

BRISTLECONE

kNoWember-Pragya | Hack O' Holics

AGENDA

1. Sharing Problem Statements
2. Detailed discussion
3. QnA

HACK O' HOLICS - THEMES

Topics	Description	Target Audience
Let's Codify!	<p>The essence of coding is the process of problem solving, complex thinking, attention to detail, and reasoning – all using a computer and a coding language.</p> <p>We can think of problem solving as taking an input (the information and details about our problem that we want to solve) and generating an output (the end goal or the solution to our problem).</p>	Associates to Senior Managers
Hack it with your Creativity!	<p>Creativity is the ability to transcend traditional ways of thinking or acting, and to develop new and original ideas, methods or objects.</p>	Associates to Senior Managers
Exhibit the Consulting Approach!	<p>A Supply Chain hackathon allowing you to understand businesses and their challenges at a more practical and realistic level, as well as to apply theoretical frameworks in a useful manner.</p>	Leads and Above

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 1: Share auto-generated mailers with new joiners asking them to complete their Mandatory Trainings as soon as their LMS ID is created. Keep sending the reminders every alternate day until the training is completed.

Challenges

- Tracking everything manually is a challenge, and we have multiple joiners joining the organization daily.
- Following up becomes a task and hence results in delay of mandatory trainings completion which should ideally be completed with 15 days of new joiners joining the organization.

Issue: Time Consuming and manual tracking

Solution: A query to send the automatic mailers to all the defaulters.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 2: Automation of MBR decks using Power BI/Tableau.
(MBR decks usually includes the combination of graphical representation of MIS data.)

Problem Statement 3: Need to have automated system to track the duplicate profiles (Automated Tracking System-ATS).

Problem Statement 4: Should be able to track the candidates whom we Re-visit like offered/backout/dropped candidates with proper remark with reason stated for the decline/drop.

Problem Statement 5: A notification / pop-up application to share all the important announcements one on one with employees.

Problem Statement 6: Create a chatbot for TD Team to address employees' day-to-day queries.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 7: To share the pending clearance report with the stakeholders weekly twice, by which clearance can be done smoothly and if there is delay then they can provide the status.

Challenges:

- Currently report is made manually twice in a week and shared with the stakeholders.
- Report is prepared with the help of Workday report “RPT_Termination Steps Pending”.
- We need to validate each department clearance from the report “RPT_Termination Steps Pending” by which clearance status of each employee is updated.
- Need to open the last report in that need to filter each department and do the VLOOKUP with Steps Pending reports to check which employee's clearance is completed and need to categorized according.
- Also, there is one condition for CISO department, once all other department provide the clearance after that CISO department provide the clearance, so we need to check accordingly in the report.

Issues: Time Consuming and Manual tracking.

Solutions: Need to automate pending clearance report which can be triggered to stakeholders weekly twice, which states the pending status of each department.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 8: Background Verification Insufficiency

Once BGV is initiated for employees, there are insufficiency raise, wherein our BGV vendor require additional documents, such as Relieving letter, education marksheet, detailed address etc.

Challenges:

- Currently we have to follow up with each employee for documents through emails, calls
- Continuous follow up till closure
- Once employee shared documents we must share same documents with our BGV vendor for resolving insufficiency

Issues: Time consuming, continuous follow up with employees for documents and leads to delay in closure of BGV

Solutions: Need to automate, so there will be early closure of BGV and no manual follow-up with employees

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 9: E-Nomination

As per the new norms issued by the EPFO (Employee Provident Fund organization) all account holders will have to update or add their family members as nominees in the PF portal, who will be entitled to receive all the benefits in case of the sudden death of the holder. If the nominee details are not updated, the holder will not be able to receive any benefits in terms insurance money or pension from EPFO.

Challenges:

- This is a mandatory task for which all the employees must complete.
- Most of the Employees have failed to complete this task, even after sending several emails.

Issues:

- Time consuming task and troubles while sending bulk emails to more the 1500 employees at a time.
- There will be some chances where employee may miss the emails sometimes.

Solutions: Expecting effective way of communication which will reach employees and help them to close the task.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 10: Travel Automation

To implement booking system which streamlines entire travel process from raising TRF to approval till booking and maintaining data in line with our travel policy

Challenges:

- Currently entire process is manual the TRF (Travel request form) needs to be sent for approval manually and once received the received the TRF is forward to International Travel Desk (ITD) for working on options
- Once all the bookings are made all the expense/booking reports are maintained manually
- Submission of bills is also manual
- Delayed approval from ELT/CFO has an impact on fares

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Issues:

- Everything is manual and time taking
- Employees are not aware of project code and its billability and most of the times TRF's raised is incomplete.
- Employee do not know their respective ELT member to seek approval.
- Travel requests are not raised in advance as per policy

Solutions:

- To have automated corporate travel process portal for smooth functioning
- Automation will speed up the travel process which will be saving on travel cost.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 11: WPS Help Desk

Request for Printed Stationary like - I card, Visiting Cards, Letterheads, Certificates, Standees with Templates are raised by individuals or by location offices separately.

Challenges:

- We receive request in scattered manner hence need to keep a track manually for the status, for each request raised.

Issues:

- Time consuming, repeated work, vulnerable to human errors.

Solution:

- Automated WPS Help Desk to be created so that we can get all the requests are received at one place and the same is tracked, monitored, and closed effectively.

HACK O' HOLICS- PROBLEM STATEMENTS

Let's Codify

Problem Statement 12: Meta-Competency Data Verification

Every month-end, check the progress on how many employees have gone through the trainings which they chose as part of their Meta-Competency

Challenges:

- Comparing the entire string is possible in excel but comparing the part of string is a challenge currently.

Issues:

- Time consuming, repeated work, vulnerable to human errors.

Solution:

- To design a framework / code wherein the code automatically compares the string and gives the result as completed or not.

HACK O' HOLICS- PROBLEM STATEMENTS

Hack it with your Creativity!

Problem Statement 1. Creative Teaser videos for Getting Better Series.

Problem Statement 2. Creative video for all the initiatives run by TD Team (video version of the deck we use).

HACK O' HOLICS- PROBLEM STATEMENTS

Exhibit the Consulting Approach!

3 Case Studies

HACK O' HOLICS- RULES

- **Every Team should have minimum 2 and maximum 4 participants.**
- This platform will provide you an opportunity to work in intense problem-solving environments with other passionate peers, connect with the leadership team, scale your creative thinking, upgrade your problem-solving skills, and have a wonderful opportunity to collaborate. **All the participants will be rewarded with learning credits, completion certificates, and the best problems identified, and the best prototypes stand a chance of winning amazing prizes as well.**
- **What will the team be assessed on:**

Parameters	Weightage
Relevance / Difficulty of Problem	10%
Solution Approach	20%
Quality/Depth of Research	10%
Usability and implementation	20%
Innovation	20%
Presentation/Storytelling	20%



**Let's Keep The
Conversation Going**

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