0:0:0.0 --> 0:0:4.230  
Kokilambal Souppourayen  
People are joining. Can someone take initiative to kind of?

0:0:5.460 --> 0:0:8.230  
Kokilambal Souppourayen  
Ohh you know, add the the participants there.

0:0:13.760 --> 0:0:16.10  
Kokilambal Souppourayen  
So I'm requesting people to join.

0:0:48.310 --> 0:0:58.290  
Kokilambal Souppourayen  
And meanwhile, for those you have those who have joined, I request you to turn on your videos, and that way is like, you know, we can feel more connected and we can just make it more interactive.

0:1:39.500 --> 0:1:40.830  
Kokilambal Souppourayen  
Just few more to join.

0:2:9.490 --> 0:2:12.130  
Kokilambal Souppourayen  
Can someone check uh vijita?

0:2:14.180 --> 0:2:17.750  
Kokilambal Souppourayen  
What would you tell my one might not join Samprita and?

0:2:20.100 --> 0:2:22.80  
Kokilambal Souppourayen  
Just breathe with Isha.

0:2:25.310 --> 0:2:27.520  
Seelam Harshvardhan reddy  
I think Jaspreet is on leave.

0:2:28.810 --> 0:2:29.230  
Kokilambal Souppourayen  
OK.

0:2:29.170 --> 0:2:30.940  
Seelam Harshvardhan reddy  
We're not sure he would join our.

0:2:32.90 --> 0:2:33.380  
Seelam Harshvardhan reddy  
Yeah, accepted the meeting.

0:2:34.50 --> 0:2:34.720  
Seelam Harshvardhan reddy  
Meeting, yeah.

0:2:31.790 --> 0:2:41.210  
Kokilambal Souppourayen  
He did accept the. Yeah, he did accept the meeting invite, so hence I'm just looking for him. And Himanshu krishnasai samprita.

0:2:41.700 --> 0:2:43.340  
Seelam Harshvardhan reddy  
I'll check with Himanshu once.

0:2:43.770 --> 0:2:44.990  
Kokilambal Souppourayen  
Yes, sure. Please.

0:2:49.240 --> 0:2:51.250  
Kokilambal Souppourayen  
So we did just seem to be out of office.

0:2:54.890 --> 0:2:57.640  
Kokilambal Souppourayen  
And it's in the Rajan. I'm connecting him once more.

0:3:5.310 --> 0:3:9.510  
Seelam Harshvardhan reddy  
Ohh Himanshu will join in 10 minutes. I think he's in a call client call or something.

0:3:10.340 --> 0:3:15.130  
Kokilambal Souppourayen  
OK, got it. So did you even get to check with samprita by chance?

0:3:25.210 --> 0:3:27.410  
Kokilambal Souppourayen  
Just pretend with Isha alone midmark.

0:3:51.740 --> 0:4:7.210  
Kokilambal Souppourayen  
Yes, except for samprita. I believe everyone has joined and once again very good evening to all. Glad to meet you and especially for this bulshit meeting. It's really interesting to have such a discussion and.

0:4:9.380 --> 0:4:24.670  
Kokilambal Souppourayen  
Just we'll make this discussion very interactive and I'm going to set the meeting expectations, the agenda and what we are going to discuss and what all you can expect in this meeting. I have it pretty much a drafted I would share with you and.

0:4:26.30 --> 0:4:35.180  
Kokilambal Souppourayen  
I think we can get started. Maybe if anyone can check with samprita if she's joining any moment, we can wait. Otherwise we can get started.

0:4:41.40 --> 0:4:41.970  
Surya Pratap Singh  
Doctor message no.

0:4:42.930 --> 0:4:47.480  
Kokilambal Souppourayen  
Yes, I did. Uh Surya, I did drop it a message.

0:4:48.160 --> 0:4:49.790  
Surya Pratap Singh  
No, no. She dropped a message to the group.

0:4:52.550 --> 0:4:53.30  
Surya Pratap Singh  
Thanks one.

0:4:50.600 --> 0:4:53.710  
Kokilambal Souppourayen  
OK, maybe I have to check out system right?

0:4:56.860 --> 0:4:57.630  
Surya Pratap Singh  
Thing is continued.

0:4:58.640 --> 0:4:59.220  
Kokilambal Souppourayen  
Yes.

0:5:0.20 --> 0:5:2.420  
Kokilambal Souppourayen  
The client called bottle extended, sure.

0:5:22.510 --> 0:5:52.170  
Kokilambal Souppourayen  
Yes. As I was saying that there is a new version that we are refining and we are refining more and as a result compared to the previous way of our pulse check meeting, we have modified. Listen to your comments and you know implemented it and now that we have made it more structured and we kind of included you know the topics that people found that would be interesting to discuss in the pulse check meeting especially we have included those topics as well.

0:5:52.530 --> 0:6:22.400  
Kokilambal Souppourayen  
And we have evolved ourselves from the previous version, and now that we are happy to launch this new version of 1.1 and what you can expect in this version of Pulse check is like, you know, going forward. So all this pulse check meeting would be very much defined and you would be more aware of what we are going to discuss and that's what we call it as in structured approach and a democratized process. When we say it as a democratized process, it is like you know.

0:6:22.580 --> 0:6:52.710  
Kokilambal Souppourayen  
We are happy to listen to all your comments and we are making it a two way interaction and not just one way and this will help us to get blend with the ecosystem and to kind of you know take it more seamless and definitely like uh, that's the reason I'm just looking for to have this discussion more interactive and all your participation is very much, you know expected and I'm looking forward and this is the.

0:6:52.970 --> 0:7:24.100  
Kokilambal Souppourayen  
Agenda for today's session. So wherein like as I was saying compared to the previous pulse check meeting, we have evolved and we have kind of made a better form and as a you know evidence to that I think you have received a mail asking for a pre pulse survey and I believe that most of you have given your comments you have submitted the survey, you have shared your thoughts and points.

0:7:24.290 --> 0:7:28.750  
Kokilambal Souppourayen  
And you have given your comments basically so from that pre.

0:7:29.530 --> 0:8:2.60  
Kokilambal Souppourayen  
Ohh Pre Pulse survey we have listed down you know a predominantly what all topics that people would want people would like to discuss in this pulse check meeting. We have a you know listed it down and if there are any more topics to be discussed if you prefer like you know there are few other topics that we can also cover it up in this meeting in this discussion you can you know take this opportunity wherein you can list down the topics that you would like to discuss and cover.

0:8:2.410 --> 0:8:32.80  
Kokilambal Souppourayen  
And that's what we mean it as sourcing of topics and uh uh from the previously sourced topics from the pre Pulse survey. What all that we have predominantly like, you know like most of the Members have included those points. So those predominant topics we have listed we will discuss about those predominant topics and from there we will take your feedbacks and suggestion and then a small a short survey.

0:8:32.130 --> 0:8:49.200  
Kokilambal Souppourayen  
Whole would be launched. I would request all of you to give your you know, a poll and survey, and you once it is done, we are like kind of end of the session wherein we can, you know reread or like we can just summarize the entire discussion.

0:8:50.380 --> 0:9:17.760  
Kokilambal Souppourayen  
So until uh, until this point of like, you know, the 10 minutes, 10 minutes discussion until then, I would be guiding you through the topics gradually. So this 20 minute session that time we can you know make it more interactive and individually I'll call out names and I would want you to share your comments and your feedback and suggestions. So until then it's it's going to be like more of a presentation.

0:9:18.960 --> 0:9:20.810  
Kokilambal Souppourayen  
And hope until now. Is it clear?

0:9:21.450 --> 0:9:26.30  
Kokilambal Souppourayen  
Is it like OK? Is it OK to like proceed further? Please acknowledge me.

0:9:27.190 --> 0:9:27.800  
Ashma Kithur  
Goodnight.

0:9:27.920 --> 0:9:29.510  
Ashma Kithur  
No, that is like very.

0:9:29.130 --> 0:9:59.230  
Kokilambal Souppourayen  
Yeah. Thank you. Thank you for acknowledging and yes, so the previous pulse check meeting and they know the survey and we have taken here and there the major pain points. So wherein like you know people especially like employees, if they have any queries you know there is no one particular channel wherein to like you know where to address where to post your queries and how do you get it resolved. We have made it like you know more transparent and that is where we have launched our ticketing system and.

0:9:59.290 --> 0:10:30.0  
Kokilambal Souppourayen  
This ticketing system, I believe, like most of you have access to it and in that way like whatever queries you have, it will be like a you know noted and it will be like you know answered and the respective the you know the process owner would reach you back and they will help you to get it resolved and even there in terms of policies hope most of you had have had queries related to the reimbursement leave and the travel policy and all of it at the employed and if it's and most of it.

0:10:30.50 --> 0:10:49.580  
Kokilambal Souppourayen  
Yeah, I think it's under, you know, there were a few points wanted to be considered. And yes, that is also been noted and the most exciting part of the PCA process wherein most of you had, you know maybe the the promptness was there, we could see. So the moment the PCA.

0:10:49.650 --> 0:10:50.10  
Kokilambal Souppourayen  
Wait.

0:10:50.910 --> 0:11:16.660  
Kokilambal Souppourayen  
Maybe the PCA process was initiated right from there until submission the the response was very positive and in terms of salary restructure in terms of other IT improvements and you know having introduced our ways of working. So one document that clarifies what to do and what not to do in the work ecosystem so.

0:11:17.530 --> 0:11:47.480  
Kokilambal Souppourayen  
Creating all these experience, uh, creating all these experience? End of it is to kind of, you know, uh, speak the same language. Have we like, you know, uh, same workflow and all of us kind of you know, you know involving in the same work mode and definitely end of it is like you know together we make this a workspace more better and you know we'll make it better and the best for all of you.

0:11:47.780 --> 0:12:17.230  
Kokilambal Souppourayen  
And that is what the, you know, the entire uh thought behind this process. So this is the entire thought. And I should say and maybe I see like almost everybody has joined and until now I have gradually gone through the process process improvement and where we are and what is the expectation for today's discussion, all of it being said, now that I'm just going to show you that the predominant 3 topics that everyone.

0:12:17.590 --> 0:12:48.20  
Kokilambal Souppourayen  
Wanted to kind of, you know, discuss about in the pulse check meeting these three are the topics. So this is a consolidated you know list out of all the responses sharing of collective knowledge, upskilling existing policies. So the first thing that I'm going to do is so now that we have source 3 topics from the you know survey Now this moment I want you to kind of you know share your thoughts on new topics.

0:12:48.320 --> 0:12:58.500  
Kokilambal Souppourayen  
So what all topics you would like to like? You know, have it. So one by one, I'm going to note down maybe from the alphabetic order right from Anand.

0:12:59.100 --> 0:13:15.910  
Kokilambal Souppourayen  
So you can get started. So what are the topics you want to cover in the, you know, henceforth the whatever the plastic meeting to be, you know scheduled. So what topic you would like to have or like you'd like to discuss? So Anand if you could include your points that would be helpful.

0:13:18.460 --> 0:13:20.970  
Anand A  
Yeah, all like about standards.

0:13:22.250 --> 0:13:23.670  
Kokilambal Souppourayen  
Umm, come again please.

0:13:24.980 --> 0:13:27.610  
Anand A  
I like a ways of working in Ganesh.

0:13:30.250 --> 0:13:31.20  
Kokilambal Souppourayen  
So.

0:13:32.30 --> 0:13:37.540  
Kokilambal Souppourayen  
Ways of working is something that you would like to discuss in the past. Check meeting.

0:13:38.590 --> 0:13:38.920  
Anand A  
Yeah.

0:13:40.180 --> 0:13:42.0  
Kokilambal Souppourayen  
Thank you. And Anil?

0:13:43.620 --> 0:13:49.0  
Anil Bharadwaj  
Uh, actually, I have one point regarding the leave policy only. So that is actually covered so.

0:13:49.930 --> 0:13:51.140  
Anil Bharadwaj  
Umm, I think beyond that one.

0:13:52.270 --> 0:13:53.310  
Anil Bharadwaj  
Existing policies.

0:13:52.70 --> 0:13:54.770  
Kokilambal Souppourayen  
OK, you leave policy, OK.

0:13:57.250 --> 0:13:58.660  
Kokilambal Souppourayen  
OK. The next one please.

0:14:1.540 --> 0:14:2.40  
Kokilambal Souppourayen  
Ashma.

0:14:10.260 --> 0:14:10.590  
Kokilambal Souppourayen  
Umm.

0:14:3.860 --> 0:14:14.30  
Ashma Kithur  
He has got like so like I do have the same thing like on the leave policy to have some clear on to that. So but it is already there. So like apart from that the work culture.

0:14:15.100 --> 0:14:15.990  
Ashma Kithur  
You won't look like this.

0:14:18.270 --> 0:14:18.490  
Ashma Kithur  
Yeah.

0:14:16.630 --> 0:14:19.280  
Kokilambal Souppourayen  
OK. So it's a combination of.

0:14:19.550 --> 0:14:20.110  
Ashma Kithur  
Things are.

0:14:22.690 --> 0:14:23.160  
Ashma Kithur  
Anything.

0:14:20.340 --> 0:14:24.440  
Kokilambal Souppourayen  
So days off working you want to specifically know about.

0:14:25.250 --> 0:14:25.850  
Kokilambal Souppourayen  
I'm sorry.

0:14:26.180 --> 0:14:27.570  
Ashma Kithur  
Topics upskilling and existing.

0:14:30.340 --> 0:14:32.370  
Kokilambal Souppourayen  
And uh, how about uh, Deeksha?

0:14:36.90 --> 0:14:39.0  
Deeksha Singh  
Are you OK? Few points regarding the Leave policy only.

0:14:39.630 --> 0:14:39.980  
Kokilambal Souppourayen  
Mm-hmm.

0:14:40.410 --> 0:14:41.470  
Deeksha Singh  
That is already added.

0:14:42.400 --> 0:14:44.860  
Kokilambal Souppourayen  
OK. Thank you, Deeksha and Himanshu.

0:14:48.330 --> 0:14:51.180  
Himanshu Singh  
Uh, yeah. Same against leave policy.

0:14:52.370 --> 0:14:57.260  
Kokilambal Souppourayen  
Lee politics is the majority of it is like leave policy, OK, just St.

0:15:5.810 --> 0:15:6.290  
Kokilambal Souppourayen  
Yes.

0:15:10.190 --> 0:15:10.490  
Kokilambal Souppourayen  
Umm.

0:14:58.550 --> 0:15:12.410  
Jaspreet Singh Dev  
Regarding the work culture, let's say we are moving from a startup to a next level company, right? So how we are looking forward to enhance our work culture, so that should be discussed that would be better I think.

0:15:13.100 --> 0:15:30.230  
Jaspreet Singh Dev  
And apart from that, uh, how we can learn from each other? Let's say do right now we used to connect with people and there's a good response from the other side. We learn from each other. But can we make into a more robust process where we can transfer our learning to each other whenever it is required?

0:15:31.660 --> 0:15:31.930  
Kokilambal Souppourayen  
Hmm.

0:15:31.290 --> 0:15:32.580  
Jaspreet Singh Dev  
Those couple of things.

0:15:35.240 --> 0:15:35.670  
Jaspreet Singh Dev  
Thank you.

0:15:33.860 --> 0:15:44.150  
Kokilambal Souppourayen  
Yes, uh, well said. And yes, certainly it is required. Sharing knowledge is certainly required, yes, noting it down as well and Jennifer?

0:15:45.240 --> 0:15:45.570  
Jenifer Cynthya  
Umm.

0:15:52.70 --> 0:15:52.390  
Kokilambal Souppourayen  
Umm.

0:15:46.730 --> 0:15:52.550  
Jenifer Cynthya  
So I I had some doubts about the leave culture so.

0:15:53.370 --> 0:15:57.340  
Jenifer Cynthya  
Yeah, and yeah, I still have a few doubts on that.

0:15:57.410 --> 0:15:59.930  
Kokilambal Souppourayen  
Got it. Got it. So krishnasai.

0:16:2.870 --> 0:16:3.920  
Krishnasai N  
Yeah. Hi.

0:16:12.430 --> 0:16:12.990  
Kokilambal Souppourayen  
Yes.

0:16:6.70 --> 0:16:14.900  
Krishnasai N  
So I think my point is already been addressed in the PPT about knowledge sharing, right. And since more and more people are coming to the Channel office, I feel.

0:16:15.440 --> 0:16:21.150  
Krishnasai N  
Uh, in in the office we could have workshops conducted that would be really helpful.

0:16:22.710 --> 0:16:30.420  
Krishnasai N  
To learn more, so yeah, that was my point. And I think you've mentioned that as a knowledge sharing in the PPD, so.

0:16:31.440 --> 0:16:35.330  
Kokilambal Souppourayen  
Got it. Got it. So yes, no tender krishnasai and Manish.

0:16:36.130 --> 0:16:37.260  
Kokilambal Souppourayen  
Let's hear it from you.

0:16:37.800 --> 0:16:40.830  
Manish Saini  
Yeah. I also wanted to add the about the new policy only.

0:16:46.750 --> 0:16:47.90  
Manish Saini  
OK.

0:16:42.10 --> 0:16:57.600  
Kokilambal Souppourayen  
Leave policy so the majority of it, I could very well see that it's like uh, in and around. Leave policy like a lot of clarifications required. Yes, noting it down and uh in the upcoming sessions we'll, you know, cover it. And here's thank you Manish ragaavi.

0:17:7.270 --> 0:17:7.550  
Kokilambal Souppourayen  
Mm-hmm.

0:16:59.440 --> 0:17:8.850  
Ragaavi D  
So my point is also already discussed. I just wanted to know about the the point of contact and knowledge sharing only.

0:17:10.510 --> 0:17:13.420  
Kokilambal Souppourayen  
Good, good. Thank you. And ritik Singh.

0:17:15.280 --> 0:17:28.210  
Ritik Singh Jamwal  
My point is also leave policy. Right now I'm fresher, so they are telling that you have six months and you can't take the leave off until probation period. So if we there's unfairly for us.

0:17:28.880 --> 0:17:29.200  
Kokilambal Souppourayen  
Umm.

0:17:28.850 --> 0:17:29.860  
Ritik Singh Jamwal  
If it is required.

0:17:32.80 --> 0:17:32.770  
Ritik Singh Jamwal  
Yeah, for that.

0:17:31.780 --> 0:17:35.650  
Kokilambal Souppourayen  
OK, got it. Got it. So samprita.

0:17:45.330 --> 0:17:45.730  
Kokilambal Souppourayen  
Mm-hmm.

0:17:37.210 --> 0:17:47.390  
Samprita Das  
I mean this is hi, good afternoon. So I think I will kind of echo the points of jaspreet only. So my first question.

0:17:55.810 --> 0:17:56.110  
Kokilambal Souppourayen  
Umm.

0:17:47.480 --> 0:18:1.480  
Samprita Das  
Ohh will be based on since we are growing a lot in size and in stages. So how we are seeing our path in future as well as not only as a company.

0:18:28.150 --> 0:18:28.540  
Kokilambal Souppourayen  
Yeah.

0:18:1.560 --> 0:18:33.730  
Samprita Das  
Uh, it's uh. If we could have some clarity as each Members also for example in case of knowledge acquiring also if we could have some some specific knowledge paths to follow like some paths to maintain like if you want to enhance your knowledge what are the next steps that you should take care of what this company is looking from me this kind of things if were available it will be kind of easier for me to figure out how to improve myself.

0:18:33.820 --> 0:18:45.200  
Samprita Das  
In next few months, that is one thing, and in keka I I noticed one thing that is in one month we are not being able to take more than two.

0:19:5.870 --> 0:19:6.980  
Kokilambal Souppourayen  
Clarification there.

0:19:8.410 --> 0:19:8.680  
Kokilambal Souppourayen  
Umm.

0:18:47.60 --> 0:19:9.710  
Samprita Das  
Hmm. Provision leaves provisional leaves, actually, but however I saw it is in the policy that one can take a maximum 5 days of paid leaves, so it is a little bit confusing. So if we can have a little bit of clarification on that, why it is this kind of, yeah. So these are my points.

0:19:8.800 --> 0:19:12.270  
Saqib Mohammed  
Like you are not take you are not able to apply or like.

0:19:12.980 --> 0:19:16.270  
Saqib Mohammed  
Because I have seen Members taking five days a monthly.

0:19:16.170 --> 0:19:35.620  
Samprita Das  
Huh. You can take leave, but it is kind of you have to make emails and apply from there, but you cannot directly apply more than two leaves from keka portal itself. This is my observation that I saw, so I need some understanding like what is going on or why it is like this. That's it.

0:19:34.510 --> 0:19:35.830  
Saqib Mohammed  
That is basically because.

0:19:45.970 --> 0:19:46.230  
Samprita Das  
Yeah.

0:19:45.510 --> 0:19:46.870  
Kokilambal Souppourayen  
Yeah, yeah, I think.

0:19:36.550 --> 0:19:50.0  
Saqib Mohammed  
Because one day leave policy, there is no granting permission and all you guys go and you take like just apply it gets approved, it's auto approved thing. But for two days they want you to go to a manager. I guess that's it.

0:20:4.990 --> 0:20:5.720  
Samprita Das  
That's correct.

0:20:10.510 --> 0:20:10.850  
Samprita Das  
Yeah.

0:20:16.20 --> 0:20:16.530  
Saqib Mohammed  
Yeah.

0:20:5.770 --> 0:20:17.50  
Kokilambal Souppourayen  
Individually one-on-one, we will kind of connect and we'll get it sorted. Some threads are definitely and note it down and moving on to Sakib Ahmed. Yes please your comments.

0:20:20.710 --> 0:20:23.160  
Kokilambal Souppourayen  
Not killing is your focus, OK?

0:20:17.940 --> 0:20:24.10  
Saqib Mohammed  
Points are already covered, like upskilling right? If we want to. Yeah. Yeah, that's have been covered.

0:20:25.200 --> 0:20:25.400  
Saqib Mohammed  
Yeah.

0:20:25.0 --> 0:20:28.500  
Kokilambal Souppourayen  
OK, so how about the Harshvardhan?

0:20:39.540 --> 0:20:39.800  
Kokilambal Souppourayen  
Umm.

0:20:46.460 --> 0:20:46.800  
Kokilambal Souppourayen  
Umm.

0:20:31.260 --> 0:20:48.690  
Seelam Harshvardhan reddy  
Mute. Yeah. First was the leave policy, like, not the entire leave policy. The one day leave policy, right, it is auto approved. But when we are feel feeling sick, let's say on the yesterday night it was good. But on the morning we are not feeling good. We can't apply the sick leave on the day. Morning.

0:20:52.510 --> 0:20:53.310  
Anil Bharadwaj  
Yes, that is.

0:20:49.410 --> 0:20:53.310  
Kokilambal Souppourayen  
OK, correct. Got it. Sure. Note it down.

0:20:52.460 --> 0:20:54.520  
Seelam Harshvardhan reddy  
So that one day leave policy has to be.

0:20:55.170 --> 0:20:56.430  
Seelam Harshvardhan reddy  
With changes.

0:20:55.330 --> 0:20:58.0  
Anil Bharadwaj  
Yeah, that is exactly my issue. Also, I wanted to step.

0:20:59.40 --> 0:20:59.690  
Kokilambal Souppourayen  
Got it.

0:21:10.830 --> 0:21:11.250  
Kokilambal Souppourayen  
Umm.

0:20:59.70 --> 0:21:12.620  
Seelam Harshvardhan reddy  
Because we might feel good at the night, but in the next day morning we may not be feeling good due to some reasons or somewhat some emergency came not as a about health issue. Whatever it is, some urgency emergency in the family or whatever. I can't take the immediate leave on that day.

0:21:13.610 --> 0:21:16.150  
Kokilambal Souppourayen  
Got it. Note it down. Sure.

0:21:23.320 --> 0:21:23.590  
Kokilambal Souppourayen  
Umm.

0:21:15.10 --> 0:21:33.20  
Seelam Harshvardhan reddy  
On second thing I mentioned in the before Pulse check was like that didn't came into glow or limelight. I don't know why we have been awarded with some awards like Trailways or Outlier award. All those stuff like I requested a kind of certification or certificate would be helpful at Digital certificate.

0:21:34.110 --> 0:21:36.110  
Kokilambal Souppourayen  
Got it. Note it down and that's.

0:21:35.50 --> 0:21:42.220  
Seelam Harshvardhan reddy  
So that we can post that on our LinkedIn that we are achieving this in organization, they're helping us to grow like this. All those stuff will happen.

0:21:48.740 --> 0:21:49.160  
Seelam Harshvardhan reddy  
Yeah.

0:21:50.770 --> 0:21:51.360  
Seelam Harshvardhan reddy  
Yes.

0:21:43.340 --> 0:21:53.620  
Kokilambal Souppourayen  
Yeah, certainly value ask, I would say because accolades and accomplishments, it's something that we would like to share with everyone. Certainly that's a valid point and noted as well.

0:21:54.730 --> 0:21:55.0  
Seelam Harshvardhan reddy  
Yeah.

0:21:55.800 --> 0:21:56.590  
Seelam Harshvardhan reddy  
Those two only.

0:21:57.410 --> 0:21:57.820  
Seelam Harshvardhan reddy  
Thank you.

0:21:54.360 --> 0:21:59.490  
Kokilambal Souppourayen  
So yeah, thank you. Thank you, Ashwin. Yeah, sure. And moving on to Sundar.

0:22:2.640 --> 0:22:2.960  
Sundar Rajan  
Hi.

0:22:3.30 --> 0:22:9.250  
Sundar Rajan  
Because you are my my point also already expressed that same as a a leave policy.

0:22:13.60 --> 0:22:14.210  
Sundar Rajan  
Yeah, overall thing.

0:22:15.740 --> 0:22:16.350  
Sundar Rajan  
No.

0:22:9.860 --> 0:22:16.380  
Kokilambal Souppourayen  
Leave policy is something that you won't want to discuss. OK. So anything else apart from leave? OK, OK, got it.

0:22:18.950 --> 0:22:19.350  
Sundar Rajan  
OK.

0:22:17.450 --> 0:22:19.990  
Kokilambal Souppourayen  
Sure, noted down. And how about you, vedant?

0:22:21.670 --> 0:22:25.780  
Vedant Sharad Murugkar  
Yeah. Ohh I would like more clarification on the reimbursement policies.

0:22:26.490 --> 0:22:26.870  
Kokilambal Souppourayen  
Mm-hmm.

0:22:26.910 --> 0:22:40.360  
Vedant Sharad Murugkar  
Ohh especially for intercity driver means basically my situation is different but I think it doesn't. It's not covered in policy as what we have now.

0:22:42.390 --> 0:23:12.680  
Kokilambal Souppourayen  
Got it. OK, sure. So consolidated like Donna, majority of the ASK is on the leave policy and the the learning part. And so I could just note down all your points and I can kind of you know prepare a summary I could share the summary as well with you in the same team set for all of you to kind of go through because we are running short. I'm just moving to the next expectation of in general like you know.

0:23:12.750 --> 0:23:19.270  
Kokilambal Souppourayen  
Ohh what's the feedback? So I would like to note down your feedback in general so.

0:23:20.410 --> 0:23:22.270  
Kokilambal Souppourayen  
You can uh, give your uh.

0:23:23.280 --> 0:23:25.90  
Kokilambal Souppourayen  
Feedback and your comments.

0:23:30.280 --> 0:23:37.530  
Kokilambal Souppourayen  
So I'm leaving it open so your overall experience until now. So how is it going? So what is your opinion or feedback?

0:23:53.830 --> 0:23:59.220  
Kokilambal Souppourayen  
Maybe you need any help in what sort of feedback to kind of like you know raise or.

0:24:1.0 --> 0:24:2.250  
Kokilambal Souppourayen  
You need any help in that.

0:24:7.80 --> 0:24:7.350  
Ashma Kithur  
Yes.

0:24:7.470 --> 0:24:8.120  
Ashma Kithur  
OK, OK.

0:24:8.830 --> 0:24:11.220  
Ashma Kithur  
If I have a, you know, any kind of.

0:24:10.750 --> 0:24:20.560  
Kokilambal Souppourayen  
Yeah. So certainly like, I think maybe in one of the meetings or like one of our you know discussions like this, the one Member had raised a point saying that you know.

0:24:20.820 --> 0:24:40.350  
Kokilambal Souppourayen  
Ohh, the snacks that whatever that we have in Chennai office, it has to be like made more healthy and that in that way is like that will kind of keep us more energetic and driving. So even if that's sort of feedback if you have to share with us, yes we are open this is the time you can share the feedbacks like that.

0:24:44.880 --> 0:25:14.650  
Ashma Kithur  
In that case, in was not like that. We have the same type of snacks that is being in pantry. OK, so we can expect some other thing which is healthy like that. It would be great. So we have the regular item like biscuits only. So apart from that like in my previous pulse checks, I would have asked the people in the previous pulse check like for the ID card. So why is it you're not having an ID card? So that is one thing like.

0:25:14.800 --> 0:25:18.730  
Ashma Kithur  
Well, I didn't get any answer for that. That is the thing.

0:25:18.820 --> 0:25:19.100  
Ashma Kithur  
What?

0:25:20.110 --> 0:25:22.370  
Kokilambal Souppourayen  
Yes, I'm noting it now nashmi's at only.

0:25:23.60 --> 0:25:26.310  
Kokilambal Souppourayen  
And thanks for mentioning and maybe the next one.

0:25:31.130 --> 0:25:33.80  
Himanshu Singh  
Ohh yeah, I could give you here.

0:25:33.770 --> 0:25:34.890  
Kokilambal Souppourayen  
He has a high mansion.

0:25:35.730 --> 0:25:49.120  
Himanshu Singh  
That's the point on again on leave for this, and it doesn't point on don't know whether it has been discussed or not, but right now we are at the end of this year and most of us have so much leave balances, right. So if

0:25:49.40 --> 0:25:49.440  
Kokilambal Souppourayen  
Yes.

0:25:49.200 --> 0:25:58.20  
Himanshu Singh  
so, like if the year next year starts all of that goes to visit. So it's better to get compensated for whatever the balance is.

0:25:58.990 --> 0:25:59.340  
Himanshu Singh  
I guess.

0:26:0.650 --> 0:26:9.200  
Saqib Mohammed  
Like to to point out that according to the leave for this you mentioned in Keka right, if you have.

0:26:11.630 --> 0:26:12.460  
Saqib Mohammed  
Stop it, yeah.

0:26:8.350 --> 0:26:13.380  
Kokilambal Souppourayen  
They could you please mention your name whomsoever raising the point so that it will be helpful for me to note down.

0:26:17.710 --> 0:26:18.830  
Kokilambal Souppourayen  
Got it, got it.

0:26:14.290 --> 0:26:29.580  
Saqib Mohammed  
Exactly. I just want to help you. Once you on that Sathish here. OK, according to the policy mentioned in Keka, right for paid leaves, if you have balance till three dates it will be carried over to next year. If you have more than three days, right.

0:26:28.510 --> 0:26:33.520  
Himanshu Singh  
Yeah, but most of us have more than 20, like some have 15, some have 20 somewhat.

0:26:32.250 --> 0:26:35.210  
Saqib Mohammed  
It will be compensated according to Keka. Basically, that's what I'm saying.

0:26:36.660 --> 0:26:38.690  
Saqib Mohammed  
It's there is a end caching policy.

0:26:36.470 --> 0:26:38.940  
Himanshu Singh  
OK, but I'm not seeing that updater, so that's why.

0:26:39.500 --> 0:26:41.550  
Saqib Mohammed  
Yeah, there is an cashing policy, yeah.

0:26:42.550 --> 0:26:42.960  
Himanshu Singh  
OK.

0:26:43.220 --> 0:26:43.760  
Himanshu Singh  
This month.

0:26:43.840 --> 0:26:44.220  
Himanshu Singh  
That they.

0:26:42.430 --> 0:26:48.360  
Saqib Mohammed  
Basically, if you guys have time now, all of those who have a technique, kind of.

0:26:44.300 --> 0:26:49.890  
Himanshu Singh  
That your English in loop over mine. I know you weren't able to eat.

0:26:54.340 --> 0:26:57.630  
Himanshu Singh  
No, I don't have a different behavior for next year.

0:26:49.150 --> 0:27:2.150  
Saqib Mohammed  
Various regarding leave policy. Just give a read to the every leave policies in the Kika because I did that. I need it almost cleared me all of the queries regarding the policy, that's why.

0:27:2.150 --> 0:27:2.690  
Himanshu Singh  
Yeah.

0:27:3.300 --> 0:27:3.500  
Saqib Mohammed  
Yeah.

0:27:3.650 --> 0:27:5.270  
Himanshu Singh  
OK. Thanks.

0:27:9.100 --> 0:27:9.630  
Himanshu Singh  
Last year.

0:27:7.140 --> 0:27:10.670  
Kokilambal Souppourayen  
Yeah, sure. Human sure. Like we will get back on this. Yeah.

0:27:7.190 --> 0:27:16.120  
Saqib Mohammed  
If you would want anything to be added, then yeah, yeah. If you want anything to be added to that policy, take. There is something else.

0:27:15.50 --> 0:27:20.570  
Himanshu Singh  
No, I just want to be confirmed that like whether it it is Cash Cash is possible or not.

0:27:17.610 --> 0:27:29.620  
Saqib Mohammed  
20 MCM referencing for other persons, right. Yeah, yeah, I agree. Think said I we we don't have some kind of the policy for the intent. Then you can find out if you have some doubt regarding.

0:27:30.440 --> 0:27:30.610  
Himanshu Singh  
I.

0:27:30.680 --> 0:27:38.670  
Himanshu Singh  
They want to, you know, the event this year, like one live in now, right? So I have everything right and I cannot apply for.

0:27:38.780 --> 0:27:39.270  
Himanshu Singh  
We don't.

0:27:39.530 --> 0:27:46.470  
Himanshu Singh  
I don't think we have to believe by 55. I cannot afford on taking one day.

0:27:33.610 --> 0:27:49.620  
Kokilambal Souppourayen  
So yes, regarding this leave policy and uh, you know, so whether it's going to be compensated or whether it's going to be carry forwarded. So we'll make a note of it and we'll give you a clarity on that as well. And so moving on to the next person like, so any feedbacks or comments?

0:28:2.500 --> 0:28:17.990  
Kokilambal Souppourayen  
The so meaning that you you do not have any comments to mention apart from the you know the topic that you had mentioned to discuss upon in the upcoming sessions. So should I take it that way? So Anand Anil?

0:28:19.340 --> 0:28:20.20  
Kokilambal Souppourayen  
Deeksha.

0:28:20.830 --> 0:28:26.320  
Kokilambal Souppourayen  
Jaspreet apart from the comments that you have mentioned earlier, is there anything else that I have to include and note though?

0:28:31.180 --> 0:28:31.590  
Kokilambal Souppourayen  
Umm.

0:28:38.160 --> 0:28:38.510  
Kokilambal Souppourayen  
Mm-hmm.

0:28:27.880 --> 0:28:48.180  
Saqib Mohammed  
Yeah, one point from Microsoft here. Like I want to appreciate the help desk thing. I have been using it in this month and the response have been pretty good. So yeah, kudos to the team whoever is handling the help desk team, they query gets resolved in 24 hour. Smacks yeah.

0:28:50.30 --> 0:28:50.500  
Saqib Mohammed  
That's good.

0:28:50.140 --> 0:28:50.830  
Kokilambal Souppourayen  
Thank you.

0:28:52.210 --> 0:28:52.380  
Saqib Mohammed  
Yeah.

0:28:52.530 --> 0:29:14.400  
Kokilambal Souppourayen  
Yeah. Thank you. Thank you. And you have observed and thinks that you're mentioning it here and the respective, you know, the team would be really happy to receive their comment from the clients directly. And this would definitely motivate them to, you know, resolve a A anyone's queries within a quick turn around time certainly.

0:29:15.70 --> 0:29:16.900  
Kokilambal Souppourayen  
Thank you, Saket, and.

0:29:15.720 --> 0:29:17.220  
Saqib Mohammed  
Yeah, yeah, yeah, yeah.

0:29:18.610 --> 0:29:20.950  
Kokilambal Souppourayen  
Moving on to the next, uh, feedback or comment?

0:29:24.950 --> 0:29:26.840  
Jenifer Cynthya  
OK, now I do have one.

0:29:26.210 --> 0:29:27.20  
Kokilambal Souppourayen  
Just jenifer.

0:29:27.770 --> 0:29:46.0  
Jenifer Cynthya  
Yes, it's kind of like stressing on ashma's point. Ohh, the snacks in the pantry should be healthy and also filling because last month there were certain days wherein there was heavy rain and there was no swiggy and we couldn't order any. There could be go out and most of us are from another place.

0:29:46.680 --> 0:29:51.470  
Jenifer Cynthya  
So if you could arrange something for that, then it would be good.

0:29:52.660 --> 0:29:53.670  
Kokilambal Souppourayen  
Well, certainly.

0:29:54.100 --> 0:29:55.500  
Jenifer Cynthya  
Especially for such days.

0:29:59.490 --> 0:30:0.30  
Jenifer Cynthya  
Yes.

0:29:56.280 --> 0:30:3.940  
Kokilambal Souppourayen  
Yeah, you need alternates on tough times, certain needs noted, and we'll see some actions taken again this as well Jenifer.

0:30:7.730 --> 0:30:19.540  
Kokilambal Souppourayen  
And yes, please, I need a comments because we are running short and I have a short pole to be launched where and I would expect all of you to mark your like you know comments there as well so.

0:30:21.0 --> 0:30:27.510  
Kokilambal Souppourayen  
Over discussion, if you do not have nothing to nothing to share, like you know further, can I just move on to the poll section?

0:30:33.370 --> 0:30:33.910  
Kokilambal Souppourayen  
Still.

0:30:50.320 --> 0:30:53.770  
Kokilambal Souppourayen  
So right now I am launching.

0:31:11.930 --> 0:31:13.890  
Kokilambal Souppourayen  
I want to everyone individually.

0:31:14.990 --> 0:31:16.960  
Kokilambal Souppourayen  
To like you know, submit your.

0:31:18.910 --> 0:31:21.140  
Kokilambal Souppourayen  
Holes individually, you have to submit.

0:31:30.90 --> 0:31:39.460  
Samprita Das  
I have one small question, just curious, it's nothing related to policies or something I just this is samprita actually so.

0:31:38.950 --> 0:31:40.130  
Kokilambal Souppourayen  
Yes, yes, I'm sure.

0:31:40.850 --> 0:31:51.330  
Samprita Das  
Uh, so in the pre pulse meeting survey I saw one question regarding Christmas celebration. I'm really curious how it is going to happen like we just.

0:31:52.70 --> 0:32:2.750  
Samprita Das  
Told what our preferences is, what we are looking forward, but it's biting me. The curiosity, what is going on and just little bit curious to know.

0:32:18.360 --> 0:32:19.370  
Samprita Das  
That's correct.

0:32:3.440 --> 0:32:21.190  
Kokilambal Souppourayen  
I can understand very much your voice shows your curiosity especially yes samprita. And you're like, smile shows the level of curiosity. Certainly. Yes. The best part is reserved under this surprised. If it is revealed, it definitely it's not going to be a big surprise. And that's the reason I'm holding it back and.

0:32:22.50 --> 0:32:26.300  
Kokilambal Souppourayen  
So the surprise element I don't want to kind of, you know really 10 kind of.

0:32:27.470 --> 0:32:28.30  
Samprita Das  
OK.

0:32:27.180 --> 0:32:29.240  
Kokilambal Souppourayen  
You will enjoy that day, that moment.

0:32:30.430 --> 0:32:34.840  
Samprita Das  
That's amazing. Well, we'll wait patiently for another month.

0:32:35.630 --> 0:32:37.550  
Kokilambal Souppourayen  
Yes, yes, certainly.

0:32:37.320 --> 0:32:38.790  
Saqib Mohammed  
You don't have other choice.

0:32:39.500 --> 0:32:40.50  
Samprita Das  
Huh.

0:32:39.890 --> 0:32:40.130  
Kokilambal Souppourayen  
It's.

0:32:40.730 --> 0:32:43.60  
Samprita Das  
What choice do I have OK.

0:32:42.550 --> 0:32:44.490  
Saqib Mohammed  
Yeah, you don't have a better. Yeah.

0:32:45.10 --> 0:32:45.620  
Samprita Das  
Thank you.

0:32:44.800 --> 0:32:49.810  
Kokilambal Souppourayen  
Yeah, Christmas is like, you know, it's like expected, you know surprises, right.

0:32:50.670 --> 0:32:51.120  
Samprita Das  
Right.

0:32:53.370 --> 0:32:53.790  
Samprita Das  
OK.

0:32:54.440 --> 0:32:54.900  
Samprita Das  
Thanks.

0:32:55.20 --> 0:33:7.700  
Kokilambal Souppourayen  
Does your samprita? Yeah, and hope? Just confirm me. Like, if you have received the individual like the polling options, is it reflecting in your?

0:33:10.370 --> 0:33:10.990  
Samprita Das  
Yes it is.

0:33:8.930 --> 0:33:12.590  
Kokilambal Souppourayen  
The window were you able to submit it? Is there any technical difficulty?

0:33:16.330 --> 0:33:16.840  
Anand A  
No.

0:33:25.780 --> 0:33:29.600  
Kokilambal Souppourayen  
OK, so please acknowledge that everyone individually had submitted your call.

0:33:34.70 --> 0:33:34.740  
Seelam Harshvardhan reddy  
Yeah, kokila.

0:33:34.750 --> 0:33:35.600  
Anil Bharadwaj  
Yes, kokila.

0:33:36.380 --> 0:33:36.790  
Manish Saini  
Yes.

0:33:37.70 --> 0:33:37.730  
Ashma Kithur  
Yes, cooking.

0:33:37.770 --> 0:33:38.30  
Jenifer Cynthya  
Yeah.

0:33:37.820 --> 0:33:38.500  
Deeksha Singh  
Yet Coachella?

0:33:38.920 --> 0:33:39.390  
Krishnasai N  
Yes.

0:33:39.400 --> 0:33:39.810  
Jenifer Cynthya  
Some.

0:33:39.390 --> 0:33:40.650  
Ragaavi D  
Yes. OK, love.

0:33:39.610 --> 0:33:41.840  
Kokilambal Souppourayen  
Yeah. Thank you. Thank you all. Thank you.

0:33:43.40 --> 0:33:46.600  
Kokilambal Souppourayen  
And I would be able to see if they if I find anything missing due.

0:33:47.740 --> 0:33:54.760  
Kokilambal Souppourayen  
But we didn't love it or something. I will get back to you and I'll kind of, you know, get it done individually as well and.

0:33:55.710 --> 0:34:26.60  
Kokilambal Souppourayen  
Well, very good evening. And it's really, you know, she asked to meet you all and, you know, having such an interaction, I'm finding it very positive individually. So because as a part of HR team, this is what we know will keep us driving to meet and kind of to greet people and to kind of, you know, get to interact more and to kind of getting to know each other better and how do you feel and what all improvisations yes together to make the workspace better and the best all of us have to.

0:34:26.140 --> 0:34:52.280  
Kokilambal Souppourayen  
Like you know, follow the same with them, and if at all any help required we are here to kind of you know get it sorted and we are reachable and there are individual people's assigned you. If you still not aware we could share the circulate the mail once again and apart from this if you have anything to share you can also drop a mail and we can you know note it down.

0:34:53.820 --> 0:34:57.540  
Kokilambal Souppourayen  
Thank you. Thank you all. Thanks for your time and.

0:34:57.620 --> 0:35:0.630  
Kokilambal Souppourayen  
Uh, we shall meet in the next session.

0:35:3.130 --> 0:35:3.660  
Anil Bharadwaj  
Thank you.

0:35:4.90 --> 0:35:4.640  
Samprita Das  
Thank you.

0:35:4.580 --> 0:35:5.70  
Krishnasai N  
Thank you.

0:35:4.420 --> 0:35:5.380  
Ashma Kithur  
Thank you for the love.

0:35:3.690 --> 0:35:6.840  
Seelam Harshvardhan reddy  
Thanks Google. Thanks everyone. Have a good day. Bye.

0:35:6.430 --> 0:35:6.890  
Deeksha Singh  
Thank you.

0:35:6.400 --> 0:35:7.250  
Ragaavi D  
Thank you.

0:35:7.640 --> 0:35:8.210  
Anand A  
Thank you.