # | 1 | 1 | 0 | 10 |
| % | **20** | **10** | **0** | **14** |
| % | **8** | **8** | **0** | **84** |

* All managers fully admitted that they have encountered more than 3 mistakes for a prototype in the last 6 months.
* But junior designated people have response ranging from 1 to more than 3. It may be due to that they are unaware of the issues from the other teams while managers have access to them.

**Table: 48**

**Capability of workforce in working in new technology Vs Designation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 | 4 |
| **Capability of workforce in working in new technology** | | Definitely would | Probably would | Probably would not | Definitely would not |
| **Total Respondents** | | 15 | 85 | 0 | 0 |
| Senior Manager (5) | # | 0 | 5 | 0 | 0 |
| % | **0** | **6** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Technical Manager(10) | # | 0 | 10 | 0 | 0 |
| % | **0** | **12** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Non-Technical Manager (3) | # | 0 | 3 | 0 | 0 |
| % | **0** | **4** | **0** | **0** |
| % | **0** | **100** | **0** | **0** |
| Technical staff(70) | # | 13 | 57 | 0 | 0 |
| % | **87** | **67** | **0** | **0** |
| % | **19** | **81** | **0** | **0** |
| Non-technical staff(12) | # | 2 | 10 | 0 | 0 |
| % | **13** | **12** | **0** | **0** |
| % | **17** | **83** | **0** | **0** |

* About 85% of the employees believe that workforce is capable of working in any new technology. But they are not definitely sure since majorities opt for the probable condition.
* Majority of the employees (87% ) who responded definitely are from technical staff. Since they are the one to take up this challenge, it shows they are pretty much self-confident.

**Table: 49**

**Process of requirement gathering for testers Vs Total industry experience**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Si. No.** | | 1 | 2 | 3 |
| **Process of requirement gathering for testers** | | Developer | Self-learning from design and requirement documents | Business Analysts and Developers |
| **Total Respondents** | | 31 | 10 | 59 |
| Below 2 years(26) | # | 13 | 5 | 8 |
| % | **42** | **50** | **14** |
| % | **50** | **19** | **31** |
| 3 – 5 years(31) | # | 12 | 3 | 16 |
| % | **39** | **30** | **27** |
| % | **39** | **10** | **52** |
| 5 – 10 years(25) | # | 6 | 2 | 17 |
| % | **19** | **20** | **29** |
| % | **24** | **8** | **68** |
| 10 – 20 years(18) | # | 0 | 0 | 18 |
| % | **0** | **0** | **31** |
| % | **0** | **0** | **100** |
| Above 20 years(0) | # | 0 | 0 | 0 |
| % | **0** | **0** | **0** |
| % | **0** | **0** | **0** |

* Majority of the employees especially those who are above 5 years of experience think that the testing team gather information about the requirement from either BA or developer.
* Employees below 5 years of experience chose developer alone, may be due to the fact that majority of the mare not aware of the process of testing.
* It seems a clear consensus is absent for this question among employees.