0:0:0.0 --> 0:0:0.260  
Jayanth P Reddy  
You know.

0:0:1.920 --> 0:0:5.100  
Jayanth P Reddy  
When are you gonna guess? You hear me? Can you hear me?

0:0:7.490 --> 0:0:8.500  
Jayita Mandal  
Your second here.

0:0:14.290 --> 0:0:15.550  
Jayanth P Reddy  
Please come on, will you please?

0:0:16.360 --> 0:0:16.890  
Jayita Mandal  
Yasha.

0:1:11.60 --> 0:1:13.140  
Jayanth P Reddy  
So you wanna come and we'll start.

0:2:52.810 --> 0:2:56.340  
Jayanth P Reddy  
OK, let's start now. So let's start with the roll call.

0:2:57.320 --> 0:3:1.530  
Jayanth P Reddy  
Uh, we believe this present. Just say yes, OK, we need.

0:3:4.620 --> 0:3:5.270  
Jayanth P Reddy  
We need that.

0:3:6.920 --> 0:3:7.920  
Jayanth P Reddy  
Lakshmi swamy.

0:3:12.800 --> 0:3:13.880  
Jayanth P Reddy  
Lakshmi swamy.

0:3:17.200 --> 0:3:18.830  
Jayanth P Reddy  
Pretty dead. You can't hear you.

0:3:25.770 --> 0:3:26.880  
Jayanth P Reddy  
Lakshmi swamy.

0:3:33.430 --> 0:3:34.680  
Jayanth P Reddy  
Rohan Ravindra kadam.

0:3:36.380 --> 0:3:37.110  
Rohan Kadam  
Yes.

0:3:41.140 --> 0:3:42.210  
Jayanth P Reddy  
Ankita biswas.

0:3:44.280 --> 0:3:45.140  
Ankita Biswas  
Yes, present.

0:3:49.50 --> 0:3:50.300  
Jayanth P Reddy  
Of Anita. Hi dear.

0:3:53.670 --> 0:3:54.200  
Vinitha Harihara  
Can't stand.

0:3:54.580 --> 0:3:55.210  
Jayanth P Reddy  
You need to.

0:3:57.430 --> 0:3:57.930  
Vinitha Harihara  
Can you hear me?

0:4:2.60 --> 0:4:3.10  
Jayanth P Reddy  
We tell you there.

0:4:3.750 --> 0:4:5.790  
Vinitha Harihara  
Yeah, yes. Can you hear me?

0:4:6.830 --> 0:4:7.200  
Jayanth P Reddy  
OK.

0:4:7.950 --> 0:4:8.380  
Jayanth P Reddy  
OK.

0:4:10.620 --> 0:4:11.900  
Jayanth P Reddy  
Are you Prayag Verma?

0:4:12.980 --> 0:4:13.810  
Arya Prayag Verma  
Yes, present.

0:4:16.730 --> 0:4:17.780  
Jayanth P Reddy  
Aditya Marat.

0:4:19.800 --> 0:4:20.700  
Dusi Aditya Amarnath  
As present.

0:4:23.120 --> 0:4:25.70  
Jayanth P Reddy  
Sourishkumaar karajan.

0:4:26.790 --> 0:4:27.680  
Naresh Thiyagarajan  
Yes, percent.

0:4:29.520 --> 0:4:30.570  
Jayanth P Reddy  
Punjab all Gopal.

0:4:31.980 --> 0:4:32.650  
Sanjay Balagopal  
Ohh yeah there.

0:4:35.600 --> 0:4:36.40  
Jayanth P Reddy  
But the.

0:4:39.860 --> 0:4:40.590  
Jayanth P Reddy  
But don't care.

0:4:43.930 --> 0:4:45.20  
Jayanth P Reddy  
Yeah, shouldn't pankaj.

0:4:52.60 --> 0:4:53.670  
Jayanth P Reddy  
Dashlane, pankaj.

0:4:55.600 --> 0:4:56.190  
Jayanth P Reddy  
Mathumitha.

0:5:2.120 --> 0:5:2.770  
Jayanth P Reddy  
But the meter.

0:5:4.790 --> 0:5:5.500  
Jayanth P Reddy  
Satish.

0:5:6.820 --> 0:5:7.950  
Sourishkumaar S  
Yes, Sir. Yes.

0:5:10.790 --> 0:5:11.860  
Jayanth P Reddy  
We should not.

0:5:14.420 --> 0:5:15.880  
Jayanth P Reddy  
The baby should not.

0:5:16.510 --> 0:5:17.80  
Speaker 1  
Yeah.

0:5:21.850 --> 0:5:22.380  
Jayanth P Reddy  
Trinity.

0:5:24.320 --> 0:5:25.150  
Srinidhi S  
Yes, I'm yes.

0:5:27.400 --> 0:5:28.100  
Jayanth P Reddy  
Akash.

0:5:31.340 --> 0:5:32.130  
Akash Ramdas Salode  
If the client.

0:5:34.560 --> 0:5:35.150  
Jayanth P Reddy  
John.

0:5:54.510 --> 0:5:57.100  
Jayanth P Reddy  
Please be on camera please all of you.

0:6:5.440 --> 0:6:8.330  
Jayanth P Reddy  
Alright, so let's start this session so.

0:6:9.680 --> 0:6:11.550  
Jayanth P Reddy  
Yeah. Think in between.

0:6:12.100 --> 0:6:19.450  
Jayanth P Reddy  
Uh, the pulse check for some time and the reason was that we had the certain way of doing it. Pulse check.

0:6:20.540 --> 0:6:32.770  
Jayanth P Reddy  
And then we thought that generally people were talking whatever they felt in the sense people in this there was no common direction for the the whole process to go or the process.

0:6:34.510 --> 0:6:50.960  
Jayanth P Reddy  
Blocking becoming tractive, there's all of the second reason and overall you would see that people were kind of burnt out with built in the sense the sessions for too long. So this time we tried to make it some make some changes to the whole program to make it more structured to kind of talk on some.

0:6:51.30 --> 0:7:21.770  
Jayanth P Reddy  
Uh, you know, try topics, decided topics here. All of you would have failed those pre pulse service, right? So you have taken those top three service to really conduct this session and then we also want your participation to happen when presuming that people would have built service. So they would be interested to speak about it and in in more and more in terms of interactions we wanted to make sure that the groups are prepared with what they want to speak.

0:7:21.870 --> 0:7:31.940  
Jayanth P Reddy  
Instead of just trying to speak on the night, it's also one of the things we tried to do. OK, so I'm just trying to share my screen and then you can start.

0:7:46.290 --> 0:7:49.160  
Jayanth P Reddy  
OK. Just to talk about what we did in the.

0:7:49.970 --> 0:8:5.340  
Jayanth P Reddy  
Be yes, I'll checks part of it with the 13th one that's going on. If you had seen and observed last few months, would have seen equally resolution tool. They helped us that we have kind of institutionalized.

0:8:6.90 --> 0:8:35.930  
Jayanth P Reddy  
Then there is a policy where all I mean people who have been kind of trialling, they would have noticed this particular thing in terms of leaves, policies, all the things that we're trying to overall in certain aspects based on the feedback coming from the our employees, then recently you would have seen the, our PCA got kickstarted and I'm sure all of you are much infused to really understand what is your goal, what you should be doing for next month, year and like brings in better targeted approach.

0:8:35.980 --> 0:8:39.400  
Jayanth P Reddy  
And you have Ohh pushed towards work OK.

0:8:39.970 --> 0:8:40.740  
Ankita Biswas  
A giant.

0:8:40.670 --> 0:8:42.420  
Jayanth P Reddy  
Then you would have seen the reason.

0:8:43.180 --> 0:8:43.610  
Ankita Biswas  
Hello.

0:8:44.620 --> 0:8:44.910  
Jayanth P Reddy  
Yeah.

0:8:46.20 --> 0:8:47.300  
Jayanth P Reddy  
Yeah, go ahead. Yeah.

0:8:45.380 --> 0:8:49.160  
Ankita Biswas  
Yeah. Sorry to interrupt. Are you sharing? Are you sharing anything?

0:8:52.740 --> 0:8:53.910  
Sanjay Balagopal  
Uh, you streams under?

0:8:52.960 --> 0:8:54.230  
Jayanth P Reddy  
I haven't shared anything yet.

0:8:56.480 --> 0:8:59.10  
Ankita Biswas  
So can you guys see or is it just my Internet?

0:9:0.150 --> 0:9:4.610  
Sanjay Balagopal  
No, no, it's you pay them on my own. The I'm looking at a blank space.

0:9:4.420 --> 0:9:4.990  
Dusi Aditya Amarnath  
Tomorrow.

0:9:5.350 --> 0:9:5.740  
Ankita Biswas  
Well.

0:9:5.900 --> 0:9:6.240  
Sanjay Balagopal  
Yeah.

0:9:5.650 --> 0:9:6.950  
Speaker 1  
Can you please reassure it?

0:9:8.430 --> 0:9:8.720  
Dusi Aditya Amarnath  
And that's.

0:9:8.980 --> 0:9:9.460  
Dusi Aditya Amarnath  
You have, you know.

0:9:8.600 --> 0:9:11.460  
Jayanth P Reddy  
There's nothing much other mean. It's just as what I am speaking there is not.

0:9:12.810 --> 0:9:14.540  
Jayanth P Reddy  
But then you will let me.

0:9:15.310 --> 0:9:17.360  
Jayanth P Reddy  
Is she again?

0:9:18.970 --> 0:9:20.740  
Jayanth P Reddy  
I don't know what is happening.

0:9:22.210 --> 0:9:23.40  
Jayanth P Reddy  
Can you see it now?

0:9:25.960 --> 0:9:26.70  
Jayanth P Reddy  
The.

0:9:27.560 --> 0:9:31.550  
Jayanth P Reddy  
I can see Sanjay Screen it's black, right?

0:9:33.690 --> 0:9:37.40  
Jayanth P Reddy  
Alright, OK. Nevertheless, that's fine. There's nothing much on.

0:9:39.30 --> 0:9:44.140  
Jayanth P Reddy  
This to be really shared and shown it to you, but nevertheless we're just trying to list down what we had done.

0:9:46.600 --> 0:9:47.590  
Jayanth P Reddy  
Fast. OK.

0:9:51.920 --> 0:9:55.470  
Jayanth P Reddy  
I'm structuring so this let me kind of.

0:9:57.140 --> 0:9:59.570  
Jayanth P Reddy  
Would you say so that you don't lose the track of it?

0:10:0.200 --> 0:10:10.730  
Jayanth P Reddy  
You know of observed the credit to solution tool that we have institutionalized. Then there is a policy overall we have done change many policies within the company based on the feedback coming from employees.

0:10:11.550 --> 0:10:15.270  
Jayanth P Reddy  
And the PCA was rolled out the last month, OK.

0:10:16.720 --> 0:10:17.450  
Jayanth P Reddy  
Then we did some.

0:10:18.50 --> 0:10:21.530  
Jayanth P Reddy  
And say member only the used to be.

0:10:22.850 --> 0:10:24.430  
Jayanth P Reddy  
Walgreens was increased so like so.

0:10:25.560 --> 0:10:28.490  
Jayanth P Reddy  
Please tell us what like she was.

0:10:33.420 --> 0:10:36.250  
Dusi Aditya Amarnath  
Uh, sorry Jain, your voice is lagging.

0:10:30.200 --> 0:10:36.340  
Jayanth P Reddy  
Which uh, there is a valve introduction that we hope all of you would have gone through those session of.

0:10:43.970 --> 0:10:44.780  
Jayanth P Reddy  
Is it OK now?

0:10:47.430 --> 0:10:48.800  
Jayanth P Reddy  
Can you guys hear me now?

0:10:54.470 --> 0:10:54.960  
Jayanth P Reddy  
Umm.

0:10:56.790 --> 0:10:57.680  
Jayanth P Reddy  
What connected?

0:11:2.410 --> 0:11:3.680  
Jayanth P Reddy  
Is the Internet now?

0:11:8.140 --> 0:11:10.610  
Jayanth P Reddy  
So they shut down and rejoin again.

0:11:11.540 --> 0:11:12.210  
Jayanth P Reddy  
He had been done.

0:11:18.80 --> 0:11:19.790  
Jayanth P Reddy  
Just leave and rejoin, or just leave it.

0:12:13.810 --> 0:12:17.420  
Sanjay Balagopal  
Great in any of you see then.

0:12:20.190 --> 0:12:20.790  
Naresh Thiyagarajan  
No.

0:12:22.860 --> 0:12:23.330  
Sanjay Balagopal  
Yeah.

0:12:29.190 --> 0:12:30.640  
Vinitha Harihara  
I think Jain doesn't mute.

0:12:29.90 --> 0:12:31.90  
Jayanth P Reddy  
Let me know if you see my screen no.

0:12:35.40 --> 0:12:35.760  
Jayanth P Reddy  
But yeah.

0:12:44.670 --> 0:12:45.600  
Jayanth P Reddy  
One good.

0:12:46.920 --> 0:12:49.90  
Jayanth P Reddy  
I wanna I am. I'm not on it.

0:12:53.850 --> 0:12:55.120  
Jayanth P Reddy  
Doesn't show me anything.

0:12:58.710 --> 0:13:1.40  
Jayanth P Reddy  
Can you hear this? Hear me now. Is it better?

0:13:2.840 --> 0:13:3.220  
Jayanth P Reddy  
OK.

0:13:4.460 --> 0:13:5.450  
Jayanth P Reddy  
Well, like so.

0:13:3.740 --> 0:13:8.590  
Dusi Aditya Amarnath  
No, Jain still the same issue. It is bit laggy or voice.

0:13:11.390 --> 0:13:14.440  
Jayanth P Reddy  
Lag. So I'm in the office so I can't really.

0:13:15.410 --> 0:13:17.580  
Jayanth P Reddy  
Or you bring your laptop your device.

0:13:20.630 --> 0:13:22.250  
Jayanth P Reddy  
And then bring your laptop here.

0:13:31.240 --> 0:13:31.480  
Jayanth P Reddy  
Yeah.

0:13:41.980 --> 0:13:43.970  
Jayanth P Reddy  
So is it OK now? Can you guys here?

0:13:47.150 --> 0:13:51.540  
Sanjay Balagopal  
So what I was saying was we had you can exit out.

0:13:47.180 --> 0:13:51.690  
Jayanth P Reddy  
Alright, So what I was saying is we have you can accept.

0:13:54.80 --> 0:13:55.470  
Sanjay Balagopal  
To the coding will not happen in that.

0:13:54.610 --> 0:13:55.780  
Jayanth P Reddy  
Recording will not happen.

0:13:59.120 --> 0:13:59.970  
Sanjay Balagopal  
You can just mute it.

0:13:59.440 --> 0:14:0.250  
Jayanth P Reddy  
Continue to.

0:14:2.560 --> 0:14:3.890  
Jayanth P Reddy  
Recording will not happen, no.

0:14:2.210 --> 0:14:3.900  
Sanjay Balagopal  
Recording will not happen on recording.

0:14:6.100 --> 0:14:7.30  
Sanjay Balagopal  
This one, yeah.

0:14:6.420 --> 0:14:7.60  
Jayanth P Reddy  
This one, yeah.

0:14:8.340 --> 0:14:8.670  
Sanjay Balagopal  
OK.

0:14:10.10 --> 0:14:11.530  
Sanjay Balagopal  
The voice will not go insane, right?

0:14:11.990 --> 0:14:12.590  
Sanjay Balagopal  
Wait a second.

0:14:12.720 --> 0:14:13.140  
Sanjay Balagopal  
That was.

0:14:13.490 --> 0:14:16.160  
Sanjay Balagopal  
It's OK. I don't know what has happened.

0:14:16.260 --> 0:14:16.580  
Sanjay Balagopal  
You know.

0:14:16.810 --> 0:14:17.920  
Sanjay Balagopal  
Because that means.

0:14:20.160 --> 0:14:20.750  
Sanjay Balagopal  
Down to.

0:14:22.170 --> 0:14:23.700  
Sanjay Balagopal  
What else is to be noted here?

0:14:26.660 --> 0:14:26.840  
Sanjay Balagopal  
Yep.

0:14:29.270 --> 0:14:29.750  
Sanjay Balagopal  
It would be.

0:14:30.910 --> 0:14:31.270  
Sanjay Balagopal  
It would be.

0:14:33.870 --> 0:14:40.210  
Sanjay Balagopal  
OK, So what I was telling was that in the last 10 months, we have months.

0:14:40.680 --> 0:14:41.160  
Sanjay Balagopal  
Not yet.

0:14:43.970 --> 0:14:45.170  
Sanjay Balagopal  
Mute this one.

0:14:54.70 --> 0:15:12.970  
Sanjay Balagopal  
Yeah. OK. So last few months. So for the previous pulse checks that we have gone through, we have done brought in some good changes into the system. All thanks to your feedback. So I'm just listing down those initiatives that we had gone through. We brought in the queries that we should tool. We have tried to.

0:15:27.340 --> 0:15:27.710  
Sanjay Balagopal  
Well.

0:15:29.790 --> 0:15:37.910  
Sanjay Balagopal  
Then we did the same salary structuring stuff. I hope all of you have made good use of it and then we introduce the visa working stuff.

0:15:38.930 --> 0:16:0.840  
Sanjay Balagopal  
And then the IT improvements that we have done, we have seen that many of those incidents have reduced or a period of time. OK. So in this specific thing, today's topic, we are going to talk about 3 items. One is because these three items were top three items from all the pre pre service pre pulse service that we have done.

0:16:1.880 --> 0:16:9.180  
Sanjay Balagopal  
So the first topic is sharing of collective knowledge. So now I just make it ring it open to all you guys to really.

0:16:9.950 --> 0:16:18.700  
Sanjay Balagopal  
I'll share your thoughts on it, so please go ahead. And what do you want to say about sharing a collective knowledge was one of the topics that came into the.

0:16:19.440 --> 0:16:21.510  
Sanjay Balagopal  
Free for this week discussion.

0:16:39.740 --> 0:16:41.910  
Sanjay Balagopal  
How many people have filled in prepare survey?

0:17:0.190 --> 0:17:4.980  
Sanjay Balagopal  
How many of you have been prepared survey any? Any thoughts, anything that you want to talk about?

0:17:6.40 --> 0:17:7.590  
Sanjay Balagopal  
The topic that I talked about.

0:17:10.490 --> 0:17:12.920  
Sanjay Balagopal  
Setting up collective knowledge ankita.

0:17:13.530 --> 0:17:41.480  
Ankita Biswas  
Yeah, I mean, cross teams like sharing of whatever we are working on currently. It's very important because a lot of the times another team might be working with the same kind of thing and not knowing that, OK, some work has been done on the same thing and just knowing it reduces this like we can spend 60% of the time reusing something that they already know and then 45% time in optimizing that.

0:17:41.210 --> 0:17:43.260  
Sanjay Balagopal  
So what kind of things do you?

0:17:44.110 --> 0:17:44.390  
Ankita Biswas  
Hmm.

0:17:48.280 --> 0:17:48.810  
Ankita Biswas  
OK.

0:17:44.490 --> 0:17:58.120  
Sanjay Balagopal  
What kind of things do you expect? It's OK. In terms of definition of what it is, but what do you how do you want to see that happen? Let's say if I ask you that, how do you want to share it with the other projects? How do you do that? What's your thought on that?

0:17:59.680 --> 0:18:2.530  
Ankita Biswas  
Uh, I think conducting a.

0:18:3.290 --> 0:18:7.450  
Ankita Biswas  
Conducting, you know, like a session would be nice.

0:18:8.100 --> 0:18:17.560  
Ankita Biswas  
Because I think if we share documentation, I don't think it will be much useful because you will have to go through it and read it and that might not happen or.

0:18:18.270 --> 0:18:22.140  
Ankita Biswas  
This is one way. Another way could be we can.

0:18:22.910 --> 0:18:24.460  
Ankita Biswas  
Instead of, you know.

0:18:27.590 --> 0:18:27.860  
Ankita Biswas  
Yeah.

0:18:23.540 --> 0:18:30.510  
Sanjay Balagopal  
Anybody can chip in. It's not just the Ankita is speaking. Anybody can chip in and please make it a discussion, yeah.

0:18:30.480 --> 0:18:30.680  
Ankita Biswas  
Yeah.

0:18:31.590 --> 0:18:31.800  
Sanjay Balagopal  
Yeah.

0:18:31.470 --> 0:19:1.660  
Ankita Biswas  
So if there if there is a directory or something that OK these these these people currently are working on these these areas. So it also helps in you know reaching out to that person quicker. So that person can share to the respective person that is also another way where we don't have to invest ourselves in compulsory meetings. So as and when required this person can go to you know refer to the list and can go to that person and learn whatever.

0:19:2.40 --> 0:19:3.470  
Ankita Biswas  
It's relevant, yeah.

0:19:6.20 --> 0:19:11.690  
Sanjay Balagopal  
OK. So thanks, uh Ankita. So anybody else who wants to contribute?

0:19:13.130 --> 0:19:20.60  
Jayita Mandal  
Yeah. Hi, Jen. Uh. Been Ankita seed the documentation. It's not needed I think sometime.

0:19:19.130 --> 0:19:20.580  
Sanjay Balagopal  
Jayita, are you on video?

0:19:21.300 --> 0:19:22.770  
Jayita Mandal  
Yeah, yeah, I'm on video, yeah.

0:19:21.430 --> 0:19:24.50  
Sanjay Balagopal  
Yeah, sorry, go ahead. Yeah.

0:19:23.710 --> 0:19:48.390  
Jayita Mandal  
So I think uh, sometimes documentation is also needed because uh, if you take an example like Sanjay, if working on Excel or AWS currently and if he can notice some things particular errors or particular procedure like how to set up JDBC connections and all. So anyone coming in future who is working on that, they can follow through their documentation, it will be helpful for them for future people.

0:19:56.70 --> 0:19:56.840  
Jayita Mandal  
Yeah, yeah.

0:19:59.370 --> 0:19:59.750  
Jayita Mandal  
Yeah.

0:19:51.230 --> 0:20:5.40  
Ankita Biswas  
Hey, just like like I documentation is required. Actually, I'm telling that if we make it like available like for all the topics, it's not that people are going to go and read unless they require it so then they can.

0:20:4.280 --> 0:20:5.360  
Jayita Mandal  
Exactly. Exactly.

0:20:6.710 --> 0:20:7.80  
Ankita Biswas  
So.

0:20:9.850 --> 0:20:10.240  
Ankita Biswas  
Uh.

0:20:12.550 --> 0:20:13.10  
Ankita Biswas  
Yes.

0:20:17.950 --> 0:20:18.540  
Ankita Biswas  
Umm.

0:20:23.60 --> 0:20:23.520  
Ankita Biswas  
Meeting.

0:20:24.240 --> 0:20:24.780  
Ankita Biswas  
Yeah.

0:20:7.60 --> 0:20:26.510  
Jayita Mandal  
Also yeah, the directory you said like who is working on what area? That is also important for currently who is working on AWS or Excel or Python anything or Pittsburg that is also important. And also I think documentation important for future people who are coming in future and yeah it's like that.

0:20:26.0 --> 0:20:27.470  
Ankita Biswas  
Yeah, very important actually.

0:20:28.720 --> 0:20:58.420  
Rohan Kadam  
But it's ronya. Yeah. So what? I will like to say that I think let's 7 how to document. So to document would be how you put achieve that particular thing or something like this quarter basically which we used to like it's how to document how this particular thing like like jayita sends something how the this connection was being stacked up or something let 7 how to document and that document would help us OK how this particular thing was done and let's come see it is so.

0:20:59.480 --> 0:21:25.210  
Rohan Kadam  
I don't know, like in a I think you have an architecture diagram because I'm a full stack developer. We have something we call an architectural diagrams. OK, so each project has that architecture or the mainframe diagram where how the flow goes in? How? Where? So that could be also an important. So like maybe project wise we could have architected items then coming down we could have notes. OK this is what he or she has done. This is how it is being well done. OK now this guy. Yeah. Yeah.

0:21:27.380 --> 0:21:27.700  
Rohan Kadam  
Umm.

0:21:23.660 --> 0:21:37.450  
Sanjay Balagopal  
No, no. Go home loan just to kind of interrupt you. I mean, are you guys doing it as of now or are you guys saying that you don't see it in your projects, that's the reason you face this problem?

0:21:36.730 --> 0:21:46.390  
Rohan Kadam  
Uh, no. So basically Jain, my case would be something different. I work for another client, so I work for born and I work for with their developers so they have their own thing.

0:21:48.190 --> 0:22:19.100  
Rohan Kadam  
OK so I recently don't work in ganit a lot. I'm work more in newborn so in that case we do have it so we but I deserve project to project dependent where if someone is going so like I if I'm going on leave or something like that I will prefer I will create a document, mail it to everybody. Now that document is available to every project manager onwards to whoever is there. So that is how I do it. So it's like it's a two person to person if like if someone is in you can cater how to document.

0:22:19.170 --> 0:22:20.370  
Rohan Kadam  
Just dump it in another.

0:22:27.740 --> 0:22:29.110  
Rohan Kadam  
Hmm yeah.

0:22:29.950 --> 0:22:30.400  
Rohan Kadam  
Yeah.

0:22:37.90 --> 0:22:37.780  
Rohan Kadam  
Hmm.

0:22:19.590 --> 0:22:45.120  
Sanjay Balagopal  
Yeah. I think one of the things, one of the things I would think is you know, documentation is very important. Each one of you have to do on your own for the work that you're doing, but maybe cross team within the teams itself if you are sharing the known that some time, right, it becomes easy to really repair the document and understand. Otherwise one fine day you open the document, you won't understand what the person has written, right? So anyway, that's great thing so.

0:22:47.420 --> 0:22:47.780  
Sanjay Balagopal  
Umm.

0:22:41.570 --> 0:22:51.20  
Rohan Kadam  
Yeah, it it should. It should have that proper like page numbers and everything like they gave. Your book has been made. Additionally has been made something like that we could have.

0:22:52.250 --> 0:22:53.20  
Rohan Kadam  
How we point?

0:22:56.730 --> 0:22:57.40  
Rohan Kadam  
Umm.

0:22:52.200 --> 0:23:14.570  
Sanjay Balagopal  
Yeah, I think if you look at the, the wow that we have rolled out, there are various sets of templates which are available out there. Please go ahead and use them if you think that there's something is not available or something can be kind of made better, please come up with the sessions, send it, we can update, obviously institutionalized it across the company.

0:23:15.440 --> 0:23:15.900  
Rohan Kadam  
Yeah.

0:23:15.510 --> 0:23:17.40  
Sanjay Balagopal  
OK, any more suggestions?

0:23:18.440 --> 0:23:34.760  
Arya Prayag Verma  
Yeah, I think it makes sense to have a repository for documentation, but suppose so, I pick a document and that document would be more understandable to the person who made it and internally. But suppose I'm new to such concept.

0:23:32.780 --> 0:23:36.970  
Sanjay Balagopal  
This who is speaking, who is speaking here? Arya. OK.

0:23:36.130 --> 0:23:37.140  
Arya Prayag Verma  
Yeah, Arya, sorry.

0:23:39.30 --> 0:23:39.710  
Sanjay Balagopal  
Sorry, yeah.

0:23:38.790 --> 0:23:40.700  
Arya Prayag Verma  
Yeah. Suppose I'm new to some.

0:23:41.500 --> 0:23:47.790  
Arya Prayag Verma  
Uh software or I'm short on time. Then we should also have like some go to person who has worked over it.

0:23:49.460 --> 0:23:52.390  
Sanjay Balagopal  
Within the project or outside the project, are you suggesting?

0:23:53.190 --> 0:23:58.920  
Arya Prayag Verma  
Uh, it's like the project like on this taking an example. So for example the documentation.

0:23:59.650 --> 0:24:2.400  
Arya Prayag Verma  
Containing something that I haven't previously worked on.

0:24:3.520 --> 0:24:12.590  
Arya Prayag Verma  
Or, you know, suppose that documentation itself is more readily understandable to the people internally who created it than than those outside of project.

0:24:15.400 --> 0:24:15.770  
Srinidhi S  
Yes.

0:24:14.70 --> 0:24:33.850  
Sanjay Balagopal  
OK, fair enough. So I think I'm just parking this topic for now. We have mostly of time maybe we'll exceed by another 5-10 minutes, but we have other couple of topics also to cover and I really want other people also have not spoken on this topic to speak about and contribute here. OK. The next topic is and nothing to say that.

0:24:34.190 --> 0:24:56.650  
Sanjay Balagopal  
Uh, you don't have to think on this topic. Please think over it and send it to me or e-mail your thoughts. I would include them into our the documentation. OK. But within this time frame, I just wanted to skip to the next topic. How about upscaling upscaling with another topic that was floated around as one of the things which is. So how would you want to see that upskilling part of it?

0:24:58.470 --> 0:25:11.870  
Sanjay Balagopal  
What is that? You think it's not happening now? You can say that. You can say that. Upscaling. What else? You think that you would wish to have any of the things that you think you want to say? Cancel.

0:25:16.110 --> 0:25:16.580  
Sanjay Balagopal  
Harish.

0:25:25.760 --> 0:25:26.470  
Sanjay Balagopal  
Naresh.

0:25:33.750 --> 0:25:34.220  
Naresh Thiyagarajan  
Yes, Sir.

0:25:33.410 --> 0:25:34.460  
Sanjay Balagopal  
OK, sorry.

0:25:37.80 --> 0:25:40.610  
Sanjay Balagopal  
Be online, man. OK, go ahead. You want to say something on upskilling part?

0:25:44.510 --> 0:25:46.50  
Naresh Thiyagarajan  
I don't have any points to say on that.

0:25:48.20 --> 0:25:51.370  
Sanjay Balagopal  
You don't have matching points to see anybody else has any points.

0:25:54.600 --> 0:25:55.230  
Speaker 1  
Hey. Hi.

0:26:7.150 --> 0:26:7.670  
Speaker 1  
Uh.

0:25:54.930 --> 0:26:10.250  
Sanjay Balagopal  
Especially the people who have been bit tenured in the system they I'm presuming they will have as compared to the people who are like last few months joiners. So go ahead. Yeah anybody now making it open for everyone. Yeah. Nearby. Yeah.

0:26:19.700 --> 0:26:19.970  
Naresh Thiyagarajan  
What?

0:26:11.130 --> 0:26:28.600  
Speaker 1  
Uh, yeah. So, I mean, I'm a very new kind of person. Like I just completed second month. So from that I can say that you know up rather than I mean upscaling is good, but also we need to cross scale ourselves sometimes.

0:26:42.320 --> 0:26:43.90  
Sanjay Balagopal  
Hmm.

0:26:29.330 --> 0:26:59.780  
Speaker 1  
So along with upskilling, if we try to cross skill along with whatever like let's say we are having like a I'm currently in a ML demand forecasting project with GCPL. So so over there we definitely needed some you know some some parts like we require to cross skip so that I mean that is the point which I'm trying to make here. So if we focus on cross skilling rather than upskilling like.

0:27:0.80 --> 0:27:13.450  
Speaker 1  
We can definitely, you know it will be helpful within the project itself if somebody goes on leave or somebody just leaves the project or something, it is very easy for the other person who is in the team.

0:27:12.90 --> 0:27:15.290  
Sanjay Balagopal  
Back up, you can have backups created.

0:27:15.590 --> 0:27:16.140  
Speaker 1  
Yeah.

0:27:18.170 --> 0:27:20.160  
Sanjay Balagopal  
Alright. Anymore thoughts. Suggestions.

0:27:20.860 --> 0:27:21.330  
Sanjay Balagopal  
Akash.

0:27:26.480 --> 0:27:33.330  
Sanjay Balagopal  
Sanjay, you want to say something not much, right? Because I'm not very sure how feasible this is, but.

0:27:34.480 --> 0:27:56.240  
Sanjay Balagopal  
Earlier there were these sessions that were conducted right by people within the company itself on various technologies, let's say power. We have for example. So I think that was actually a pretty good way, right, because you have a subject matter expert at hand. So you can ask questions to who can demonstrate an entire technology to you and.

0:27:57.290 --> 0:28:5.420  
Sanjay Balagopal  
If any questions come up that that SME doesn't know, that it's a learning curve for both that person and the person learning, right? So.

0:28:6.580 --> 0:28:17.870  
Sanjay Balagopal  
I think this, let's say half an hour to probably 45 minute sessions also can happen and it's a completely optional thing. If anybody wants to join, they can. If they don't want to, it's up to them.

0:28:18.880 --> 0:28:21.350  
Sanjay Balagopal  
So maybe something like that happening one day of the week.

0:28:22.170 --> 0:28:23.760  
Sanjay Balagopal  
Uh might help.

0:28:25.550 --> 0:28:27.40  
Sanjay Balagopal  
Yeah. Any other thoughts?

0:28:38.20 --> 0:28:42.540  
Sanjay Balagopal  
I'm good day. Ankita spoke, right. Yeah. Ankita spoke the first person to speak.

0:28:43.430 --> 0:28:45.820  
Sanjay Balagopal  
What is have not spoken madhumita?

0:28:46.470 --> 0:28:47.300  
Sanjay Balagopal  
You have any thoughts?

0:28:50.70 --> 0:28:52.880  
Mathumitha S  
Further, I have no thoughts on this point, Sir.

0:28:53.430 --> 0:28:55.200  
Sanjay Balagopal  
I've marked you absent with Rita.

0:28:56.890 --> 0:28:57.590  
Sanjay Balagopal  
Uh, yeah.

0:28:56.250 --> 0:29:2.640  
Mathumitha S  
So actually I was in Adobe training, it got entered at uh, 4:45 only. So I couldn't join.

0:29:1.340 --> 0:29:5.10  
Sanjay Balagopal  
OK, no problem. Go ahead. Go ahead. Go ahead. Go ahead with your thought. That's fine. Yeah.

0:29:7.960 --> 0:29:9.930  
Mathumitha S  
Sir, I have no point, Sir.

0:29:8.410 --> 0:29:10.50  
Sanjay Balagopal  
Yeah, go ahead with your thought. Yeah.

0:29:11.930 --> 0:29:12.460  
Sanjay Balagopal  
Colon.

0:29:13.250 --> 0:29:14.160  
Sanjay Balagopal  
He should have.

0:29:15.140 --> 0:29:15.800  
Sanjay Balagopal  
So arish.

0:29:23.300 --> 0:29:23.820  
Sanjay Balagopal  
Parish.

0:29:25.280 --> 0:29:25.880  
Sourishkumaar S  
Yes, Sir.

0:29:27.830 --> 0:29:29.770  
Sanjay Balagopal  
You have any thoughts on that upskilling?

0:29:30.810 --> 0:29:37.560  
Sourishkumaar S  
Actually, uh, in in my project they have given time to do some some certifications.

0:29:39.10 --> 0:29:41.380  
Sourishkumaar S  
So it is helping me to upskill my.

0:29:43.830 --> 0:29:45.240  
Sourishkumaar S  
Holidays are AWS.

0:29:46.800 --> 0:29:51.220  
Sourishkumaar S  
It would be good. It would be good if I this is followed in every project.

0:29:52.420 --> 0:29:55.680  
Sourishkumaar S  
I don't know. Help you with the help of the managers and ever.

0:29:53.750 --> 0:30:0.0  
Sanjay Balagopal  
So could you just explain that in detail? Could you just explain that in detail time was given, I didn't quite understand.

0:30:2.60 --> 0:30:10.150  
Sourishkumaar S  
Yeah, there was some time given alerted for me during our our project to to up what certification?

0:30:11.350 --> 0:30:16.130  
Sourishkumaar S  
So on the time I studied for that uh certification and got the certificate.

0:30:17.250 --> 0:30:21.690  
Sourishkumaar S  
It would be. It would be nice or it would to what? Make it as a.

0:30:23.460 --> 0:30:28.250  
Sourishkumaar S  
Be careful walking or like collecting some time told to some ups killings, which would be good.

0:30:30.690 --> 0:30:34.620  
Sanjay Balagopal  
Bad enough in either thoughts before I move to the last topic.

0:30:36.220 --> 0:30:38.80  
Srinidhi S  
So yes, I was srinidi.

0:30:39.260 --> 0:30:40.310  
Sanjay Balagopal  
Yeah, yeah.

0:30:41.200 --> 0:31:12.870  
Srinidhi S  
Yes. So as I was saying, even if we want to upskill for people like us, like we are new to the field and we it's, it's only been like two months. If we want to upscale for, we would appreciate if we had a session which should explain us which direction to go, like what specific courses we could choose from or what certifications we could do, because there's like hundreds of them. So if we could specifically know that these courses would help you if if I mean irrespective of the projects you get into.

0:31:13.90 --> 0:31:14.440  
Srinidhi S  
I think that would be useful.

0:31:21.730 --> 0:31:22.540  
Sanjay Balagopal  
Any other thoughts?

0:31:26.190 --> 0:31:27.200  
Rohan Kadam  
10 through here again.

0:31:28.410 --> 0:31:28.710  
Sanjay Balagopal  
Yeah.

0:31:29.390 --> 0:31:36.860  
Rohan Kadam  
Yeah. So like what I will say, like upskilling for should include a communications as well as.

0:31:41.870 --> 0:31:42.240  
Sanjay Balagopal  
Yeah.

0:31:38.420 --> 0:31:54.10  
Rohan Kadam  
The management skill is well so because it's sometimes help us to go through like difficult time. Like most of the project you have to manage your time and everything so management and communication could be in one more thing where everyone should add up skilled or like.

0:31:56.260 --> 0:31:56.680  
Sanjay Balagopal  
Yeah.

0:31:55.410 --> 0:32:9.960  
Rohan Kadam  
And what that I'm maybe some of the guys you guys are new. So for them it will be it will be something everyone should do but that is what I would like like upskilling should be based on communication and then maybe your skills is like whatever.

0:32:25.760 --> 0:32:27.180  
Rohan Kadam  
Hmm hmm.

0:32:9.40 --> 0:32:36.360  
Sanjay Balagopal  
Yeah. I think one of one of the thoughts I had in this direction was when I think we had discussed about the previous topic right where we talked about a shared repository and stuff like that. It's not just that we do the kind of documentation for the technical things. What we have done in terms of architecture and all that stuff in a team. If we have faced the situation and somebody has a very beautiful, innovative way of coming across and you know solving that problem, how we face the client.

0:32:42.840 --> 0:32:43.170  
Rohan Kadam  
Umm.

0:32:50.110 --> 0:32:50.620  
Rohan Kadam  
Yeah.

0:32:51.880 --> 0:32:52.330  
Rohan Kadam  
Yeah.

0:32:37.60 --> 0:33:3.680  
Sanjay Balagopal  
What has to be replied? What not has to be applied, because I think those anecdotes will go a far thing in kind of explaining to the people than just telling in, like, you know, theoretical way e-mail from should be their coffee should be there, those kinds of things. Right. So I would really encourage you guys to even document some of those interesting anecdotes that happened. Right. You know, where you have faced 10 people have come out successfully as one of the things that can be documented and shared.

0:33:4.380 --> 0:33:11.650  
Sanjay Balagopal  
So all up to us, right, all of us are there to really contribute each point and eventually make the whole experience better for the company, yeah.

0:33:11.470 --> 0:33:13.80  
Rohan Kadam  
If the situation and the solution.

0:33:20.230 --> 0:33:20.600  
Rohan Kadam  
Umm.

0:33:23.230 --> 0:33:23.600  
Rohan Kadam  
Yeah.

0:33:14.250 --> 0:33:30.130  
Sanjay Balagopal  
Yeah, absolutely. What? See, there could be one way of thinking would trigger people with thinking and five different ways of thinking, right? Otherwise people don't even know that. Can't think in this direction innovatively. Right. That's the thing that it opens up in mind. So that people.

0:33:30.970 --> 0:33:35.610  
Sanjay Balagopal  
All right. So the last topic for us to discuss today is existing policies.

0:33:36.390 --> 0:33:38.500  
Sanjay Balagopal  
Any thoughts? Good bad, ugly.

0:33:41.370 --> 0:33:43.370  
Sanjay Balagopal  
I hope all of you will have some of you on this.

0:33:45.330 --> 0:34:2.440  
Sanjay Balagopal  
I mean, we talked about some changes that have happened in the system in last few months, some things came in all these things happened, right? So anything that you want to talk about what you think has went well not went well you want to suggest any improvements from what you see?

0:34:4.830 --> 0:34:9.740  
Ankita Biswas  
Uh, yeah, I want to talk about the leave policy.

0:34:10.690 --> 0:34:11.110  
Sanjay Balagopal  
Mm-hmm.

0:34:10.400 --> 0:34:28.290  
Ankita Biswas  
So. So The thing is, when you are outsourced, right? So this like in ganit like it's like you can take leave whenever you want and a little bit you know lenient in terms of taking leaves and stuff but.

0:34:29.100 --> 0:34:31.750  
Ankita Biswas  
When it comes to the client, they might.

0:34:32.490 --> 0:34:33.80  
Ankita Biswas  
Uh, you know.

0:34:33.800 --> 0:34:35.660  
Ankita Biswas  
Be a little stringent on the.

0:34:38.810 --> 0:34:39.340  
Sanjay Balagopal  
Yeah.

0:34:36.400 --> 0:34:46.500  
Ankita Biswas  
Uh taking off leaves, so how do we go to get to the clients that to explain that how this is how it works for us or something like that? Yeah.

0:34:45.150 --> 0:35:0.110  
Sanjay Balagopal  
The in a in general, whenever we were working with client side, right, let's say if you're on US, right, you can't expect I am an Independence Day in India. Give me a holiday right as an example. I'm saying correct and some.

0:35:7.810 --> 0:35:8.200  
Ankita Biswas  
Yeah.

0:35:1.50 --> 0:35:12.790  
Sanjay Balagopal  
In general, the client leave policies have precedence. So let's say you're in West Bengal for example, right, you would have longer leave for Durga puja versus some other festivals happening in South.

0:35:13.470 --> 0:35:15.240  
Sanjay Balagopal  
But you would have those disparities.

0:35:16.390 --> 0:35:39.440  
Sanjay Balagopal  
In general sense, what? Uh client leave calendar is what that will prevent. We are required to adjust it to that calendar. Whether somebody gives you one day leave, not leave is a different issue. But in terms of calendar and when he should leave, that's how we should be tuned. But I think this issue was raised before as well. You shouldn't have any confusion in your mind, especially if you're working on the client side.

0:35:40.210 --> 0:35:56.850  
Sanjay Balagopal  
Right. If you're working from offshore, from, from the client locations, you could have some leeway to say it's a holiday here and stuff like that, that too, you know, by properly communicating to the client. But in general, if you're working on the client side, it's the client holidays that you generally would follow, right?

0:35:57.560 --> 0:36:0.710  
Sanjay Balagopal  
But I've taken your point. Not a problem on that.

0:36:1.480 --> 0:36:1.970  
Sanjay Balagopal  
Next.

0:36:10.540 --> 0:36:10.970  
Sanjay Balagopal  
Yeah.

0:36:17.670 --> 0:36:18.80  
Sanjay Balagopal  
Yeah.

0:36:19.660 --> 0:36:20.30  
Sanjay Balagopal  
Yeah.

0:36:23.850 --> 0:36:24.870  
Sanjay Balagopal  
So they'll get lapsed.

0:36:6.350 --> 0:36:25.160  
Naresh Thiyagarajan  
Yeah. I would also like to talk about the existing day policy right in the new policy, which has been proposed, it's mentioned that we can carry forward only three days from the balance leave, which we are, which we have. But what about those who didn't take leave at all during the entire year like for example still?

0:36:26.510 --> 0:36:31.740  
Sanjay Balagopal  
You're supposed to take leave so that you will come recharged back and work with more.

0:36:41.490 --> 0:36:42.520  
Naresh Thiyagarajan  
Can we join?

0:36:32.620 --> 0:36:43.80  
Sanjay Balagopal  
Uh, enthusiasm, OK, wherever you find an opportunity to take a leave, go ahead and take it. Enjoy. Come back and then work. This is a conscious policy, not just with.

0:36:43.940 --> 0:36:44.130  
Sanjay Balagopal  
Yeah.

0:36:45.70 --> 0:36:45.550  
Sanjay Balagopal  
For idea.

0:36:46.910 --> 0:36:51.630  
Naresh Thiyagarajan  
OK, we join Ganitan may and still have 14 leaves in my account.

0:36:56.30 --> 0:36:56.440  
Sanjay Balagopal  
Umm.

0:36:52.530 --> 0:36:57.700  
Naresh Thiyagarajan  
OK, it will get expired on December 31st. So it's forcing me to take 14 days of leave, right?

0:37:0.440 --> 0:37:0.830  
Sanjay Balagopal  
Yeah.

0:36:59.740 --> 0:37:2.140  
Naresh Thiyagarajan  
It's available, so we have to take it's like that.

0:37:3.930 --> 0:37:6.280  
Sanjay Balagopal  
Yeah. So I think, see, I think the.

0:37:3.130 --> 0:37:8.50  
Naresh Thiyagarajan  
It shouldn't be like that, right? Either it should be carry forwarded or else it should be get fit.

0:37:9.440 --> 0:37:22.460  
Sanjay Balagopal  
Yeah. So it's not a. So this policy of 22 days or 25 days has been there since beginning, just some wordings have got changed. I don't think it's a new thing that has come all of a sudden, right? So.

0:37:23.110 --> 0:37:28.240  
Sanjay Balagopal  
Uh, so one of the things I would suggest in general when you join any organization.

0:37:29.410 --> 0:37:42.780  
Sanjay Balagopal  
Be aware of the policies so that you can systematically use and consume the things right. So I can tell you my own experience. When I was in my previous company, so we used to just put holidays and then used to work.

0:37:50.740 --> 0:37:51.220  
Naresh Thiyagarajan  
Yeah.

0:37:43.920 --> 0:38:1.780  
Sanjay Balagopal  
But the reason is you have to consume those leaves. But still you can't leave the work as well and that kind of situation happens, right? So but I agree. But to what extent it can be covered, probably we'll see, but carryforward more leaves is what is your point, right?

0:38:2.820 --> 0:38:7.50  
Naresh Thiyagarajan  
Yeah, discount can be further increased around 3 to 7 days.

0:38:6.110 --> 0:38:14.630  
Sanjay Balagopal  
Yeah. So it won't be limited in any case. You can next day it'll come back and say I have 50 days. I have not consumed. You want to carry forward 50 leaves, huh?

0:38:15.640 --> 0:38:15.970  
Sanjay Balagopal  
Right.

0:38:17.170 --> 0:38:19.330  
Sanjay Balagopal  
And now you'll have the same question next year also, right?

0:38:19.170 --> 0:38:19.740  
Naresh Thiyagarajan  
Beep beep.

0:38:21.860 --> 0:38:24.500  
Naresh Thiyagarajan  
Can we do not chat with me giving the salary?

0:38:21.800 --> 0:38:28.250  
Sanjay Balagopal  
OK, no problem I know, but I understand your point that 14 days you're not in a situation to take 14 days of.

0:38:29.190 --> 0:38:29.510  
Naresh Thiyagarajan  
Yeah.

0:38:29.520 --> 0:38:33.220  
Sanjay Balagopal  
Back-to-back to back. Yeah. Valid point. Yeah. OK, what else?

0:38:34.580 --> 0:38:35.50  
Naresh Thiyagarajan  
That's it.

0:38:35.670 --> 0:38:36.90  
Naresh Thiyagarajan  
2.

0:38:38.320 --> 0:38:39.310  
Sanjay Balagopal  
Anybody else?

0:38:40.790 --> 0:38:42.820  
Sanjay Balagopal  
On sales Lakshit was that good? Bad, ugly.

0:38:50.460 --> 0:38:54.600  
Sanjay Balagopal  
How many people went for the facilities provided in the new salary structure?

0:38:56.80 --> 0:39:0.990  
Sanjay Balagopal  
Did you guys do research on what it is and what it is not? There were certain sessions which were done.

0:39:3.10 --> 0:39:5.220  
Sanjay Balagopal  
Hello can you answer people to be quiet?

0:39:9.970 --> 0:39:10.410  
Sanjay Balagopal  
Quite.

0:39:11.960 --> 0:39:12.280  
Dusi Aditya Amarnath  
Uh.

0:39:12.80 --> 0:39:13.190  
Sanjay Balagopal  
White. White.

0:39:18.800 --> 0:39:19.730  
Sanjay Balagopal  
OK, sorry.

0:39:20.720 --> 0:39:21.990  
Dusi Aditya Amarnath  
I uh.

0:39:20.410 --> 0:39:24.0  
Sanjay Balagopal  
So what not to you guys? Yeah, yeah, yeah, yeah, yeah.

0:39:23.320 --> 0:39:52.750  
Dusi Aditya Amarnath  
Hi I have a question like I want to know regarding the probationary clause like they have mentioned in the Leave policy right? I was joined as an intern in February. They converted me around September so I want to know like probation period like will it apply to us or it we have already completed the professional bit that was not mentioned clearly like if probationary period is there from September to Feb they said that we can only take 5 days of leaves. So I want a clarity on that.

0:39:53.650 --> 0:39:58.610  
Sanjay Balagopal  
So could you come again, Aditya? What was your question? I there's so much of noise around so we couldn't.

0:39:59.460 --> 0:40:1.90  
Sanjay Balagopal  
Really listen to you. Yeah, go ahead. Yeah.

0:40:0.110 --> 0:40:6.860  
Dusi Aditya Amarnath  
Us. Yeah, I joined Ganitan primary as an intern. I got converted to full time in September.

0:40:8.240 --> 0:40:8.750  
Sanjay Balagopal  
OK.

0:40:9.350 --> 0:40:9.760  
Sanjay Balagopal  
Big.

0:40:9.650 --> 0:40:10.150  
Dusi Aditya Amarnath  
Us.

0:40:15.260 --> 0:40:22.270  
Sanjay Balagopal  
If it's an interesting discussion for you guys, it's OK if I have to overspend some. OK. Yeah, go ahead. Yeah.

0:40:24.230 --> 0:40:24.380  
Sanjay Balagopal  
No.

0:40:23.100 --> 0:40:33.610  
Dusi Aditya Amarnath  
So I got converted to full time in September. So in the leave policy document, which they said, they said file leaves in the probationary period. So I want to know what exactly means.

0:40:35.380 --> 0:40:36.240  
Sanjay Balagopal  
Thank you very much.

0:40:34.130 --> 0:40:36.440  
Dusi Aditya Amarnath  
Uh is my probation period like.

0:40:37.850 --> 0:40:39.390  
Dusi Aditya Amarnath  
So from this month.

0:40:37.840 --> 0:40:42.330  
Sanjay Balagopal  
So just for you, you became an employee on September in September.

0:40:42.30 --> 0:40:44.860  
Dusi Aditya Amarnath  
Yeah, full time. Yeah. Full time employee. Yeah. From September.

0:40:47.560 --> 0:40:48.300  
Dusi Aditya Amarnath  
Yeah.

0:40:44.560 --> 0:40:49.20  
Sanjay Balagopal  
So your probation will start from full time employee. Before that you are not at all in employee, right?

0:40:49.840 --> 0:40:50.250  
Dusi Aditya Amarnath  
Yeah.

0:40:49.900 --> 0:40:54.170  
Sanjay Balagopal  
You are a you are a. You are a. You are maybe an intern or something like that, right?

0:40:54.300 --> 0:40:56.330  
Dusi Aditya Amarnath  
Ah, yes. Ah yes, so.

0:41:0.70 --> 0:41:0.470  
Dusi Aditya Amarnath  
Yeah.

0:40:55.760 --> 0:41:1.370  
Sanjay Balagopal  
Yeah. So it the meter will start from 1st of September presuming on saying first of.

0:41:1.220 --> 0:41:1.620  
Dusi Aditya Amarnath  
Yeah.

0:41:2.560 --> 0:41:3.210  
Dusi Aditya Amarnath  
So the.

0:41:3.980 --> 0:41:4.570  
Dusi Aditya Amarnath  
Yeah. Yes.

0:41:2.440 --> 0:41:6.130  
Sanjay Balagopal  
That's my understanding, but yeah, I can take up your question here.

0:41:7.700 --> 0:41:8.530  
Sanjay Balagopal  
Go ahead, Aditya.

0:41:7.280 --> 0:41:31.140  
Dusi Aditya Amarnath  
So the do you? So they said that we can take only 5 days of leaves. So from being internal, so we were not allowed to take those many leaves, right? Only few a few days of leaves we were allowed to take like asking permission or something. So after converting to full time also we need to follow the policy trade like only taking five days in the six months.

0:41:32.810 --> 0:41:58.740  
Sanjay Balagopal  
Yeah. I mean it's a, it's a, it's a bit tricky situation. I mean I understand your point from the point of view that I think whenever you have such situation and you have adequate leave balance, I don't see any harm in kind of writing it to a chart or kind of asking can I use it and it can it be approved on an exceptional basis if something is something you really want to go home town or something like that and you need more time.

0:42:0.460 --> 0:42:0.910  
Dusi Aditya Amarnath  
Uh.

0:42:0.240 --> 0:42:1.960  
Sanjay Balagopal  
You can explore that possibility.

0:42:4.630 --> 0:42:9.20  
Dusi Aditya Amarnath  
Means if it may may be clear, clearly mentioned like what will happen like.

0:42:9.200 --> 0:42:10.710  
Dusi Aditya Amarnath  
As a.

0:42:10.360 --> 0:42:23.390  
Sanjay Balagopal  
So it is as per my understanding is I don't want you can check this with a chat but my sense on this is that if you're on probation, you're in probation. What you were there before and after all those things doesn't really matter.

0:42:24.130 --> 0:42:39.60  
Sanjay Balagopal  
OK, now you still have some leave balance and if you think that you want to avail more leaves than what you could have this more than five days, you could ask for the exception approval from the supervisor go to HR. They approve. Please go ahead.

0:42:40.160 --> 0:42:40.560  
Dusi Aditya Amarnath  
OK.

0:42:40.810 --> 0:42:44.740  
Sanjay Balagopal  
OK, because that's an exceptional case you are saying and that's all. The only point I'm trying to.

0:42:46.320 --> 0:42:46.620  
Dusi Aditya Amarnath  
OK.

0:42:53.520 --> 0:42:57.850  
Sanjay Balagopal  
All right. So any other things that you guys want to talk about the policies?

0:42:59.80 --> 0:43:3.70  
Sanjay Balagopal  
We had enough discussion on leaves. Any other thing on the pulses?

0:43:8.760 --> 0:43:39.370  
Srinidhi S  
And so this is srinidi again, you just have, uh had one point to say about the documentation we were discussing, right? So if we could maybe add like the documentation and the details of the contact person, the person who made the documentation so that we could contact them if we get stuck somewhere or at least some person who has some grip on it. And I mean we could contact them if we are stuck somewhere or if we have doubt in a particular place, if we could schedule a call with them or something.

0:43:37.890 --> 0:43:41.40  
Sanjay Balagopal  
Yeah, I think I think just look at the.

0:43:42.20 --> 0:43:43.690  
Sanjay Balagopal  
Ohh the documentation of.

0:43:46.480 --> 0:43:47.720  
Srinidhi S  
Umm yes, yeah.

0:43:44.720 --> 0:43:49.960  
Sanjay Balagopal  
Devolved templates that you have right? So so there is a control in the first page.

0:43:50.640 --> 0:43:50.950  
Srinidhi S  
Yeah.

0:43:57.500 --> 0:43:57.800  
Srinidhi S  
Yes.

0:43:51.140 --> 0:44:10.630  
Sanjay Balagopal  
You know who has documented and all that stuff you can write if you have written. I've written 10 pages on this and somebody else comes and edits the same document, right. I've edited from 10th page, the 15th page. All that you can write in the your history of the change of logs. So it's there. I just that you have to get used to it and everybody has to get used to it.

0:44:11.420 --> 0:44:12.350  
Srinidhi S  
Yes, yes.

0:44:14.540 --> 0:44:15.590  
Srinidhi S  
Everything you see.

0:44:19.240 --> 0:44:19.710  
Srinidhi S  
Yes.

0:44:12.680 --> 0:44:20.270  
Sanjay Balagopal  
Somebody who's the main person makes some changes to the document and it doesn't try to. What changes he has done that you missed that and nobody would even know who has changed.

0:44:21.80 --> 0:44:21.800  
Srinidhi S  
Yes. Yeah.

0:44:21.450 --> 0:44:26.290  
Sanjay Balagopal  
Right, right. I think this changes will come slowly in the system. But yeah, so well with point.

0:44:28.300 --> 0:44:28.880  
Srinidhi S  
How many?

0:44:30.570 --> 0:44:32.520  
Sanjay Balagopal  
Any further points you guys want to talk?

0:44:33.990 --> 0:44:34.880  
Sanjay Balagopal  
On policies.

0:44:39.480 --> 0:44:40.750  
Sanjay Balagopal  
All right, so.

0:44:41.600 --> 0:44:46.210  
Sanjay Balagopal  
That's OK for now. I think next time onwards when you're given pre pulse survey.

0:44:47.950 --> 0:44:57.340  
Sanjay Balagopal  
Put those points and you your points don't come across in the top three. Please ensure to say it. Now. Let's say for example I'm asking you which other next three topics you want to discuss next time.

0:44:58.240 --> 0:45:1.30  
Sanjay Balagopal  
Or any other topic that you want to discuss other than those 3.

0:45:1.720 --> 0:45:2.970  
Sanjay Balagopal  
That we have discussed so far.

0:45:4.0 --> 0:45:12.450  
Sanjay Balagopal  
Right. So anything else that you want to see happen today that we should discuss or we can discuss next time any topics that you want to suggest?

0:45:26.490 --> 0:45:27.40  
Sanjay Balagopal  
Aria.

0:45:27.890 --> 0:45:28.460  
Sanjay Balagopal  
The tea.

0:45:31.120 --> 0:45:31.730  
Sanjay Balagopal  
Geeta.

0:45:39.180 --> 0:45:45.510  
Sanjay Balagopal  
I think one of the topics I would want to put that is cross skilling because we were talking about the cross skilling.

0:45:46.110 --> 0:45:56.320  
Sanjay Balagopal  
Upskilling but that cross Skilling also came into the pictures. I want to keep that else probably next time we can discuss that more in detail. The cross skilling aspect of it, right.

0:45:57.490 --> 0:46:0.290  
Sanjay Balagopal  
Anything else? Any other topics that you want to suggest?

0:46:7.640 --> 0:46:9.450  
Sanjay Balagopal  
I love you. Come on. Video please first.

0:46:11.90 --> 0:46:13.80  
Sanjay Balagopal  
And other fun video. No, right?

0:46:14.310 --> 0:46:16.660  
Sanjay Balagopal  
I think it's because of the because screen.

0:46:22.520 --> 0:46:26.470  
Sanjay Balagopal  
OK. Let me ask one by one and then we close for the session for today.

0:46:27.370 --> 0:46:31.190  
Sanjay Balagopal  
So next topics Rohan, you want to suggest anything for next week.

0:46:34.900 --> 0:46:35.340  
Rohan Kadam  
My.

0:46:37.440 --> 0:46:39.290  
Rohan Kadam  
For me, would it would be?

0:46:40.480 --> 0:46:42.550  
Rohan Kadam  
Upscaling and and.

0:46:43.770 --> 0:46:47.890  
Rohan Kadam  
Upskilling in sense I missed one point. I wanted to point it out to me.

0:46:48.800 --> 0:46:49.170  
Sanjay Balagopal  
Umm.

0:46:48.750 --> 0:46:49.760  
Rohan Kadam  
Is that like?

0:46:56.250 --> 0:46:56.690  
Sanjay Balagopal  
Umm.

0:46:50.760 --> 0:46:58.240  
Rohan Kadam  
Play now when you let's say someone is developer, he wants to move into them management step there. So would we consider it upscaling or not?

0:46:59.510 --> 0:47:11.390  
Sanjay Balagopal  
So everything is upskilling. I mean see upskilling generally means going deep into your domain of expertise. If you say that I am a full stack developer I want to become a project manager.

0:47:12.170 --> 0:47:15.60  
Sanjay Balagopal  
It would permit definition standpoint. It becomes cross killing.

0:47:15.360 --> 0:47:15.930  
Rohan Kadam  
Yeah.

0:47:16.840 --> 0:47:18.100  
Rohan Kadam  
Yeah, you know, like you.

0:47:23.500 --> 0:47:24.430  
Rohan Kadam  
No, I think.

0:47:16.840 --> 0:47:26.380  
Sanjay Balagopal  
Right. So that's the reason I'm saying that cross killing is a new topic that you introduce. I think you introduce the right. So we'll probably talk about it, it was.

0:47:25.570 --> 0:47:26.870  
Rohan Kadam  
Yeah, the other guy.

0:47:28.160 --> 0:47:28.750  
Sanjay Balagopal  
Yeah.

0:47:28.90 --> 0:47:29.100  
Rohan Kadam  
You know, even time today.

0:47:29.940 --> 0:47:30.250  
Sanjay Balagopal  
So.

0:47:31.60 --> 0:47:43.40  
Sanjay Balagopal  
Yeah, little by little, by said that about that class killing we brought in that topic of cross killing so we can discuss cross Skilling. Maybe you can think about it and write in your peoples earlier next time as well, OK.

0:47:44.770 --> 0:47:44.980  
Rohan Kadam  
It's.

0:47:45.200 --> 0:47:45.990  
Rohan Kadam  
I would like the.

0:47:43.760 --> 0:47:46.510  
Sanjay Balagopal  
What else can be discussed next time or this time?

0:47:48.660 --> 0:47:54.290  
Rohan Kadam  
There was some open source something like contribution, so we should discuss about, like contribute and everything.

0:47:56.160 --> 0:47:58.130  
Sanjay Balagopal  
Ohh, I'm again go home.

0:47:58.680 --> 0:48:1.510  
Rohan Kadam  
So it's basically open source so.

0:48:2.840 --> 0:48:5.690  
Rohan Kadam  
Open services like platform where.

0:48:6.570 --> 0:48:7.350  
Rohan Kadam  
I'll be.

0:48:6.390 --> 0:48:8.730  
Sanjay Balagopal  
Yeah, that's OK. Open source. OK.

0:48:8.260 --> 0:48:8.870  
Rohan Kadam  
Yeah.

0:48:9.440 --> 0:48:9.850  
Sanjay Balagopal  
Ohh.

0:48:9.540 --> 0:48:38.280  
Rohan Kadam  
Open source and collaboration. So like when we collaborate with people all over the globe, we get a perspective about it, how people are working so, so exposure. Basically the basic exposure to our like people would because as as I'm working with some of the people around like group so like they have the view of developing the we of doing the job. So that could also be taken into consideration which we can also apply. There's some certain skills. So like you have agile.

0:48:39.350 --> 0:48:39.710  
Rohan Kadam  
Hmm.

0:48:43.660 --> 0:48:44.10  
Rohan Kadam  
Hmm.

0:48:37.520 --> 0:49:7.930  
Sanjay Balagopal  
Yeah, I would suggest. See, I would suggest that let's say you are exposed to certain you know collaborative collaborative groups in those some substring technology or something right. There is no harm in creating an asset of that and kind of sharing across within your team and across the team members, right. And maybe telling you ways how people can really people with your tack of you know stream of specialization can be kind of subscribed in those skilling programs, right? I mean those are open source.

0:49:17.140 --> 0:49:18.770  
Rohan Kadam  
Yeah. I'm Umm.

0:49:8.20 --> 0:49:20.100  
Sanjay Balagopal  
The platforms where they can also see that for live and we can encourage that maybe think about it in more systematic way how we can do it as a policy or as a program, right and then we can probably.

0:49:20.830 --> 0:49:21.680  
Rohan Kadam  
Yeah, yeah.

0:49:21.610 --> 0:49:22.470  
Sanjay Balagopal  
Any other thoughts?

0:49:23.670 --> 0:49:24.190  
Rohan Kadam  
No.

0:49:27.50 --> 0:49:27.660  
Sanjay Balagopal  
That's it.

0:49:28.540 --> 0:49:29.330  
Rohan Kadam  
Yeah.

0:49:30.830 --> 0:49:34.560  
Sanjay Balagopal  
Nothing on the existing pulses. Everybody is happy with all the policies that we have.

0:49:35.780 --> 0:49:42.690  
Sanjay Balagopal  
And the the Leave policy, I think other Naresh is an AC in asking questions you know clicking questions.

0:49:45.850 --> 0:49:46.360  
Sanjay Balagopal  
So.

0:49:48.800 --> 0:50:0.900  
Sanjay Balagopal  
So one of the anecdotes about Naresh is in in the training, right when somebody would create write some question in their assignment, he would say I didn't understand this question. This question is still doesn't make sense.

0:50:1.570 --> 0:50:8.80  
Sanjay Balagopal  
Can you replace the question? What does it mean? Ohh, so here's a pretty sharp eye on that so.

0:50:9.540 --> 0:50:14.770  
Sanjay Balagopal  
All like so. Anything else that you want to talk or else we will close it.

0:50:15.550 --> 0:50:16.620  
Sanjay Balagopal  
For today's session.

0:50:23.480 --> 0:50:43.370  
Sanjay Balagopal  
Alright, so thank you so much. I hope as compared to the last format might have been slightly better and it may not have been better because of the new format and even we are trying to get used to it. You are guys are trying to get used to it. So my my thought would be some next time onwards please go ahead and.

0:50:45.620 --> 0:50:51.390  
Sanjay Balagopal  
I'm sure that you kind of think of topics that you want to discuss, that we should contribute and things like that.

0:50:52.240 --> 0:50:57.160  
Sanjay Balagopal  
Then you can kind of just hold on. Let me launch a pre pulse survey and then you can.

0:51:38.170 --> 0:51:38.680  
Sanjay Balagopal  
Justice.

0:51:53.10 --> 0:51:54.460  
Sanjay Balagopal  
Running the three full service.

0:51:56.510 --> 0:51:57.150  
Sanjay Balagopal  
Just launch.

0:52:7.430 --> 0:52:7.770  
Sanjay Balagopal  
This one.

0:52:51.720 --> 0:52:52.470  
Arya Prayag Verma  
I have a question.

0:52:51.610 --> 0:52:53.0  
Sanjay Balagopal  
Because everybody that.

0:52:54.60 --> 0:52:54.720  
Sanjay Balagopal  
Yeah, yeah, yeah.

0:52:53.670 --> 0:52:58.280  
Arya Prayag Verma  
Yeah, I have a question is that is there a reason why it goes from 123 and then directly to 9?

0:52:59.140 --> 0:53:2.890  
Sanjay Balagopal  
So you know, we don't have an amber in GANIT, right?

0:53:3.460 --> 0:53:3.980  
Arya Prayag Verma  
Umm.

0:53:3.840 --> 0:53:14.70  
Sanjay Balagopal  
You that your you have done it or we're not done it. There's nothing called. I'm 60% complete or 70% complete and when somebody puts something as 567.

0:53:15.680 --> 0:53:17.350  
Sanjay Balagopal  
We don't know what to do with that, right?

0:53:18.20 --> 0:53:19.640  
Arya Prayag Verma  
Hmm. Collect understood.

0:53:19.460 --> 0:53:20.190  
Sanjay Balagopal  
Correct. I mean.

0:53:21.10 --> 0:53:25.700  
Sanjay Balagopal  
Uh, it's more like a. So I think that's the reason Vishal behind this, but.

0:53:26.400 --> 0:53:37.650  
Sanjay Balagopal  
Uh is there in in general. That's the reason we see that either you have performed or not performed, you're done well or not. Well, complete. No complete. We don't know. We are like amber blind or yellow blind.

0:53:41.950 --> 0:53:42.990  
Sanjay Balagopal  
So everybody done it.

0:53:54.690 --> 0:53:56.780  
Sanjay Balagopal  
OK, so there should be.

0:53:57.600 --> 0:53:59.320  
Sanjay Balagopal  
13 responses.

0:54:4.50 --> 0:54:4.970  
Sanjay Balagopal  
Look 19.

0:54:6.930 --> 0:54:7.130  
Sanjay Balagopal  
Right.

0:54:9.140 --> 0:54:10.190  
Sanjay Balagopal  
One more should come.

0:54:11.810 --> 0:54:25.640  
Sanjay Balagopal  
Who else has missed? Well, take the attendance based on the 14th 19. OK, I have not. Alright. Thank you so much. Please think over. We want you guys to think about yourself, about the organization and how we can make the whole thing.

0:54:26.430 --> 0:54:28.80  
Sanjay Balagopal  
But for all of us, OK.

0:54:28.880 --> 0:54:29.370  
Sanjay Balagopal  
Thank you.

0:54:37.200 --> 0:54:37.570  
Sanjay Balagopal  
Everything.