

# Webonise Lab Induction Program

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# HR Functions

- The human resources (HR) department serves as a link between management and employees
  - Defining positions and related Roles
  - Defining HR Policies and Guidelines
  - Hiring and Recruitment
  - Employee Career Management
  - Employee Training
  - Salary & Compensation
  - Employee recreation
  - Motivational Activities

# Vision

To carve a platform that nurtures high quality software products and services

# Mission

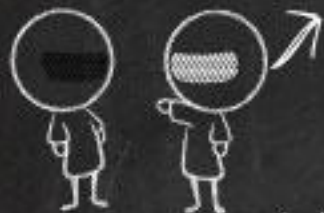
**Leveraging the platform thus created for mutual growth of all the stakeholders while maintaining highest quality of integrity, fairness and honesty towards the employees, clients and the cause.**

# Culture

Now this is what defines the Culture of Webonise:-

- Adventure
- Quest for constant Learning
- Work with responsibility
- Passion, aggression and innovation
- Full on fun

# The Gyan... Some Picks from the Webonise "Wall of Fame"



1. Its OK to make mistakes, But do not repeat it



2. Webonise is a Platform, smarter ones will figure out how to leverage it

3. User Interface is about getting the usability right, Cosmetic beauty is applicable only to human!

4. I wont touch it, till I get it!



5. The dumbest question is the one that you don't ask!

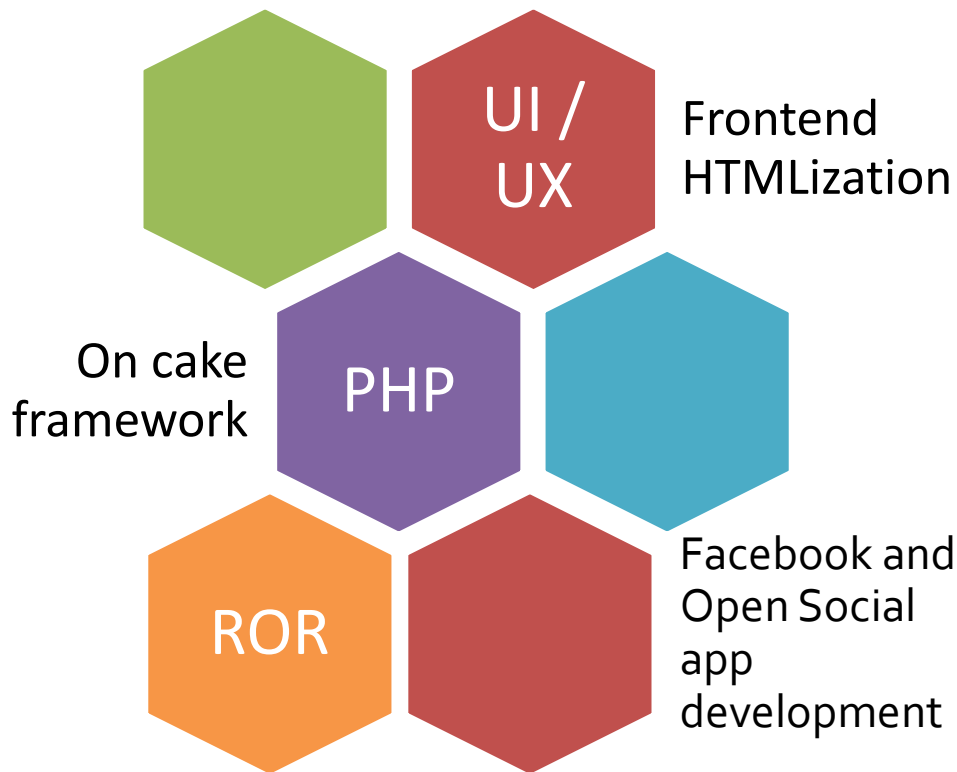
6. Working and Beer-ing don't go well together, if only you are doing it for first time

7. Spartans @Webonise "500 Lines of Code/day... Ahooo, Ahooo, Ahooo"



8. Work doesn't make sense if its not  
FUN!!! :)

# Tools & Technologies



**App store specific and customized Mobile Apps development on following Platforms:**

- Symbian for Nokia
- Android
- Samsung Bada
- Java based apps



# Structure

- Flat organization structure
- Two way communication flow



# Policies

1. Office Timings- 10 to 7 (flexible wrt the work requirement)
2. Leave policy:- the below mentioned leaves are applicable for the confirmed team members:-
  - Privilege leaves- 14 days
  - Casual leaves-6 days
  - Sick leaves- 6 Days
  - Leave without pays
  - Informed and uninformed late coming.
3. Salaries and compensation- 20<sup>th</sup> to 19<sup>th</sup> salary cycle is followed.
4. Appraisals:- Quarterly performance review cycle is followed which is conducted in the following way:-
  - Critical KRAs are laid down for each position in advance.
  - Self evaluation formed
  - Evaluation of performance on basis of the KRAs set.
5. Training:- The training module consists of weekly jam sessions, fresher's induction and training programme, lateral training programme for continuous skill upgradation.

# Training

- The Training program will range over 4 weeks
- The complete course content listed in following slide will be spread over the said time
  - Week 1: Generic Concepts
  - Week 2: Generic Concepts + Stream Specific
  - Week 3 :Stream Specific
  - Week 4: PoLS (Project on Live Scenario)
- Every module will be followed by an assignment, which needs to be completed before the EOD
- Based on successful completion of assignment, scoring will be done on the scale of - 5 to 10. The metrics for the same to be detailed separately.
- PoLS will be evaluated on multiple parameters, to be detailed separately
- Probation Period, Appraisal reviews and TPI (Training Performance Incentive) will be based on above scores

# Training

- Process Training
  - Communication: Skype, Email and Emailing etiquettes
  - Agile Development methodology
  - Communication and collaboration Tools – Basecamp, Gravity, Dropbox
  - Assignment
- Development Conventions
  - Development Conventions
  - Assignment
  - Deployment - Meaning and how we do it
  - GitHub, Capistrano, Cucumber
  - Assignment
- Technology
  - Generic
  - Stream Specific

# Wish you Luck!

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