



Suhas Bhairav

AI Employee Pulse Survey Sentiment Analysis

**Turn anonymous surveys into actionable HR
themes with AI.**

Automate sentiment extraction and theme grouping
while preserving employee anonymity.

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AI Pulse Analysis for HR

This guide helps HR teams automate sentiment extraction from anonymous surveys. It defines what to automate, what to review, and how to govern the process.

Key move **Protect privacy: de-identify data before analysis.**

PRACTICAL CHECKLIST

- 01** Define the anonymized data pipeline and de-identification rules.
- 02** Identify the core sentiment dimensions and themes.
- 03** Automate data ingestion, NLP analysis, and dashboard summaries.
- 04** Establish human review for sensitive themes and context.
- 05** Implement privacy controls, access logs, and audit trails.
- 06** Create a weekly cadence: data collection, analysis, and reporting.
- 07** Assign ownership for data, models, and results.

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What to Automate vs Review

This page clarifies which steps are automated and which require human judgment. It helps maintain speed without sacrificing accuracy.

Key move Pilot on non-sensitive surveys first; verify privacy outcomes.

PRACTICAL CHECKLIST

- 01** Automate sentiment scoring and initial theme extraction from anonymized responses.
- 02** Automate trend dashboards and weekly summary reports for leadership.
- 03** Human-in-the-loop for unusual spikes or sensitive topics.
- 04** Review recommended themes for accuracy, bias, and context.
- 05** Data/tools: exports, de-identification, NLP stack, dashboards, governance.
- 06** Adopt privacy-preserving tools and access controls.
- 07** Pilot with 3-4 departments; escalate if robust.

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Adoption Plan & Measurements

Outlines adoption steps, governance, and metrics to track success. Focus on speed, accuracy, and privacy.

Key move **Guardrail: never reveal individual responses; use aggregated themes.**

PRACTICAL CHECKLIST

- 01** Week 1: finalize data definitions, privacy policies, and stakeholder responsibilities.
- 02** Week 2: build ingestion skeleton and test with sample data.
- 03** Week 3: define sentiment taxonomy and tie to HR goals.
- 04** Week 4: run pilot on anonymized data and generate dashboards.
- 05** Week 5: review findings with HR leads and refine.
- 06** Week 6: establish ownership, approvals, and risk controls.
- 07** Week 7+: scale to more teams; monitor privacy metrics.

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ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

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