

Great Software Laboratory Pvt. Ltd. (GS Lab) believes in hiring talented, hard-working technical staff that has a strong passion for work and a long-term approach to their careers. We ensure that we maintain the quality of new hires through a rigorous selection process which emphasizes the technical expertise of an individual. A formal goal setting process, followed by periodic reviews and timely growth opportunities ensures a clear career path to all employees.

Work Environment

GS Lab maintains an environment highly conducive for creativity and growth. The Organisation operates in an open, transparent manner on all aspects. Its environment can be characterized by the following phrases:

- Open and transparent management
- Employees responsible for managing all aspects of their own work
- Professionally challenging opportunities
- Team-based approach
- Receptive to improvement suggestions

Recruitment Philosophy

GS Lab recruits people with a long-term approach to their careers and emphasizes specialization. It conveys all aspects of the organisation's operations at the time of hiring so that there is trust created up-front. The organisation also makes a serious attempt to exceed the new hire's expectations before it demands that the employee exceed the organisation's expectations. The following items characterize GS Lab's recruitment philosophy:

- We wait for the right candidate rather than hire to fill a vacancy.
- An extensive filtering process where every person is required to write code and every interviewer has a veto power.
- Emphasis on acquiring hard-working people who have a passion towards innovation.

Goal Setting

GS Lab believes in achieving performance through a formal goal setting process run collaboratively by the employee and her manager. Individual goals are aligned to the organization goals and growth strategy. Periodic review of goals helps each employee to set timely forward looking goals.

Managing Performance

All Managers in the organization are encouraged to play the role of a mentor by supporting their team members to achieve their role specific goals through a periodic and transparent Performance Management process.

Career Path

GS Lab provides all employees an opportunity to choose their career track from the below choices

- Software Development
- Quality Analyst
- Solutions Engineering

Each of these career options provide equal opportunities of growth based on the choice of an individual.

Training

Bracing up with increasing technology and skills need, GS Lab provides following trainings to employees.

- **Product and technology specific training:** Considering the unique nature of business, on the job product training is imparted to all team members continuously to keep them well informed of the client requirements-
Classroom sessions for technology specific trainings are conducted periodically to equip employees with evolving skills in the industry.
- **Soft-skills training:** We carry out a continuous program of soft-skills training. This training is conducted by renowned experts in this field. All employees are required to take on various roles in their teams to ensure that these skills are developed over a long period.
- **Leadership-skills training:** GS Lab promotes self-motivated leaders and encourages its aspiring leaders to take up various leadership development programs in order to equip them with appropriate skills.