



go  mmt

G R O U P

The main logo for the group, "go mmt", is rendered in a large, lowercase, sans-serif font. The letters are filled with a dense, multi-colored pattern of small human figures. A small orange paper airplane icon is placed between the "go" and "mmt" parts. Below the logo is a thin horizontal line, and the word "GROUP" is written in a smaller, uppercase, sans-serif font to the right of the line.



Talent Management **the redBus Way**



Competency Framework

SE					
Parameters	Core Skills	Proficiency Level Required - Basic/Intermediate/Expert	What needs to be known	Additional expectations and Must Have for the	Important Behavioral Competencies
Job/Functional Knowledge (Conceptual and practical knowledge)	Algorithms and Data structures	Intermediate	Hands on		Ability to comprehend the task given
	Programming language-Java	Intermediate			Ability to scale with minimum supervision
	SQL/NoSQL	Basic	Ability to write SQL queries to insert/select data		Inter Team - Collaboration
	Analytical & Problem Solving	Intermediate			Intra Team - Collaboration
	Scaling Applications, Distributed Systems &	Basic	Threading, Caching, etc.		Proactiveness - Has proactive approach in learning new skills.
	Design Patterns	Basic			Apt communication skills
SSE					
Parameters	Core Skills	Proficiency Level Required - Basic/Intermediate/Expert	What needs to be known	Additional expectations and Must Have for the	Important Competencies
Job/Functional Knowledge (Conceptual and practical knowledge)	Algorithms and Data structures	Intermediate	Hands on		Ability to write codes with minimum error
	Programming language- Erlang & Java	Intermediate	Erlang & Java		Ability to comprehend, collaborate and communicate
	Programming language Framework	Intermediate	Erlang OTP, Java Spring		Flexibility - Ability to stretch support in additional tasks whenever required
	SQL/NoSQL	Intermediate	Ability to write complex		Inter Team - Collaboration
	Analytical & Problem Solving	Intermediate			Intra Team - Collaboration
	Scaling Applications, Distributed Systems &	Basic	Threading, Caching, CAP,		Proactiveness - Has proactive approach in identifying coding issues and solving them.
	Design Patterns	Basic			
Code Ownership	Basic			Should know to manage the way through Code Version	
TL/Sr.TL					
Parameters	Core Skills	Proficiency Level Required - Basic/Intermediate/Expert	What needs to be known	Additional expectations and Must Have for the	Important Competencies
	Algorithms and Data structures	Expert	Hands on		Problem Solving - Identifies problem patterns, issues, opportunities and redesigns the
	Programming language- Erlang & Java	Expert	Erlang & Java		Inter Team - Collaboration
	Programming language Framework	Expert	Erlang OTP, Java Spring		Intra - Collaboration



Learning @redBus



TechTalk



RED  talk


redLearn

TRAINING





The redLearn Context

- With 60% new employees, context was not seamlessly cascaded
- New Employee onboarding and assimilation experience fell short of expectations
- Long induction and training to productivity timelines
- Lack of a holistic talent management platform





The Ask...

- Ensuring a consistent experience for new hires to learn about the organization and their roles
- Reducing the time it takes for new hires to become productive by half
- Providing upskilling, cross skilling, and reskilling avenues in a rapidly evolving tech landscape
- Providing learning experiences focussed for target audience



Options Evaluated...

- Instructor led classroom training led by Managers
- Self paced training (video recording, documentation, etc)
- On the job training
- Imagine a completely new way of innovative and creative learning approach



Introducing redLearn

Immersive learning combines virtual reality (VR), augmented reality (AR)





What did we do & Why?

- Focused on the key problem statement and objectives – ensuring consistent induction experience, reducing time to productivity, upskilling, reskilling and cross skilling
- Used existing org practices to innovate – Makeathon
- Used cutting edge tech (AR, VR, AI, ML, ChatGPT) to develop an integrated Talent Management solution
- Formed a skilled and nimble team to develop the product
- Constantly aligned the objectives to the redLearn roadmap



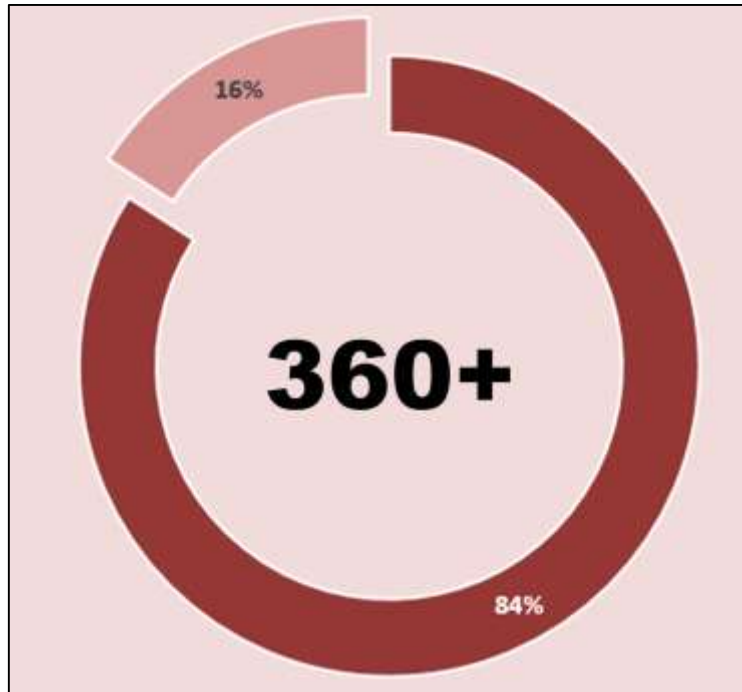


HOLISTIC APPROACH





DEVELOPMENT IS PERSONAL



**360+ employees took
MCQ & Coding redLearn
Assessment last quarter
via mobile phone & laptop**



LEARNING IS FOR ALL

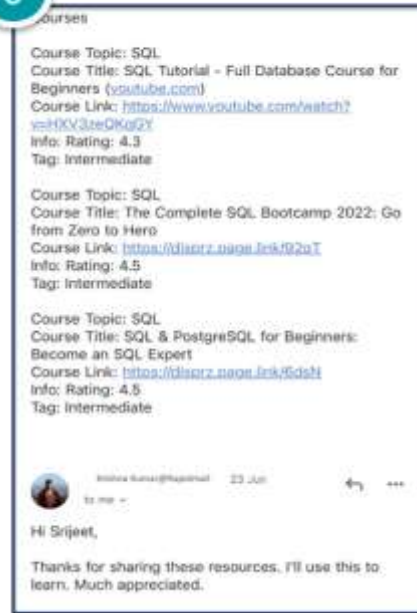
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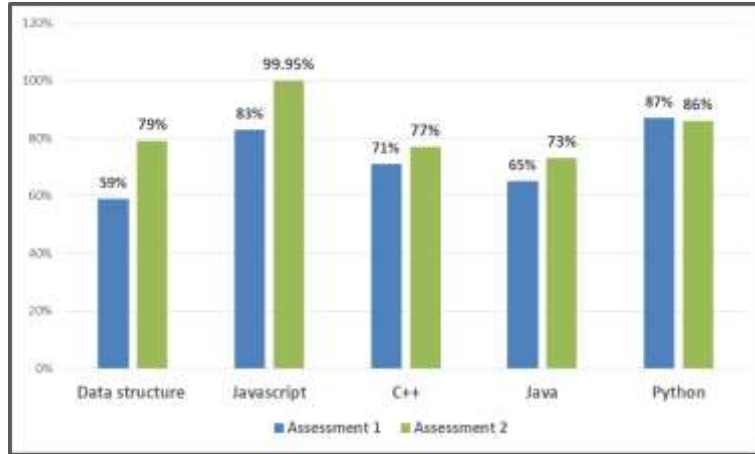
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Interview candidates irrespective of their selection get a learning plan generated



DATA EMPOWERED DECISION MAKING & BUSINESS IMPACT



**Significant Improvement in the named Tech stack
(Assessment 1 Vs Assessment 2)**



Significant growth in Quarterly Rating



Engagement score showcases consistent growth from 70 to 84 for My Career & learning



OVERALL BUSINESS IMPACT



94%
My Career &
Learning



100%
Resourcing for
key projects



1.2 Cr
Tangible savings
in 2 Years



30%
Fulfillment
through IJP



4.8
Learner
satisfaction
(scale of 5)



5%
Faster Time to
Market new
products



12%
Reduction in JIRA
bug tickets



BCR: ~20
ROI measured in
Philips ROI Model

(The ratio of the economic benefits of the program to the cost of the program)



redLearn Highlights

- Platform used for **campus** and **new hire assessments** for **2000+** candidates
- redVerse **induction** via Oculus for **1000 new hires (400+ Man Hour Saved)**
- **3000+** total **learning hours**; **65% increase** in Udemy **learning hours**
- **Total downloads: 2140** (Android: 1.84K, iOS: 300)
- **Team allocation** based on **redLearn pre & post-tech assessment scores** and psychometric results
- Platform **aids manpower planning** and **sourcing** by identifying key employees with niche skills for Hero projects
- **10-20% increase** in employee **efficiency**, leading to **10-20% rise** in **quarterly variable pay**



Impact on Employer Branding

Post title	Post type	Audience	Impressions	Views	Clicks	CTR
redVerse is HERE!! Posted by Srijeet Sarkar 10/12/2022 Boost	Video	All followers	36,745	15,110	447	1.22%
Catch Srijeet Sarkar & Manoj Kumar speak on 'Futuristic Talent Management' - The... Posted by Srijeet Sarkar 7/5/2023 • Employees notified Boost	Image	All followers	6,145	-	119	1.94%
redLearn' - The Future of Learning is here!! The learning game changer for all current ... Posted by Srijeet Sarkar 1/16/2022 Boost	Video	All followers	25,484	8,903	319	1.25%
redBus we always take immense pride in aring the ongoing futuristic tech work... Posted by Srijeet Sarkar 20/2023 • Employees notified Boost	Image	All followers	13,088	-	628	4.81%
Presenting the 'New Normal' of onboarding at redBus !! WELCOME to the 'redVerse'... Posted by Srijeet Sarkar 12/6/2022 Boost	Video	All followers	37,792	14,191	693	1.83%

56% increase in LinkedIn follower count

6X increase in content and post impressions



redLearn featured in International Forums

[Harvard Business Report](#), [Economic Times](#), [Springer](#) & [APAC Industry Summit 2023](#)

Metaverse and E-Learning at redBus: Challen...
hbsp.harvard.edu

Harvard Business Publishing
Education

redBus, the world's largest online bus ticket provider, required all employees across various data engineering and product teams to interact with each other daily for Agile product development. The COVID-19 pandemic necessitated the development of a quick and interesting mechanism to deliver new-hire induction that would reduce the time-to-productivity of new hires. To address this need, Prabhanjan Kulkarni, the CHRO of redBus, and Srijeet Sarkar, Director of the Learning & Development (L&D) team, developed an immersive web-based online induction, which they extended to a partially immersive meta-

THE ECONOMIC TIMES | Careers

English Edition • Today's ePaper

Bus ticket booking company RedBus has set up an immersive learning platform using metaverse that uses virtual and augmented reality to aid employees' learning. Employees can log in, take self-evaluations and get customised development plans which advise them on areas they need to upskill themselves in, based on their goals and aspirations.



redLearn presented at International Tech Fests & taught as an active case by various B-Schools like IIM, SJIM, SOIL & others



**people
matters**

How does redLearn utilise AI to deliver personalised training modules while saving costs and boosting learning satisfaction?

redLearn is our AI-driven upskilling and reskilling programme tailored to meet the diverse needs of our workforce. At its core is the Individual Development Plan (IDP), which creates customised learning paths. AI tools like ChatGPT generate personalised assessments and recommend targeted training based on each employee's needs. Managers can tailor questions to specific teams, ensuring skill gaps are effectively addressed without repetitive content.

This approach has led to a 10-20 per cent improvement in efficiency among employees needing development, and our learning satisfaction score has jumped from 72 to 91 in the past year. Our team's dedication to mastering AI, ML, VR, and ChatGPT has been key to building this robust platform.

redVerse for employee training and onboarding

redVerse is a module inside redLearn which has a virtual 'city' based on the metaverse and it emerged as a response to the challenges posed by remote work during the COVID-19 pandemic. With the shift to remote work, we realised a significant amount of tacit knowledge was at risk of being lost, also leading to longer duration for newly hired employees to become productive. To counter this, we created redVerse to serve as a comprehensive tool for onboarding, reskilling and upskilling our workforce. redVerse consists of multiple modules, one of which is a simulation of our actual office where individuals will be able to acquaint themselves with the key stakeholders, a simulated city that hosts our tech architecture. This is best experienced using the Oculus devices helping both new and existing employees to learn about the redBus tech in a fun and engaging way. While this initiative started during COVID, the relevance of the platform and its offerings have evolved to incorporate the current and future context thereby emphasising the applicability even today.

[Featured in HrKatha](#) & [peplematters](#)



***“If you think education is expensive,
try estimating the cost of ignorance.”
— Howard Gardner***



Thank You