

Introduce yourself.

Hi. I'm asmita Basu, and I a graduate of Computer Science and Engineering, and I worked for Infosys for two years as a system engineer or a test engineer, and after that, I joined a project in this university, IIT Kharagpur, and I was also like a test engineer, kind of for the websites, university websites and stuff. And through there, I joined my master's program, and currently I'm doing my masters in machine learning and high performance computing, and I I'm also currently doing another job in AI for safety rules.

Okay, so basically, you joined as a junior research fellow here, right? Yes. So you shifted from the corporate to academia right now? Yes, some of the questions I have regarding this project, we have to do an interview with a working professional, someone who has worked in corporate before. So like, how do you perceive the relationship between the compensation and then employee loyalty? Like what you have seen in your work. You have seen your friends or your friends from your college?

Um, well, I joined as a trainee, basically. So my compensation was very, very low, also because at Infosys, I had to go there and kind of like the salary, a lot of chunk was already deducted for the main for the staying and maintenance part as a trainee there. So for me, since I had to work a lot of hard during my 20 times, like 12 hours at most, the composition was not on two part. But since I was a trainee, I was able to, you know, somehow navigate the situation and just convince myself that, yeah, this might be worth it in the long term. And yeah, it was. And since I graduate, graduated from the training position, the compensation got hired, and I also used to take night shifts. Also, compensation was pretty good on that part. So I think that compensation is a very important factor in employee loyalty, because,

because due to inflation

and increasing cost of living, it's better to for companies, you know, shed to be aware of of these things so that the employee are comfortable in the respective lives.

So you think that you are saying that your compensation was not that high. So what about the company culture? Like, what were they doing to retain their top talents, and was the work culture good, or it was, was the work life balance Nice? Yeah, the

work life balance was pretty good. I mean, not in the trainee as a trainee, but as a employee, it was pretty good. They I had really good managers. They were all very, I mean, they did not ask much questions, like, why I will take a leap. Okay? So also, it was during the pandemic time. So there was a lot of issues going around that time during work, work, from home to getting sick and stuff. They were very accommodating on that part. Yeah, I'm thankful for it. I had two managers, two to three managers change some few months. So, yeah,

and like, when it came to compensation, what factors beyond the salary, most of the employees were looking for,

ah, bonuses, by the way, in like, I got a bonus in the puja during the October session, October month. And, yeah, it was motivating, like it was also made us happy. And there was also, like, some kind of gift exchange thing where I got also gift from the company. So those things, you know, little things to boost you

got bonuses in the puja. So, yeah, was located in West Bengal only,

and no, no, it was in abubaniwar. Okay, okay,

so how do you like address the tension between offering competitive compensation and maintaining for.

Accountability.

Well before leaving the

the HR asked me that I should be, you know, like a sabbatical for two years. But I did not know when, when my masters really finished. So I said that, no, I can't take a sabbatical. So in that sense, they wanted to retain me. But since my priorities are different now in academia, I don't know when it's quite uncertain so and also retaining thing, I can't say much because

I have not changed

company to company, right? So I wouldn't be a good candidate for this answer.

Okay, so how do you think, like positive work culture in a company, influences in someone, in retaining the top talents?

Yeah, positive. Okay.

Okay, like

employees performance and retaining them. Oh, yeah, a positive work culture contributes to

that positive work culture in the sense that

amicable relationship with the managers are is the most important. Like, it's good as long as you deliver the expected results. Like I always used to deliver that my results before the deadline, and I think that made a good impression on the manager, so they were, you know, pretty lax on me, in the sense that they did not so, basically, they were more accommodating for my needs when I took leaves. I think that would be a good aspect for retaining for as you can see, so that is a good region manager employee relationship. So

and also like,

Yeah, I think that's what. So

is it true? Like, what they say that if you finish your work and throw it to your manager before and then they start giving you more and more work. And does such thing exist in the corporate Have you noticed in your company like that, something like that?

My friends have told me this about it, but for me, I did not experience it. I always finished before deadline, and I just did. I mean, nobody you know asked me for to do more. I just studied a bit like the things happening in the system for my

benefited you by doing the work beforehand?

Yeah, I did. Okay.

What strategies have you seen work well in aligning compensation with organization values, compensation organizational,

I can't say that. Yeah,

okay, what I was trying to ask is, like some companies tie bonuses or incentives to cultural behaviors. How effective is this approach?

Yeah, I think it's pretty good, because

bonuses always make employees happy, as a matter of fact and it encourages people to work hard, I guess

that's what. Okay,

so

coming to the next How do you handle compensation discussions during career transitions, like promotions or lateral moves,

okay, compensation.

I have not been through this, so I can tell you this. Yeah,

okay, like, you can share any experience of your friend, if you know someone who were not happy with their compensation, and they made a transition. How common is it? Yeah, it's

not common. It's like people switch companies all the time, and I have, I have not seen anyone like the company offering them to retain, but they, my friends did switch many times, and like, say, like, 30% increase with every switch, so that also becomes a motivating factor for them to, you know, increase their earning and also gain different experiences in different companies. Yeah.

So basically, what you are saying is most companies don't really work that much in retaining like they will give you a high jump. Just Yes, so

in rare cases I've seen but I mean only one or two other than that, most leave Yeah.

Like, Have you also observed instances where employees chose a lower paying job due to better cultural fit,

like a better work life balance, they were ready to trade off their high pay job?

I mean, in 20s, most people are working as hard as they can. So maybe in 30s, they can, you know, for a better work life balance go a bit

lower on the salary. Yeah, most people complain about work life balance a lot. But in the end, we are always choosing the jobs that is paying them the most. Yeah,

yeah. In the sense like

we are always taught that in 20s we should be working hard, right, and so that our 30s and 40s are settled in the future. So in 20s, I think most people don't compromise. They can complain, but does not mean they will compromise on the monetary factor. And in 30s, I can say that because most people that I know my in 30s, like my sister and brother in law's friend circle, they they all are doing high paying jobs. I mean, I have not seen them complain because I don't know them personally, so, but in 20s, they do complain, but they are not ready to leave, because obviously,

what steps can organizations take to ensure that compensation practices are fair and equitable, like addressing pay gaps and promoting diversity are essential. How do companies actively work towards fairness?

Pay Gap is a big thing, I guess. I don't know much, but I think that women working in tech industry is very low, like two in 2019 I guess the HR in infos like was saying that only 7% women work in tech companies. And I, I'm not aware of the age pay gap because I knew my friend circles in the company that their salary and so

in your experience, like among your women colleagues, yeah, like where they paid less more than your main okay, but the number of women were much lesser than, right?

Yes, a lot less.

So is it like also one of the things like less engineers are less women are pursuing engineering, and that is causing less workforce in it. Or do you think that's not that big of a reason? It's the only men are preferred in the hiring process.

Yeah, it's less women are there in engineering, but, but it can be also says, said as the like men are less in nursing. So it's like choices like some gender preferred or

nursing more than engineering,

but both are equally important. So it's kind of like preferences or societal expectations that wire us the way that we are, like some people go to there, and some people go in nursing and engineering. So yeah, okay,

how do you see the future of compensation and culture evolving in the context of remote work and geek economic trends like you did a quite a bit of remote work, as you were saying, I think so. How do you see that part

work from home is very important in the sense that for mid level people senior I think it can be a good thing because, you know, some people have families, and it can be very difficult in managing their kids and family or Spending time with them, and also it's like remote work gives the gives an opportunity to earn more or save more, because commuting to and fro from the company and from home can be very exhausting, and it can add to mental mental health issues in the long term that many researchers have suggested, suggested that it might be cause of a stress commuting itself and yeah, basically, having more time work from home gives more time to yourself. But also it can, you know, blur the line between work and. In home quite a lot, because any you companies expect you to be available all the time for them, but that should not be the case. So

like in your perspective, like people who are in their middle age and they have families and kids for them work from home is like, very could be a very beneficial for them, like, because they have already, like, developed a quite a bit of like, social skills. They are not young in the I think in the beginning, you would agree that probably working from office might be better. I might be wrong.

No, I do support, like, first five years or three years. So knowing the office culture and, you know, like with new people, it would have been nice. I was lucky to, you know, have my train three days on on site, and I have come to know lot of good people and how companies culture work, but I could not, you know, be in the company itself as an employee. So it quite was a bit difficult for me in the sense that I think if, when I'll go to work as in a tech company, and leave academia, it can be a bit difficult for me to, you know, to understand, like, how their dynamics are working. In academia, the dynamics are different, and there it's different. So it's better to, you know, just for initial some days as freshers, to get to know the culture and understand the intricacies of work workplace.

So that's all for my side. So it was a nice interview, and thank you very much for interviewing. Thank you.