0:0:0.0 --> 0:0:16.150  
Karthikeyan Veeramani  
OK, let's get started. Hi, all. Good evening, kartik. Here. Let's get into the pulse. Check. 16th pulse. Check March 2023. And you all know these are the agenda for us.

0:0:16.840 --> 0:0:19.350  
Karthikeyan Veeramani  
Today to discuss hello. Can you guys hear me?

0:0:22.190 --> 0:0:22.460  
Kartik VSV  
Yeah.

0:0:22.470 --> 0:0:22.950  
Aditya Nath Jha  
Yep.

0:0:23.210 --> 0:0:23.730  
Abhishek Jain  
Yes, yes.

0:0:24.290 --> 0:0:25.200  
Karthikeyan Veeramani  
Yeah, yeah.

0:0:26.100 --> 0:0:32.710  
Karthikeyan Veeramani  
Uh, so these are the agenda for the meeting today. So let's discuss about this.

0:0:41.230 --> 0:1:0.350  
Karthikeyan Veeramani  
All. So what happened? You know, in this one month is what will be discussing. Now I know what was the request last time and what actually happened? So people were asking about the documents, you know, in keka in all these documents I've been updated.

0:1:0.420 --> 0:1:13.260  
Karthikeyan Veeramani  
Ohh cannot know our company documents everything has been updated for easy reference in the document section and people were also discussing about knowledge repository and.

0:1:13.340 --> 0:1:22.280  
Karthikeyan Veeramani  
OK, I know I have a problem scaling and that is also been, you know updated in the key card system. So whenever you guys have time so please look into it.

0:1:23.280 --> 0:1:24.510  
Karthikeyan Veeramani  
And.

0:1:28.10 --> 0:1:32.270  
Karthikeyan Veeramani  
These are the topics which we will be discussing today.

0:1:32.810 --> 0:1:39.30  
Karthikeyan Veeramani  
Uh, you know, cross team Learning Intranet and the repository management.

0:1:39.710 --> 0:1:50.820  
Karthikeyan Veeramani  
And if you have any other topics, you know we can discuss that too. So stage is yours. So please if you have any questions or concerns, please please raise us.

0:2:16.30 --> 0:2:16.760  
Karthikeyan Veeramani  
Hello.

0:2:25.760 --> 0:2:28.550  
Karthikeyan Veeramani  
Anyone is having any questions on these topics?

0:2:32.690 --> 0:2:33.500  
Karthikeyan Veeramani  
I mean audible.

0:2:35.450 --> 0:2:36.130  
Sanjay Balagopal  
You've got the.

0:2:36.510 --> 0:2:37.940  
Abhishek Jain  
Yes, yes you are. You are audible.

0:2:36.820 --> 0:2:39.50  
Karthikeyan Veeramani  
Yeah. Yeah, yeah, yeah, yeah.

0:2:38.620 --> 0:2:40.990  
Abhishek Jain  
I guess no one has any questions on this.

0:2:44.230 --> 0:2:45.200  
Sanjay Balagopal  
Yeah, same here.

0:2:48.80 --> 0:2:48.970  
Karthikeyan Veeramani  
OK.

0:2:49.460 --> 0:3:2.990  
Abhishek Jain  
So Kartik and alike, are we planning? So these are the topics I get it. So are we planning on something or do we have any plan ahead of this or we want to discuss a plan ahead of like how we can proceed ahead with these topics?

0:3:12.620 --> 0:3:13.130  
Abhishek Jain  
OK.

0:3:4.930 --> 0:3:25.440  
Karthikeyan Veeramani  
See, these are the topics which we would like to discuss. View are we don't have any planned broadly as of now. So just wanted to understand from your point of view you know and people experience team might have a few points but just wanted to understand from your point of view how can we proceed further?

0:3:27.30 --> 0:3:27.390  
Karthikeyan Veeramani  
Yeah.

0:3:25.230 --> 0:3:27.610  
Abhishek Jain  
Incorporate. OK, OK.

0:3:29.320 --> 0:3:30.400  
Abhishek Jain  
Umm, sure.

0:3:31.650 --> 0:3:32.310  
Abhishek Jain  
Well.

0:3:36.520 --> 0:3:50.620  
Abhishek Jain  
See for cross team learning. Uh. So I believe in ganit we have lot of different projects and lot of different teams right? Like every team maybe probably working into a different project or environment, right, so.

0:3:50.760 --> 0:3:51.140  
Karthikeyan Veeramani  
Mm-hmm.

0:4:1.210 --> 0:4:2.860  
Karthikeyan Veeramani  
Umm hmm.

0:4:4.980 --> 0:4:5.350  
Karthikeyan Veeramani  
Umm.

0:4:8.940 --> 0:4:9.260  
Karthikeyan Veeramani  
Umm.

0:4:10.560 --> 0:4:10.880  
Karthikeyan Veeramani  
Umm.

0:4:13.430 --> 0:4:14.490  
Karthikeyan Veeramani  
Mm-hmm.

0:3:50.690 --> 0:4:20.950  
Abhishek Jain  
Ohh A maybe if we could have so I I don't think he we have a document or something which endless key. These are the team members or at least the team lead for so and so projects. So if you could have that information and what the project is doing or what what it is what they have contributing from ganit standpoint of view to the client as a solution through that project if that is listed so people can you know go through those all the possible projects and if they are interested in.

0:4:27.170 --> 0:4:27.500  
Karthikeyan Veeramani  
Mm-hmm.

0:4:35.940 --> 0:4:36.320  
Karthikeyan Veeramani  
Umm.

0:4:42.670 --> 0:4:42.960  
Karthikeyan Veeramani  
You know.

0:4:21.20 --> 0:4:46.470  
Abhishek Jain  
In any one particular team, so they could try to, you know, talk to that lead, whoever is available for the project and maybe they could plan out our session where they could have the cross, you know, transfer of knowledge, sharing knowledge and all that. So the that will be easier rather than you know. So the first step would be if you have a document to understand key which all teams are there and all that. So that is one point I could check.

0:4:50.780 --> 0:4:51.170  
Abhishek Jain  
Yeah.

0:4:54.620 --> 0:4:55.30  
Abhishek Jain  
Right.

0:4:45.200 --> 0:4:56.120  
Karthikeyan Veeramani  
We are, we are planning for a repository management, that's what it's been also mentioned there. We are also having as of now we have only for the sub scaling. But you know this is been.

0:5:0.820 --> 0:5:1.330  
Abhishek Jain  
Umm.

0:4:56.190 --> 0:5:10.200  
Karthikeyan Veeramani  
Of a of an upcoming every now and then from our colleagues now. So we are also planning for a repository management like what you exactly stated. So this will also been implemented give us some time and this will be implemented pretty soon.

0:5:11.400 --> 0:5:16.760  
Abhishek Jain  
Yeah, sure, definitely. That should help a lot of people, I guess. And yeah, lot of learning could happen.

0:5:17.440 --> 0:5:18.480  
Karthikeyan Veeramani  
Yeah. Thanks again.

0:5:18.950 --> 0:5:19.840  
Abhishek Jain  
Yes, yes, yes, yeah.

0:5:20.720 --> 0:5:27.420  
Karthikeyan Veeramani  
Yeah. Anyone else? Is there any you know, questions or concerns about these topics?

0:5:43.910 --> 0:5:48.150  
Vaishnavi B  
I, ohe Annesley, don't have any concerns on these topics.

0:5:49.510 --> 0:5:50.80  
Karthikeyan Veeramani  
OK.

0:5:51.420 --> 0:5:52.910  
Karthikeyan Veeramani  
Any suggestions?

0:5:55.510 --> 0:5:56.310  
Karthikeyan Veeramani  
Is there any other?

0:5:58.90 --> 0:5:58.500  
Karthikeyan Veeramani  
Yeah.

0:5:55.230 --> 0:6:5.540  
Vaishnavi B  
I love these things are in the works or to be honest they Internet or be the repository where we have, you know, people with different skill sets or knowledge. But one thing we should notice.

0:6:10.540 --> 0:6:10.990  
Karthikeyan Veeramani  
Umm.

0:6:18.560 --> 0:6:19.80  
Karthikeyan Veeramani  
Umm.

0:6:21.550 --> 0:6:22.30  
Karthikeyan Veeramani  
OK.

0:6:6.160 --> 0:6:35.390  
Vaishnavi B  
Ohh, this gives people are quite is going to keep changing right? So having a particular repository where you know we mark people against response specific tech or a skill set will again to be very dynamic in nature. So I think best is to communicate with our emails only and just post any kind of doubts or you know if you wanna reach out to the ganitans itself, right. Because that's how people will reach out because if someone is responsible for maintaining a repository then.

0:6:41.80 --> 0:6:41.990  
Karthikeyan Veeramani  
Hmm.

0:6:36.270 --> 0:6:44.970  
Vaishnavi B  
It will be very dynamic today I might be working on something and tomorrow I can quickly change right so that that could be a little bit of work, but that's it from my end.

0:6:46.270 --> 0:6:47.440  
Karthikeyan Veeramani  
OK. Thanks vaishnavi.

0:6:53.560 --> 0:7:0.110  
Karthikeyan Veeramani  
Is there any other topics which the team wanted to discuss apart from whatever is mentioned on the screen?

0:7:4.630 --> 0:7:6.920  
Abhishek Jain  
So Kartik and again Abhishek this side.

0:7:7.850 --> 0:7:8.280  
Karthikeyan Veeramani  
Yep.

0:7:9.70 --> 0:7:14.290  
Abhishek Jain  
So this is regarding uh. Leave policy so recently.

0:7:35.510 --> 0:7:36.30  
Karthikeyan Veeramani  
Yes.

0:7:15.80 --> 0:7:45.50  
Abhishek Jain  
When? So basically, per my understanding, is privileged leaves leave is something which can be applied, but at least we can't apply straight away some N number of days unless any admin team is helping from the back end. So we will have a limitation right like number of days leave can be applied, it should be prior only. So and since since then ganit we do not have leave and Cashman policy and all of that. So basically we have to utilize the leaves. So we plan it ahead for the whole year.

0:7:50.890 --> 0:7:51.270  
Karthikeyan Veeramani  
Mm-hmm.

0:8:14.170 --> 0:8:14.510  
Karthikeyan Veeramani  
Problem.

0:7:45.250 --> 0:8:15.0  
Abhishek Jain  
So PL. is anyways being taken care throughout the whole year and it it has been planned already now for any instance and there could be an instances of people or a human could fall sick right? So for that sick again we do not have any provision of utilizing the special leaves. And again we have to go back to the PL. and that leaves needs to be applied and sick leave can't be we so it is pretty much unpredictable right just like a specially specially we also have those categories which are like unpredictable.

0:8:15.240 --> 0:8:46.190  
Abhishek Jain  
So my suggestion was most of the special leaves have a few categories which are making sense like a specially which is unpredictable if we can also add that sick leave as part of that and not maybe the whole 10 leaves of the special leaves cause maybe 10 days of sick leave throughout a year, maybe that would be huge. So maybe at least half of it like you know, 5-5 days of sick leave if we have that provision that would help cause in uncertain times. If anyone is falling asleep like recently I've been through that so.

0:9:11.170 --> 0:9:11.510  
Karthikeyan Veeramani  
I.

0:8:46.590 --> 0:9:16.680  
Abhishek Jain  
I had that thought because I was unable to apply PL. and again I had to raise a request. Someone else from HR team has two apply that. So especially if could be helpful in that scenario. But again it is not falling at a sick leave category, but at least half of the leaves could be given. That is that would be great. I I I do not know if everyone is aligned with that same thought or not or maybe they have faced a situation or not but that's my thought. Maybe if if anyone has any other comments they could pass on it I'm I'm OK to.

0:9:16.820 --> 0:9:17.400  
Abhishek Jain  
Discuss that.

0:9:18.470 --> 0:9:22.820  
Karthikeyan Veeramani  
Abhishek even Naik face the situation. Earlier I felt like almost for two weeks and.

0:9:24.820 --> 0:9:25.450  
Karthikeyan Veeramani  
Yeah, yeah.

0:9:23.630 --> 0:9:25.750  
Abhishek Jain  
Olga two weeks Ohi good.

0:9:27.290 --> 0:9:33.280  
Karthikeyan Veeramani  
So as per the company policy, five days will be given every month.

0:9:39.80 --> 0:9:39.650  
Abhishek Jain  
Umm.

0:9:34.100 --> 0:9:51.290  
Karthikeyan Veeramani  
And and all the rest, all we know we need to discuss later. You know, probably with your managers and you know, with HR one-on-one that can be discussed and anyway this is a valid point and you know we will kind of come out with a solution for this.

0:9:52.10 --> 0:9:53.240  
Karthikeyan Veeramani  
You know, we will discuss.

0:9:52.300 --> 0:9:55.520  
Abhishek Jain  
Yeah, definitely. I I hope so. Yeah. Thank you so much. Yeah. Thank you.

0:9:55.660 --> 0:9:56.760  
Karthikeyan Veeramani  
Welcome, Welcome, welcome.

0:9:57.120 --> 0:9:57.370  
Abhishek Jain  
Yeah.

0:10:6.980 --> 0:10:10.510  
Karthikeyan Veeramani  
Is there any other question anyone want to discuss something?

0:10:19.440 --> 0:10:23.550  
Karthikeyan Veeramani  
OK, then let me launch a poll.

0:10:37.810 --> 0:10:39.770  
Karthikeyan Veeramani  
So I launched a poll.

0:10:43.810 --> 0:10:45.700  
Karthikeyan Veeramani  
Please check and shoot your answers.

0:11:21.470 --> 0:11:34.490  
Karthikeyan Veeramani  
Right. Thank you guys. The summary is Kenneth, we'll be discussing about the repository at least now the deposit, at least the team updates and the leave for the policy.

0:11:35.60 --> 0:11:40.880  
Karthikeyan Veeramani  
Ohh know we will try to get these answers and you know in a while we can also.

0:11:41.400 --> 0:11:41.820  
Karthikeyan Veeramani  
But.

0:11:43.340 --> 0:11:58.560  
Karthikeyan Veeramani  
We will also know what exactly is gonna happen and now on these topics later. So this is from my end. Thank you so much for your time and you know, let's meet at the next pass technique. Thank you. Thank you so much.

0:12:1.390 --> 0:12:1.860  
Abhishek Jain  
Thank you.

0:12:3.220 --> 0:12:4.150  
Karthikeyan Veeramani  
Thank you. Thank you.