0:0:0.0 --> 0:0:1.880  
Viswanath Subramanian  
Others. Can you turn on your video?

0:0:8.890 --> 0:0:9.320  
Viswanath Subramanian  
That would be.

0:0:11.310 --> 0:0:13.580  
Viswanath Subramanian  
They have many people not getting.

0:0:15.530 --> 0:0:16.200  
Viswanath Subramanian  
They don't.

0:0:26.240 --> 0:0:26.740  
Viswanath Subramanian  
OK.

0:0:32.420 --> 0:0:32.930  
Piyush Saraf  
Yes.

0:0:29.290 --> 0:0:33.660  
Viswanath Subramanian  
So did you time to think about the other things which we need to discuss?

0:0:34.610 --> 0:0:35.240  
Viswanath Subramanian  
Yeah, what?

0:0:35.950 --> 0:0:36.430  
Viswanath Subramanian  
Yeah.

0:0:43.870 --> 0:0:44.160  
Viswanath Subramanian  
Hmm.

0:0:33.720 --> 0:0:46.570  
Piyush Saraf  
I have one thing, so I have a lot of leaves left and I think there's a lot of people, other people also, who would have a lot of leaves left that you know, we can't really cash in because of the projects, right.

0:0:47.440 --> 0:0:48.150  
Viswanath Subramanian  
Umm.

0:0:48.250 --> 0:0:59.740  
Piyush Saraf  
Intense project job. So is that a provision to either get the, you know, some sort of back pay? I don't know what that's called for that or like carry them forward.

0:0:59.290 --> 0:1:0.160  
Viswanath Subramanian  
And catchment.

0:1:0.430 --> 0:1:2.760  
Piyush Saraf  
Engagement there. OK, carry them forward.

0:1:4.110 --> 0:1:6.20  
Viswanath Subramanian  
OK. We'll discuss about this others.

0:1:4.640 --> 0:1:6.470  
Piyush Saraf  
That's the other thing. That's it.

0:1:8.90 --> 0:1:8.940  
Viswanath Subramanian  
Any other point?

0:1:22.270 --> 0:1:22.600  
Viswanath Subramanian  
Hmm.

0:1:13.150 --> 0:1:24.780  
Ashutosh  
Yeah, I think the leave policy like it has changed right now. So like if someone is sick, he will go, got to know on that day only. And I think one day he is can't also be applied on that day.

0:1:26.40 --> 0:1:29.310  
Ashutosh  
So this was not before hand, but now it has become like this.

0:1:31.110 --> 0:1:31.520  
Viswanath Subramanian  
OK.

0:1:31.70 --> 0:1:34.400  
Ashutosh  
So that's why that's like something it should be changed.

0:1:35.110 --> 0:1:36.540  
Viswanath Subramanian  
OK. We'll discuss about that.

0:1:37.260 --> 0:1:37.950  
Viswanath Subramanian  
Anything else?

0:1:44.310 --> 0:1:45.220  
Aritra Basu  
I want to.

0:1:44.220 --> 0:1:51.610  
Anisha Majhi  
Yeah. Plus one for the purest point, right. I also have like around 22 leaves pending, so.

0:1:54.320 --> 0:1:54.820  
Kartik VSV  
Umm.

0:1:54.130 --> 0:1:55.730  
Anisha Majhi  
The build went to the bus going there.

0:1:53.100 --> 0:1:56.220  
Viswanath Subramanian  
So OK, I don't want to give my opinion here.

0:1:57.150 --> 0:2:4.570  
Viswanath Subramanian  
Just to discuss. OK, so now let's quickly jump into the first point which.

0:2:3.640 --> 0:2:7.730  
Aritra Basu  
Yeah, I had a point, which is like a.

0:2:8.670 --> 0:2:27.810  
Aritra Basu  
So the previous November batch, there were supposed to encash their get their variable pay this month, which was in keka for like a very long time. The 30th November was supposed to be the payout date. Now just last Friday the date changed to 30th December.

0:2:30.300 --> 0:2:30.570  
Viswanath Subramanian  
OK.

0:2:28.820 --> 0:2:42.970  
Aritra Basu  
Ohh, a few of us have reached to Sivaraman and Jyoti regarding that. So just wanted to point this out that last moment. It changed for an entire year. It was 30th November, then last month it changed to 30th December.

0:2:45.300 --> 0:2:45.480  
Viswanath Subramanian  
So.

0:2:46.300 --> 0:2:46.820  
Viswanath Subramanian  
Uh.

0:2:47.400 --> 0:2:49.850  
Piyush Saraf  
Is that the retention on the this thing?

0:2:49.920 --> 0:2:50.90  
Piyush Saraf  
Yeah.

0:2:47.640 --> 0:2:50.230  
Viswanath Subramanian  
Sivaraman and Jyoti will get back to you on that like.

0:2:51.730 --> 0:2:52.80  
Viswanath Subramanian  
Sorry.

0:2:52.810 --> 0:2:56.450  
Piyush Saraf  
Danny, I was just asking, what's that, the retention one or was that the variable 1?

0:2:56.930 --> 0:2:57.810  
Aritra Basu  
The video will be.

0:2:59.420 --> 0:3:3.640  
Piyush Saraf  
Because one comes in at the end of 13th month, I think not 12th month still. Why?

0:3:6.130 --> 0:3:7.560  
Piyush Saraf  
Anyway, yeah.

0:3:5.310 --> 0:3:13.770  
Viswanath Subramanian  
OK. So it's it's to discuss about the company wide issues, right and not specific ones. So Jyoti and Sivaraman will revert to you, OK, so.

0:3:14.160 --> 0:3:18.720  
Viswanath Subramanian  
Uh, first thing about the sharing of knowledge, right?

0:3:19.380 --> 0:3:26.580  
Viswanath Subramanian  
Many people have ways that there is no Ave to do that. Do you have any ideas to implement it? Any way in which we can do that?

0:3:31.280 --> 0:3:31.540  
Piyush Saraf  
I.

0:3:30.710 --> 0:3:31.820  
Anisha Majhi  
Yes. Yeah.

0:3:31.400 --> 0:3:34.240  
Viswanath Subramanian  
What can we do to Lego it? Go at your.

0:3:33.410 --> 0:3:47.620  
Anisha Majhi  
OK. OK. So like the last night itself, right, I was just going through with the LinkedIn and then find out one paper like how this one example particular example about that forecasting right so in.

0:3:48.480 --> 0:4:18.120  
Anisha Majhi  
We have lots of retail project where people use the forecasting right and Amazon have like around 4180 countries data set 400 million something SQL right. I don't know the exact number but it's a very huge number, right. And then do the forecasting. So I just found out it prefers paper where they explain how they're forecasting evolved with respect to the time and what is the current model they are using, right? So this is one thing if we have a group of 2-3 people which can invest like two one week, two week or three-week.

0:4:18.440 --> 0:4:34.680  
Anisha Majhi  
Like with respect to that particular paper and we can share the knowledge, we can have a session with all the retail team or everyone, right? So like the problem we are facing it simply like add more value to our solutions. I think company wise, right.

0:4:51.770 --> 0:4:52.50  
Viswanath Subramanian  
Hmm.

0:4:35.980 --> 0:4:52.50  
Anisha Majhi  
So we need to have a 2-3 people or or a group of people like whoever is interested, right to go through with that paper with that 13 window, like a 15 day or even a month window just to go through with the paper, try out few codes, right, they'll go arithmos.

0:4:52.780 --> 0:5:12.430  
Anisha Majhi  
And then we can have a one particular session. Whoever is interested is like happy to maybe like note one hour notice PPT based session. It will be like 2 hours and where we just go like a little bit deep into the model. It's not like you have to use this model. But the main question is why we have to use this model, what's the benefit right? Then it will still.

0:5:16.280 --> 0:5:16.670  
Viswanath Subramanian  
Umm.

0:5:12.520 --> 0:5:17.190  
Anisha Majhi  
So it will be like officially as well as make a.

0:5:17.900 --> 0:5:19.990  
Anisha Majhi  
Click add value to the company, right?

0:5:22.310 --> 0:5:22.720  
Viswanath Subramanian  
OK.

0:5:21.910 --> 0:5:28.650  
Anisha Majhi  
So this is for quarter like we can have a group of people which can just work on that particular paper and go and put into the company.

0:5:30.970 --> 0:5:33.250  
Viswanath Subramanian  
Pointing any anybody else?

0:5:38.720 --> 0:5:39.390  
Anisha Majhi  
OK, see you.

0:5:35.150 --> 0:5:39.940  
Piyush Saraf  
I think one way to do this would also be the way we used to have it.

0:5:44.500 --> 0:5:45.50  
Viswanath Subramanian  
Hmm.

0:5:40.680 --> 0:5:56.110  
Piyush Saraf  
Once not pulsing, sorry innings before right where someone would come and talk about their project, but in a slightly different format wherein they come and talk about their problem statement or whatever project it is for. Maybe like 5 minutes.

0:6:1.370 --> 0:6:1.660  
Viswanath Subramanian  
Umm.

0:5:56.840 --> 0:6:10.170  
Piyush Saraf  
And then we could schedule a longer session later where whoever is interested in the problem statement. And once you learn about that, can join and then that session can be recorded for everyone else to see later if they need to.

0:6:12.40 --> 0:6:12.470  
Viswanath Subramanian  
OK.

0:6:11.660 --> 0:6:12.790  
Piyush Saraf  
I think, yeah.

0:6:17.320 --> 0:6:17.610  
Viswanath Subramanian  
But.

0:6:34.260 --> 0:6:34.550  
Piyush Saraf  
Umm.

0:6:15.920 --> 0:6:38.50  
Anisha Majhi  
So like a small point, you're like the problem statement is specific solution might be different and the technology in general right might be different, because if you simply go to the problem with specific we sometimes like we have to tune our model or apply some some method which is very specific to the problem set, right. But other other huge cases that that's more important, right.

0:6:46.50 --> 0:6:46.360  
Anisha Majhi  
Yeah.

0:6:48.680 --> 0:6:48.930  
Anisha Majhi  
Yes.

0:6:38.880 --> 0:6:49.80  
Piyush Saraf  
Uh, wait, do in Pulse state, he would say he what problem he solved and something similar. Then we can have a deeper discussion on why what how all of that complete thing.

0:6:52.370 --> 0:6:52.700  
Viswanath Subramanian  
OK.

0:6:54.100 --> 0:6:54.950  
Viswanath Subramanian  
Anybody else?

0:7:3.30 --> 0:7:7.490  
Viswanath Subramanian  
So next is on upskilling. Do you have any thoughts to share on upscaling?

0:7:8.930 --> 0:7:11.200  
Viswanath Subramanian  
I learning upscaling development.

0:7:12.110 --> 0:7:13.720  
Viswanath Subramanian  
Any suggestions? Ideas.

0:7:14.750 --> 0:7:15.860  
Viswanath Subramanian  
To how to do it better?

0:7:18.560 --> 0:7:23.90  
Viswanath Subramanian  
It might not be related to projects or company or anything, so it might be your interest.

0:7:23.170 --> 0:7:25.880  
Viswanath Subramanian  
Ohh, newer technologies. Whatever.

0:7:29.330 --> 0:7:33.540  
Piyush Saraf  
Upskilling as in Matlab self driven right? That's what you mean.

0:7:35.120 --> 0:7:35.460  
Viswanath Subramanian  
Correct.

0:7:34.620 --> 0:7:37.130  
Piyush Saraf  
Like not a company wide event, sort of a thing, yeah.

0:7:38.240 --> 0:7:38.690  
Piyush Saraf  
So.

0:7:37.990 --> 0:7:40.940  
Viswanath Subramanian  
Yeah, it's it's self driven how to facilitate that.

0:7:41.710 --> 0:7:42.560  
Piyush Saraf  
Out of facility.

0:7:50.350 --> 0:7:50.670  
Viswanath Subramanian  
Hmm.

0:7:53.720 --> 0:7:54.30  
Viswanath Subramanian  
Hmm.

0:7:43.450 --> 0:7:54.490  
Piyush Saraf  
One is, I think we can include other courses in our reimbursement scheme wherein something like Coursera or some standard ones and not just AWS courses.

0:7:55.890 --> 0:7:56.380  
Piyush Saraf  
Uh.

0:7:56.290 --> 0:7:56.820  
Viswanath Subramanian  
OK.

0:7:57.300 --> 0:8:4.190  
Piyush Saraf  
Because there's a lot of machine learning, deep learning courses that I'm sure a lot of people will be interested to try out.

0:8:6.590 --> 0:8:7.300  
Piyush Saraf  
So those yeah.

0:8:9.100 --> 0:8:9.590  
Piyush Saraf  
Yeah.

0:8:6.620 --> 0:8:12.150  
Kartik VSV  
Maybe we can try partnering with someone. Some of those companies, so that it would be more beneficial to us.

0:8:13.670 --> 0:8:14.60  
Viswanath Subramanian  
OK.

0:8:19.450 --> 0:8:20.170  
Viswanath Subramanian  
Anybody else?

0:8:23.80 --> 0:8:24.290  
Anisha Majhi  
Uh, OK.

0:8:25.790 --> 0:8:27.320  
Anisha Majhi  
So like.

0:8:34.220 --> 0:8:34.520  
Viswanath Subramanian  
Umm.

0:8:28.220 --> 0:8:35.260  
Anisha Majhi  
Upskilling, basically like it's like uh for everyone, it can be different, right? Maybe for one particular topic.

0:8:35.880 --> 0:8:52.400  
Anisha Majhi  
Uh, I have like a different skills or someone else have might be better skill, right? So my requirement can be different. Other person requirement can be different, right? So if we have to like one is the academic like the we can do the course is right.

0:8:53.580 --> 0:9:20.690  
Anisha Majhi  
But I think like one week and be like if we have say for example if there are few people because the at the company right we take 5 batches, right? We have already dependent on the freshers right so more than earth like we're working in a particular project or a two year or three-year work experience of four year experience like upscaling edit company, right will be like go up if those people have the good skills right.

0:9:38.100 --> 0:9:38.470  
Viswanath Subramanian  
Hmm.

0:9:21.460 --> 0:9:51.370  
Anisha Majhi  
We already have the training program right, everything. So I'm just thinking like can we just have our own web page or web portal kind of a thing where we like it will take time not to in six months in it, it will take like one year, 2 year old, maybe three years, right? So people we can just start creating our own kind of a content, right? The project videos, so that the one person who's coming like if I'm facing one particular program, right, if I go through it, float the project, right.

0:9:51.630 --> 0:10:21.900  
Anisha Majhi  
How old are the challenge? It might be 2-3 videos with respect to one particular problem set, so I will learn more right. Second is aptitude, right? More importantly, aptitude is something which cannot, like people say, cannot be teach right, but can motivate, right? If if I have one particular example, I can maybe use or I can maybe learn some skill, right? So maybe we can have a like every team we'll we'll have one week or two week time. They will create a flow of their project.

0:10:22.40 --> 0:10:26.620  
Anisha Majhi  
Step by step first, second, third, fourth with proper documentation.

0:10:27.350 --> 0:10:30.880  
Anisha Majhi  
And video as well. Like they can explain their.

0:10:32.160 --> 0:10:38.970  
Anisha Majhi  
Like the scenario right? But problem they face and how they solve which can be much more useful I guess right?

0:10:44.570 --> 0:10:45.160  
Anisha Majhi  
Yes.

0:10:40.510 --> 0:10:47.580  
Viswanath Subramanian  
I'm seeing a ganit intranet which can be referred to as in when needed with all our. OK got it.

0:10:48.590 --> 0:10:49.20  
Viswanath Subramanian  
So.

0:10:49.720 --> 0:10:50.30  
Viswanath Subramanian  
Hmm.

0:10:46.110 --> 0:11:9.640  
Anisha Majhi  
Yes, they didn't connect and we can just refer it, right and it will be like or at will, right it's you can like if you you go connect ID will be the password right, you can just go and watch whenever you want. We can have some point system but that's not important, right? If someone is motivated to go and watch it project summary. So I don't think we need incentive for that yet.

0:11:11.280 --> 0:11:13.250  
Piyush Saraf  
So one thing to add here would be.

0:11:11.110 --> 0:11:17.910  
Viswanath Subramanian  
OK. So anybody else other than should other than Shoraj and Piyush, right? Others.

0:11:24.370 --> 0:11:43.390  
Viswanath Subramanian  
Questionary anything to add? Mine was what we mentioned. You know, people want to do certifications and getting you learning courses, but the courses are priced at a very high rate. So maybe we can do I you know partnership with Udemy or something like that. OK. So then everybody has that access to the course materials.

0:11:44.190 --> 0:11:46.70  
Viswanath Subramanian  
OK, that's the only thing I can do.

0:11:49.500 --> 0:11:49.990  
Viswanath Subramanian  
Others.

0:11:52.770 --> 0:11:53.390  
Viswanath Subramanian  
Nothing to add.

0:11:59.180 --> 0:12:29.180  
Anisha Majhi  
I think like for example, every day we will be having a new kind of skills which are booming, so we can have list down the booming skills which like for example current team working in an Azure project. So I want to do a some certification but I don't know which certification is really helpful for me so we can something like upskilling certification guide kind of the thing where you you will be getting to know which certificates are best better for your specific role.

0:12:29.600 --> 0:12:30.630  
Anisha Majhi  
But well, God roja.

0:12:33.60 --> 0:12:42.580  
Anisha Majhi  
Guidelines kind of a thing, right? Yeah. So that if if someone has already done so, they can, we can refer, OK, these can be this can be the path or these can be the certifications.

0:12:44.810 --> 0:12:45.410  
Viswanath Subramanian  
Looking.

0:12:59.660 --> 0:13:0.570  
Viswanath Subramanian  
Technology.

0:12:44.400 --> 0:13:11.650  
Piyush Saraf  
So wait to add to that point, we can have a very quick repository where we have the names of people who have worked on a project project name the problem statement and domain, and what was a specific issue that they targeted, right? Either lead time was too much, the data available was too less so that later people can refer and see key similar who have done a similar project and they can go talk to them.

0:13:13.850 --> 0:13:14.490  
Kartik VSV  
Can I just?

0:13:15.740 --> 0:13:16.150  
Piyush Saraf  
Yeah.

0:13:13.530 --> 0:13:16.460  
Viswanath Subramanian  
Basically tagging right based on few parameters.

0:13:16.810 --> 0:13:17.140  
Piyush Saraf  
Yeah.

0:13:18.140 --> 0:13:20.360  
Aritra Basu  
We can also do something like a hackathon.

0:13:21.380 --> 0:13:28.150  
Aritra Basu  
Uh, basically, someone will just chat the problem statement of people who are interested.

0:13:28.910 --> 0:13:32.790  
Aritra Basu  
Just solve it. Obviously there will be a time bound, a time limit to it.

0:13:33.610 --> 0:13:35.210  
Aritra Basu  
And the one who wins? I don't know.

0:13:34.130 --> 0:13:35.860  
Anisha Majhi  
But yeah.

0:13:35.150 --> 0:13:36.150  
Viswanath Subramanian  
Hmm.

0:13:37.420 --> 0:13:37.650  
Aritra Basu  
Yeah.

0:13:36.950 --> 0:13:43.620  
Anisha Majhi  
Aritra looked like you have, like, some free time, right? That's why you're thinking about something.

0:13:41.650 --> 0:13:49.40  
Aritra Basu  
No, definitely not. That's why my. That's what my exact point of being saying that who is available and wants to do it.

0:13:52.300 --> 0:13:54.710  
Aritra Basu  
The same with me. Same with me.

0:13:48.930 --> 0:13:55.790  
Anisha Majhi  
Yeah. Then because we are working till 10:00 PM I we don't have time to go over any hackathon or something.

0:13:59.230 --> 0:13:59.490  
Viswanath Subramanian  
OK.

0:14:0.250 --> 0:14:1.10  
Viswanath Subramanian  
So.

0:13:59.340 --> 0:14:6.890  
Piyush Saraf  
You know, they should not. I'm curious about one thing. What is it intentional that I don't have? Anyone who I've worked with in this meeting.

0:14:8.970 --> 0:14:10.280  
Piyush Saraf  
Well that intentionally.

0:14:9.0 --> 0:14:14.410  
Viswanath Subramanian  
No, nothing intentional. It's a random number generator, so nothing is intentional.

0:14:12.500 --> 0:14:21.50  
Piyush Saraf  
Are people so that 20 people I've worked with, so that is very unlikely that completely? Connor, Pollyanna, but nice, OK.

0:14:20.720 --> 0:14:21.90  
Viswanath Subramanian  
No.

0:14:22.980 --> 0:14:50.300  
Viswanath Subramanian  
OK, so now on the existing policies, right might be the leave policy I took point from Piyush, right. And Aritra gave a point and any other issues that you face in are policies company policies. It's one thing for the medical claims. I think people who are unmarried they cannot claim it for their parents. Umm, only if they're married that is there. I think it should be there but there's not the place to I'll do it. Yeah.

0:14:51.270 --> 0:14:52.220  
Viswanath Subramanian  
That's the only thing.

0:14:55.800 --> 0:14:56.110  
Viswanath Subramanian  
OK.

0:14:58.290 --> 0:14:58.820  
Viswanath Subramanian  
Others.

0:15:0.0 --> 0:15:4.320  
Viswanath Subramanian  
Any other suggestion on an existing policy to make it better?

0:15:11.790 --> 0:15:12.100  
Viswanath Subramanian  
Umm.

0:15:5.550 --> 0:15:15.230  
Aditya Nath Jha  
Uh, sure. So there is a policy, right, that if you apply for a leave for more than three days, you have to give 15 days of notice.

0:15:16.290 --> 0:15:16.620  
Viswanath Subramanian  
Hmm.

0:15:16.410 --> 0:15:23.100  
Aditya Nath Jha  
So when you try to apply leave of two days also and keep it as Monday and Friday, kicker does not allow that.

0:15:24.110 --> 0:15:25.740  
Aditya Nath Jha  
This something I recently faced.

0:15:26.230 --> 0:15:27.930  
Kartik VSV  
Yes, yes, even I passed that.

0:15:28.790 --> 0:15:34.270  
Viswanath Subramanian  
It is working days. It should be working days OK. I'll note it down. We'll check that, OK.

0:15:34.590 --> 0:15:34.830  
Aditya Nath Jha  
The.

0:15:40.110 --> 0:15:41.600  
Aritra Basu  
Well, one more thing.

0:15:43.420 --> 0:15:43.680  
Viswanath Subramanian  
Umm.

0:15:44.570 --> 0:15:45.30  
Aritra Basu  
Ohh.

0:15:45.800 --> 0:15:52.100  
Aritra Basu  
So I actually need to take a leave on 2nd of January 2023 but.

0:15:52.390 --> 0:15:52.690  
Viswanath Subramanian  
Hmm.

0:15:53.280 --> 0:16:5.900  
Aritra Basu  
Can I apply from right now or do I have to wait till the 1st of January to apply for the 2nd of January? It's a one day leave only but since it's in the next calendar year, can I apply it from now only?

0:16:14.10 --> 0:16:14.460  
Aritra Basu  
OK.

0:16:7.680 --> 0:16:16.190  
Viswanath Subramanian  
I don't know and you just connect with me sometime later on with Geeta Shivram. OK, so I will not be able to answer it. I don't know.

0:16:17.640 --> 0:16:18.70  
Viswanath Subramanian  
Yeah.

0:16:16.370 --> 0:16:19.110  
Aritra Basu  
Mother just wanted to put it so yeah.

0:16:19.0 --> 0:16:21.420  
Viswanath Subramanian  
Yeah, it's just try applying it. No harm, right?

0:16:21.440 --> 0:16:22.760  
Aritra Basu  
Huh. Yeah. OK.

0:16:22.240 --> 0:16:23.790  
Viswanath Subramanian  
It doesn't let you just drop a mail.

0:16:24.630 --> 0:16:24.900  
Aritra Basu  
Tick.

0:16:24.600 --> 0:16:26.450  
Anisha Majhi  
So find all again.

0:16:26.370 --> 0:16:26.570  
Viswanath Subramanian  
OK.

0:16:30.680 --> 0:16:30.960  
Viswanath Subramanian  
Umm.

0:16:31.810 --> 0:16:32.380  
Viswanath Subramanian  
Yeah.

0:16:37.210 --> 0:16:37.520  
Viswanath Subramanian  
Umm.

0:16:27.410 --> 0:16:42.870  
Vaibhav Sikka  
Yeah. Hi, Viswanath or verbal this side. So building on the leave policy thing or I also faced a similar issue that it doesn't allow us to take like according to the policy more than five days of leave in a month.

0:16:44.750 --> 0:16:45.110  
Viswanath Subramanian  
Me.

0:16:53.180 --> 0:16:54.20  
Viswanath Subramanian  
Umm.

0:16:43.560 --> 0:16:59.900  
Vaibhav Sikka  
Right. Uh so because because some of us like I have accumulated more than 10 days of leaves are left right now. So I have accumulated for a a event that I have to attend but I'm not able to apply for more than five days.

0:17:1.330 --> 0:17:1.640  
Viswanath Subramanian  
Umm.

0:17:0.900 --> 0:17:8.780  
Vaibhav Sikka  
If the if the leaves are left, I think that is that can be changed. That would be helpful if the personal or leave that.

0:17:9.740 --> 0:17:9.970  
Vaibhav Sikka  
Yeah.

0:17:10.270 --> 0:17:13.160  
Viswanath Subramanian  
OK, point taken. I'll pass on the information.

0:17:14.200 --> 0:17:15.50  
Vaibhav Sikka  
Alright, thank you so much.

0:17:16.780 --> 0:17:20.90  
Anisha Majhi  
This one I have late again the film point and engagement of it.

0:17:15.360 --> 0:17:20.890  
Piyush Saraf  
Quick question, do we have compose? Someone was talking about compost earlier, huh?

0:17:21.640 --> 0:17:22.210  
Anisha Majhi  
So what?

0:17:23.960 --> 0:17:24.490  
Viswanath Subramanian  
Sorry.

0:17:25.140 --> 0:17:29.690  
Anisha Majhi  
I'm I'm feeling. I just wanna highlight again the same point, like the encasement of the leave, right?

0:17:32.470 --> 0:17:32.790  
Viswanath Subramanian  
Yeah.

0:17:31.670 --> 0:17:38.460  
Anisha Majhi  
I just wanna. I'm saying it again and again so you can use it will be top of your mind, right? I know only you can bring some change.

0:17:39.950 --> 0:17:40.350  
Anisha Majhi  
Yet.

0:17:37.330 --> 0:17:44.420  
Viswanath Subramanian  
OK, Encashment, don't place your hopes on it, right? But still, I'll take it here.

0:17:42.870 --> 0:17:46.320  
Anisha Majhi  
No, I don't have hope for this year, but maybe for next year.

0:17:47.510 --> 0:17:47.870  
Viswanath Subramanian  
OK.

0:17:50.690 --> 0:17:51.330  
Anisha Majhi  
Yeah.

0:17:47.740 --> 0:17:52.600  
Kartik VSV  
What if we have 20 leaves pending at least? Then you should give a waiters to that now.

0:17:51.520 --> 0:17:52.670  
Piyush Saraf  
I just wanted to.

0:17:53.530 --> 0:17:55.0  
Anisha Majhi  
Because the last year.

0:17:55.160 --> 0:17:55.710  
Kartik VSV  
Thing.

0:17:51.760 --> 0:17:57.20  
Viswanath Subramanian  
Maybe some portion of it. Let's say maximum of five days can be encashed, something like that.

0:17:57.570 --> 0:17:59.120  
Anisha Majhi  
Last year, I think item.

0:17:56.850 --> 0:18:5.290  
Kartik VSV  
Yeah, just because I have leaves, I just randomly applied leaves for five days this this month and next month also, I'll just randomly put five days.

0:18:5.730 --> 0:18:6.20  
Anisha Majhi  
That.

0:18:7.860 --> 0:18:8.550  
Viswanath Subramanian  
OK.

0:18:10.200 --> 0:18:11.140  
Kartik VSV  
To give some.

0:18:9.970 --> 0:18:12.500  
Viswanath Subramanian  
This is why you are blowing this way on video.

0:18:13.980 --> 0:18:15.10  
Kartik VSV  
You, you. You.

0:18:14.510 --> 0:18:15.780  
Anisha Majhi  
Like last year?

0:18:15.670 --> 0:18:16.300  
Kartik VSV  
Thank you.

0:18:15.820 --> 0:18:17.720  
Piyush Saraf  
He's well rested with all his leaves.

0:18:23.630 --> 0:18:23.880  
Viswanath Subramanian  
Umm.

0:18:27.650 --> 0:18:28.240  
Viswanath Subramanian  
Because then.

0:18:19.20 --> 0:18:35.490  
Anisha Majhi  
It took only zero even this year, like only took one leave till now. Right? So I have everything pending right and I cannot apply for the devajoy because my project in such a state, right? We have to finish by 15, right? I cannot afford. Only by taking one daily, right.

0:18:36.380 --> 0:18:40.170  
Anisha Majhi  
Then so confused what to do with with this number and it's happening like this.

0:18:39.520 --> 0:18:43.480  
Kartik VSV  
For for cases like this, you should give some weightage and give some encouragement.

0:18:45.770 --> 0:18:46.190  
Viswanath Subramanian  
OK.

0:18:44.590 --> 0:18:46.280  
Anisha Majhi  
Yeah, at least 50%.

0:18:48.40 --> 0:18:52.40  
Viswanath Subramanian  
OK, I at least 50%, OK.

0:18:58.980 --> 0:19:0.520  
Viswanath Subramanian  
Any other point on leaves?

0:19:1.540 --> 0:19:3.800  
Viswanath Subramanian  
Any other, uh policy related issue?

0:19:4.550 --> 0:19:10.900  
Piyush Saraf  
I have one question, do we have combos or do we not have combos? Someone told me that they got combos and I'm confused.

0:19:11.810 --> 0:19:13.540  
Piyush Saraf  
Because as far as I know, we don't.

0:19:12.320 --> 0:19:15.990  
Viswanath Subramanian  
Request we we don't we don't write.

0:19:15.730 --> 0:19:16.210  
Piyush Saraf  
Yeah.

0:19:17.820 --> 0:19:19.260  
Viswanath Subramanian  
We don't have comp of policy.

0:19:19.990 --> 0:19:20.390  
Piyush Saraf  
Speaking.

0:19:20.0 --> 0:19:20.750  
Viswanath Subramanian  
That is what I.

0:19:21.510 --> 0:19:22.960  
Piyush Saraf  
Yeah, that's what I know as well.

0:19:24.810 --> 0:19:25.220  
Piyush Saraf  
Speaking.

0:19:25.40 --> 0:19:26.820  
Kartik VSV  
You have right now.

0:19:26.890 --> 0:19:31.120  
Piyush Saraf  
That's that's that. That is the thing some people tell me that data.

0:19:29.900 --> 0:19:32.50  
Kartik VSV  
I saw so many compounds.

0:19:30.980 --> 0:19:33.880  
Viswanath Subramanian  
OK, you I'll get you clarity on it, OK.

0:19:33.960 --> 0:19:34.680  
Piyush Saraf  
Yes, please.

0:19:34.500 --> 0:19:49.670  
Vijay Ramasamy  
Yeah, I think we have come up because I had applied for compose. I mean, we worked on few weekends, so we had applied for it and we got some compost in our team. So I think yes, we have a compose.

0:19:49.170 --> 0:19:49.920  
Kartik VSV  
Even I got.

0:19:50.690 --> 0:19:51.30  
Vijay Ramasamy  
Yeah.

0:19:50.740 --> 0:19:51.220  
Kartik VSV  
That's that.

0:19:52.780 --> 0:19:56.810  
Viswanath Subramanian  
I don't know. There's a place to request for pop-up infection.

0:19:56.170 --> 0:19:57.420  
Vijay Ramasamy  
Yes, in the keka.

0:19:56.820 --> 0:19:57.560  
Aritra Basu  
Yeah, even.

0:19:58.460 --> 0:20:7.170  
Aritra Basu  
You just have to talk with your manager that I'm walking on the weekend on this and if your manager is OK, you apply for the comp off and he he or she approves it.

0:20:5.190 --> 0:20:7.390  
Viswanath Subramanian  
And then isolated cases where.

0:20:6.430 --> 0:20:11.270  
Piyush Saraf  
I am, I am said manager. I have no idea about this is someone applies. What will I do?

0:20:12.90 --> 0:20:12.640  
Piyush Saraf  
That's what.

0:20:14.370 --> 0:20:16.140  
Piyush Saraf  
Your man is it needs to know about this.

0:20:12.800 --> 0:20:16.310  
Aritra Basu  
Ohh 2A job complicate.

0:20:16.990 --> 0:20:22.230  
Aritra Basu  
Dumb compone apply their theater will have big Kiss school Matlab Kiska approvals, and even.

0:20:22.950 --> 0:20:23.260  
Piyush Saraf  
Uh.

0:20:23.310 --> 0:20:27.130  
Aritra Basu  
Where did you decimate? I used to give Nando's name. He used to just approve that combo.

0:20:29.10 --> 0:20:29.300  
Piyush Saraf  
Yeah.

0:20:31.90 --> 0:20:32.780  
Viswanath Subramanian  
OK, I didn't know that so.

0:20:34.440 --> 0:20:36.570  
Viswanath Subramanian  
Let me I'll give you clarity on the comp off policy.

0:20:36.530 --> 0:20:38.0  
Piyush Saraf  
Yeah, please speak.

0:20:38.290 --> 0:20:39.20  
Viswanath Subramanian  
Yeah. OK.

0:20:42.440 --> 0:20:43.480  
Aditya Nath Jha  
The second.

0:20:46.190 --> 0:20:46.710  
Aditya Nath Jha  
We can connect.

0:20:39.840 --> 0:20:47.790  
Viswanath Subramanian  
So finally it's time, right? So I'll launch a poll, just give you ratings so that like we can collect it and then finally wrap up.

0:20:48.330 --> 0:20:48.620  
Piyush Saraf  
OK.

0:21:25.870 --> 0:21:27.710  
Viswanath Subramanian  
They have received just two responses.

0:21:57.300 --> 0:22:27.170  
Viswanath Subramanian  
OK, done. So finally to summarize, right, so I'll need to put put forth my points on upscaling where you would need an intranet or you would want additional courses to be included in the reimbursement policy or some other subscription like Coursera, Udemy, whatever, right, that is to be done. Then there are multiple points on the Leave policy where there is still no clarity, right, leave and cache.

0:22:27.240 --> 0:22:57.100  
Viswanath Subramanian  
What are the primary ones that will be given in the feedback form? OK and there are issues in applying for leave, right? Even sick leave. It's not permitting right? So notice period is creating issues and also calendar day working day issue and the notice period that will also be mentioned and medical claims for parents right that is to be taken up and all other points that note return so this is what is the summary of this meeting right.

0:22:57.250 --> 0:22:59.990  
Viswanath Subramanian  
I'll share this feedback with her in engagement.

0:23:0.650 --> 0:23:1.20  
Viswanath Subramanian  
OK.

0:23:2.910 --> 0:23:5.760  
Viswanath Subramanian  
Good. Thank you. Thanks everyone everyone.

0:23:5.530 --> 0:23:5.760  
Vaibhav Sikka  
Sure.

0:23:6.470 --> 0:23:7.780  
Piyush Saraf  
Thank you, everyone. Bye bye.

0:23:7.80 --> 0:23:7.900  
Viswanath Subramanian  
Thank you. Bye.

0:23:8.520 --> 0:23:8.790  
Kartik VSV  
Right.

0:23:8.770 --> 0:23:9.750  
Vijay Ramasamy  
Thank you. Bye.

0:23:8.830 --> 0:23:10.580  
Anisha Majhi  
Thanks everyone. Bye.