



## TECHNOLOGY AND HUMAN RESOURCE



Human Resource – like Finance and Marketing, manpower is one of the key essentials for every organisation; irrespective it being in the manufacturing or services sector. Having the right person doing the required job can define the success parameters in a big way.

The familiar sight of people leaving from their homes in the morning and heading out to work has become less prominent in the last 6 months as the world has transformed its ways to do business. Service organizations have swiftly moved into a Work-From-Home while manufacturing has further staggered work hours. Banking and Retail has offered a new option for people to transfer out to branches and locations that reduce travel. One thing still remains common in all cases – the challenge of tracking work hours and ensuring that employees are at their workplaces when required to be.

Technology has been the biggest tools in the way all new transformations are being undertaken and mobility is playing a key role in this. Ideas of geo-fencing, liveness check, face identity, etc. have now moved from the wish list into the want list. We are taking this as an opportunity to share how organizations are thinking and adopting.

### Geo- Fencing

We had first experienced and delivered this as a feature as a part of one of our applications close to 5 years back. The concept back then was limited to ensure that employees of a branch could only perform business operations as long as within a 50-meter radius around the designated branch location.

Today, the approach has changed in a manner where an employee with a workplace in South Mumbai can report to work in Thane and duly discharge their duties from any branch in their vicinity. This is eliminating the need to provide VPN to all employees by making sure that they can be granted access from a branch or outlet closer to their homes. This also eliminates the need for any reorganization in the HRMS to facilitate multibranch mapping.

### Liveness check validation

Validating the authenticity of an individual to be before in- person has been a requirement that has been discussed very often. Taking of a small video was among the first options we had tried. But new developments in the kind of images and details that the mobile camera can capture has now opened up a whole new dimension. Liveness Check can now be validated using specific gestures to be done before a photo is captured. Another way of validation is triggering the camera through eye-blinks of the person before the lens.

Liveness checks are now a growing demand when it comes to minimize false acceptance or dummy customers. With more tools available for biometric verification, the possibilities are always growing.

## Face Identification

Facial Identification driven by biometrics and artificial intelligence has been a game changer in a big way for mobility. The idea rests on creating a face map of a person over a short video which marks out specific facial features. Once a face map is created, on every further occasion, the system validates the person against the face map in the database. Authentication is done when the person and the face map match up within the tolerance levels.

Face ID has gained greater acceptance as it can deliver reliable results and its no-contact nature as compared to fingerprint scanners.

## Market Scenario

The growing need for contactless techniques has seen a spur of competition in the market. Some players like Kent CamAttendance, Securetime have moved from the physical biometrics space to contactless and mobile systems. Some like AttendLab, Jibble which were into large scale Face recognition systems have rolled out small office packages. While most competition is of foreign based local distribution vendors, Kent and MobiTrail are proudly Indian offerings.

## Summary Note

Each of the above option has its own advantages and limitations and usually it is a combination that can deliver higher accuracy. The solutions are also well within the realms of individual privacy and security of private data.

The application of the technology is immense and has been applied for employee attendance, eliminating duplicate/false identities of non-permanent staff, or ensuring that Contractors have the required workers available with no dummies. Liveness check is also an effective way to restrict fraudulent activities of taking a photo of another photograph.

“You can’t solve a problem on the same level that it was created. You have to rise above it to the next level.”

–Albert Einstein



# CHATBOT

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# TRELLO:

## A GREAT TOOL FOR COLLABORATIVE WORK TEAMS

The explosive implementation of the Work-From-Home culture has created a need for collaborative and project management tools. If you search for what systems and apps one can employ, you might come across Trello as a result. The somewhat amusing part is that Trello is both: is and is not a Project Management tool in the true sense. It is more of a Kanban board app. (Kanban is Japanese for an instruction card or process stage update). Trello acts like an activity board dedicated to every project and keeping a track of multiple activities under multiple projects as an overview.

So, at any point in time, as a manager, you can see exactly the number of projects, the tasks under them, who is doing them and their current updated stage.

### How it works

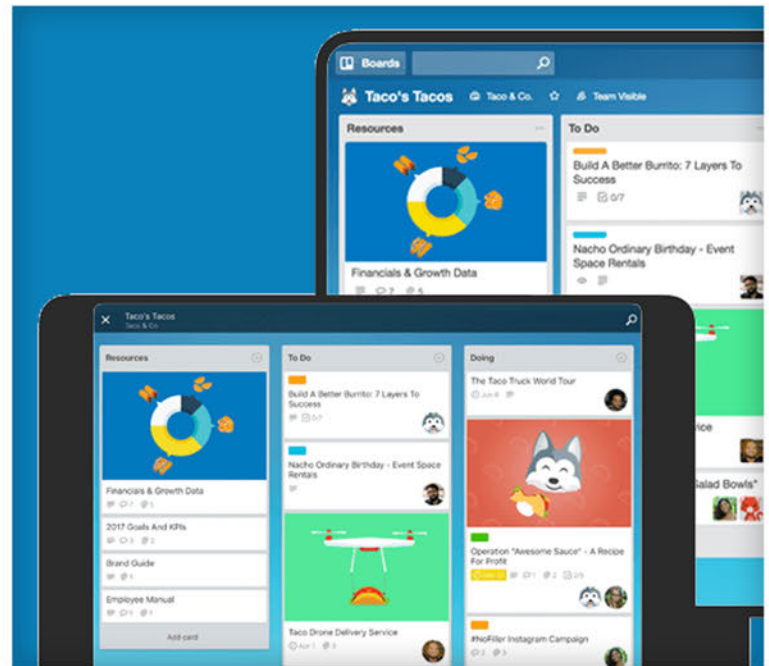
Trello is a very simple and intuitive app revolving the basics of any business: at any given point, there are multiple projects, multiple tasks under them and these tasks are either in a To-Do, WIP or Done state.

The starting point for Trello is when you create a Project and adds a "Things To Do" list of all tasks that might exist for the person or team. Now each task under the "Things To Do" List is represented by a card. Every card can be assigned additional details such as Attachments, a Checklist within the task, a Due Date if desired and comments if any. One can also create colour coded Labels like Urgent, Important, SOS etc and add to a card to highlight the nature of action.

The next step might be to invite your team on the project. Cards can now be assigned, or the team members can also pick their own tasks from the list. All the details for a task can be viewed in a pop-up by simply clicking on a card.

As work gets done on the tasks, the cards can be moved from the "Things To Do" to the "Doing" or "Done" buckets by a single drag and drop action. If a team member desires, they can add any more comments or attachments to the card.

As a user on the Home page, you can see all your projects to choose from. There are also updates on the actions taken on a particular task on the projects so one can keep a track.



### What's Hot

The complete concept, the UI and the actions on the app are extremely simple and intuitive; this really won't require any special training. There are also business specific templates also available in case one doesn't want to run the process as a completely custom. Another aspect of the UI is that a large part can be customised or dressed up with images to make the appearance pleasing and relaxed. Since it works on web, android and iOS, accessibility is not an issue.

Most of the features come as a part of the free package; additional features like SSO, Permissions management etc are available in the Enterprise edition. There is also a Calendar view, time tracking and more custom options available in the paid version.

### What's Not

A free account has a limitation of 10 Projects or Boards that one can have. The other constrain might be a file size limitation of 10MB on attachments. Also tracking a WIP is difficult as compared to a proper Project Management Software.

### Ending Note

This is a cost effective and simple to use tool for managing teams and collaborative work and certainly makes sense for small organizations where collaborations are key and every person and task is important.



# VAPT IS WHAT YOUR ORGANISATION NEEDS

How confident are you about the security of your entire top-priority and essential data? In fact, let us put it in this way. Is your data at all secured against getting hacked? Before the evil impacts of hacking or stealing of information zoom into your mind, you should be wise and check the vulnerability of your systems. As this world runs on coding, software, and high-end technology, cyber crimes and hacking have become a child's play. To arrest the severity of such grave issues, we must introduce VAPT in your organization.

## VAPT: Explained in Layman's Terms

The introduction has already given you a hint of the use of VAPT. However, you require a better understanding of this acronym. VAPT is an abbreviated term for 'Vulnerability Assessment and Penetration Testing.' Let us break it down further. Vulnerability means 'weak,' assessment, and testing hold the same meaning, i.e., 'to check' and penetration gives an impression of 'an in-depth checking.' When all these meanings are put together, you easily gather the idea of VAPT.

More clearly, it stands for two types of security tests that are framed to identify and detect cyber insecurities and threats. The security checks can range between automated testing to human-led ones. The main aim of these checks and assessments is to keep all the data and top-secret information under strict vigil.

## What are the VAPT tools?

Now, since anyone cannot conduct VAPT, your organization would require well-trained personnel in this aspect. The person should be thorough with the assessments and be deftly acquainted with the various VAPT tools. Thus, when you are hiring someone to get the security tests done, make sure that he/she is making the apt use of the tools mentioned below.

- **Netsparker Security Scanner can be the best choice and can be acquired from the cloud or for Windows installation.**
- **Acunetix Web Vulnerability Scanner is a tool that scans a website's vulnerability and uses a penetration testing system for those websites. It can be accessed as a cloud service as well.**
- **Wireshark is another popular tool for scanning wired and wireless networks. This can be easily installed on Linux, Windows, Unix, and Mac OS.**
- **NMAP is a free network vulnerability scanner with a front-end called Zenmap. You can install it on BSD Unix, Linux, Windows, and Mac OS.**



There are several others like John the Ripper, Nessus, Aircrack-ng, Burp Suite, etc. The VAPT expert would be the best person to tell what would suit your OS or Windows version the most. It is better not to compromise with the authenticity and efficiency of the VAPT tool keeping in mind the security of your system

## VAPT Testing Methods

Cyber-attacks have become pretty predominant nowadays. With so many cases of breaches in security, you really cannot wait for a 'trial and error' method. What needs to be done has to be done 'NOW!' The following testing methods would benefit your organization and secure all the data.

- **Active Testing:**  
Here, the VAPT expert introduces new testing data to check the level of threat. Then the analysis of results is gradually taken into account.
- **Passive Testing:**  
The tester only monitors the acquired results without any recent introduction of new test data or cases.
- **Network Testing:**  
This method measures the current state of the network that is in use.
- **Distributed Testing:**  
It is conducted for distributed applications that work with multiple clients since the risk factor is higher.
- **Penetration Testing:**  
The final and most crucial method avoids massive cyber-attacks and keeps the organization's information at bay from serious breaches and threats.

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# WHY TAKE TO VAPT?



## Give these problems a thought before we proceed further:

- Poorly designed hardware and software as well as miserably configured systems
- Connecting a system to a wholly insecure or unlicensed network
- Poor password combinations that can be easily cracked
- Extremely or mildly complex software or hardware

What possibly can be the threat posed by all of the above mentioned situations? It is 'a breach of security.' Thus, you can take control of all the problems with a little insight into the benefits that VAPT renders. Doing so will always keep your organization away from unnecessary security troubles.

- VAPT provides the organization with a concrete and precise view of all the impending threats faced by any application possibly used on the system.
- VAPT essentially safeguards your business from illegal hacking, preventing loss of reputation, money, and valuable information.
- Avoid a security issue with the 'risk management' feature of VAPT.
- The testing methods of VAPT secure applications from any internal or external attacks on the systems used in your business organization.
- It is pivotal in identifying a programming error that welcomes cyber attacks.

- The organization can breathe easy with VAPT since it keeps all the data safe from malicious cyber attacks.
- VAPT lets your organization function without the fear of losing out important files of data.
- User data is also safe with VAPT. Thus, your employees' usage of the systems is all secure with VAPT.
- VAPT is also instrumental in finding out loopholes within the system.
- Keep the financial data secure during a transfer conducted between systems or over internet networks.
- It also assesses the tolerance of business in cyber attacks and gives you an estimate of the threat.

Just for keeps, you should be aware that VAPT does not promise any security or safeguards against malware and virus attacks. However, you can still break many myths revolving around VAPT by putting it to use and work. Above all, VAPT implements effective and impactful security strategies in your organization. This leads you to work in an environment that is free from any internal or external breaches in the security of the systems.

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