**Machine learning domain** Vs **Designation (1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Si. No.** | **Machine learning domain** | **Total Respondents** | **Total Percentage** | **Senior Manager (5)** | | | **Technical Manager**  **(10)** | | | **Non-Technical Manager (3)** | | | **Technical staff**  **(70)** | | | **Non-technical staff(12)** | | |
| **#** | **%** | **%** | **#** | **%** | **%** | **#** | **%** | **%** | **#** | **%** | **%** | **#** | **%** | **%** |
| 1 | Computer vision | 82 | 82 | 5 | **6** | **100** | 8 | 10 | 80 | 2 | 2 | 66 | 58 | 71 | 83 | 9 | 11 | 75 |
| 2 | Genomics | 83 | 83 | 3 | 4 | 60 | 9 | 11 | 90 | 2 | 2 | 66 | 59 | 71 | 84 | 10 | 12 | 83 |
| 3 | Chatbots | 86 | 86 | 4 | 5 | 80 | 9 | 10 | 90 | 0 | 0 | 0 | 66 | 77 | 94 | 7 | 8 | 58 |
| 4 | Natural language processing | 80 | 80 | 2 | 2 | 40 | 7 | 9 | 70 | 0 | 0 | 0 | 63 | 79 | 90 | 8 | 10 | 66 |
| 5 | Trend analysis | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

From the above table, we can see that all of the senior managers voted for Computer vision. They are also opted other domain also but not everyone. The distribution of technical staff across all domains except trend analysis is almost same. Trend analysis did not get any response from the people. So from the above we can conclude that Computer vision is the machine learning domain.

**Machine learning domain** Vs **Total industry experience (4)**

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

From the above analysis we can see that almost same distribution of domains are opted in all available experience ,but more experience employees completely opted computer vision than the other domains.

**2) Kind of problems attended generally – Kind of problems attended generally** Vs **Designation (1)**

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

While analyzing the above, we can see that majority of the people says that the company only deals with existing problems. But there are also apart of employees from the technical side who are thinking the company is also deals with the new problem. But the senior managers who is having more experience with the company chooses the company deals with existing problems.

**Idea generation source** Vs **Total industry experience (4)**

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

Going through the above survey we can understood that the idea is mainly generated in the company by considering market study/ external agency reports, since most of the employees especially the experienced ones taken that option that is almost 80%. Less experienced employees generally have a tendency towards idea from employees that we can see from the above. Client report is also marked as a source by almost all experienced people because they are mostly working according to the client report.

**4) Employee’s participation in idea generation - Employee’s participation in idea generation** Vs **Designation (1)**

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

The conclusion from the above table is pretty much clear that inspite of the experience and the designation, the company always prefer that is almost 65% , to take the ideas from the employees .some employees thinks that the company would take the idea from them not usually since we can see 25% employer suggests that.

**Rating the idea generation process** Vs **Designation (1)**

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

While going through the above we can see that most of the employees that is 68 % thinks that the idea generation is of high quality . Out of 5 senior managers all of them consider the idea generation process in the company is of a very good quality. Some of the technical and non-technical staff reported the idea generation process as neither good nor bad which is exceptional to the general trend. Nobody responded as low quality. Overall everybody is happy about the process

**Team assignment for the feasibility study** Vs **Total industry experience (4)**

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

Just from a glance itself we can conclude that all of the employees irrespective of the industry experience believe that the technical team leads the voice in feasibility .Just as an exception 2 employees from the junior level responded with marketing.

**Idea selection process** Vs **Designation (1)**

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

Form the above table we can concluded that the majority of the people that is more that 90%, says that the idea is generated by the consensus after discussion so that there wont be any conflict afterwards. Only few from the technical and non-technical staff opted voting by the majority method.

Nobody responded for analytical method.

**Methods for the detailed study on the selected ideas** Vs **Designation (1)**

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

While walking through the above table we can conclude that Assigning different teams with different objectives is useful For the detailed study of ideas, since 85% of employees opted that. Very few from the Technical and Non technical staffs opted for studying report from similar projects. That is their understanding of detailed study process. None think that competitors reports are available to check.

**Team leader for studying the details of selected ideas** Vs **Designation (1)**

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

We all understood how an idea should generate in company in a technical basis. So we are pretty much sure that for studying the details of selected ideas Technical department should be in upperhand ,Here also every one believes the same so that we 98% of people opted that. Only a 2 % said that it is from the marketing side.

**Teams assigned for product development in the company** Vs **Total industry experience (4)**

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

As we all know product development is the one of the main functionality of the company so according to the experiences one should expertise on the team and team process while doing this. Here also in this company survey we got the result that almost 90 % of the employees mainly the senior ones considered the new team with mix of expertise in each functionality should requires for the smooth functioning of a product development. Some of the less experience ones thinks that both same project and inviting interest from employees also matters.

**Serious issues in the last 6 months** Vs **Designation (1)**

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

We all are aware about the serious issues that our company were facing for the last year. Here we conducted the survey based on the 6 months and also we got the information that All managers fully admitted that they have encountered more than 3 mistakes for a prototype in the last 6 months. And the experience once got the mails relating to the issue more. 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.

**Capability of workforce in working in new technology** Vs **Designation (1)**

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

It is quite clear from the above table that about 85% of them believe that workforce are capable of taking any new technology. But they are not definitely sure since they all opted the probably condition. especially the technical staff responded with definitely would since they are the one who need to take these challenges. They are pretty confident themselves.

**Process of requirement gathering for testers** Vs **Total industry experience (4)**

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

Analyzing the above observation we can conclude that As the years of experience increases employees believes the testing team is gathering information about the requirement from BA and developers so that 59% opted that. But just below that is about 31% believe that developers are giving the details of the requirement ,may be they don’t have much experience on that part. Since the testers know mainly about this . But about 10 % of employer is also having the opinion like Self-learning from design and requirement documents.