NEWSLETTER

Guessing Game
Season 1

Fun at work has a positive impact on engagement, creativity, and purpose — increasing employee retention and reducing turnover. When we find tasks enjoyable, we're more eager to dig in and complete them. When we make time for joy and laughter, we become resilient.

Keeping that in mind, this month we took an initiative to get fun at our virtual workplace and shared it with our community, the ones who look up to what we do and how we carry ourselves daily.

One such initiative was the guessing game Season – 1.

RETHINKING RETRENCHMENT:
Exploring the Motivations and Impacts of Layoffs

- CHANDRANI
HR MANAGER

The tech world is seeing the worst-ever crisis well ahead of the impending economic depression. Major tech companies are focusing on cost-cutting. The majority of cost-cutting has been deployed by layoffs.

Such is the impact of the proclaimed depression that major tech companies like Facebook parent Meta eliminated 13% of its workforce, Twitter's new boss Elon Musk slashed half of its employees and the list goes on adding on tech giants such as Google, Microsoft, and Netflix.

It is estimated that in 2022 only, there is an estimated layoff of around 1,20,000 people including the biggest tech players to smaller firms and startups.

The COVID-19 pandemic has led to widespread economic disruption, resulting in job losses across many industries. However, even before the pandemic, there were several factors contributing to recent layoffs.

Economic Downturn: The COVID-19 pandemic has caused significant economic disruption, which has led many companies to struggle financially, causing layoffs in many industries.

Restructuring: Many companies are restructuring their operations to become more efficient and competitive, which can lead to downsizing and layoffs in some areas.

Mergers and Acquisitions: Mergers and acquisitions can lead to layoffs as the new company restructures and streamlines its operations.

Outsourcing: Many companies outsource jobs to lower-cost countries, leading to layoffs for workers in higher-cost countries.

Declining Demand: When demand for products or services decreases, companies may have to lay off workers to cut costs and maintain profitability.

Loss of Contracts: : When a company loses a major contract, it can result in layoffs as the company has less work to do and needs to reduce its workforce.

Bankruptcy: When a company goes bankrupt, it may have to lay off workers as it liquidates its assets and closes its operations.

Management Decisions: In some cases, layoffs may be the result of poor management decisions or a lack of strategic planning.

Global Competition: Globalisation and the rise of low-cost competitors in other countries can lead to layoffs as companies struggle to compete in a crowded marketplace.

These are just some of the many reasons why companies may lay off workers. It's important to note that layoffs can have a significant impact on workers and their families, and can also have wider economic consequences.Finally, changes in consumer behaviour have also contributed to recent layoffs. For example, the rise of e-commerce has resulted in the closure of many brick-and-mortar retail stores, leading to job losses in the retail sector.

In conclusion, recent layoffs can be attributed to a variety of factors, including automation, outsourcing, economic downturns, and changes in consumer behaviour. While these factors are beyond the control of individual workers, it is important for individuals to stay informed about industry trends and to continually update their skills to remain competitive in the job market.
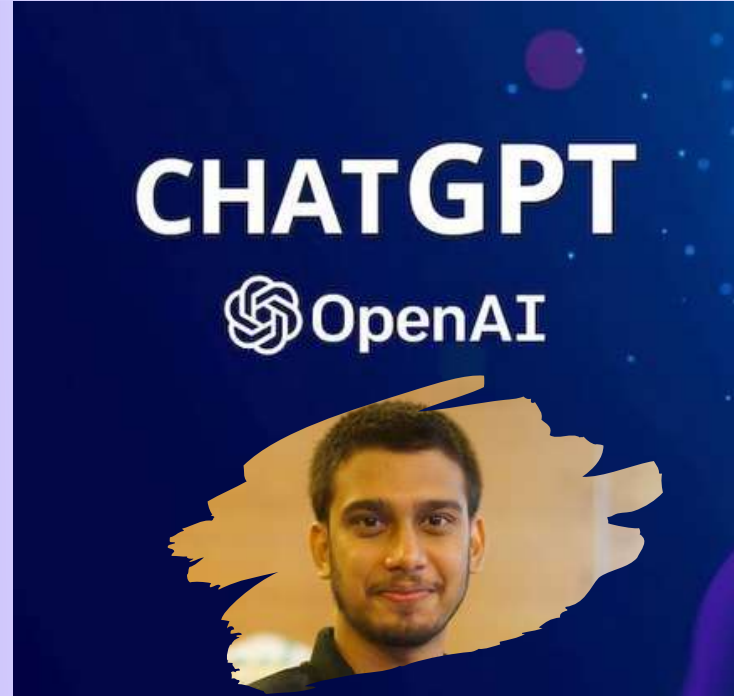
Chat GPT: Revolutionizing Conversational AI

COMPILED BY AMAN RAJ

Introduction

ChatGPT is an advanced language model developed by OpenAI that can understand natural language and generate human-like responses to questions and prompts. It has had a significant impact in various fields and industries, such as customer service, education, research, and creative writing. **ChatGPT** has been used to create more advanced chatbots and virtual assistants, generate writing prompts for students, and even create art such as poetry, fiction, and song lyrics.

As technology continues to evolve, **ChatGPT** and other language models will continue to shape the future of communication and interaction between humans and machines.

Impact that it had

In summary, **ChatGPT** has had a significant impact on various fields and industries, including customer service, education, research, and creative writing. Its ability to understand natural language and generate human-like responses has opened up new possibilities for businesses, educators, researchers, and artists alike. As technology continues to evolve, it will be exciting to see how **ChatGPT** and other language models will continue to shape the future of communication and interaction between humans and machines.

Follow us

WELCOME TO THE TEAM

PRITISHREE MOHAPATRA

HR Executive, UL HR Dept.

Welcome to the team! We are thrilled to have you join us and become a part of our growing family.

We believe that your unique interests and skills will make you a valuable addition to our team, and we can't wait to see what you bring to the table. Once again, welcome to the team, and we look forward to getting to know you better.

BIRTHDAYS

SUVENDU GIRI

COO, Utkal Labs

On your special day, We want to take a moment to thank you for your calm, composed, helpful, and empathetic leadership. Your ability to navigate difficult situations with grace and compassion has made a significant impact on our team and our company's success.

You have always been a reliable source of support and guidance for all of us. Your willingness to listen and understand our concerns has made a significant difference in our work environment, and we are grateful to have you as our COO.

On your birthday, we wish you all the best. May you continue to inspire us with your wisdom and strength, and may you find joy and happiness in all that you do.

Thank you for being an exceptional leader and a fantastic human being. Belated Happy Birthday!

WWW.UTKALLABS.COM Q

Work Anniversaries

Vivek Singh Deo

Happy 1st anniversary to a colleague who is not just punctual but also one of the most reliable members of our team! Your dedication to always being on time and ensuring that our work runs smoothly is truly admirable.

Your punctuality has been a great example for us all, reminding us of the importance of being on time and showing respect for others' schedules. I appreciate your commitment to being dependable, and it's been a pleasure to work alongside someone so reliable.

Here's to many more years of working together, and may your punctuality continue to inspire us all! Congratulations on this special milestone, and thank you for your hard work and dedication.

Shubham Mahapatra

Happy 1st anniversary to a colleague who has truly shown us what great leadership looks like! Your ability to inspire, guide, and motivate the team has been instrumental in our success over the past year.

Your dedication to leading by example, providing clear direction, and creating a positive work environment has made a real difference to us all. We have all learned so much from your guidance and your willingness to support us, and we are grateful for the opportunities you have given us to grow and develop.

As we celebrate your 1st anniversary with us, we look forward to many more years of your leadership and your inspiring presence on our team. Congratulations on this special milestone, and thank you for all that you do!
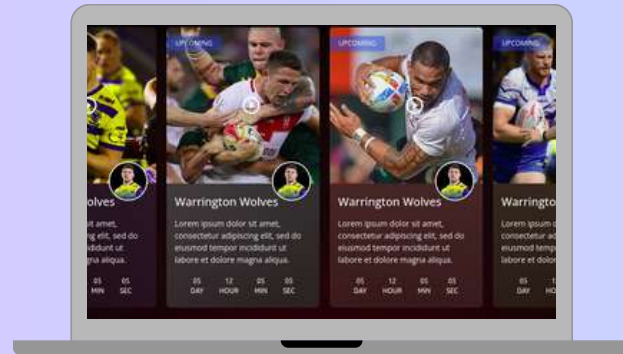
Follow us

Case study on

NFT SELLING APPLICATION

Overview

Our client wanted to sell unique NFTs for high school-level renowned athletes. There are two modules of the application, the Admin and the Public. The admin module is mostly to control the visibility of the public site contents. Mostly the settings to manage the website content, athlete-specific sections to manage the athletes, and sections to push the NFT to the blockchain.

Client details

Location: USA   Industry: Sports

Our Value

INTEGRITY

ONE TEAM

CREATIVE APPROACH

GROWTH MINDSET

Core Focus

CREATING : NFT COLLETIONS

CREATING : NFT COLLETIONS

CREATING : COLLETIONS

MONETIZE THEIR NIL IN THE FORM OF NFT COLLECTIONS

Follow us

Technology details

Node, Web3, Express, ReactJs, Mongo dB, Phantom wallet, Solana blockchain.
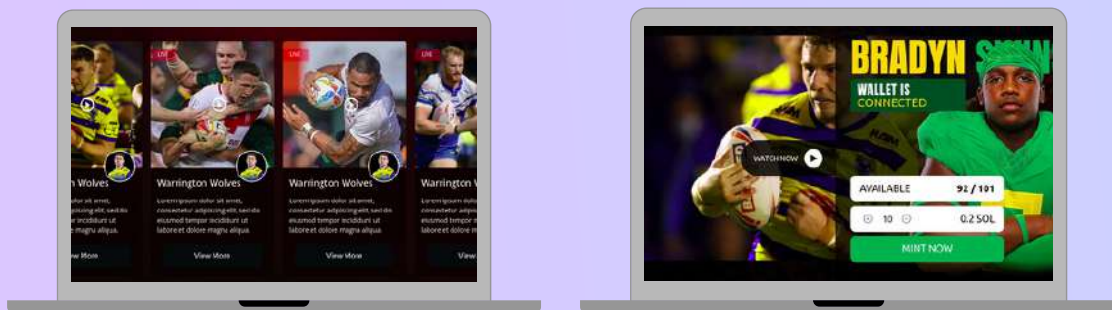
Project feature view

As part of the admin portal, client can onboard athletes at regular intervals.
Here are the features supporting the athlete onboard process.

- Upload new athlete with their details
- Upload athlete's images and the regulations
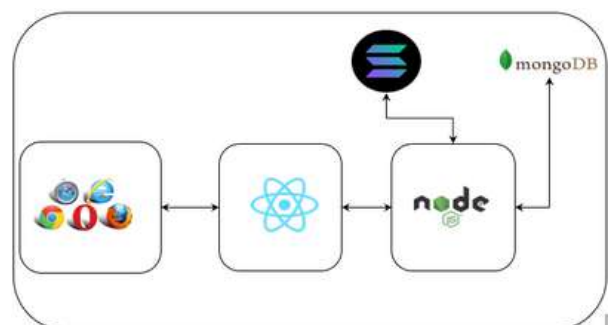- NFT videos
- NFT metadata, etc.

Along with the above, admin can

- Specify the wallet details from which the gas fees get paid while onboarding the NFT to the blockchain network.
- Define the athlete wallet which gets the royalty and percentage of the royalty after a successful NFT sale.
- Push the video and their metadata as NFTs to the blockchain network after they are uploaded. The system keeps the track of the smart contracts and the owner's details too.

Project feature view

The public module or website of the application displays the athletes on screen as well as their NFTs, bio, etc. It also shows the information of the seller such as about us, the team, the core value, etc. All these contents can also be controlled from the admin side.

Follow us

VACANCIES

React Native - 5+ years

Responsibilities:

- Develop and maintain mobile applications for both iOS and Android platforms using React Native framework
- Collaborate with cross-functional teams, including product owners, designers, and other developers to identify and solve complex problems
- Write clean, maintainable, and efficient code while adhering to coding standards
- Conduct code reviews and provide feedback to other team members

Requirements:

- Bachelor's degree in Computer Science, Computer Engineering, or equivalent work experience
- 2+ years of experience in mobile application development using React Native framework
- Experience with modern JavaScript frameworks such as React, Angular, or Vue
- Familiarity with iOS and Android platform-specific design patterns and user interface guidelines

.Net - 5+ years

- Develop and maintain software applications using the Microsoft .NET framework
- Collaborate with cross-functional teams, including product owners, designers, and other developers to identify and solve complex problems
- Write clean, maintainable, and efficient code while adhering to coding standards
- Conduct code reviews and provide feedback to other team members
- Troubleshoot and debug issues as they arise in the development process

- Bachelor's degree in Computer Science, Computer Engineering, or equivalent work experience
- 2+ years of experience in software development using the Microsoft .NET framework
- Experience with modern web development technologies such as ASP.NET, HTML5, CSS, and JavaScript
- Strong understanding of database design and development using SQL Server
- Strong attention to detail and ability to work collaboratively with cross-functional teams

Please Contact : hr@utkallabs.com

Thank You

For More Information

🌐 **www.utkallabs.com**

✉️ **contact@utkallabs.com**

Ⓢ **live:.cid.ea3444efb5f154cc**

Follow us 🅕 🅣 🅛🅘🅝