

code for <good> 2022

CELEBRATING 10 YEARS

Organization: Kotak Education Foundation

Mission

To support children and youth from underprivileged families through different Education based intervention to empower them to rise above poverty line and lead a life with dignity through sustainable processes.

Context

Kotak Education Foundation (KEF) was set up in 2007 with the intention to support children and youth from underprivileged families through different education based interventions and skill-training programs.

Kotak Education Foundation takes a holistic and innovative approach for helping the urban poor break free from the vicious cycle of extreme poverty and generational disadvantages. KEF has partnered with 200+ schools within Mumbai city.

The KEF works with some of India's most economically underprivileged communities, attempting to alleviate poverty through education and livelihood programs.

Challenge

Currently the Foundation has a scattered HR-Employee database hence, it is difficult to track employee retirement and data progress. KEF requires web/mobile application to facilitate these functionalities :

- A platform where the HR department can track the employee journey from hiring to retirement for efficient functioning with data visualization which would help them in decision making.
- Help the HR department for effective use of resources, with strong data base and improve the efficiency.
- Capture all phases of employee journey - selection, onboarding, orientation, probation, confirmation, roles, performance management, skill enhancement trainings, performance appraisals, issues/concerns, exit formality.

Additional Considerations

- The live dashboard should generate insight on Attrition based on Geography, understand if employees upskill themselves, exit reasons, etc.
- Filtering and categorization based on area, age, phases etc.

Technology Baseline

Currently, HRs use different sheet for every part of employee journey and consolidate it into a master sheet in Excel. It is difficult to manage the data in Excel and the master sheet often contains stale data which impairs the decision making process.