0:0:0.0 --> 0:0:4.650  
Gayathri N  
Said hello all, let's get started to the 14th Pulse check meeting.

0:0:6.190 --> 0:0:7.550  
Gayathri N  
And shooting my screen.

0:0:23.910 --> 0:0:52.190  
Gayathri N  
So the agenda of the pulse check meeting is we all know we are into the new pulse check meeting now. So the agenda for today it will be on the improvements in PCM and how we connect our discussion and the previous feedback and the solutions to it. And we will be sourcing our for the topics from the bucket list that we have and the individual feedback and suggestion which is over to you all and we will have the launching pool and the summary will be decided for our group.

0:0:53.980 --> 0:1:24.110  
Gayathri N  
So coming to what we have delivered from the previous pulse check feedbacks that you have given us, so we have now come up with the knowledge platform. So this is under progress and you will get to know about in detail about the knowledge platform that is coming up soon. And as we all know we we celebrated a the year end celebration event recently and we also have a lot of upcoming celebrations for this year planned as well.

0:1:24.480 --> 0:1:46.780  
Gayathri N  
So the celebration were also a part of the pulse check feedback that was given from your side and the awards has been formalized so earlier the awards was just announced and it was all done. So now we have the certificates, we are providing the certificates to every award, one for the trial Blazer as well as the outlier awards.

0:1:48.390 --> 0:2:18.40  
Gayathri N  
So the next is on the policy centralization. So now we have all of the policies on the reimbursements on the Leave any such policies. We have it all placed in the HRMS tool that is keka and you can visit and we also have the Word document there. So all of the policies are being centralized now and on ganit upskilling, you might have all seen a lot of emails rolling out from ganit, Upskilling, DL. So there it is.

0:2:18.420 --> 0:2:39.250  
Gayathri N  
A big strong with the data science and which has been starting from SQL it has been started and as you all know and few must have been aware of, the current fun labs that is happening and recently there was a Sudoku competition held and the winners were announced. So that is coming to a full-fledged IT action now.

0:2:40.240 --> 0:2:45.540  
Gayathri N  
So these are all something that we delivered from the previous pulse check, feedbacks from your end.

0:2:47.190 --> 0:3:5.530  
Gayathri N  
So what will be discussed on today's pulse check? So the three topics, mandatory topics that we're going to discuss is about the LinkedIn, the Upskilling and Knowledge Workshop and programs at Garnet. So over to you all now what are the other two or three topics that you want to discuss apart from these three topics?

0:3:21.720 --> 0:3:22.550  
Gayathri N  
Ohh anyone.

0:3:34.880 --> 0:3:35.300  
Gayathri N  
OK.

0:3:27.180 --> 0:3:39.20  
Aditya Nath Jha  
I think people might have a couple of points here and they're not specific topic, so let's get started with this and maybe after we are done, we can have 5 minutes for any other comments.

0:3:39.970 --> 0:3:40.160  
Aditya Nath Jha  
Yeah.

0:3:38.900 --> 0:3:49.530  
Gayathri N  
Sure, sure, sure. So we can start with the LinkedIn for employees then. So the points that everyone wants to give and also requesting everyone to be on video.

0:3:58.260 --> 0:4:0.200  
Gayathri N  
Yes, on LinkedIn for employees.

0:4:17.850 --> 0:4:22.380  
Aditya Nath Jha  
Gayathri, what do you want to discuss with respect to LinkedIn for employee like?

0:4:20.800 --> 0:4:53.580  
Gayathri N  
Uh, so we hope that the from the pulse check, we've been rolling out emails. So it has a detailed description of what is about the LinkedIn for employees. So we are coming up with the social media policies on how we will be sharing up our articles on LinkedIn and all of that. And also we have a mostly many of them will not be aware the onboarding process is also having a part of it is also having LinkedIn inviting people and you're also working on the badges and all that. So some improvements from your end what?

0:4:53.660 --> 0:5:8.430  
Gayathri N  
When you feel on LinkedIn, we can be engaged and all that because I also remember for PCA, for many of them there is a contribution where they'll have to post A3 post tagging of ganit.

0:5:9.950 --> 0:5:20.550  
Gayathri N  
So all of these include LinkedIn for employees, so any suggestion or any points on what else can be added or what expectations are coming for telling them all that?

0:5:22.280 --> 0:5:23.890  
Aditya Nath Jha  
OK, so you have the.

0:5:24.710 --> 0:5:37.140  
Aditya Nath Jha  
Good part of it, like if you engage actively, you know you will get batches. You can post articles, you can write White papers, blogs, everything. What happens to people who don't do that?

0:5:38.560 --> 0:5:47.730  
Aditya Nath Jha  
Like is there any other side of it? Like if you're not actively doing this on LinkedIn, does it have to be a part of your PCA or how does it impact them?

0:5:56.480 --> 0:5:56.830  
Aditya Nath Jha  
Umm.

0:5:51.380 --> 0:6:2.490  
Gayathri N  
Sorry I didn't even this is all discussion about that so that the solution part we will be coming out later. So we we can take up your feedback, yeah.

0:6:3.600 --> 0:6:3.990  
Gayathri N  
Yeah.

0:6:0.170 --> 0:6:6.40  
Aditya Nath Jha  
Alright, so yeah, my feedback basically is if there is a carrot, there has to be a stick. That's it.

0:6:6.70 --> 0:6:6.500  
Gayathri N  
Yes.

0:6:15.910 --> 0:6:16.290  
Gayathri N  
OK.

0:6:6.980 --> 0:6:16.650  
Aditya Nath Jha  
To enforce it. Otherwise some people will do it very actively and the rest 7060% won't do it at all. So yeah, that's the only feedback.

0:6:17.180 --> 0:6:17.580  
Gayathri N  
OK.

0:6:21.920 --> 0:6:22.240  
Aditya Nath Jha  
Umm.

0:6:18.310 --> 0:6:29.130  
Piyush Saraf  
But Aditya, then if we are making it that way, mandatory but quick, you see, we'll have to do because we don't want poorly written post tagging gardens everywhere, right?

0:6:30.20 --> 0:6:30.330  
Aditya Nath Jha  
Yep.

0:6:31.940 --> 0:6:32.330  
Aditya Nath Jha  
Yeah.

0:6:29.840 --> 0:6:33.790  
Piyush Saraf  
That that will show up on GANIT feet. We'll have to be very careful there.

0:6:34.460 --> 0:6:36.180  
Aditya Nath Jha  
Umm, so there has to.

0:6:34.880 --> 0:6:58.450  
Piyush Saraf  
On the other side, is it possible for you know, so this can be as a source of motivation for a lot of people as well that if you do well, your project gets featured on ganit main ID and you get tag you get a shout out there, right? That will probably help help people build their personal brand and perhaps a push more people to write case studies, whatever it is.

0:7:10.810 --> 0:7:11.400  
Gayathri N  
Yes.

0:7:1.500 --> 0:7:13.160  
Aditya Nath Jha  
Definitely that should be there, right? Even for the articles that are going on, everything has to go through Raj, as far as I understand right now. So yeah that there.

0:7:15.970 --> 0:7:16.940  
Aditya Nath Jha  
But a good idea.

0:7:19.570 --> 0:7:31.660  
Piyush Saraf  
I I don't know if everyone knows that to post something tagging ganit through their personal accounts, they have to once get it you see through Raj. I'm not sure if that communication went out to everyone.

0:7:38.790 --> 0:7:39.200  
Piyush Saraf  
OK.

0:7:32.820 --> 0:7:43.840  
Gayathri N  
So can you show? So now we are formulating a social media policy for that. So most of them are not aware of it. So Raj is actually working on it.

0:7:44.580 --> 0:7:44.880  
Piyush Saraf  
8.

0:7:52.990 --> 0:7:57.690  
Gayathri N  
So any of the points or any other suggestion to make LinkedIn for employees better?

0:8:6.20 --> 0:8:10.730  
Gayathri N  
If not, we can move to the next topic. We upskilling and knowledge workshops.

0:8:20.480 --> 0:8:21.780  
Gayathri N  
Any suggestion?

0:8:22.850 --> 0:8:23.800  
Gayathri N  
For the topic.

0:8:29.130 --> 0:8:33.0  
Piyush Saraf  
OK. Uh, do all of us have LinkedIn ID? Worst of all.

0:8:33.990 --> 0:8:37.180  
Piyush Saraf  
Do we have public LinkedIn IDs? Are they updated?

0:8:38.230 --> 0:8:38.710  
Piyush Saraf  
This.

0:8:38.330 --> 0:8:38.780  
Gayathri N  
This.

0:8:39.540 --> 0:8:40.100  
Piyush Saraf  
Yeah.

0:8:39.580 --> 0:8:40.690  
Gowtham Kabali  
Yes. Yeah.

0:8:39.240 --> 0:8:40.810  
Manaswi kamesh Kandepu  
Yes, yes.

0:8:39.610 --> 0:8:40.830  
Gayathri N  
It has been updated.

0:8:41.760 --> 0:8:47.910  
Piyush Saraf  
All of all of your mail. This is Linkedin's are updated with your latest whatever you've done.

0:8:49.940 --> 0:8:50.360  
Dipesh Yadav  
Yeah.

0:8:50.770 --> 0:8:51.180  
Gowtham Kabali  
Yes.

0:8:50.930 --> 0:9:6.280  
Piyush Saraf  
Julia. Then it's nice because one roadblock that I thought, I mean that I went through is because I kept post pushing it across. Right, OK, I'll update my LinkedIn when I have good enough content or when I can write it in a certain way.

0:9:8.230 --> 0:9:30.580  
Piyush Saraf  
Yeah, if everyone has it, then great. If not, I was thinking maybe we can have sort of short templates that can help, right? I don't think Raj has time to sit through with one-on-one with everyone and help them make their ideas, but maybe he can create a few templates about how it would be good to write about your experience or just general guidelines.

0:9:32.340 --> 0:10:0.630  
Piyush Saraf  
If any of you personally want to like improve your profiles, you can also utilize chat. GPT. If any of you have worked with it, you can essentially give it pointers saying that you know I've worked on so, so and so. Can you make it, you know, sound four formal can you be make it, you know, write it in a more elaborate way. Help me fill my LinkedIn and it will do all of those in a very good way.

0:10:1.490 --> 0:10:12.900  
Piyush Saraf  
I think that is something that you we can all utilize and it will speed it up right from maybe it will two days to maybe one hour, 1 1/2 hours you'll have a good LinkedIn profile.

0:10:14.150 --> 0:10:18.540  
Piyush Saraf  
So if you don't have a LinkedIn, I would highly suggest you guys do this.

0:10:21.410 --> 0:10:24.720  
Piyush Saraf  
Growing your personal brand is as important as growing bandwidth, right?

0:10:25.510 --> 0:10:31.260  
Piyush Saraf  
Stronger individuals in inadvertently, you know, strengthen the team though.

0:10:33.180 --> 0:10:34.670  
Piyush Saraf  
OK. That that's it for me.

0:10:36.980 --> 0:10:41.250  
Gayathri N  
It's on the next topic of upskilling and knowledge workshops.

0:10:44.400 --> 0:10:48.300  
Gayathri N  
And the freshers must have a lot of idea on it because it is like.

0:10:49.270 --> 0:10:50.800  
Gayathri N  
Especially for the freshers.

0:10:50.980 --> 0:10:53.970  
Gowtham Kabali  
In the upskilling program or we including AW.

0:10:56.40 --> 0:11:1.270  
Gayathri N  
Uh, it is it a suggestion that should come up. OK, OK.

0:11:3.680 --> 0:11:4.180  
Gayathri N  
OK.

0:10:58.940 --> 0:11:13.370  
Gowtham Kabali  
Yeah, yeah, it's because you're everyone involved with the end of this project. So it would be great like a everyone have some basic idea, AWS and the best practices to be followed before using the particular services.

0:11:14.250 --> 0:11:14.620  
Gayathri N  
OK.

0:11:14.450 --> 0:11:15.110  
Gowtham Kabali  
Would be nice.

0:11:16.150 --> 0:11:16.680  
Gayathri N  
OK.

0:11:18.770 --> 0:11:19.210  
Gayathri N  
Helpful.

0:11:20.910 --> 0:11:28.520  
Gayathri N  
And anyone else. So we have lot of people of video, Himanshu, Saudis srihareni.

0:11:34.930 --> 0:11:35.750  
Gayathri N  
Michael.

0:11:37.860 --> 0:11:40.110  
Gayathri N  
It's manaswi any points?

0:11:43.0 --> 0:11:45.150  
Manaswi kamesh Kandepu  
Ohh nothing has said in my mind.

0:11:46.280 --> 0:11:48.550  
Himanshu Singh  
Nothing from my mind as well. Thank you.

0:11:55.590 --> 0:11:56.10  
Gayathri N  
Umm.

0:11:49.500 --> 0:12:2.450  
Dipesh Yadav  
Maybe we can also focus on writing and communication skills as well across many of the people are dealing with clients like they are talking, so professional communication and professional writing skills.

0:12:3.480 --> 0:12:3.850  
Gayathri N  
OK.

0:12:3.140 --> 0:12:5.130  
Dipesh Yadav  
Be part of a string.

0:12:6.340 --> 0:12:6.810  
Gayathri N  
OK.

0:12:10.900 --> 0:12:11.490  
Gayathri N  
OK.

0:12:12.220 --> 0:12:14.440  
Gayathri N  
So anyone else would like to add up?

0:12:16.850 --> 0:12:18.30  
Gayathri N  
Party Vishal.

0:12:25.520 --> 0:12:50.910  
Piyush Saraf  
Are there any skills you guys have been wanting to pick up but didn't have time to? Because all these courses, as far as I know, will be certified by Ganit, right? Garnet will give certification at least for SQL. What I know Gentis has said that we'll be getting a certificate on completion of the training. So these are some certifications that are easy for us to pick up, right? We'll get trained for it and then we'll give exams.

0:12:52.100 --> 0:12:58.370  
Piyush Saraf  
So any skill that you guys think that you know, you guys wanted to pick up but did not have time to?

0:12:59.570 --> 0:13:1.260  
Piyush Saraf  
You guys can probably suggest you.

0:13:3.130 --> 0:13:8.780  
Gayathri N  
Uh, because all of these suggestions are taken into concentration. So this is the best place to voice out.

0:13:14.520 --> 0:13:20.540  
Sheik Harris  
Can we do the individual course in other platforms like individual landing because we cannot you?

0:13:21.360 --> 0:13:23.790  
Sheik Harris  
Everyone be interested different different topics, right? So.

0:13:24.560 --> 0:13:27.330  
Sheik Harris  
And collectively give one section for everyone to satisfy.

0:13:28.850 --> 0:13:29.550  
Sheik Harris  
That possible?

0:13:31.270 --> 0:13:46.830  
Gayathri N  
Uh, this solution part. It will be done be later the shape, but as of now we are only discussing the feedbacks on our part. So all of our feedbacks will be given and then the solution will come back later. So I'll take into consideration on whatever we have told as a feedback.

0:13:48.370 --> 0:13:48.650  
Sheik Harris  
OK.

0:13:56.10 --> 0:14:0.910  
Gayathri N  
So is anyone else willing to add up or we can go out to the next part?

0:14:1.690 --> 0:14:6.200  
Gayathri N  
So at least for this, we really have to get answers because programs are gone it.

0:14:6.960 --> 0:14:19.190  
Gayathri N  
So I know most of I've connected with a lot of people here, person and you guys have told me a lot about programs and color, so please bring up here also so that everybody will also get to know.

0:14:22.190 --> 0:14:28.630  
Piyush Saraf  
Is it possible to have a classroom trainings for, you know, certain advanced subjects?

0:14:29.320 --> 0:14:38.180  
Piyush Saraf  
Like uh, you know, advanced machine learning, deep learning, maybe specialty AWS courses? Sorry, certifications.

0:14:39.60 --> 0:14:44.330  
Piyush Saraf  
This you know, a boot camp, sort of a situation where we would be at the Chennai office training for.

0:14:45.400 --> 0:14:49.170  
Piyush Saraf  
2-3 maybe four days and you know, give the examination together.

0:14:51.470 --> 0:14:51.790  
Gayathri N  
Yeah.

0:15:4.700 --> 0:15:10.600  
Gayathri N  
Yes, about programs are gunned. It is so silent. I've never attended Pulse check meeting like this.

0:15:12.580 --> 0:15:14.490  
Gayathri N  
It is just me, Piyush topping.

0:15:19.450 --> 0:15:23.60  
Gayathri N  
Yes, programs are garnets. We have a lot of programs and clubs.

0:15:24.760 --> 0:15:25.70  
Piyush Saraf  
Umm.

0:15:24.720 --> 0:15:31.690  
Gayathri N  
And in the freshers meat also. I hope like many of them voiced the saying we want this. We want that please voice out here also.

0:15:51.160 --> 0:15:51.510  
Gayathri N  
Umm.

0:15:40.160 --> 0:15:53.760  
Swathi Yarlagadda  
We can tell Gayathri like, but we are I think based on our project, we won't be having that much time to read these things. We will be doing in weekends Orange.

0:15:54.710 --> 0:15:55.620  
Swathi Yarlagadda  
If you want.

0:15:54.720 --> 0:15:58.650  
Gayathri N  
Yeah, they club said. Ganit runs on weekends mostly.

0:16:2.490 --> 0:16:7.70  
Gayathri N  
So any suggestion, any clubs that you are interested in and you wanted to take up?

0:16:8.140 --> 0:16:11.230  
Gayathri N  
So only from the based on the ideas we can.

0:16:12.10 --> 0:16:12.420  
Gayathri N  
See.

0:16:15.510 --> 0:16:19.280  
Gayathri N  
So it's all fine that we don't have programs at GANIT and.

0:16:27.900 --> 0:16:34.330  
Gayathri N  
Alright, so anything that interests you to give us feedback, open topic and anything.

0:16:35.240 --> 0:16:36.920  
Gayathri N  
That you would like to tell us?

0:16:38.200 --> 0:16:43.990  
Gayathri N  
Shyam, we didn't hear anything from you once you not. We didn't hear of anything from you Vishal.

0:16:42.960 --> 0:17:7.580  
Shyam Nachiketh  
Yeah, it was actually just gonna ask about, you know, when you're talking about the upskilling. I was just thinking like if we could, like you said, we could have some advanced learnings like related to machine learning or even like neural networks and stuff like that. So those are some of the stuff topics which I found pretty interesting, but I wanted to get in touch with, but over time is not getting the right time to, you know.

0:17:9.0 --> 0:17:13.220  
Shyam Nachiketh  
Moving to start as well. So if something like that could happen, it would be great.

0:17:14.50 --> 0:17:14.560  
Gayathri N  
OK.

0:17:16.490 --> 0:17:17.350  
Gayathri N  
One jeannot.

0:17:19.80 --> 0:17:27.890  
Manjunath Ganesh  
OK, now I think from my side I do see one mail like knowledge sharing about the same Azure technology like those happens means so it will be good.

0:17:30.480 --> 0:17:31.230  
Gayathri N  
OK.

0:17:31.930 --> 0:17:32.540  
Gayathri N  
Vishal.

0:17:36.590 --> 0:17:41.40  
Vishal Goel  
Yeah, but now nothing is from my side.

0:17:41.910 --> 0:17:42.470  
Gayathri N  
OK.

0:17:43.840 --> 0:17:46.340  
Gayathri N  
So even on program you don't want anything.

0:17:49.620 --> 0:17:52.0  
Gayathri N  
Loves nothing interests you.

0:17:50.700 --> 0:17:54.250  
Piyush Saraf  
So programs include company events and all that also, right.

0:17:54.570 --> 0:17:58.630  
Gayathri N  
Yes, yes, yes, definitely anything ethnic. They all of this.

0:17:59.810 --> 0:18:2.330  
Vishal Goel  
Yeah, like if there will be some programs.

0:18:0.90 --> 0:18:2.820  
Gayathri N  
Say if not ganit, we'll have no programs.

0:18:13.720 --> 0:18:14.160  
Gayathri N  
Ha ha.

0:18:4.150 --> 0:18:16.460  
Vishal Goel  
No, no, not like that. Uh, like uh, if there will be programs, yeah, that will be very helpful for us. Like for all men's mental health like we can have some sports games.

0:18:17.30 --> 0:18:17.610  
Gayathri N  
OK.

0:18:19.620 --> 0:18:20.60  
Gayathri N  
OK.

0:18:20.980 --> 0:18:21.380  
Gayathri N  
Ha ha.

0:18:17.590 --> 0:18:22.20  
Vishal Goel  
At the weekends, also like cricket or football. That's it.

0:18:22.800 --> 0:18:38.120  
Gayathri N  
Yeah. OK. Only because when you tell no, we can discuss about the team and we can bring out the solution. If nothing is told, then they'll think that, OK, everybody are fine with the ganit running without programs and it will happen the same way. So we wanted to bring in change with your voice.

0:18:39.840 --> 0:18:40.330  
Vishal Goel  
Yeah.

0:18:39.40 --> 0:18:46.70  
Gayathri N  
That is the reason we've been asking, yes. So only when individually as they're coming up saying that sports events and all that.

0:18:48.130 --> 0:18:49.800  
Gayathri N  
OK so.

0:18:49.180 --> 0:18:56.460  
Manaswi kamesh Kandepu  
And also like till now we have all events were organized in now. So some events outside Ganit will also be like interesting for all of us.

0:18:57.130 --> 0:18:57.860  
Gayathri N  
OK.

0:18:59.710 --> 0:19:0.270  
Gayathri N  
OK.

0:19:2.60 --> 0:19:2.730  
Gayathri N  
OK.

0:19:3.490 --> 0:19:6.830  
Gayathri N  
Ohh, Saudis, Himanshu, spotty.

0:19:12.550 --> 0:19:13.450  
Gayathri N  
Ashutosh.

0:19:16.920 --> 0:19:17.790  
Ashutosh  
Yeah, I think.

0:19:17.190 --> 0:19:19.380  
Gayathri N  
If you don't have any point, also please stand up.

0:19:19.300 --> 0:19:22.620  
Himanshu Singh  
I don't have any points for now like 3.

0:19:23.290 --> 0:19:28.130  
Gayathri N  
OK, so there are no feedbacks that you wanted to give, so everything is good for you.

0:19:28.410 --> 0:19:29.850  
Himanshu Singh  
Yeah, everything is good for me.

0:19:30.970 --> 0:19:31.350  
Gayathri N  
It.

0:19:34.780 --> 0:19:35.770  
Gayathri N  
Yes, I shippers.

0:19:39.700 --> 0:19:44.270  
Ashutosh  
Yeah. I think for me, like once Gaurav had organized an event game day.

0:19:45.130 --> 0:19:45.570  
Gayathri N  
OK.

0:19:52.560 --> 0:19:53.10  
Gayathri N  
OK.

0:19:44.910 --> 0:19:58.540  
Ashutosh  
So I think that type of event or game day type of thing like in three hours everything is done and you got to learn something. So I think that is more easy way to learn something. So I think this can be an upskilling also and this can be in your programs also.

0:19:59.700 --> 0:20:0.130  
Gayathri N  
Oh.

0:20:4.130 --> 0:20:5.500  
Gayathri N  
Swathi sourish.

0:20:8.210 --> 0:20:20.710  
Sourishkumaar S  
Yeah. Like maybe the reimbursement thing could be a bit faster. It may help us to do more certifications because each certification span will be costing around 10:10 K.

0:20:21.660 --> 0:20:22.40  
Gayathri N  
OK.

0:20:27.290 --> 0:20:27.760  
Gayathri N  
OK.

0:20:21.800 --> 0:20:28.990  
Sourishkumaar S  
Maybe it would be good to make a reimburse us in a faster way. That would be helpful. Thanks.

0:20:30.990 --> 0:20:31.620  
Gayathri N  
OK.

0:20:35.550 --> 0:20:35.760  
Swathi Yarlagadda  
That's.

0:20:38.250 --> 0:20:39.420  
Gayathri N  
Why can't hear you?

0:20:40.560 --> 0:20:46.590  
Swathi Yarlagadda  
Uh, yeah, nothing from my side that like already these guys discuss.

0:20:48.470 --> 0:20:54.270  
Gayathri N  
OK, so is this any other feedback that anyone would like to give?

0:20:55.550 --> 0:20:57.180  
Piyush Saraf  
The company wide meet up here.

0:20:58.450 --> 0:20:58.980  
Gayathri N  
OK.

0:20:58.240 --> 0:21:3.520  
Piyush Saraf  
I'll bring it up in every pulse check and I will make sure some point, Olga.

0:21:5.470 --> 0:21:6.200  
Gayathri N  
Sure, sure.

0:21:8.230 --> 0:21:15.240  
Aditya Nath Jha  
So company wide meetups. I remembered. Uh, there is one thing which can be improved, which is traveling for ganit.

0:21:16.110 --> 0:21:36.260  
Aditya Nath Jha  
It's difficult. You know, you have to fight every time between train and flight, even for an 810 hour journey. That's difficult. I mean, if you're traveling for 10 hours on train overnight, so you're not fresh for client meetings. And also, and I mean, it should be standard policy leaks 506 hundred kilometers. It should be flight, something like that. So.

0:21:37.70 --> 0:21:41.630  
Aditya Nath Jha  
Yeah, I think it can be improved a lot. Even with flights, it's always middle seats and.

0:21:43.10 --> 0:21:49.350  
Aditya Nath Jha  
No food and things like that. So I I really think overall traveling experience for ganit can be improved.

0:21:50.410 --> 0:21:50.900  
Gayathri N  
Alpha.

0:21:51.470 --> 0:21:54.720  
Piyush Saraf  
Now that you brought that up, just one more point there.

0:22:0.550 --> 0:22:0.890  
Aditya Nath Jha  
Uh.

0:21:55.670 --> 0:22:2.660  
Piyush Saraf  
Friday night, go travel is a little this thing right? Maybe Saturday morning or one.

0:22:3.540 --> 0:22:14.30  
Piyush Saraf  
You know it. It gets a little inconvenient if you have a meeting in the morning and you, you know, you only have the option of coming to the office at 6:00 AM, gets a little difficult.

0:22:15.120 --> 0:22:15.440  
Piyush Saraf  
They.

0:22:15.530 --> 0:22:15.820  
Aditya Nath Jha  
Yeah.

0:22:17.190 --> 0:22:17.780  
Gayathri N  
OK.

0:22:20.370 --> 0:22:43.430  
Aditya Nath Jha  
Like we see that in every moment or anything that we have, uh, we have to leave our place by three AM, 2:00 AM at night and we cannot come one night before if the meeting is Monday morning. Ideally, I would want to reach by Sunday evening and settle down so that I'm fresh the next day. But those things are not allowed because extra day. So overall it can be improved.

0:22:44.50 --> 0:22:44.580  
Gayathri N  
OK.

0:22:48.350 --> 0:22:49.590  
Gayathri N  
So any other point?

0:22:51.680 --> 0:22:56.30  
Gayathri N  
And also we don't have any suggestions for clubs to give. So from as the group.

0:22:57.230 --> 0:22:59.210  
Gayathri N  
Club suggestion so.

0:23:4.310 --> 0:23:6.990  
Gayathri N  
So it is OK with whatever clubs coming right?

0:23:9.150 --> 0:23:10.490  
Gayathri N  
So there are reading cloves.

0:23:11.310 --> 0:23:13.290  
Gayathri N  
I believe it is all.

0:23:14.500 --> 0:23:15.770  
Gayathri N  
Like that reading.

0:23:16.480 --> 0:23:23.150  
Gayathri N  
Data science again. So anything else apart from that, if you wanted, you can add it so it goes as a suggestion.

0:23:29.830 --> 0:23:30.600  
Gayathri N  
Yes, I did.

0:23:27.240 --> 0:23:32.950  
Aditya Nath Jha  
I don't know why people are saying here. I talk to my team regularly and there are people who are.

0:23:32.60 --> 0:23:33.710  
Gayathri N  
Nobody's opening up.

0:23:33.970 --> 0:23:48.400  
Aditya Nath Jha  
Yeah, I had musicians in my team. I had singers in my team. I had people who love to go for bike rides and road trips, and there are so many club ideas here. I want some young people to come up with what they want.

0:23:49.140 --> 0:23:49.760  
Gayathri N  
Yeah.

0:23:53.650 --> 0:24:0.370  
Gayathri N  
What Michelle has told, only then we will get it all right. If not, we will have all the boring ones as reading.

0:24:1.310 --> 0:24:8.720  
Gayathri N  
Writing, talking it, it is all like that. So let's just add some flavor with what we like.

0:24:9.480 --> 0:24:12.0  
Gayathri N  
Does Aditya said something like?

0:24:13.190 --> 0:24:17.890  
Gayathri N  
Traveling or photography? I know most of you here are interested in photography.

0:24:19.190 --> 0:24:26.840  
Manaswi kamesh Kandepu  
Yes, photography is interesting. Photographic, cultural, and sports. The three I can suggest from my side.

0:24:26.910 --> 0:24:27.420  
Gayathri N  
OK.

0:24:30.840 --> 0:24:32.830  
Aditya Nath Jha  
It's sports. Sports is huge.

0:24:37.300 --> 0:24:37.950  
Aditya Nath Jha  
In general.

0:24:44.40 --> 0:24:44.570  
Manaswi kamesh Kandepu  
Like it?

0:24:49.590 --> 0:24:50.40  
Gayathri N  
OK.

0:24:44.20 --> 0:24:55.190  
Swathi Yarlagadda  
And I3? Yeah, it's it's not about this I'm telling about related to work from home and work from office things.

0:24:56.850 --> 0:25:1.630  
Swathi Yarlagadda  
Recently we got one mail regarding that one like 2 days. We need to come to office.

0:25:2.850 --> 0:25:6.60  
Swathi Yarlagadda  
And three days we need to go work from home.

0:25:7.320 --> 0:25:11.250  
Swathi Yarlagadda  
If we do work from office also, we need to come to Chennai, right?

0:25:13.200 --> 0:25:18.680  
Swathi Yarlagadda  
I'm good Chennai and we need to do their own. We can't. We can't go to our home.

0:25:19.530 --> 0:25:22.40  
Swathi Yarlagadda  
It's around 7 to 8 hours to travel.

0:25:22.890 --> 0:25:23.250  
Gayathri N  
Umm.

0:25:24.490 --> 0:25:30.270  
Swathi Yarlagadda  
Can two days coming to office every week? It won't be that much.

0:25:30.980 --> 0:25:33.310  
Swathi Yarlagadda  
Was traveling every week. We can't do that one.

0:25:34.90 --> 0:25:34.620  
Gayathri N  
Nothing.

0:25:34.780 --> 0:25:42.110  
Swathi Yarlagadda  
Is there any possibility that two weeks daily we will be coming to office and two weeks we will be doing one problem?

0:25:44.750 --> 0:25:55.460  
Gayathri N  
So I think it can connect with the employee engagement team later to to we are with this this is pulse check so we can't answer here. So you can get back to employee engagement later on that.

0:25:58.100 --> 0:25:58.810  
Swathi Yarlagadda  
OK.

0:25:59.390 --> 0:25:59.840  
Gayathri N  
Yeah.

0:26:1.780 --> 0:26:8.430  
Piyush Saraf  
Actually, on that point, is it possible and not possible? We would like to encourage more people to come to Bangalore office here.

0:26:9.490 --> 0:26:9.840  
Gayathri N  
OK.

0:26:9.710 --> 0:26:11.480  
Aditya Nath Jha  
I'm a little fish haircut, huh?

0:26:9.290 --> 0:26:12.570  
Piyush Saraf  
I mean, we have a lot of people at Chennai of.

0:26:12.240 --> 0:26:12.990  
Aditya Nath Jha  
We have one.

0:26:16.890 --> 0:26:18.460  
Piyush Saraf  
Parking space in a year.

0:26:12.140 --> 0:26:23.760  
Gayathri N  
But Aditya, I remember you telling not if I'm not wrong. Yeah, this space is not there. I heard from someone that the space is not there.

0:26:24.380 --> 0:26:24.810  
Aditya Nath Jha  
Umm.

0:26:24.440 --> 0:26:29.330  
Piyush Saraf  
The space will be there once people start coming now without need case.

0:26:30.190 --> 0:26:31.0  
Piyush Saraf  
So we have.

0:26:33.540 --> 0:26:34.80  
Piyush Saraf  
I know.

0:26:30.450 --> 0:26:38.100  
Aditya Nath Jha  
Office Space cup problem name. There's no parking space. But why? Why do we take cab every day when we have our own vehicle? That was the point.

0:26:36.750 --> 0:26:38.280  
Piyush Saraf  
But the scooter.

0:26:39.850 --> 0:26:42.980  
Aditya Nath Jha  
I'm a scooter kharida Alexa. I bought a car from.

0:26:41.960 --> 0:26:44.800  
Piyush Saraf  
So you are the currently going me.

0:26:46.0 --> 0:26:49.560  
Manjunath Ganesh  
When I joined two months ago, even not visited once in the Bangalore office.

0:26:50.750 --> 0:26:51.440  
Piyush Saraf  
You should.

0:26:52.360 --> 0:26:56.370  
Piyush Saraf  
We're shoraj just sitting there every single day hoping that someone would show up.

0:26:57.340 --> 0:27:14.650  
Piyush Saraf  
Me or what? All it would be just nice to have a because we have, you know, some. We have first years all at the Chennai office, right? Maybe we can have a policy where second year they can actually choose if they would like to go to the Bangalore office or this thing.

0:27:15.570 --> 0:27:15.910  
Aditya Nath Jha  
Yeah.

0:27:15.690 --> 0:27:19.580  
Piyush Saraf  
Dinner so that would increase a little more diversity here as well.

0:27:22.900 --> 0:27:23.580  
Gayathri N  
Sure, sure.

0:27:24.260 --> 0:27:24.770  
Gayathri N  
Which?

0:27:32.990 --> 0:27:36.960  
Gayathri N  
So are we done or do we have any other points to add up?

0:27:37.820 --> 0:27:42.750  
Gayathri N  
This was the styling group that I've ever attended on Pulse check.

0:27:44.830 --> 0:27:48.160  
Gayathri N  
So at least two or three would open up and every post check.

0:27:51.430 --> 0:27:51.910  
Gayathri N  
Fine.

0:27:51.130 --> 0:27:54.720  
Aditya Nath Jha  
We need public speaking clubs and we need to put people in that.

0:27:55.220 --> 0:27:56.540  
Gayathri N  
Yes, yes, I live there.

0:27:57.260 --> 0:28:0.450  
Gayathri N  
If not, at least every pulse check we should have someone speaking.

0:28:0.820 --> 0:28:1.250  
Aditya Nath Jha  
No.

0:28:1.920 --> 0:28:4.50  
Gayathri N  
It is a suggestion from my side then.

0:28:8.230 --> 0:28:10.920  
Gayathri N  
OK, so let's go with the phone then.

0:28:53.600 --> 0:28:55.610  
Gayathri N  
I hope the pool is available.

0:29:10.810 --> 0:29:14.500  
Piyush Saraf  
Yeah, I have a client column dropping off. Thanks everyone. Bye bye.

0:29:14.350 --> 0:29:15.120  
Gayathri N  
Thank you.

0:29:15.890 --> 0:29:18.200  
Gayathri N  
I hope everyone is done on the phone so.

0:29:27.100 --> 0:29:33.950  
Gayathri N  
OK. Thank you all for participating. And from next time, please do interact on Pulse check.

0:29:35.210 --> 0:29:40.280  
Gayathri N  
Give out your feedbacks and it will really be helpful for bringing up change in color.

0:29:41.210 --> 0:29:46.60  
Gayathri N  
Hope from next Pulse check on. We will have feedback from all of you here.

0:29:50.60 --> 0:29:50.920  
Swathi Yarlagadda  
Yes, you're right.

0:29:51.750 --> 0:29:53.120  
Gayathri N  
Yeah. Thank you all.

0:29:53.960 --> 0:29:54.920  
Swathi Yarlagadda  
Thank you. Thank you.

0:29:54.340 --> 0:29:55.600  
Aditya Nath Jha  
Thanks, babe.

0:29:55.270 --> 0:29:55.710  
Ashish Thakur  
Thank you.

0:29:54.100 --> 0:29:56.150  
Manjunath Ganesh  
Thank you. Thank you you.

0:29:55.620 --> 0:29:56.310  
Shyam Nachiketh  
Thanks, Kathy.

0:29:57.290 --> 0:29:57.810  
Gayathri N  
You.