0:0:0.0 --> 0:0:6.350  
Jyothi Shashi Kumar  
So the next point, uh, will be upscaling hope. Now everyone has something to say about it.

0:0:14.90 --> 0:0:16.500  
Jyothi Shashi Kumar  
Regarding upscaling, what all, uh.

0:0:17.220 --> 0:0:18.790  
Jyothi Shashi Kumar  
You guys want?

0:0:19.500 --> 0:0:22.60  
Jyothi Shashi Kumar  
In upcoming days.

0:0:33.130 --> 0:0:37.480  
Jyothi Shashi Kumar  
Oh Venkat, you were telling something regarding upcoming. Uh, sorry. Upscaling, right?

0:0:46.80 --> 0:0:46.470  
Jyothi Shashi Kumar  
Hmm.

0:0:49.970 --> 0:0:50.420  
Jyothi Shashi Kumar  
OK.

0:0:57.570 --> 0:0:58.10  
Jyothi Shashi Kumar  
Umm.

0:0:59.420 --> 0:0:59.910  
Jyothi Shashi Kumar  
OK.

0:0:38.790 --> 0:1:1.320  
Palem Venkata Rahul Reddy  
Yeah, OK. I like I was telling this thing only like we had a overall training in the company, right? Like it's 12. We had two batches we have completed so similarly. Then the pointer that we will be having Python And other skills training also at a company level. So we have just looking forward that.

0:1:2.580 --> 0:1:10.170  
Palem Venkata Rahul Reddy  
You have more training or the skills like Python And any visualization tool, something like that.

0:1:11.120 --> 0:1:13.570  
Jyothi Shashi Kumar  
OK, Python And visualization is it.

0:1:14.190 --> 0:1:14.580  
Palem Venkata Rahul Reddy  
Yeah.

0:1:18.100 --> 0:1:18.830  
Jyothi Shashi Kumar  
Anyone else?

0:1:24.80 --> 0:1:25.580  
Poornima Rajasekaran  
I just have one thing.

0:1:22.920 --> 0:1:26.280  
Vikas Raika  
Yes, I yeah. So one more.

0:1:27.710 --> 0:1:28.290  
Jyothi Shashi Kumar  
Yeah, please.

0:1:30.230 --> 0:1:32.70  
Vikas Raika  
Yeah, go ahead. I can go ahead.

0:1:38.70 --> 0:1:38.480  
Jyothi Shashi Kumar  
Umm.

0:1:34.470 --> 0:1:41.580  
Poornima Rajasekaran  
Also, I am through the sequel thing like currently I had a prior experience so it wasn't much work for.

0:1:42.590 --> 0:1:50.910  
Poornima Rajasekaran  
You know difference for me, like I didn't face difficulty, but there are cases where people haven't worked with SQL and the training part of it was very less.

0:1:59.170 --> 0:1:59.700  
Jyothi Shashi Kumar  
OK.

0:2:4.870 --> 0:2:5.760  
Jyothi Shashi Kumar  
Hmm.

0:1:51.780 --> 0:2:6.520  
Poornima Rajasekaran  
We just had like 3 sessions where like it was highlighting like you know on the high level of sequel, the People who haven't worked with it like won't be able to cope up and, like, do all the assignments. So I, you know, the training could be.

0:2:7.760 --> 0:2:8.740  
Poornima Rajasekaran  
Better frame.

0:2:10.20 --> 0:2:11.60  
Jyothi Shashi Kumar  
OK, got it.

0:2:10.750 --> 0:2:11.770  
Poornima Rajasekaran  
So that it helps.

0:2:12.610 --> 0:2:13.70  
Jyothi Shashi Kumar  
Hmm.

0:2:17.360 --> 0:2:20.790  
Jyothi Shashi Kumar  
Thank you so much for NAMA because you were telling something.

0:2:25.340 --> 0:2:25.810  
Jyothi Shashi Kumar  
Yeah.

0:2:37.500 --> 0:2:37.900  
Jyothi Shashi Kumar  
Umm.

0:2:47.590 --> 0:2:47.980  
Jyothi Shashi Kumar  
Umm.

0:2:22.260 --> 0:2:52.870  
Vikas Raika  
Yeah, I mean regarding upskilling, right beside, I mean there I think there is there are lot of developments having a a centralized platform and you know including diverse set of technologies in terms of upscaling. But besides that if we can have something some sort of live project walkthroughs and you know wherever there was a I would say impact impactful projects. So if you could you know hear from the people who have done some good work and you know.

0:2:59.90 --> 0:2:59.560  
Jyothi Shashi Kumar  
Sure.

0:2:52.950 --> 0:3:1.780  
Vikas Raika  
Uh, take the learnings from there, right? I think I feel nothing better. Could be there. Like nothing better could be there in, in terms of learning.

0:3:2.690 --> 0:3:3.170  
Jyothi Shashi Kumar  
OK.

0:3:4.250 --> 0:3:5.400  
Jyothi Shashi Kumar  
Thank you, vikas.

0:3:6.150 --> 0:3:13.60  
Jyothi Shashi Kumar  
And any course or anything that you guys are planning to do and you wanted to discuss with us?

0:3:14.130 --> 0:3:15.430  
Jyothi Shashi Kumar  
Regarding this upskilling.

0:3:19.940 --> 0:3:20.720  
Jyothi Shashi Kumar  
Anyone else?

0:3:25.290 --> 0:3:32.920  
Jyothi Shashi Kumar  
I haven't heard till now, Kiran, from your end, even months. A roja. I want to hear from you guys also.

0:3:34.550 --> 0:3:35.650  
Jyothi Shashi Kumar  
Nice participate.

0:3:34.840 --> 0:3:40.210  
Kiran Gompa  
Should they actually my my points has been covered by my colleagues, mostly one from the sports.

0:3:41.160 --> 0:3:41.540  
Jyothi Shashi Kumar  
OK.

0:3:43.360 --> 0:3:43.750  
Jyothi Shashi Kumar  
Yeah.

0:3:44.950 --> 0:3:45.430  
Jyothi Shashi Kumar  
OK.

0:3:41.410 --> 0:3:48.960  
Kiran Gompa  
What Pritam said, right? It should be frequently it the if the sports events was happening frequently at least once a month, it would be great.

0:3:50.270 --> 0:3:51.820  
Jyothi Shashi Kumar  
Sure will do that.

0:3:53.500 --> 0:3:54.200  
Jyothi Shashi Kumar  
Yeah, please.

0:3:59.510 --> 0:3:59.900  
Jyothi Shashi Kumar  
Umm.

0:4:6.390 --> 0:4:6.840  
Jyothi Shashi Kumar  
OK.

0:3:51.200 --> 0:4:8.370  
Kiran Gompa  
And regarding upskilling and regarding upskilling. Also some people may not be working some other those relevant skills. They need some more time to cope up in that skill because we are giving in the exam, we are giving high level sequel or anything they need some time to get on to that level.

0:4:9.340 --> 0:4:13.330  
Kiran Gompa  
At least we should not increase some sort of period for training at least.

0:4:15.10 --> 0:4:16.950  
Jyothi Shashi Kumar  
Increase what I didn't get you increase.

0:4:20.600 --> 0:4:21.820  
Jyothi Shashi Kumar  
Oh, OK, OK.

0:4:18.70 --> 0:4:21.940  
Kiran Gompa  
Course duration for training you have a less time, right?

0:4:23.10 --> 0:4:23.450  
Jyothi Shashi Kumar  
Umm.

0:4:26.990 --> 0:4:29.220  
Jyothi Shashi Kumar  
OK, sure. Thank you so much, Kiran.

0:4:32.220 --> 0:4:33.70  
Jyothi Shashi Kumar  
Monza.

0:4:34.920 --> 0:4:37.190  
Jyothi Shashi Kumar  
I need some point from your uh side too.

0:4:42.290 --> 0:4:42.610  
Jyothi Shashi Kumar  
Umm.

0:4:50.670 --> 0:4:51.170  
Jyothi Shashi Kumar  
Mm-hmm.

0:4:38.670 --> 0:4:58.920  
Manasa Gangineni  
So likely I was thinking like ohh they can form a groups of different things at the same time. Not even not even regarding sports, but the knowledge sharing so like as we go on through SQL training, maybe the people who are there in the SQL training, they're good, they're already good.

0:4:59.840 --> 0:5:0.330  
Jyothi Shashi Kumar  
Umm.

0:5:9.170 --> 0:5:9.590  
Jyothi Shashi Kumar  
Umm.

0:4:59.970 --> 0:5:14.560  
Manasa Gangineni  
To maybe that we get some other thing so they can form 23A learning set a time, and if they ask us to choose what training we we want to pursue, that will be good I think.

0:5:14.460 --> 0:5:14.720  
Jyothi Shashi Kumar  
Hmm.

0:5:16.170 --> 0:5:23.380  
Jyothi Shashi Kumar  
So basically the certification option your checking with us right option should be given to you.

0:5:21.100 --> 0:5:24.580  
Manasa Gangineni  
Yeah, not, sadly. Upskilling options. Yeah.

0:5:24.210 --> 0:5:26.80  
Jyothi Shashi Kumar  
Sorry upskilling options you want.

0:5:26.850 --> 0:5:27.330  
Manasa Gangineni  
Yeah.

0:5:27.470 --> 0:5:28.390  
Jyothi Shashi Kumar  
Oh yeah, sure.

0:5:32.700 --> 0:5:33.690  
Jyothi Shashi Kumar  
OK. Thank you.

0:5:32.330 --> 0:5:34.750  
Manasa Gangineni  
That's all I have from my end remaining. I'm all good.

0:5:36.20 --> 0:5:36.950  
Jyothi Shashi Kumar  
Thank you so much.

0:5:38.500 --> 0:5:39.230  
Jyothi Shashi Kumar  
Uh, so?

0:5:37.910 --> 0:5:41.60  
Samprita Das  
Well, I have one small point to mention here.

0:5:41.810 --> 0:5:42.380  
Jyothi Shashi Kumar  
Yeah, please.

0:5:49.720 --> 0:5:50.140  
Jyothi Shashi Kumar  
Mm-hmm.

0:5:43.90 --> 0:5:54.140  
Samprita Das  
Yeah, I it is just an add on to purnimas point, whatever she said. So I I I did the SQL upskilling program.

0:5:59.960 --> 0:6:0.150  
Jyothi Shashi Kumar  
No.

0:5:54.220 --> 0:6:29.150  
Samprita Das  
This is where you sent me though. This is from my experience I would say so. Explaining the concepts is very nice, like explaining things how to be solved, what are the syntaxes? That is fine, but I think it can be made a little more interesting if like if in the upskilling session itself if the the group of people can try to solve the problem and try to get the solution at the same time like it will help them to understand and communicate a lot.

0:6:30.980 --> 0:6:31.390  
Jyothi Shashi Kumar  
Umm.

0:6:29.230 --> 0:6:37.440  
Samprita Das  
A bit more and it will make it more interactive than just listening to whatever the person who is explaining things.

0:6:41.900 --> 0:6:42.320  
Jyothi Shashi Kumar  
Umm.

0:6:37.510 --> 0:6:44.60  
Samprita Das  
Ohh, instead of that, if we are presented with some business problems and.

0:6:44.860 --> 0:6:51.170  
Samprita Das  
Like people try to answer them at that same point. It will be a little bit more interactive and interesting as well.

0:6:53.360 --> 0:6:54.630  
Jyothi Shashi Kumar  
OK, sure, sure.

0:6:58.10 --> 0:6:58.810  
Jyothi Shashi Kumar  
Anyone else?

0:7:3.670 --> 0:7:6.280  
Jyothi Shashi Kumar  
Uh, who hope everyone is good with this right?

0:7:7.330 --> 0:7:11.580  
Jyothi Shashi Kumar  
So we we are going to the next uh slide.

0:7:14.360 --> 0:7:19.190  
Jyothi Shashi Kumar  
OK, not that so I need 3 topics from each of you guys.

0:7:19.770 --> 0:7:20.340  
Jyothi Shashi Kumar  
Ohh.

0:7:21.320 --> 0:7:27.870  
Jyothi Shashi Kumar  
To be discussion next on Pulse check, apart from this upscaling or leadership.

0:7:27.960 --> 0:7:40.320  
Jyothi Shashi Kumar  
A development or else apart from this, these three things. What else you are interested to know in upcoming survey? Or do you want to be or you want that to be implemented?

0:7:43.200 --> 0:7:48.90  
Jyothi Shashi Kumar  
So as you guys said, online games, that one thing I can add apart from that.

0:7:57.60 --> 0:7:57.530  
Samprita Das  
Uh.

0:7:56.800 --> 0:7:58.370  
Jyothi Shashi Kumar  
Nobody wants to discuss anything.

0:8:4.0 --> 0:8:4.670  
Jyothi Shashi Kumar  
You have please.

0:8:7.220 --> 0:8:7.630  
Jyothi Shashi Kumar  
OK.

0:8:11.290 --> 0:8:11.620  
Jyothi Shashi Kumar  
Umm.

0:7:59.210 --> 0:8:17.780  
Samprita Das  
Hi uh, I wanted to mention one point actually it is related to the policies. I don't know if others have the same feelings to this, but this is something which I I faced previously. Also during the last one year.

0:8:18.940 --> 0:8:19.330  
Jyothi Shashi Kumar  
Mm-hmm.

0:8:24.740 --> 0:8:25.250  
Jyothi Shashi Kumar  
Yeah.

0:8:36.50 --> 0:8:36.510  
Jyothi Shashi Kumar  
Umm.

0:8:39.80 --> 0:8:39.400  
Jyothi Shashi Kumar  
Umm.

0:8:48.410 --> 0:8:48.820  
Jyothi Shashi Kumar  
Hmm.

0:8:18.510 --> 0:8:49.50  
Samprita Das  
Which is in Keka portal whenever we apply for one day, leave right with. Since we do not have like we have to apply at least 24 hours before, but in case of sick leaves or emergency leaves, right, we cannot apply from keka portal right away. So we have to like inform to our managers then via them it comes to the HR team and then the Leave gets approved. So I was just a bit.

0:8:49.120 --> 0:8:54.880  
Samprita Das  
Curious if we can make it a little bit little bit easy, easier and faster.

0:8:56.220 --> 0:8:56.950  
Jyothi Shashi Kumar  
Sure, sure.

0:8:59.100 --> 0:8:59.590  
Samprita Das  
I mean.

0:9:0.500 --> 0:9:2.410  
Samprita Das  
Health hazards do not come.

0:9:3.930 --> 0:9:6.550  
Jyothi Shashi Kumar  
True, I agree with you.

0:9:3.980 --> 0:9:6.950  
Samprita Das  
Warning you from previously right.

0:9:7.530 --> 0:9:7.920  
Jyothi Shashi Kumar  
True.

0:9:7.820 --> 0:9:8.310  
Samprita Das  
So yeah.

0:9:8.990 --> 0:9:10.200  
Jyothi Shashi Kumar  
Very much agree to it.

0:9:10.910 --> 0:9:18.580  
Jyothi Shashi Kumar  
So apart from this policy point of view, anything else that has to be changed or you're looking for an upcoming pulse check?

0:9:19.720 --> 0:9:21.850  
Samprita Das  
Not as of now. From that, from me.

0:9:23.490 --> 0:9:24.280  
Jyothi Shashi Kumar  
Thank you.

0:9:24.970 --> 0:9:25.490  
Samprita Das  
Thanks.

0:9:28.780 --> 0:9:31.340  
Jyothi Shashi Kumar  
Uh anyone to ride on?

0:9:33.190 --> 0:9:34.660  
Jyothi Shashi Kumar  
For discussing upcoming.

0:9:36.30 --> 0:9:38.460  
Jyothi Shashi Kumar  
Unstick. Uh. How do you tie? I think you're joining late.

0:9:43.430 --> 0:9:45.940  
Harish Kumar  
Hey. Hi. Yeah. I just joined.

0:9:47.490 --> 0:9:53.880  
Jyothi Shashi Kumar  
Are we just uh, I'll just quickly take you through this pulse check.

0:9:55.220 --> 0:9:59.930  
Jyothi Shashi Kumar  
So this is what, uh, every monthly once we'll go through this pulse check.

0:10:1.300 --> 0:10:1.660  
Jyothi Shashi Kumar  
Ohh.

0:10:4.70 --> 0:10:22.380  
Jyothi Shashi Kumar  
You're very little. Whatever other request has been gathered from every ganitans and what we have implemented that will explain to them. So far we have launched a Sports Club and PCR has made it transparent and we have social media policy relist.

0:10:23.600 --> 0:10:32.880  
Jyothi Shashi Kumar  
And at this point, uh, these three pointers we discussed now leadership development of club set ganit as well as upskilling.

0:10:33.710 --> 0:10:38.20  
Jyothi Shashi Kumar  
So I would like to know Harish if you want to say something on these three points.

0:10:39.410 --> 0:10:44.140  
Harish Kumar  
Not yet. Right, let's listen to the people and then we'll add in the points.

0:10:48.360 --> 0:10:49.60  
Harish Kumar  
Are you done?

0:10:45.770 --> 0:10:51.220  
Jyothi Shashi Kumar  
Uh, are you there? Already done. We were in last point upskilling.

0:10:53.800 --> 0:10:54.290  
Harish Kumar  
OK.

0:10:57.890 --> 0:10:58.380  
Harish Kumar  
Ohh.

0:10:57.570 --> 0:11:0.920  
Jyothi Shashi Kumar  
So any point from your end, it'll add on to everyone.

0:11:1.880 --> 0:11:3.830  
Harish Kumar  
OK, go go back to the slide.

0:11:4.660 --> 0:11:5.90  
Jyothi Shashi Kumar  
Sure.

0:11:7.160 --> 0:11:9.660  
Jyothi Shashi Kumar  
So the first topic is leadership development.

0:11:12.640 --> 0:11:13.750  
Harish Kumar  
OK so.

0:11:13.10 --> 0:11:15.350  
Jyothi Shashi Kumar  
And the second one is clubs at ganit, yeah.

0:11:15.380 --> 0:11:20.670  
Harish Kumar  
So the Bishop development is mostly how people should grow into thought leadership, right?

0:11:25.170 --> 0:11:27.400  
Jyothi Shashi Kumar  
Yeah, is exactly.

0:11:28.380 --> 0:11:34.40  
Harish Kumar  
OK. So can you somebody walk me through like what are the points we discussed, so you can actually comment on it.

0:11:35.810 --> 0:11:48.100  
Jyothi Shashi Kumar  
OK, this was the question or a request raised by previous pulse check. One can ohh one person was very keen on it or wherein he wanted or regular interaction with momos.

0:11:48.900 --> 0:11:52.380  
Jyothi Shashi Kumar  
Art with the leaders, like for example Shiva.

0:11:54.140 --> 0:11:54.500  
Harish Kumar  
Yeah.

0:11:54.350 --> 0:11:56.680  
Jyothi Shashi Kumar  
Uh, then all these people.

0:11:57.900 --> 0:11:58.310  
Harish Kumar  
OK.

0:11:57.950 --> 0:12:7.360  
Jyothi Shashi Kumar  
So that's when this point had come up. So basically having this interaction with the leaders, they'll get a clear picture like what is that vision and where are we go growing?

0:12:8.750 --> 0:12:13.510  
Harish Kumar  
OK, I think, uh it's a dual thing, right? There's a pull and a push.

0:12:14.650 --> 0:12:15.180  
Jyothi Shashi Kumar  
Yes.

0:12:20.110 --> 0:12:20.590  
Jyothi Shashi Kumar  
Hmm.

0:12:25.760 --> 0:12:26.100  
Jyothi Shashi Kumar  
Umm.

0:12:14.290 --> 0:12:28.850  
Harish Kumar  
So all the things you see that's happening in the company with respect to innings or be it with respect to having some discussion when Shiva is there in the office or some conversation with the moment, this is all part of the push.

0:12:30.120 --> 0:12:30.490  
Jyothi Shashi Kumar  
Hmm.

0:12:29.790 --> 0:12:41.400  
Harish Kumar  
Right. So we pushed from our end to kind of make sure that you get enough time to interact with people, ask your questions at the same time for us to convey certain information, right.

0:12:41.790 --> 0:12:42.190  
Jyothi Shashi Kumar  
Umm.

0:12:51.120 --> 0:12:51.670  
Jyothi Shashi Kumar  
Umm.

0:12:54.870 --> 0:12:55.130  
Jyothi Shashi Kumar  
Hmm.

0:13:5.200 --> 0:13:5.470  
Jyothi Shashi Kumar  
Mm-hmm.

0:12:42.340 --> 0:13:11.920  
Harish Kumar  
And some of you people might be in uh sumo group or some team members right from the member of team. So you'll anyway get these come some of the information or no push perspective. And when it comes to pull that is has to be driven from your end. I mean if you need something or you wanna have that conversation you can always reach out to any of us, right. Any of them are members anyone but there needs to be some information or something you would like to know about.

0:13:12.880 --> 0:13:15.150  
Harish Kumar  
Night or some conversation you wanna have.

0:13:16.50 --> 0:13:28.700  
Harish Kumar  
So the pull is never restricted. You can always reach out to any of us and kind of ask that, hey, I want to know about this. Can we talk about it right? So that pool has to be coming from your end.

0:13:30.820 --> 0:13:31.70  
Harish Kumar  
New.

0:13:48.590 --> 0:14:13.10  
Harish Kumar  
I think the pool has to be from your end and so that is not restricted. So the question would be in terms of is who I want to do this. Have you ever tried out to reach out and actually never? People have not responded or not allocated the time to you. So that's something to think about. And if you haven't reached out, maybe it's a good practice. If you want to know something about or talk something about it. People are always there.

0:14:13.860 --> 0:14:19.610  
Harish Kumar  
And they can always have a conversation with you. It's again. You have to start that pull process.

0:14:26.550 --> 0:14:28.870  
Jyothi Shashi Kumar  
Sure. Thank you so much, Harish.

0:14:36.670 --> 0:14:37.90  
Harish Kumar  
Yeah.

0:14:30.390 --> 0:14:46.320  
Jyothi Shashi Kumar  
So the second point is clubs at GANIT. Recently we started Cricket Club and many more. We are looking ahead to add a few more sports to the Sports Club. So you want, do you have anything in mind?

0:14:45.100 --> 0:14:56.350  
Harish Kumar  
I think that was interesting, so I'm not sure how many of you were part of that cricket. So it was interesting and the way it was organized also was interesting. The live scores and all so.

0:15:6.530 --> 0:15:6.880  
Jyothi Shashi Kumar  
Umm.

0:14:57.140 --> 0:15:20.770  
Harish Kumar  
I was actually very surprised and wowed as well. I mean, having the clubs is one thing, the way we are presenting it is also another one, right. So I mean, we will obviously somebody is in Bangalore, we already trying to do something about it. So it's not restricted. Again it's has to be mostly driven by you people only saying that, OK, let's catch up together, create some of these events and all.

0:15:45.640 --> 0:15:46.150  
Jyothi Shashi Kumar  
Umm.

0:15:21.660 --> 0:15:51.880  
Harish Kumar  
So I think that's a very interesting thing and it need not be restricted to sports alone. It's the club, right. And it could be in terms of innovation, it could be in terms of art, right? It could be in terms of driving certain other things in terms of some competitions within the organization or some initiatives. It could be that as well, I would say go wild think free. So it could be actually depending upon your interest we can diversify it, need not be restricted to certain interests.

0:15:51.960 --> 0:15:52.360  
Harish Kumar  
Early.

0:15:57.240 --> 0:16:4.790  
Jyothi Shashi Kumar  
Umm, sure. Thank you so much Harish for this and any guidance or anything regarding upskilling.

0:16:5.460 --> 0:16:21.610  
Harish Kumar  
Yeah, I think a lot of it, too much of a need for upscaling. I think there's a lot larger gap that needs to be fixed in terms of be programming beta art of asking questions or out of deck, making all of these things is all part of your upscaling, right?

0:16:22.350 --> 0:16:52.660  
Harish Kumar  
Uh, I would say whatever we are doing right now is not even close to what we want to do, right in terms of organizing these SQL bytes weight or a Python. All of these things. So I would say whatever is happening, do participate and leverage it right and without, I think if you are already part of some projects, you will understand that the gap in your skill set, right, some people still struggle with a lot of programming and that is kind of not important aspect. But that is the bread and butter.

0:16:52.760 --> 0:16:57.600  
Harish Kumar  
If you don't know, programming is gonna be a tough time for navigating through the data.

0:16:58.280 --> 0:17:20.710  
Harish Kumar  
So please leverage those upskilling programs which are happening right now and also request for some of these things. Maybe if you are not proficient in something, you can always request for certain of those things to the either ganit wow or to the upscaling kind of send out the e-mail saying that hey, why can't we have this kind of upscaling program?

0:17:21.430 --> 0:17:27.980  
Harish Kumar  
So I think it should also start with push and pull, so there's some push activities. We are doing. The pull has to come from you as well.

0:17:31.510 --> 0:17:58.280  
Jyothi Shashi Kumar  
Sure. Thank you, Harish once again for this and what all topics I was just checking with them when you joined what all topics they want to discuss in upcoming pulse check. So one thing they told us like some issue with keka in policy leave policies that I have that I have been noted with that and the point you told no the computation within ganitans that also I noted down. So anything else apart from that?

0:17:59.480 --> 0:18:0.460  
Harish Kumar  
No, I think. Uh.

0:18:7.580 --> 0:18:8.520  
Jyothi Shashi Kumar  
Yeah, sure.

0:18:9.860 --> 0:18:10.340  
Jyothi Shashi Kumar  
Umm.

0:18:1.300 --> 0:18:28.510  
Harish Kumar  
Keka and all these things will always evolve, right? So I didn't you start with something. You keep improvising it, identifying the gaps and all. So I would say those things are there and also another thing is in terms of the initiatives which are being driven across the organization, right, it would be an interesting thing to get a check on that as well that how you are leveraging it, how it is being useful, what other initiatives do you want in terms of to be part of ganit?

0:18:29.350 --> 0:18:29.670  
Jyothi Shashi Kumar  
Umm.

0:18:29.800 --> 0:18:50.960  
Harish Kumar  
For example, be it upscaling programs, SQL bytes, bit diagramming, right, so all these initiatives, what are things? How are you leveraging it? Is the book one question? The second is what other things which you want to be part of the upscaling bait or big clubs that has to come out from a specific specific pointers as well. What are you looking for?

0:18:51.650 --> 0:18:59.530  
Harish Kumar  
So that becomes more of a feedback and that could be taken up and kind of see if those as can be converted into certain initiatives or programs.

0:19:0.660 --> 0:19:1.160  
Jyothi Shashi Kumar  
Sure.

0:19:2.250 --> 0:19:4.150  
Jyothi Shashi Kumar  
Thank you. Thank you so much, Harish.

0:19:5.620 --> 0:19:7.760  
Jyothi Shashi Kumar  
So hope we all are good with us.

0:19:8.740 --> 0:19:21.70  
Jyothi Shashi Kumar  
I'll be ending this meeting. Meanwhile, I I'll be launching the poll. Now I request each one of you to participate in that and give us the rating. Just give me one minute. I'll be launching it.

0:19:50.880 --> 0:19:55.280  
Jyothi Shashi Kumar  
I have launched a poll request everyone to rate.

0:20:33.400 --> 0:20:37.670  
Jyothi Shashi Kumar  
Well, somebody has missed this rating. Uh, I need to get one more response.

0:20:48.120 --> 0:20:51.330  
Jyothi Shashi Kumar  
OK. Thank you everyone. Thank you for your time.

0:21:3.210 --> 0:21:3.780  
Harish Kumar  
Thank you.

0:20:52.190 --> 0:21:5.320  
Jyothi Shashi Kumar  
Uh, thank you so much for all your feedback and inputs. Sure, I'll put this points across to the team and we'll get back to you shortly. Thank you. Thank you. Have a good day. Thank you.

0:21:5.780 --> 0:21:6.150  
Harish Kumar  
Right.

0:21:6.40 --> 0:21:6.650  
Namith Jain  
Thank you.

0:21:6.710 --> 0:21:7.110  
Jyothi Shashi Kumar  
Why?

0:21:7.210 --> 0:21:7.560  
Namith Jain  
But.

0:21:7.50 --> 0:21:7.850  
Neha  
Uncle on Rd.