THE PROBLEM

- Hard data and statistics do little to gauge a team’s effectiveness and synergy
  - An effective team on paper is not always an effective one in practice
- Remote collaboration has skyrocketed and will become more commonplace in the future
- Employees and managers alike often prefer to avoid confrontations than to deal with mismatched teams
  - Burnout
  - “Toxic working environments”
  - Hindering or halting progress
69% of managers are often uncomfortable talking with their employees.

33% of employees feel that a lack of open communication has the most negative impact on their morale.

4.6x increase in employees’ productivity has been noted when their voices are heard.

Sources: Harris Poll, Gallup, Accountemps
OUR SOLUTION

● A platform for managers to have meaningful insight into their teams’ synergy and performance.
● Managers can schedule pre-constructed or customized surveys at regular intervals.
● Choose your survey to be anonymous or identifiable.
● No hassle for employees - just click on unique links.
● Natural Language Processing to analyze open-ended survey response.
● Graphs to visualize team’s sentiments.
IMPLEMENTATION

- React Frontend with Ruby on Rails Backend
  - Authentication required to access manager dashboard
  - Employees receive unique links via email to respond to surveys
- PostgreSQL used to store login credentials and survey data (questions and responses)
- Heroku used for website and database hosting
PLANS FOR CS189B

1. Natural Language Processing
   Use NLP to analyze open-ended responses

2. Slack Integration
   Implement a Slack bot for survey notifications and responses

3. Unified React Frontend
   Redesign the manager dashboard with React

4. UI/UX Optimizations
   Make the dashboard more intuitive and informative