Insights into Great Resignation

Today lots of people are resigning, all over the world, resulting in usage of the term "The Great Resignation". There are few forces driving this –

1. Several companies went through severe crisis in 2020, and during this time there were lots of LAY OFFs. As a result, there is a talent gap in many companies, especially in big companies, which were the first to layoff THOUSANDS of people.
2. After the PANDEMIC, there is an increased focus on IT – and companies wanting to leverage the power of IT. For many, it is a question of survival.
3. For many companies, virtual operations have made it possible to be borderless, and thus people are now able to work with companies across the nation.
4. Many digital models are being created to support the "NEW NORMAL" "SEMI VIRTUAL" world.

Whereas there are lot of positives of this BIG shift in work force, there is also a VERY strong undercurrent of NEGATIVITY. This NEGATIVITY is being driven by the following things –

1. New age Startups paying salaries which are not sustainable. This results in disgruntled employees, who are either overworked, or poorly treated, or fired at will. Only the best can survive.
2. Large companies, allocating huge retention packages, to retain current teams, as well as hire in huge numbers. This is also resulting in redundant taskforce, which will start eroding soon.
3. Companies promising virtual jobs, based on current situation, but now starting to open. Many people who took up jobs last year, assuming that the virtual model is permanent, are now faced with the need to move, which is not suitable to their lifestyle.
4. Companies are realizing that a lot of the work force is not really viable at the FEROCIOUS salaries that they were brought in at. The BEST will survive, but a lot of people will eventually realize that they were victims of a SURGE.

Insights into Great Resignation

On the other hand, we at AAPNA, have been consistently working on building value. Early on, we adopted the "NEW NORMAL" and declared a permanently virtual model. While companies were eagerly waiting for PANDEMIC to get over, so that they could reopen their offices, we at AAPNA were busy INNOVATING the Virtual model. We were among the front runners in introducing many features and initiatives to the VIRTUAL model. We quickly adopted our CULTURE to be VIRTUAL, and over the last year, seen many successes. With innovative perks like MEETING ALLOWANCE, PIZZA @ HOME etc, we continue to work on strengthening our culture, and building a GREAT COMPANY. Many of our team members, realise this TRUE value, and therefore we have had limited impact of the "GREAT RESIGNATION". We are proud to say that several team members got very lucrative offers to move, but CHOSE to continue their journey with AAPNA, with a MISSION to build a "GREAT PLACE to WORK". Few of the team members who went to other companies, came back and joined us, as they got a flavor of the REAL WORLD. I am not saying, we are the ONLY GREAT company. There are lots of them. So, my submission to all those who do consider a career change out of AAPNA, the reason should be to join a better company, where they expect to learn, grown, be appreciated, and be treated with respect, and fairness. Essentially, join another great company, and not just contemplate a move, because of higher salary. As we continue the journey towards being a GREAT COMPANY, our salary will be constantly revised upwards, making all our AAPNA Commandos the ultimate winners. Further, the company, will be shortly finalizing our ESOP plan, which will significantly provide opportunity to all APPNA Commandos to create lot of wealth – far beyond their salaries.

- Abhijit Roy

There's been much hubbub in recent times about what's been dubbed "The Great Resignation." The popular phrase refers to the roughly 33 million software professionals who have quit their jobs since the beginning of 2021. Let's understand this in little detail.

The biggest cause of the Great Resignation may be the sheer number of job openings combined with a lower unemployment rate. This was obviously a result of the COVID pandemic. Many companies realised the need to go digital and, in many cases, it was seen as a necessary thing to survive. Hence in IT industry there is a surge in demand. This is coupled with large amounts of layoffs by large companies in 2020, when they had less work. This created a vacuum in their workforce. So, when the demand is back, they are back to hiring in large scale.

Further, for the industries hit hard by the pandemic—such as travel, accommodations, food service, leisure, and hospitality, continue to see lot of resignation and switch just to make the ends meet and to apply the basic mantra - Survival of the fittest.

It's crucial to know as it's started to slow down. Although, the surge in demand and shortage of skilled resources is driving the salary higher, the second reason is also the ability to work from home, is bringing larger flexibility to a lot of companies, and the workforce. As a result, some of the highly skilled people are getting much better opportunities as they overcome their geographical limitations. However, one cannot improve their skill set overnight, and as a result, the demand-based increase in salary is just not sustainable. Sooner than later, this demand will reduce, leaving many workforces, in a negative and disgruntled state. And this has started to happen.

I am working in AAPNA since over a decade. I have never seen any organization who treated their employees as their family member. AAPNA is the one who takes care of each employee and so supportive even in pandemic. AAPNA stand strong for their employees to give great learning and growth opportunity and always keen to know employees interest to engage everyone which makes AAPNA a "Great Place To Work", in my words. AAPNA promotes the culture of care within teams where employees care for each other. I am proud to be an AAPNAites and being a part of such a growing organization.

I like the initiatives from AAPNA leadership such as weekly meetups, virtual coffee time, townhall, Fun Friday, health checkups, for wellbeing's of their employees, when everyone is working virtually. Instant Shabashee (recognition) makes us feel connected, appreciated, and valued for our day-to-day work by peers & leadership. Another AAPNA's initiative is Learning and Development where we get certified courses on Udemy and support by leaders to upskills our knowledge.

-Sonia Sethi

Insights into Great Resignation

So, over a period, the ground reality will hit soon, and companies and people will realise the gaps with expectation. Large companies, which set in motion huge funds to fill the gap, without justifiable business models, will soon start a reverse cycle. With many companies returning to workplaces, the physical limitations are returning, and many are realising the limitations. With this we can see the surge of big termination in the industry. The studies have now started showing how and which industry benefited the most being stable and being able to focus on the below factors –

- Culture of Ownership
- Culture of Courage
- Supportive Team
- Great leadership team and supportive leaders
- Focus on learning and Development
- Transparent Communication
- WFH Opportunity
- Great Culture can be realised only when one experience the toxic culture or not so great one.
- Being flexible

-*Sanghamitra Roy*

The Great Resignation Era (or The Great Return)?

As I sit down to write this piece about the Great Resignation Era, I feel the best story I have is my own…But before I delve on that, a little bit of context…

The Covid-19 pandemic which started off in a remote corner of China over two years ago, completely changed the way the whole world operates. We can clearly say now, that in our lifetime, it was a watershed moment – there is a world – before the pandemic – and now another one since the pandemic broke out. As organizations and companies all over adopted to this new, uncertain post-pandemic world, the old order simply collapsed. It was no longer possible to operate out of physical office spaces due to long, intermittent periods of lockdowns and unlockings. The only way for companies to survive was to invest in and offer long-term "work from anywhere" models to their employees.

With the breakdown of physical contact with colleagues, came the bigger challenge of employee affinity to organizations. Newer team members were simply not engaged with their organizations any longer. These organizational ties were further worsened by the near total collapse of geographical boundaries for job seekers. And thus, began the great exodus, or what we now call the "Great Resignation Era", where employees started looking for better opportunities in such numbers that was totally unprecedented in history! The problem was not confined to just the experienced professionals – who were naturally more sought after – but also fresh graduates, who were being wooed by large and small companies alike. We even had situations, where some professionals were holding up to almost a dozen offers in hand!

We saw this go on for about a year – especially coinciding with the times that saw perhaps the strictest of lockdowns in place. Physical contacts and meetings with friends, families and colleagues were rare during these times, and it was all out virtual interactions. This fuelled a false feeling amongst professionals, especially in the technology domain, that they could hop across organizations with little repercussions.

Insights into Great Resignation

However, just as fast as this trend began, equally fast was the opposite and reversal of the same. Slowly, but surely, employees who had quit organizations where they had been working for long, realized that they were fully alien to the culture and ethos of the new organizations that they had been so fast to shift to.

And this led to people returning to familiarity – the organizations that they had a comfort level with – their old companies.

And so, having set the context, I once again, come back to my very own story…

After having been with AAPNA for over five years, in early 2017, I made up my mind and decided to move on. It was a well thought out decision and I had weighed all aspects. I was moving to a much bigger organization, with a much better role.

Yet, within a nine-month period, I returned to AAPNA!

And now, as I reflect on what made me change my mind, I can fully and confidently say as to why the "Great Resignation Era" will eventually turn to "The Great Return" – maybe slowly, but surely! As more and more people realize, that beyond the brand names and the fat pay checks and the glitzy perks, there are a multiple of non-tangibles, that often trump everything else. And those do not change – pandemic or no pandemic!

So, finally, here are the three things, I believe count *above everything else* –

- **Culture** – Nothing beats culture – the unseen, unspoken collective ethos that reverberates throughout the organization. Culture comes above all else.
- **Vision** – A common one – of greatness. If an organization can ignite a vision, which all its people really believe in, no one can stop them as a team.
- **Relationships** – There is no substitute to personal bonds. We love to work with the people we truly love and care for – *what else is there, if not, the legacy we leave behind with the people we touch upon?*

- Anuj Mathur

For me AAPNA means a lot, I feel great privilege working in AAPNA. And I am proud to be part of AAPNA for 14 years. I joined AAPNA in very beginning of my career, so whatever I have learned is from AAPNA. With continuous Learning & Development program we are accruing driving demands for new technological skills and with working on different projects we are implementing these new skills. With latest technologies, AAPNA is also exploring in the field of future technologies like Artificial Intelligence, Robotics, and I am sure AAPNA will also make remarkable achievement in all of these as we have great teams that comprises of people with vast knowledge and experience.

During Covid times when world was struggling to survive, we are already ready to deal with the situation ahead of time. We started Work From Home before the first lockdown was announced. And now we have permanent work from home policy, that means we can spend more time with our family. This gives flexibility to work from anywhere in the world, no location barrier. Now I can visit my hometown for longer duration and spent quality time with my parents.

AAPNA is an employee centric organization that cares for its employees, that treat all employees fairly no partiality between any department or any position. I feel free to discuss any problems with higher management any time. And this makes AAPNA different from any other organization.

-Manish Kumar

Insights into Great Resignation

My thoughts about my life at AAPNA

I joined AAPNA in 2012 as web developer. I must say my journey at AAPNA was full of fun, learnings, precious moments which I can cherish throughout my life.

When I became a part of the web team the strength of the team was 7, which has now increased to 34 commandos. This shows the popularity of AAPNA & its culture amongst the candidates who would love to be a part of AAPNA for the growth in their career. After pandemic the life has completely changed for each and every AAPNAites. There is a famous quote, "**Change is the only constant in life. One's ability to adapt to those changes will determine your success in life. — Benjamin Franklin**". To explain this in a better way let me give you a brief example of Life at AAPNA OFFLINE & VIRTUAL.

Before the pandemic life at AAPNA was same as it is now. After entering the office premises, I used to meet my colleagues, have a short chit chat during teatime in the morning, back on the seat for the work and meetings, lunch time, work, evening chit chat coffee session with some snacks sponsored by Sadanand Ji (Chacha), back to work and then in the evening sign off time. Now, when AAPNA has gone completely virtual the life is still the same. A Big Thanks to our **HR Team for their various initiatives** to keep every employee connected even when we are working from home. We don't miss our offline chit chat coffee sessions because AAPNA HR has come up with virtual coffee sessions and surprise games during the teatime. Not only this, HR has also introduced health policy and a doctor consultant for COVID related issues, welcome kit for new commandos, gifts on birthday and festivals, awards for the winners during the virtual games, yoga and fitness sessions etc.

The only positive difference which I have experienced in these last 2 years is that I have saved the cost and the time incurred during my travelling to the office. This has helped me a lot to save my earnings for my family.

I want to take this opportunity to thank **Abhijit Roy and Sanghamitra Roy** for their support and understanding at the time when me and my family were suffering from COVID-19. I was on leave for almost 2 months and had suffered great loss both emotionally and financially. But their support, encouragement and help did not let me down and they made me feel that I am still a part of AAPNA family even when I was away from my work. For me they are the **TRUE GEMS** of AAPNA Infotech.

AAPNA is a reliable company for all those who are seeking a breakthrough in their career. From the time when it has gone completely virtual, the AAPNA management has left no stone unturned to make their team members feels safe and secure while at work. In fact, they always come up with surprise plans to keep their team united and happy. One such live example is our much awaited "**Annual Day 2022 in GOA**".

- Deepak Saluja

The past 2 years have forced us to change the way we live our lives. The same applies to the way IT companies work throughout the globe. Companies must put in a lot of restrictions to stop the spread of Covid outbreak. Offices are shut down with employees working from home. Physical meetings and interactions are down too minimal. However, having said, IT sector haven't shown any signs of slowing down. As a matter of fact, Technology has moved to high gear primarily because of the increased use of digital ways of communication.

At the same time, attrition rates plummeted across the industry due to the uncertainty and the chaos caused by the pandemic. Also, the pandemic changed people's priorities. They started moving to other jobs where they have better job security and work from home options. Being financially more secure also drives many to change their jobs to get a pay hike. The fact that the whole interview process has gone online for majority of the companies, it is now much easier for the candidates to give out multiple interviews from the convenience of their home.

Insights into Great Resignation

As an organization, AAPNA has also not been left untouched with the impact of Great Resignation Era. AAPNA has also faced high attrition rate over the past year or so. We have so frequently heard of the phrase 'Change is the only Constant', and AAPNA has embraced it more than ever over the span of time. So, what did we do to make AAPNAites not wanting to switch jobs?

- AAPNA has gone completely virtual with all employees working from the comfort of their homes. This has allowed people from across the country to be a part of the organization without worrying about re-location. They are saving travel time hence spending more time with family and maintaining a good work life balance, not to mention saving on travelling expenses.

- Multiple reimbursement policies are in effect backed up by strong support by the team. Employees can apply for WiFi reimbursement, furniture allowance, etc. Workpods are being delivered to doorstep and not to forget the welcome kit to all new joiners.

- Flexibility in work timings allows the employees to shuffle between the office tasks and day to day activities.

- Employee Engagement is an amazing initiative taken up by the HR team. Though we all miss going to office, meet people have a chit chat session over a cup of coffee, the HR team makes sure that the AAPNAites keep in touch. Daily coffee sessions, fun activities like Fundoo Friday, Wow Wednesday are some of the efforts that reflect the importance that AAPNA places in keeping the team engaged.

- Over the past couple of years, health has become an important aspect of life that cannot be ignored. As people were stuck in their homes, unable to get out, AAPNA decided to take health awareness to the homes of all AAPNAites. Daily Yoga session in the morning helped us all to take out some time from our busy lives and focus on our health. Health check-ups were conducted by the company and free consultancy service was provided to all.

- Last but not the least AAPNA has an incredible support system for all its employees. The work culture in AAPNA supports strong relationships between teams. Managers are supportive and easy to approach. Company has an Open-Door Policy for all its employees.

I am sure I missed out on a few things that I might not recall right now, still as an AAPNAite I see all the efforts that AAPNA is putting in to make sure that I do not face these tough times alone. I love the positive atmosphere that has been a trademark of AAPNA and that is what made me stay here for 10 years. I do not see AAPNA as an organization where I work, instead it is my family. I truly believe each member of this AAPNA family feels the same. No wonder we have received 'Great Place To Work' certification.

There is a phrase that 'Grass is always greener on the other side', I beg to differ.

-Aditya sain

In a short span of work experience at AAPNA, my views about the company are that:

1. The Top Management is easily approachable and invest time in working towards the benefits of its team members.

2. The peer groups are more friendly and helpful. Difference between AAPNA and other organization can easily be felt the moment you step out. I was facing so many problems during my initial days in my last organization, but I never faced any of that here in AAPNA.

Insights into Great Resignation

3. The adaption of permanent work from home in the company's work structure leads to a new set of permanent benefits. I feel sense of personal investment in the company as there is a strong culture of courage and ownership. It's been almost two years since we are working from home, but I never felt any disconnect with the office.

4. The way AAPNA HR is ACTIVE, its remarkable. I have not seen anything like this before. Extra-curricular sessions which the HR conducts, acts as more of a stress buster session for every AAPNAite.

5. Through various skill development programs, like Learning and Development, employees have learnt a lot.

6. AAPNA, which is a well-established organization, strongly supports work and personal life balance that contributes to a better mental health. AAPNA has a lot to offer which you understand eventually with time so it's not just monetary aspect that you should focus on because the opportunities you get here enhance your skills which helps you in your career ahead. To conclude, it's been more than 2 years since I joined AAPNA but I do not have a single complaint. I am glad to be a part of this organization which is a "Great Place To Work".s

- Rahul Sangwan

For almost 10 years I am working in AAPNA. I am glad to say I am an eyewitness of growing from 20 employees to 160+ employees. Although this organization is not centric towards the number but the quality of the number, I am sure that I'll see this number in 4 digits in coming years.

Many ups and downs this world have gone through and so do every one of us. One thing which has not changed in past 10 years in AAPNA is – "the great culture and employee first policy" which is now recognized by "Great Place To Work" accreditation as well. I noticed the culture what makes AAPNA different from other organization is freedom in decision making, developing new ideas and personal expression. Teams are formed with expert members to solve problems. We have functional structures, where individuals know their jobs, report to their superiors, and value efficiency and accuracy above all. We have clear vision in our vision statement. There are multiple forums (virtual coffee meet, chit-chat sessions, Fundoo Friday, WOW Wednesday, etc.) in organization to socialize newcomers and terminate deviants. We have separate bodies (one example is POSH) to tackle ethical and legal sensitivity. Top of all, all bodies and forums are super functional and NOT just formality.

When this world market was struggling to survive during Covid, we were grown by more than 300% if I am not wrong. This is the great example we accept the change, and we have the ability to change ourselves according to the world around us. Our virtual office changed the direction of boring lifestyle. I am amazed to see the people joining across the globe. In last couple of years people are choosing us above top MNCs in India. I am also an example of this 😊. I would like to write a short story-

I left AAPNA for almost 6 months after working here for more than 8 Years. I would like to share a story of the next organization (an India's reputed MNC) which I joined. It was my first day on project. After 15 days of joining, I got my first assignment. I was given a task which I did in given time. After I submitted my task for review, I got a call from DBA asking to join a meeting call. When I joined that call, I was told to provide some more suggestions in SQL which they should start implementing. I was shocked to know they were impressed by my SQL queries which I was doing as usual when I was in AAPNA. That moment I came to know I left the wrong place. I was in a place where there was less to learn and more to teach which was dangerous, I believe.

Insights into Great Resignation

Permanent work from home provided lots of flexibility to everyone. I can now live with my mom/dad who is now 65+ and rigid NOT to leave native town. So, now I can take good care of him without losing my job.

Couple of years back my wife went through a certain medical condition along with a baby in her womb. Covid was on peak. This is unfortunate to say almost all my colleagues living in Delhi NCR are impacted by Covid. Either with mild or with serious symptoms they defeated Covid. Just because I got an opportunity to permanently work from home, I left Delhi ahead of time and moved to hometown which low population density town. Later, I heard everyone in my apartment hit were by Covid. We were lucky to move out ahead of time. I believe this was lifesaving decision for me to join AAPNA back and move to hometown.

- Niraj Kumar

I have worked in AAPNA for many years now and I never had any problems working with my colleagues and understanding the company's culture and values. AAPNA always tries to provide us healthiest working environment by proving an 'open door discussion' facility where we can share our problems, thoughts, and views direct with the CEO. In fact, the WFH facility company provides is a great advantage to those who must maintain a good work-life balance.

Being a woman, I can easily spend time with my daughter and look after other household tasks while doing my office work. The management provides support to those who are willing to learn and grow and I consider myself lucky enough to get this opportunity to work with AAPNA. Way to go for AAPNA. Cheers!!

- Tabassum Saifi

My experience with AAPNA is amazing. AAPNA is a family for me more than an organization. It has a great work culture and very supportive management. The work from home opportunity is really a blessing for all the employees. One more thing which I would like to mention, and I am missing the most is the interactive sessions like *Virtual Coffee, Coffee with Abhijit* and other initiatives for interaction. The learning opportunities in AAPNA are unmatched. I have grown personally and professionally during my association with AAPNA.

AAPNA made me a *Commando* and I will be forever thankful for this.

If I want to summarize how AAPNA is different from other organizations, the best answer is the great culture which everyone has built in the organization.

It's been only two months since I left AAPNA and I am already missing the organization and the great and positive vibes which is present there.

I really do hope that I cross the path with the organization soon and can again be an asset to the organization.

AAPNA really ROCKS!!!!!

- Prince Kumar

Happy Women's Day

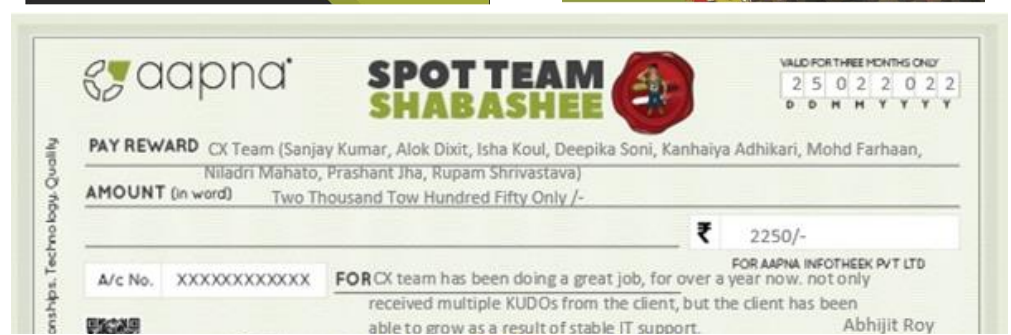

"A Reel to the Virtual World…"

Rewards & Recognitions

Let's take a moment off to congratulate our new monthly heroes:

WARRIOR OF THE MONTH –Deepika Soni– For outstanding performance throughout, always taking new tasks with great energy.

AAJ KA BAZIGAR- Gaurav Amar Singh- For receiving strong written testimonial from client as well as appreciated by internal leads.

SPOT TEAM AWARD – CX Team- For doing a great job, for over a year now. not only received multiple KUDOS from the client, but the client has been able to grow as a result of stable IT support.

aapna

WARRIOR OF THE MONTH

This certificate is presented to

Deepika Soni

in recognition of outstanding

accomplishments & contribution

for Outstanding performance throughout, always taking up new tasks with great energy.

25-February-2022   Abhijit Roy
DATE   SIGNATURE

Aaj Ka Baazigar

aapna

This certificate is presented to

Gaurav Amar Singh

in recognition of outstanding

accomplishments & contribution

for receiving strong written testimonial from client as well as appreciated by internal team leads.

25-February-2022   Abhijit Roy
DATE   SIGNATURE

aapna   SPOT TEAM SHABASHEE   VALID FOR THREE MONTHS ONLY

2	5	0	2	2	0	2	2
D	D	M	M	Y	Y	Y	Y

PAY REWARD CX Team (Sanjay Kumar, Alok Dixit, Isha Koul, Deepika Soni, Kanhaiya Adhikari, Mohd Farhaan, Niladri Mahato, Prashant Jha, Rupam Shrivastava)

AMOUNT (in word)   Two Thousand Tow Hundred Fifty Only /-

₹ 2250/-

FOR AAPNA INFOTHEEK PVT LTD

A/c No.   XXXXXXXXXXXX   FOR CX team has been doing a great job, for over a year now. not only received multiple KUDOS from the client, but the client has been able to grow as a result of stable IT support.

Abhijit Roy

Vaibhav Garse

Myself Vaibhav Garse, from Yavatmal, Maharashtra. completed B.E from SGBAU, Amravati in 2019. I'm looking forward to working with AAPNA with new Energy and New Goals. I am the type of person who likes to do everything and take action in my life. I look at life, especially at this age, as a time to experience new things. I am the type of person who likes to set goals. and I am very calm and curious.

Buddha J

Myself Buddha, holding 4.2 years of experience with both Automation and Manual in software testing. have completed my Degree as B.Sc. computer science in Mohamed Sathak college of Arts & Science, University of Madras. I'm really happy to join Aapna and this being my Second innings in my career so definitely I will do my best in our organization. I'm a person of positive mind. I will easily mingle with the team members. I'm a smart worker and my goal is completing the task within TAT.

Shivani Shukla

Hello, I'm Shivani Shukla. I hail from Indore, I did a course in User Experience designing. As an ambitious and determined designer I am delighted to join the organization as an Associate Consultant- UIUX role and enhance my designing skills.

Priyanka Barua

I'm Priyanka Barua. will be working as Sr. Consultant - Business Analyst. have done Master's in computer science technology. Currently based in Delhi. I Possess experience of 6 years. I consider myself as a result driven professional constantly focused on achieving exceptional results within a competitive workplace. I'm excited to be a part of Aapna family and looking forward to the learning. I consider myself simple, straightforward, down to earth person - Ambivert in Nature.

Kavita Shah

My Self Kavita, have done computer engineering from Mumbai university. I possess 3 years of teaching experience in various professional institutions. I am looking forward to working with Aapna Commandos and I am sure we will create a great future for ourselves.

C J Heamchander Kumar

I'm Heamchander, joined AAPNA as Senior Consultant having 5 years of experience I.T. as a software tester. I am a person being optimistic, hardworking, honest, punctual individual. always willing to learn new skills, I'm friendly, helpful, and polite with a good sense of humor. I am able to work independently in busy environments and also within a team setting.

Chandra Kiran Kumar

I'm Kiran, Joining as a Lead Consultant in Aapna Infotech. I possess 15 years of experience in IT. Completed Post Graduation MCA in 2006. I am passionate about my work. Because I love what I do, I have a steady source of motivation that drives me to do my best. This passion led me to challenge myself daily and learn new skills that helped me to do better work.

Rajiv Ramakrishnan

Hi, this is Rajiv, joining Aapna Infotech as Lead Consultant (Business Development). I'm basically from Chennai, did schooling in St.Bede's Anglo Indian Hr.Sec.School and Engineering(Electrical and Electronics) in SRM University. I have an overall experience of 14 years across the IT Services and Engineering Services domains. In my vast experience, I've handled end to end sales and Marketing in the North American, European, Middle East, Indian and Australian Markets. Here in Aapna, I'll be involved in the business development activities of RPA, Electroneek, Automation services, Fundoo Friday and a few other areas.

D Anil Reddy

Having around 3+ years of experience working in AWS and Devops. Graduated in stream of Civil engineering and later joined as a Linux Administrator in a company. Currently, I'm keen to work in this organization along with the team and improve my skills and to implement the process that I had learned in my experience.

Syed Rizvi

Hello myself Syed Izhar Husain Rizvi, from chowk Lucknow. Joining Aapna as an Associate Consultant (Flutter Development), have a year hand on experience in developing cross platform applications using google flutter and prior to that I have a strong academic background. Have done my high school and intermediate from Unity College, Lucknow. B. Tech from AKTU, Lucknow in 2020. I am looking forward to joining Aapna and continue my stint of being as asset to my organization.

HRD Column

Insight into great resignation
Human Resource Development has always been a backbone of every organization, whether it's pre covid, post covid or the Great Resignation Period, which we all have witnessed. We are proud, that AAPNA had a minimalistic IMPACT of this crisis & no wonder! as always, our HR Team had worked as a commando force to reckon with new Initiatives & monthly employee engagement activities.

We believe, having a healthy culture creates positive & cheerful environment where the productivity & the contentment of jobs can be easily sensed. AAPNAites participation in employee engagement activities work as catalyst to our motivation.

We will be committed to add more and innovative new activities, rewards, and recognitions for our AAPNA Commandos.

Truly yours-
AAPNA HRD.

🎈 Birthday Scouts

Birthday - **February**
Yogesh Jain -26th Jan
Ashish Negi -5 th Feb
Sagar Agarwal -7 th Feb
Sujeet Poddar -18th Feb
Sonia Sethi - 21 st Feb
Suman Kumar Das -23 rd Feb
Aaryan Tiwari - 26 th Feb
Robin Kumar Singh - 26 th Feb
Kavita Shah - 26th Feb

Sanjay - 28th Feb
Shivam - 28th Feb

📅 Upcoming Events

• **Fundoo Friday 8 April, 4:00 p.m.**
Get ready for fun time with AAPNA bandaaz – **Tongue Twister Challenge**

• **Fundoo Friday 15 April, 4:00 p.m.**
Get ready for fun time with AAPNA bandaaz – **Guess the Clip/Song/Dialogue**

• **Magic in Goa 22 April- 24 April**
Get ready for fun time with AAPNA bandaaz –**Magic in Goa**

• **Town Hall – 29 April, 3:00 p.m.**
The reward and recognition time for all the hard work, team connect and few surprises.

AAPNA Infotheek Pvt Ltd

Lasting Relationship – Technology – Extreme Quality

"The more you praise and celebrate life, the more there is in life to celebrate."–Magic in Goa @AAPNA... Food for thought for next Edition