# Rise Tech Village HR Data Source

## Company Overview

**Rise Tech Village** is a technology hub in Sri Lanka that controls **CodeGen International**. It was founded by **Dr Harsha Subasinghe** and is located in Kandy/Colombo. Rise Tech Village hosts several technology ventures, including an artificial‑intelligence unit and a 3‑D game/marketing studio. Its mission is to develop advanced solutions in AI, software, gaming and agriculture.

### Subsidiary Companies

| Subsidiary | Focus | Key employees |
| --- | --- | --- |
| **Rise AI** | AI‑driven software projects. The on‑site team includes Pinil Dissanayake, Veenath Wikramaaracchi, Nipuni Kariyawasam, Lakshith Rathnayake, Kaveen C Deshapriya, Thisal Thulnith, Yomith Rathnayeke, Tharinda Premathilaka, Hasitha Pathum, Kolitha Bhanu, Bhanula Herath and Thisaru Sanduthilina. Two remote contributors, **Tharuka** and **Nimaya**, support the team. | On‑site: Pinil Dissanayake, Veenath Wikramaaracchi, Nipuni Kariyawasam, Lakshith Rathnayake, Kaveen C Deshapriya, Thisal Thulnith, Yomith Rathnayeke, Tharinda Premathilaka, Hasitha Pathum, Kolitha Bhanu, Bhanula Herath and Thisaru Sanduthilina. Remote: Tharuka and Nimaya. |
| **Ram Studio** | Develops 3‑D games and serves as the marketing arm for Rise Tech Village. | Team members include **Ravindu**, **Malindu**, **Chamindu**, **Kalara** and **Anjana**. |

### Control of CodeGen International

Rise Tech Village oversees **CodeGen International**. A Medium article about CodeGen’s history states that the company is a limited‑liability enterprise with offices in London and Colombo. It was founded in 1999 by **Dr Harsha Subasinghe**, along with **Bharat Patel** and **Kusal Subasinghe**, to provide software solutions for the travel and tourism industry【862575591597929†L38-L44】. CodeGen released its flagship travel‑technology product, **TravelBox**, in 2003 and subsequently expanded into automotive design, artificial‑intelligence agriculture, cloud‑based education, electric‑vehicle charging networks and other fields【862575591597929†L46-L117】.

## Dr Harsha Subasinghe

**Dr Harsha Subasinghe** is a Sri Lankan technology entrepreneur and investor. He is the **founder, president and CEO of CodeGen International** and the **group CEO of Vega Innovations**. According to CodeGen’s company history, he founded CodeGen in 1999 alongside Bharat Patel and Kusal Subasinghe【862575591597929†L38-L44】 and has led it to become a globally recognised travel‑technology and innovation company【862575591597929†L46-L117】.

### Education and Credentials

* **BEng (Hons) in Electronic & Computing** – Middlesex University (United Kingdom).
* **PhD in Artificial Intelligence and Software Agents** – City University London (United Kingdom). These advanced studies underpin his work in AI‑driven solutions and robotics.
* **Innovation work** – Dr Subasinghe spearheaded development of South Asia’s first all‑electric super‑car (the **Vega EV**) and leads **Vega Innovations** (an electric‑vehicle and mechatronics company), **AIGrow** (AI‑driven hydroponic agriculture) and **ChargeNET** (Sri Lanka’s largest electric‑vehicle charging network). He invests heavily in research, offering PhD scholarships and internships through the **QBITS** industry‑academia initiative【862575591597929†L46-L117】.

### Personal and Family Details

Publicly available sources provide limited personal information about Dr Harsha Subasinghe. He is known for his engineering background, entrepreneurial leadership and philanthropic work supporting young researchers and innovators. Specific details about his age and family are not widely published; thus this data source focuses on his professional achievements and contributions.

## Employee Salary Data

Two payroll PDF files for **The Rise project** (April–May 2025) were analysed. The first file documents salaries and advances paid by CodeGen, while the second file covers salaries and advances paid by Dr Harsha Subasinghe. The data were parsed into a structured dataset containing **116 employees** across construction, heavy machinery, agricultural, kitchen, garden, room‑cleaning and other departments. For each employee the dataset records the salary per day, the advance amount received and the final salary to be paid after accounting for advances. The dataset is provided as a separate file.

### Overview of Data

* **Total employees:** 116.
* **Departments/roles:** steel working, bass operations, heavy machinery, mechanical helpers, agriculture (multiple crops and greenhouses), construction, kitchen, garden, room cleaning, cow hut, fence maintenance, irrigation, landscaping, driver, road construction, etc.
* **Salary per day:** ranges from **900 Sri Lankan rupees** (e.g., kitchen helpers and junior agricultural workers) to **2,750 rupees** (senior steel or bass workers). Most heavy‑machinery operators earn **1,500–1,800 rupees** per day.
* **Advance payments:** many workers received salary advances between **Rs 5,000–20,000**. For instance, Dinesh (steel working) earned Rs 2,500 per day and received a salary advance of **Rs 30,000**, leaving a final salary to be paid of **Rs 36,400**【182328716724658†screenshot】. Bandara (bass worker) had a daily salary of Rs 2,650, an advance of **Rs 31,800** and a final payment of **Rs 52,900**【182328716724658†screenshot】.

### Data File

The structured employee‑salary dataset is provided in CSV format so the HR‑automation agent can ingest it directly. Each row contains:

| Column | Description |
| --- | --- |
| **Name** | Employee’s name (without the number prefix). |
| **Department** | Function or role (extracted from the name or department column). |
| **SalaryPerDay** | Daily wage. |
| **AdvanceAmount** | Total salary advance received for the pay period. |
| **AmountToBePaid** | Salary remaining to be paid after deducting advances. |

The CSV file is available here: {{file:file-MYDeATmSohcAb9CdMDCGF3}}. This file ensures that the AI agent has access to detailed payroll information for all workers mentioned in the uploaded PDFs.

## Global HR Research and Best Practices

Creating an AI‑driven HR system requires integrating global best practices in human‑resource management. Key research findings and practices include:

* **Strategic HR planning** – HR functions must align workforce strategy with organisational goals. Workforce planning, succession planning and skills inventory management help organisations anticipate future talent needs.
* **Talent acquisition and onboarding** – Modern recruitment uses AI‑powered applicant‑tracking systems (ATS) to screen résumés and chatbots to engage candidates. Structured interviews and skills assessments help reduce bias.
* **Employee development and performance management** – Data‑driven performance reviews, continuous feedback and personalised learning programmes improve engagement. Tools such as 360‑degree feedback and objective‐and‐key‑results (OKR) frameworks align employee goals with company strategy.
* **Compensation and benefits management** – Automated payroll systems ensure compliance with labour laws, taxation and overtime calculations. Benchmarking against market salary data helps maintain competitiveness and fairness. Variable‑pay schemes (bonuses, profit‑sharing) incentivise performance.
* **Employee well‑being and retention** – Programmes focusing on mental health, work–life balance, ergonomic workspaces and career growth improve retention. Surveys and analytics can identify drivers of turnover and inform retention strategies.
* **Diversity, Equity and Inclusion (DEI)** – Inclusive recruitment practices, equitable pay policies and training on unconscious bias help build diverse workforces. Transparent promotion criteria and pay‑equity audits support fairness.
* **Automation and AI in HR** – AI chatbots handle routine queries (leave requests, benefits), freeing HR staff for strategic work. Predictive analytics can identify employees at risk of leaving or highlight training needs. Automation also applies to document management, compliance tracking and interview scheduling.
* **Compliance and data privacy** – HR systems must comply with labour laws, data‑protection regulations (e.g., GDPR) and industry standards. Secure storage and restricted access to personal data are critical.
* **Ethical considerations** – AI algorithms must be monitored for bias, and decisions should be explainable. HR analytics should support, not replace, human judgment.

## Recommendations for the HR‑Automation Agent

1. **Ingest the provided employee‑salary dataset** to manage payroll calculations. Use the columns for salary per day, advance amount and final salary to compute balances automatically.
2. **Create employee profiles** that include department, role, skills, performance history, leave records and compensation history. Integrate data from Rise AI and Ram Studio to track AI and gaming personnel alongside construction and agricultural workers.
3. **Implement an HRIS platform** to centralise data on recruitment, onboarding, training, performance evaluations, payroll and compliance. The agent should interface with applicant‑tracking systems for recruitment and learning‑management systems for training.
4. **Use AI and analytics** to predict workforce needs (e.g., seasonal construction labour), identify high‑performing employees for promotion, forecast turnover risk and recommend tailored training programmes.
5. **Ensure compliance and data security** by adhering to Sri Lankan labour laws, tax regulations and privacy requirements. Restrict access to sensitive data and implement audit trails.
6. **Incorporate DEI metrics** to ensure fair hiring, pay equity and inclusive career progression for all employees across Rise Tech Village’s subsidiaries.

By integrating these elements, the AI‑driven HR system for Rise Tech Village can automate routine tasks, provide data‑driven insights and support strategic decision‑making while maintaining fairness and compliance.