**Class Activity**

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**Section: H**

Performance management at Intuit was framed as a "High Performing Organization Review (HPOR)," an exercise that covered a wide range of activities from reviewing talented employees to understanding the talent landscape to assessing the strength of the talent and any talent gaps to determining the readiness of talent to be promoted to the next level and creating a high company. The team designed a web application that enabled employees to write their own unique messages based on components of the company's value statements and share them on their social media networks in order to spread the campaign to all 1,000 employees. Little Intuit Day was created by the firm as a response to employee input asking for opportunities to share the Intuit experience with their families. On this day, children of employees were allowed to spend the entire day with their parents on the Intuit campus.

Data reflecting more than 10 million employees in 50 countries, representing over 6,000 firms of various sizes, industries, levels of maturity, and organizational structures, served as the basis for the GPTW Institute's yearly research. The "Spotlight" programme made staff feel appreciated by giving them reloadable coupons they could use to their liking in a variety of areas (such as travel, lifestyle, etc.). Employees from various, cross-functional teams in India (almost 10% of the total workforce strength in India) volunteered to take part in the Great. Intuit concentrated on developing processes that enabled and empowered employees to express themselves in order to ensure that the voice of the employees (VOE) reached the leadership. Along with it, he also included his personality analysis, criticism from his executive staff, and a description of his time management. The company's workspace amenities included cafeterias, free gaming rooms, breakout areas with a pantry, collaborative innovation zones, and flexible, ergonomic desk spaces.

The HR staff made sure that the interview process was accessible to people with disabilities and that the job descriptions were carefully written to take into account their needs. More than 600 Indian businesses from a range of industries and sectors applied to the Institute in 2017 to benchmark their workplace cultures. We need a massive army, though, and we need you to join the discussion if we're going to examine the path ahead and the obstacles that lie ahead of us. Even the seemingly unimportant queries and grievances, according to Intuit, were significant because they allowed staff members to express any and all issues, big or small, without hesitation or fear, and they assisted management in learning what truly mattered to their people.

In 2017, Intuit India awarded all of its workers an unexpected day off in appreciation for their dedication to making the company the finest to work for in India throughout the year. It's interesting to note that Intuit created these seminars in response to suggestions made by recent recruits about how to draw in new talent, such as: "It would be excellent if Intuit conducted workshops to give people real experience in the working environment. Employee comments about the importance of managers and leaders having a solid understanding of the product they were creating served as the inspiration for his exercise. Smith, the CEO of Intuit, made his own unedited performance evaluation from the board of directors available for public viewing. The kind of work atmosphere we want to foster at the office is influenced by managers' presence and leadership. The goal for these ambassadors was to support transformation by encouraging more of their coworkers to provide feedback and be the voice of change. To do this, they had to share and cross-pollinate practice guidelines across key people themes for the Great Place to Work Culture story using best business practices from their own teams.

The business established the "Ask Vijay" platform in 2010 so that staff members could submit grievances and inquiries. Building a Great Place to Work enabled a committed early career hiring staff to interact with and support the best employees. Additionally, the corporation supplied customizable cabs for pick-up and drop-off to and from work as well as dedicated parking in the company's parking lots for expectant moms. Anand also had the difficult challenge of expanding his leadership team from two to twelve people and creating connections between them. All staff had "monthly check-ins" with their supervisors to review and update goals, talk about progress, and discuss performance. Intuit's Annual Employee Survey, which was first introduced in the early days, was a significant intervention because it provided a forum for employees to anonymously and frankly discuss their experiences with Intuit across a variety of themes, including engagement, innovation, leadership, strategy, career development, and more.

According to a study, there is a significant link between employees' financial performance and the performance of businesses. Intuit Inc. was well-known throughout the world for supporting the idea of personal empowerment, putting an emphasis on innovation, and implementing best practices. Sharing one's experiences with the world and being able to put their whole self into one's profession are key. The output statistic, shareholder satisfaction, will come effortlessly if we concentrate on this input metric. The offices also had low-rise sinks and accessible restrooms for people with disabilities, voice-enabled lifts to help the blind, and inclines for wheelchair movement. Early career talent from the nation's top engineering and business colleges was hired by Intuit. Intuit supported its employees' financial wellbeing in addition to their physical health and work-life balance, and it contributed 5% of each employee's income to the National Pension Scheme. Another effort to provide career options for people with impairments was the "Intuit Ability Program." They acted as platforms for learning, teaching, and learning, encouraging a culture without boundaries where engineers could come together and exchange ideas, knowledge, and concerns.