A HYBRID OF DAO AND CORPORATION

Problem scenario.

* A product manager of this esteemed and well-established mid-sized corporation.
* He has 30-40 people working under him.
* He must supervise them to make the operation of the organization smooth.
* There are some big challenges the manager will be facing.
  + The manager may not be very technical about the product he is working on. He may find it very difficult for finding a person who can be best suitable for the job he wants to assign.
  + He can’t supervise every employee and track who are working and who are not.
  + He is unaware of the disinterested employees who are not motivated at all and only come to the office for putting a present.
  + He is unaware of the people who are motivated to work but find it difficult to fit in. He may want to improve them but can’t.
  + The company culture will become a lot more toxic.
  + The undeserving employees may get the raise which may in turn result in loss of motivation for other employees.
* This way the manager will not be able use the full potential of his team. And find his team culture unproductive and toxic.

Solution we are providing.

We shall build a Blockchain ecosystem for that specific company. Here every person will be connected to the ecosystem. The Blockchain must follow a layer 2 protocol (may be a technological barrier).

**TASK FLOW**

* If the manager wants an employee to do a task. He must assign the task to him through a private contract via the blockchain. This way the manager doesn’t have to manually track the person he assigned the task to. The status of the task will be tracked by the root contract (may be a technological barrier) created by the manager.
* If the assigned employee completes the task, then the contract gets closed. And the employee earns certain points/tokens. If the employee takes help from other employees, then he must create a chain contract linked to the parent contract to the colleague. And if they completed the task together then they will share the points/tokens depending on the percentage of contributions (may have a moral barrier (whether management is considered a task or not (How a manager will be credited because his work is not technical (AI may be a solution (On the basis of job role the credits to contribution will be made) or follow the sub points).) each of them made.
  + Each task’s credit will be decided by the contract creator.

NOTE: - There will be two types of contracts

* Task contracts: These are the contracts that are to be generated only for the task purposes. These can be chained contracts too. Credits (may be a technological barrier) on task contracts decided by the contract creator.
* Help contracts: These are the derived contracts which will be generated from the task contracts on the same level for colleagues to contribute to the task as a partner. Credits distribution on Help contracts decided by the contract algorithm (may be a technological barrier).

The more the credit points the more reward the employee gets.

PROBLEMS THIS WILL BE SOLVING

* The Task will be easily organized and tracked by the Blockchain itself to its deepest core. No manipulation of the credits is possible because of the blockchain ecosystem.
* This way the employee will be rewarded and respected not by his time spent in the office but by the contribution he/she brought into the corporation.

**ANALYTICS**

Here comes the layer 2 protocol.

* Whenever a task contract is created. A channel opens (may be a technological barrier) outside the blockchain from the contract. Through this channel anonymous data of every employee will be flown and sorted. (Layer 2 protocol)
* Then we shall run them through a machine learning algorithm (may have a sophistication spectrum) To predict whether the employee is working correctly and is maintaining a respected position or not. If the employee has good credit points over a threshold, then the status report is passed, and a full detailed report will be given along with the prediction.
  + Predictions can be:
    - Task-achiever and collaborative (his task contracts and help contracts are great)
    - Task-achiever but not collaborative (his task contracts are off the charts but too low on help contracts)
    - Task-failures but collaborative (he does not like to take the tasks on his own but works better as a team member)
    - Task-failures and not collaborative (may be the lazy one)
    - Task-completing but always take help from collaborators and have less contribution on their side. (More of a manager complex, time to change the role)
    - And so, on
  + These data will be anonymous to the supervisor but the employee data with issues will be sent to the HR department for resolving the issue.
* This will make It very easy for the supervisor/manager who must look over 30-40 employees. And he can have the best engineers working under him.

This is how we will revolutionize the work culture in every corporation existing in this world.