0:0:0.0 --> 0:0:11.140  
Akshaya SV  
Uh, Shubham, do you have anything to be said regarding the topics that is being given, made fun labs or LinkedIn employees? Or please share your thoughts? No.

0:0:12.630 --> 0:0:27.820  
Shubham Gupta  
So far upskilling I have one thing like we have been pushing it from very beginning like the learning platforms like you know you Demi etcetera. If you have if we can have the access to certain courses where which are of interest to us. So that is one point.

0:0:28.930 --> 0:0:29.240  
Akshaya SV  
OK.

0:0:38.850 --> 0:0:39.250  
Akshaya SV  
Air.

0:0:39.330 --> 0:0:39.740  
Akshaya SV  
You're sick.

0:0:40.490 --> 0:0:41.310  
Akshaya SV  
Can you just?

0:0:41.980 --> 0:0:45.600  
Akshaya SV  
If, because the topics that has been given, if you have anything to be shared.

0:0:49.180 --> 0:1:5.50  
Ezhilarasi S  
And guarding upskilling, I think it's a great way to start a like knowing each other as well and also to know about the technical standard they BR in. So I think it's a great start and then maybe.

0:1:12.980 --> 0:1:13.290  
Akshaya SV  
Umm.

0:1:6.310 --> 0:1:15.580  
Ezhilarasi S  
I don't know what are the things that we are going to include. So if we are starting with SQL but going forward I would like to.

0:1:15.660 --> 0:1:28.480  
Ezhilarasi S  
Ohh, I'd maybe not. Not exactly from the analytic side as well. We need to include the product side as well like JavaScript and Java concepts. So that would be great.

0:1:30.100 --> 0:1:31.300  
Akshaya SV  
OK. Thank you.

0:1:34.860 --> 0:1:36.670  
Akshaya SV  
Abhishek, do you have anything to be said?

0:1:42.800 --> 0:1:44.430  
Akshaya SV  
Abhishek Jain. Yeah.

0:1:43.110 --> 0:1:45.30  
Abhishek Jain  
Hey hello so.

0:1:46.460 --> 0:1:48.40  
Abhishek Jain  
Yeah, or table, right?

0:1:48.380 --> 0:1:49.820  
Akshaya SV  
Yes, yes, you're all. But please.

0:1:50.910 --> 0:2:22.420  
Abhishek Jain  
So yeah, I was saying I guess, but the point was already covered like, you know, instead of having a mandatory upskilling, you know skills for each and everyone, it should be based upon their track the the experience, you know, the skill set they already hold and it should be, you know, divided according to their interests as well as their future interest and how they could grow rather than having a mandatory skill irrespective of any domain and everything. So likewise you know that will also help the.

0:2:22.530 --> 0:2:36.970  
Abhishek Jain  
Particular employee to grow in a better way because that person will already have some roots right from where they are coming, so they will. They will not. Not sure that and they will grow it. And similarly they can contribute and bring a lot to the table at ganit. So that will help I guess. Yeah.

0:2:41.930 --> 0:2:42.290  
Akshaya SV  
All.

0:2:44.300 --> 0:2:52.790  
Akshaya SV  
Can I just randomly calling names? If you have anything to be said, please unmute yourself and start speaking. That would be great rather than me calling names.

0:2:59.30 --> 0:2:59.840  
Akshaya SV  
And yes, no.

0:3:1.430 --> 0:3:2.80  
Akshaya SV  
Yes, go ahead.

0:2:54.880 --> 0:3:3.0  
Shoraj Tomer  
He actually, like I have something like I wanna say something but not related to these three topics. So I'm just waiting. Yeah.

0:3:2.970 --> 0:3:3.280  
Akshaya SV  
Yeah.

0:3:4.220 --> 0:3:5.140  
Shoraj Tomer  
And this rating?

0:3:12.550 --> 0:3:14.990  
Akshaya SV  
Shoraj, yes, you can go ahead. Yes.

0:3:15.760 --> 0:3:18.290  
Shoraj Tomer  
OK, but this is not related to these three topics, right?

0:3:21.610 --> 0:3:21.910  
Shoraj Tomer  
Yeah.

0:3:20.670 --> 0:3:24.390  
Akshaya SV  
OK, I think we can, uh, discuss in the last minute. Yeah, sure, sure. OK then.

0:3:23.570 --> 0:3:25.320  
Shoraj Tomer  
Yeah, that's why I'm waiting. Yeah.

0:3:25.320 --> 0:3:29.30  
Akshaya SV  
OK, got it. Uh, so OK then can you go ahead next?

0:3:34.480 --> 0:3:34.850  
Akshaya SV  
OK.

0:3:31.140 --> 0:3:45.60  
Kiran Gompa  
Yeah, actually I think my points are already covered. I think it as it is mandatory for SQL training for coming to the scaling program, it should be based on their interest then it should be better so that everyone can focus and they can learn.

0:3:45.850 --> 0:3:46.260  
Kiran Gompa  
It's.

0:3:47.510 --> 0:3:48.30  
Akshaya SV  
Alright.

0:3:49.560 --> 0:3:49.950  
Kiran Gompa  
I think.

0:3:50.790 --> 0:3:52.800  
Akshaya SV  
Akhilesh, do you have anything to be said?

0:3:56.90 --> 0:3:56.690  
Akhilesh Anand  
Hi.

0:3:57.460 --> 0:3:58.40  
Akshaya SV  
Yeah. Hi.

0:3:58.550 --> 0:4:6.520  
Akhilesh Anand  
Currently I don't have any feedback as of now like things are OK for me in the scaling session is already done for me, so it was good so.

0:4:7.260 --> 0:4:8.250  
Akhilesh Anand  
I don't have any point.

0:4:8.800 --> 0:4:13.440  
Akshaya SV  
Do you have any positive feedback that you would like to share? You can please go ahead.

0:4:15.300 --> 0:4:16.430  
Akhilesh Anand  
Currently I don't have.

0:4:17.490 --> 0:4:17.890  
Akshaya SV  
OK.

0:4:22.0 --> 0:4:24.70  
Akshaya SV  
All Hanson, can you please?

0:4:24.890 --> 0:4:26.60  
Akshaya SV  
Share your thoughts on their feet.

0:4:29.390 --> 0:4:31.250  
Hanson  
So it's basically a question.

0:4:32.300 --> 0:4:33.220  
Hanson  
I hope I'm order.

0:4:33.730 --> 0:4:35.130  
Akshaya SV  
Yes, yes, you had ordered please.

0:4:35.860 --> 0:4:42.670  
Hanson  
So when some of my colleagues were saying that this mandatory upskilling.

0:4:43.890 --> 0:4:49.470  
Hanson  
Course that has been put in place should be a bit more selective on the candidates it's taking up.

0:4:50.830 --> 0:4:56.580  
Hanson  
So what would you say should be the this selection criteria?

0:5:0.420 --> 0:5:2.540  
Hanson  
If anyone can come up with that.

0:5:4.880 --> 0:5:5.140  
Akshaya SV  
OK.

0:5:11.900 --> 0:5:12.610  
Abhishek Jain  
Hey. Hello.

0:5:11.600 --> 0:5:13.690  
Akshaya SV  
Is there any other feedback you would like to share?

0:5:16.310 --> 0:5:45.950  
Abhishek Jain  
Yeah, I was trying to answer his question. So criteria should be pretty straightforward. Like you know, the project was they're working in and what are their long term goals because you know, obviously being an organization would have their own long term goals and even for an employee they will have their own short and long term goals. So if that is being met should be the one of the criteria. Apart from that if they have any interest because interest will give them heads on learning right now you're not pushing then employee, they're automatically learning by themselves.

0:5:46.400 --> 0:5:48.550  
Abhishek Jain  
So that will be a better one I guess.

0:5:54.840 --> 0:5:55.360  
Abhishek Jain  
OK.

0:5:50.180 --> 0:5:55.400  
Hanson  
So let's say you are working in the data engineering or a data science project then.

0:5:56.830 --> 0:5:59.860  
Hanson  
SQL would be mandatory. I hope you agree.

0:6:0.340 --> 0:6:1.190  
Abhishek Jain  
Big radius.

0:6:2.430 --> 0:6:6.920  
Hanson  
So what kind of projects would you say SQL would not be necessary?

0:6:9.240 --> 0:6:39.940  
Abhishek Jain  
So for data engineer core is SQL for data analyst, core might be and might not be in SQL for again data scientist. Again core might be and might not be. In SQL it is a part, but it is not mandatory. Again cause see for a data scientist the most of the time they would not be directly spending you know on the data they are getting from the sequel. So once the data is extracted they will spend time on analyzing model development, machine learning and the the estimate goes again and again. So once the data is fetched.

0:6:40.50 --> 0:6:58.140  
Abhishek Jain  
They will not be spending most of the time into, you know, the sequel part and for a data engineer it is. It is makes sense because they have to build pipelines. They have to watch the data, they have to prepare the data and all that. So for them it is being a mandate. It it makes, you know pretty more clear way. So depending upon the role and the path.

0:7:0.140 --> 0:7:12.540  
Hanson  
I think it would be necessary for data analyst too. I've seen projects where they had to interact with databases. Which data you know transform data and such.

0:7:13.280 --> 0:7:13.580  
Hanson  
Though.

0:7:14.760 --> 0:7:16.350  
Hanson  
It's pretty much mandatory for them to.

0:7:13.900 --> 0:7:40.170  
Abhishek Jain  
OK. Yeah. Again, yeah, selective selective code be yes, yes, could be, I mean, yeah, again for again. So basically we do have different criterias like I mean projects, right? Some good we only dealing with dashboards, some good, we only dealing with raw data from file, some good be only dealing with SQL data. So yes if they are dealing with and they are lacking on that skill part and they think that you know this could nourish them and help them as well on the project friend then yes obviously that should be a a criteria for them too.

0:7:42.20 --> 0:7:42.270  
Hanson  
OK.

0:7:43.440 --> 0:7:43.870  
Abhishek Jain  
Thanks.

0:7:44.850 --> 0:7:45.470  
Hanson  
Yeah.

0:7:46.110 --> 0:7:46.590  
Akshaya SV  
Koshal.

0:7:47.700 --> 0:8:19.510  
Shubham Gupta  
So I think the core idea behind launching the sequel and Python Upskilling program initially was that you know, these two are the very basic skills which every profession professional in data field needs to right. So that was the thing to make the whole company at least equal in Python complete, right? So I I'm sure that you know it's very difficult to basically then select employee by employee that this person is eligible for SQL training or you know it's very difficult to target that so.

0:8:19.890 --> 0:8:37.90  
Shubham Gupta  
I think that was the main idea behind these upskilling program. Obviously like going forward they're going to be very selective and project based. But for the sequel and Python, I think that makes the core of data analysis or engineering, right. So I think that was the reason these two are selected initially.

0:8:38.610 --> 0:8:38.830  
Shubham Gupta  
Yeah.

0:8:44.330 --> 0:8:51.240  
Hanson  
Also, one point I could add is that maybe when we say selective, we should.

0:8:52.700 --> 0:8:55.960  
Hanson  
Somehow avoid people who already know SQL in depth.

0:8:58.230 --> 0:9:1.840  
Hanson  
So if you could have a screening procedure, something like that.

0:9:2.640 --> 0:9:5.370  
Hanson  
Say people who already know skill don't have to attend it.

0:9:11.930 --> 0:9:21.440  
Shubham Gupta  
That's a little difficult to implement I think, but yeah, can be there going forward like this is the initial, basically the testing phase, right, so.

0:9:22.950 --> 0:9:23.990  
Shubham Gupta  
Going forward, can with it.

0:9:22.380 --> 0:9:26.340  
Hanson  
So basically after the upskilling course we have a test.

0:9:27.200 --> 0:9:30.20  
Hanson  
So maybe that test.

0:9:31.90 --> 0:9:31.820  
Hanson  
Is.

0:9:33.560 --> 0:9:37.960  
Hanson  
Is used to measure the performance of the candidate, right?

0:9:38.580 --> 0:9:38.910  
Hanson  
So.

0:9:40.90 --> 0:9:53.750  
Hanson  
In the same way, the A test can be used to measure the performance of of the candidate before and if he's performing or she's performing good, then she does not need to attend the course. Maybe something like that would work.

0:9:55.760 --> 0:9:56.110  
Shubham Gupta  
Yeah.

0:10:3.210 --> 0:10:5.400  
Hanson  
Yes, that's it from my side. Thank you.

0:10:5.900 --> 0:10:6.730  
Akshaya SV  
Yeah. Thank you, Hanson.

0:10:7.970 --> 0:10:9.620  
Akshaya SV  
Our Kushal, can you go next?

0:10:12.850 --> 0:10:20.150  
Kaushal Mishra  
I don't have much to add, a points are already covered by my colleagues, both LinkedIn and knowledge sharing thing.

0:10:21.220 --> 0:10:23.60  
Kaushal Mishra  
This was a this is good.

0:10:21.460 --> 0:10:24.400  
Akshaya SV  
So do you have any other positive feedback that you would like to give?

0:10:29.220 --> 0:10:29.770  
Akshaya SV  
OK.

0:10:26.40 --> 0:10:29.860  
Kaushal Mishra  
I know I haven't had this training session yet, so this week I'll do.

0:10:34.310 --> 0:10:36.290  
Akshaya SV  
I'm Maneesh and you go next.

0:10:39.320 --> 0:10:49.590  
Manish Saini  
I would like to say about Ganit fun Labs, so I think like we can organize some many haircut Thompson can on lab so that it could help us to do some innovative things.

0:10:50.840 --> 0:10:51.170  
Akshaya SV  
OK.

0:10:52.120 --> 0:10:52.360  
Manish Saini  
Yeah.

0:11:6.300 --> 0:11:10.610  
Akshaya SV  
So anybody else you would like to add your points to the discussion?

0:11:16.220 --> 0:11:17.750  
Akshaya SV  
Deeksha. Can anyone go next?

0:11:21.390 --> 0:11:30.160  
Deeksha Singh  
So I just wonder when the SQL training session and it was nice like they started tropics from the basics and build on that. So it was nice SQL training session was.

0:11:32.20 --> 0:11:32.420  
Akshaya SV  
OK.

0:11:38.490 --> 0:11:40.20  
Akshaya SV  
But Shreeram, can you go next?

0:11:44.740 --> 0:11:48.660  
Sriram Giridharan  
Hey everyone. Ohh sorry I don't have any particular points for this pulse meeting. All going good.

0:11:50.380 --> 0:11:50.790  
Akshaya SV  
Thank you.

0:11:57.550 --> 0:11:59.780  
Akshaya SV  
I shoraj know I think of you can.

0:12:0.710 --> 0:12:2.40  
Akshaya SV  
Because your top point.

0:12:2.640 --> 0:12:19.920  
Shoraj Tomer  
OK. Yeah, I remember talking. Yeah. So 2-3 things are like, I'm working in this organization from last one year, 7-8 months right now, right. So I have like wonderful experience. All of these initiatives are wonderful. Like the SQL training labs.

0:12:20.700 --> 0:12:45.160  
Shoraj Tomer  
That I I'm not aware of any activity as of now, but can it leaves they did? Maybe I missed the e-mail or something, but yeah it's it's a good thing, right? So I have like 1 issue issue starting this year that is the the way the tone of the communications like coming up. So I wanna highlight two points basically one is when we when we are receiving this K car you which emails right.

0:12:46.10 --> 0:13:0.380  
Shoraj Tomer  
So there was one line that your time in and time out will be 10:00 AM to 7:00 PM like yeah, that they corrected it within I guess 1015 minutes and they send out another another e-mail, right?

0:13:13.360 --> 0:13:13.630  
Akshaya SV  
Yeah.

0:13:1.100 --> 0:13:20.690  
Shoraj Tomer  
But I didn't like that line because the reason is one thing we all know, like everyone in the room, if we work on the challenging problem and it's, it was never been 10:00 AM to 7:00 AM kind of a thing, right? I have nights I spent with a forklift. Full night. We are working on one particular product. I have spent few nights with.

0:13:20.860 --> 0:13:31.920  
Shoraj Tomer  
I'm working till 3:00 AM. Similarly with Luck 6, right? So if you if you have any discussion with Lakshit, so it's never been like a 10 to save in Walla thing, right?

0:13:32.770 --> 0:13:41.180  
Shoraj Tomer  
I don't like that tone because in the last one year I have 0 holiday right and 0 holiday, right?

0:14:6.310 --> 0:14:6.710  
Akshaya SV  
No. OK.

0:13:42.100 --> 0:14:14.290  
Shoraj Tomer  
I've been the complete year. It's not because like, I don't wanna take holiday. It's because the kind of a workload we have and kind of the critical problems we were working on right. And then, yeah, so this was one thing that put me completely off, right. Second thing is this new year, right? We already have one week. It's not like I don't like the idea of attendance. That's OK right. I'm completely with the idea of being the attendant even like in the last year also I tried out can we do the cloaking and all those kind of things.

0:14:14.380 --> 0:14:20.270  
Shoraj Tomer  
So I'm very happy with that idea, but only issue with the tone, the communication tone, right?

0:14:21.370 --> 0:14:44.800  
Shoraj Tomer  
Last week I work 58 hours on record, right, but we have on record. But other than that I have meeting with Arvind Ronak regarding this databricks thing till night like 12 they malveka called me around like 113012 in the night we we work on some problems right? So it's not like we are not working after that also. So this is one thing second is.

0:14:46.130 --> 0:14:46.560  
Shoraj Tomer  
They.

0:14:47.740 --> 0:15:4.690  
Shoraj Tomer  
SQL of Descaling program right again. Very good idea and I'm happy to do like if you give me 10 courses in a week I will attend each 10 each 10 right? If there is a top I will attend but the tone like there will be consequences. If you will not attend this. If you will not do this right.

0:15:5.870 --> 0:15:18.720  
Shoraj Tomer  
That I don't like that idea, right? Obviously if people, if it's a basic course, people are not doing good, it's a company's job, right, to put them in PIP program, make sure like everyone is up to the skill.

0:15:19.460 --> 0:15:30.770  
Shoraj Tomer  
But it sounds it looked like me a threat, right? OK, there will be consequences if you not do this. And I don't like that idea because we also the last year, right I was.

0:15:31.540 --> 0:15:34.830  
Shoraj Tomer  
There was one project which was their own Azure, right?

0:15:35.540 --> 0:16:5.400  
Shoraj Tomer  
Even today I have one interview with the GSK U.S. team at 8 where I have to be where I have to discuss the demo right? And till now I have no idea about DevOps, so I'm going through with the with the lectures and kind of thing from last 3-4 days right? So it's not like we are not ready to have. Basically we are ready to upskill. We are. I'm happy to attend any kind of course but I don't like that thread. You will face consequences if you will not do this right? That's like this.

0:16:5.470 --> 0:16:6.650  
Shoraj Tomer  
Respect for me at least.

0:16:8.370 --> 0:16:17.980  
Shoraj Tomer  
If you wanna ask to attend the courses, we will do, we will. Happy but thread like not acceptable because we are putting more than what required, right.

0:16:19.640 --> 0:16:21.90  
Shoraj Tomer  
Yeah, that's that's my point.

0:16:25.410 --> 0:16:25.920  
Shoraj Tomer  
Yeah.

0:16:27.480 --> 0:16:27.760  
Shoraj Tomer  
Yeah.

0:16:28.950 --> 0:16:29.270  
Shoraj Tomer  
To.

0:16:22.740 --> 0:16:31.490  
Akshaya SV  
Yeah, sure that I have made a note of the points that you have set. We will definitely revert back to your query. Is there any other topics to be discussed in general?

0:16:32.390 --> 0:16:33.990  
Akshaya SV  
You can please. Uh, go ahead.

0:16:50.390 --> 0:17:1.880  
Akshaya SV  
OK. Can you just, uh, mention the topics that needs to be covered for the next pulse checks meeting so that we can make a note of it. Anything that needs to be covered for the next pulse check, mate.

0:17:9.140 --> 0:17:11.290  
Akshaya SV  
OK. Can I please get a response from you people?

0:17:17.880 --> 0:17:24.160  
Akshaya SV  
Is that anything that I should make a note of it so that we should need to cover for the next pulse check? Meet is what my question is.

0:17:28.150 --> 0:17:31.200  
Shoraj Tomer  
Like I have no idea just now with respect.

0:17:30.700 --> 0:17:31.230  
Akshaya SV  
OK.

0:17:33.560 --> 0:17:49.230  
Abhishek Jain  
Maybe you could give us some topics and we could select that would work or that could help us because we I mean at least even I do not have any other like what topics should be there or we could discuss, I mean yeah. So from that point I think the choice is given then we could make a choice.

0:17:54.160 --> 0:17:56.210  
Akshaya SV  
Why will just a launch the poll?

0:17:57.130 --> 0:17:59.400  
Akshaya SV  
You can all just give your.

0:18:11.890 --> 0:18:13.440  
Akshaya SV  
Hope all have received the poll.

0:18:18.530 --> 0:18:19.190  
Ashma Kithur  
Yes, akshaya.

0:19:4.640 --> 0:19:7.600  
Akshaya SV  
Guys, if you're done, please let me know so that we can wind up the meeting.

0:19:33.230 --> 0:19:38.560  
Akshaya SV  
Thank you, everybody. Thanks for the meeting and everybody joined on time. Thank you so much.

0:19:39.310 --> 0:19:39.610  
Akshaya SV  
Bye.

0:19:42.340 --> 0:19:42.670  
Shubham Gupta  
So.

0:19:42.940 --> 0:19:43.610  
Ashma Kithur  
Thank you. Check.

0:19:41.240 --> 0:19:43.670  
Shoraj Tomer  
Thanks everyone. Bye. Thank you.

0:19:42.750 --> 0:19:44.180  
Kiran Gompa  
Thanks everyone. Bye.

0:19:45.420 --> 0:19:46.10  
Abhishek Jain  
Thank you.

0:19:45.740 --> 0:19:46.90  
Manish Saini  
Give.