

Rest of the Best

(COMPANIES
RANKED
11 TO 50)



11 Hyatt Hotels & Resorts

Founded: 1957

Employee Strength: 6700

Gender Ratio (F/M): 1:3.3

Rank 2015: 12

What we like: When people choose to leave this hotel chain, it's not "goodbye," but "thank you." Employees know they will see their departing colleague again, either working at another Hyatt or staying with them on their next vacation. Those who leave the company with 20 or more years of service receive room discounts for life, amounting to as much as 70%. Now that's certainly a sweet farewell

12 Bajaj Finance

Founded: 1987

Employee Strength: 4767

Gender Ratio (F/M): 1:2.1

Rank 2015: 16

What we like: This non-banking finance company uses a gaming-based induction programme, based on Formula One racing, to teach new hires about the organisation. Now what better way can you think of to engage young people? The 20-something learn the ropes through fun games and puzzles. In the process, they collect information that helps them settle into the organisation

13 Cadence Design Systems - India

Founded: 1987

Employee Strength: 1593

Gender Ratio (F/M): 1:4.3

Rank 2015: 62

What we like: This electronic design automation company has a fairly large number of women employees and it goes to great lengths to take good care of them, especially during special phases of their lives like pregnancy and maternity. For example, it has a specially designated Ladies Relaxing Room, which can be a boon for pregnant women in need of short breaks from their work

14 PayPal India

Founded: 2006

Employee Strength: 1037

Gender Ratio (F/M): 1:3.5

Rank 2015: 54

What we like: The technology lab of

the global online payment company encourages employees to maintain a work-life balance. In fact, when people complete five years in the organisation, they are rewarded not with a gift or cash, but with an additional 45 days paid leave, to be encashed within one year. A clear signal as to what the company believes life's priorities should be.

15 Federal Express Corporation

Founded: 1997

Employee Strength: 5883

Gender Ratio (F/M): 1:9.5

Rank 2015: 14

What we like: Believe it or not, this logistics company has a tradition of naming its aircraft after employee's children. Each time a plane is added to the fleet, team members submit their child's name and a draw is organised to select one name which gets painted near the cockpit window. With effect from 2010, the program has been revised to include only girls' names.

16 InterContinental Hotels Group

Founded: 1964

Employee Strength: 5219

Gender Ratio (F/M): 1:7.5

Rank 2015: 44

What we like: Celebrate Service Week is an annual activity at this hotel chain, where colleagues exchange thank you notes. During this time, IHG Owners Association members spend time in hotels and reservation centers to experience first-hand what it is like to serve guests and show their appreciation to those who work on the frontline

17 Blue Dart Express

Founded: 1983

Employee Strength: 9965

Gender Ratio (F/M): 1:18

Rank 2015: NA

What we like: This logistics company has a special leadership development program for its frontline operations staff which it has named Umang. This way, the company doesn't need to recruit managers with MBA degrees from outside. Umang ensures that the internal leadership pipeline is always full and it is also very motivating for the operations team.



18 DHL Express India

Founded: **1979**

Employee Strength: **2402**

Gender Ratio (F/M): **1:7.5**

Rank **2015: 11**

What we like: All employees in this logistics company are provided with a "My mum and dad work at DHL" book, which tells the story of the way DHL operates in simple words, with colourful illustrations. The book demystifies the work place for kids and helps them feel involved in this big part of their parents' life

19 Mahindra & Mahindra Automotive & Farm Equipment Sectors

Founded: **1945**

Employee Strength **9222**

Gender Ratio (Female to Male): **1:21**

Rank **2015: 25**

What we like: This division within M&M has a programme to encourage employees to come with ideas that benefit not just the company, but the community. Spark the Rise is designed to drive positive change by bringing employees together with their communities through innovative ideas and providing grant money needed to put these ideas into action.

20 Cisco Systems India

Founded: **1984**

Employee Strength **9330**

Gender Ratio (F/M): **1:4.5**

Rank **2015: NA**

What we like: This IT giant has a system of Speed Mentoring, which focuses on quick-hit information, time-efficient networking and the methodical pursuit of a mentor. A mentee meets multiple mentors and spends five minutes with each. This multi-level, time-bound approach to networking and relationship building helps participants quickly identify individuals with common goals and mutual interests.

21 Adobe Systems India

Founded: **1997**

Employee Strength: **3804**

Gender Ratio (F/M): **1:3.7**

Rank **2015: 21**

What we like: This software company has a process called Red Box, an innovation credit card which empowers employees to work on their own ideas. Even without a ready idea, employees can arrange with their manager to free up 20% of their time for an innovation project. There's no further management involvement until after the innovator has fleshed out an idea and generated engagement data from prospective customers.

22 Silver Spark Apparel

Founded: **2004**

Employee Strength: **4724**

Gender Ratio (Female to Male): **1:0.2**

Rank **2015: 23**

What we like: The workforce in this apparel manufacturing company consists mostly of women, so it's not surprising that company's HR initiatives are geared towards them. The company operates a child care centre where female workers can leave their kids when they go to work. The kids, between three months

and three years of age, are under the care of Montessori trained teachers.

23 Standard Chartered Scope International

Founded: **2001**

Employee Strength: **12062**

Gender Ratio (F/M): **1:2.2**

Rank **2015: NA**

What we like: This back office subsidiary has an employee recognition programme called ICONS, where cash awards go as high as Rs four lakh for an individual and Rs eight lakh for a team. There is also an ICONS Here for Good award for those participating in the company's CSR activities, which carries a contribution of Rs 50,000 to a charitable institution of the winning individual or team's choice.

24 Microsoft Corporation India

Founded: **1990**

Employee Strength: **7021**

Gender Ratio (F/M): **1:4**

Rank **2015: 20**

What we like: The Microsoft Achievement Award (MSAA) is a sabbatical program that aims to revitalize employees who, by virtue of their high-level positions, experience, and proven performance, would be difficult to replace. It is the company's belief that the MSAA fosters retention by enabling such employees to avoid burnout.

25 Hilton Worldwide

Founded: **2007**

Employee Strength: **2052**

Gender Ratio (F/M): **1:4**

Rank **2015: NA**

What we like: This hotel chain has a Team Member - Manager Swap Day once every two months to put into play the value of teamwork. The day begins with the morning meeting being chaired by the General Manager wherein team members step into the shoes of their department Heads. After the morning meeting, the leadership team swap job roles in their pre-allocated departments to start their jobs.

26 Shriram Value Services

Founded: **2006**

Employee Strength: **1823**

Gender Ratio (F/M): **1:1.5**

Rank **2015: 35**

What we like: At this software company, employees are encouraged to set their own goals, align them to the company's business strategy and deliver measurable results. The organisation oversees the process to ensure that the goals set are meaningful, realistic, - and pursued with the utmost diligence.



27 Mahindra Intertrade

Founded: **1999**

Employee Strength: **161**

Gender Ratio (F/M): **1:10**

Rank **2015: 36**

What we like: This steel processing company has created an Innovation Fund to support any innovative projects employees may come up with. Employees can spend 5% of their working hours on the approved Innovative Project, which can be from any department or function.

28 Classic Stripes

Founded in India: **1987**
Employee Strength: **484**
Gender Ratio (F/M): **1:3.2**
Rank 2015: **NA**

What we like: One of the world's largest manufacturers of automotive graphics, this company provides a feeding room for mothers and a creche for kids at all its plants.

29 Pitney Bowes Software India

Founded: **2007**
Employee Strength: **560**
Gender Ratio (F/M): **1:4**
Rank 2015: **19**

What we like: This software company sends new recruits a 'PB Passport' containing news clippings on the company and detailing its best practices. The PB Passport is delivered to the person's home, along with a welcome note and a box of chocolates and it serves to engage new recruits and raise excitement levels ahead of their joining the company

30 NTPC

Founded: **1975**
Employee Strength: **22496**
Gender Ratio (F/M): **1:15**
Rank 2015: **29**

What we like: The power generation company has a marriage portal called Parinay on its intranet which helps employees find spouses for themselves, their siblings or kids. The portal lists details of prospective brides and grooms among NTPC employees or their relatives.

31 NetApp India

Founded: **1992**
Employee Strength: **1741**
Gender Ratio (F/M): **1:3.7**
Rank 2015: **22**

What we like: This data storage company has a programme called 'Catch Someone Doing Something Right', wherein global vice chairman Tom Mendoza recognizes individuals for their efforts to do more than just what is expected. Each week, 40 employees nominated by their teams across the organisation get 'Tom Calls', thanking them for something specific they did for NetApp.

32 SAS Institute India

Founded: **1997**
Employee Strength: **148**
Gender Ratio (F/M): **1:6**
Rank 2015: **NA**

What we like: This analytics company ran a game called "Name That Executive" where employees across the world were invited to learn about the company's leaders, right from their favourite food to their proudest achievement. A take-off on an old TV game called "Name that Tune", this feature ran for a year on the SAS Wide Web and was very popular.

33 EMC, India

Founded: **2002**



Employee Strength **6079**
Gender Ratio (F/M): **1:3**
Rank 2015: **53**

What we like: This cloud computing and big data company has an internship program called 'Redefine Abilities' for persons with profound disabilities. The company has set up home-offices so that most interns need not come into the campus every day but only during team meetings and trainings. They are all in business-critical roles.

34 Indian Oil Corporation

Founded: **1959**
Employee Strength: **32962**
Gender Ratio (F/M): **1:11.5**
Rank 2015: **59**

What we like: If employees at this public sector oil giant are unhappy with their score on the performance management system, they can appeal online to the management for a review by a senior authority in the command structure, usually, one grade higher than the counter-signing authority.

35 Ericsson India

Founded: **1994**
Employee Strength: **21935**
Gender Ratio (F/M): **1:5.3**
Rank 2015: **99**

What we like: This telecom major's HeForShe campaign focuses on what men can do to address the inequalities and discrimination faced by women. Ericsson asks all its male staff to sign a simple pledge that they are committed to gender equality. Male employees are also encouraged to confirm their commitment by uploading photos of themselves, holding up the #HeForShe sign, to Ericsson's campaign page.

36 Indian Hotels Company

Founded: **1903**
Employee Strength: **16190**
Gender Ratio (F/M): **1:5.3**
Rank 2015: **32**

What we like: The owner of the Taj, Vivanta and Ginger brands has an HOD Swap programme for people development and exposure with accountability at the shop-floor. This practice encourages participating heads of department (HOD) to become multi-talented and understand key aspects of hotel

operations outside their functional domains.

37 Barbeque Nation Hospitality

Founded: **2006**
Employee Strength: **4225**
Gender Ratio (F/M): **1:26**
Rank 2015: **NA**

What we like: The employees of this restaurant chain uphold the principle of "no tips", which has a great impact on operational culture. The company has strived to foster a respectful and collaborative work environment, where colleagues are like family and seniors are akin to family elders.

38 Equitas Micro Finance

Founded: **2007**
Employee Strength **4572**
Gender Ratio (F/M): **1:8**
Rank 2015: **55**

What we like: This micro finance company believes wedding anniversaries are important celebrations. Employees here are eligible for wedding anniversary leave on their special day. The idea is to enable the employees to invest quality time with their spouse on this day. Employees also get a wedding anniversary gift of Rs. 500 every year, to finance an evening out with their spouse.

39 Brigade Enterprises

Founded: **1986**
Employee Strength: **672**
Gender Ratio (F/M): **1:3.4**
Rank 2015: **28**

What we like: This property developer's Campus to Corporate program seeks to allay the apprehension of the parents of fresh engineer recruits, particularly when the fresher hails from a tier II city. The company management alleviates the apprehensions of parents by listening to their concerns and affirming the safety and opportunity of their wards in the organisation.

40 SAP India

Founded: **1997**
Employee Strength: **1804**
Gender Ratio (F/M): **1:5**
Rank 2015: **NA**

What we like: This software company has been a supporter of the India Inclusion Summit, which

champions people with disabilities. The agenda of this summit is to share innovations and success stories in this field, raise awareness in mainstream society and support projects that lead to training, employment and livelihood for people with disabilities.

41 Indus Towers

Founded: **2007**
Employee Strength: **2499**
Gender Ratio (F/M): **1:26**
Rank 2015: **64**

What we like: Employee engagement has been a priority parameter for this telecom tower company and it has a Best Practices Sharing Campaign to capture best in class practices. The objective is to share ideas within the organization so that these ideas could be converted into interventions that enhance employee experience.

42 Global Analytics India

Founded: **2003**
Employee Strength: **272**
Gender Ratio (F/M): **1:3.5**
Rank 2015: **NA**

What we like: This credit analysis company has a Story of the Week programme, which helps foster a sense of belonging. A new story is published every week on topics like a new hire first 60 days experience, stories of those who complete 10 years and 5 years milestones, hobby stories and more importantly stories on employees witnessing and practising core values.

43 Aditya Birla Financial Services Group

Founded: **1999**
Employee Strength **11486**
Gender Ratio (F/M): **1:5**
Rank 2015: **NA**

What we like: This holding company has a Lets Connect platform, which houses several other portals. One is The Doers Club, which consists of three individual platforms: the innovation portal (where employees can submit innovative ideas that directly go to the senior management), the Speed Portal (where employees can identify processes or decisions which need to be speeded up) and the Kaizen Portal (where employees can present ideas for continuous improvement).

44 Eureka Forbes

Founded: **1982**
Employee Strength: **10843**
Gender Ratio (F/M): **1:12**
Rank 2015: **NA**

What we like: This consumer durables company has an initiative called Phone-A-Friend, through which its salesmen in the field can directly connect up with a member of the senior management team, in case he finds himself in a challenging situation, especially when at a customer's place. This forum is also used for field salesmen to provide feedback from

customers, which then forms the basis of product or service improvements.

45 iNautix Technologies

Founded: **2000**

Employee Strength: **6280**

Gender Ratio (F/M): **1:2**

Rank 2015: **NA**

What we like: This software company has a Leadership Assimilation Program that comes into play when employees assume new responsibilities or when there is an internal re-organization of roles. It is a strategic intervention which generates feedback for leaders from their direct reports. It is essentially a discussion process of the leadership style of the recipient leaders. The key focus in the process is their effectiveness in the leadership role.

46 Max Life Insurance Company

Founded: **2000**

Employee Strength: **8139**

Gender Ratio (F/M): **1:4.7**

Rank 2015: **51**

What we like: This life insurance company has a 'World of Max' program that takes new entrants at senior management level through the Max group's various businesses and culture. It also keeps them apprised of the macro-economic picture and its implications for the group's business.

47 Sony Pictures Networks Distribution India

Founded: **2002**

Employee Strength **126**

Gender Ratio (F/M): **1:3.4**

Rank 2015: **31**

What we like: This media company takes all its employees on generous incentive trips to international locations such as France, UK, Italy, Russia, Germany. Employees from the lowest to the highest level are taken for this fully paid four day conference. The proceedings include a performance

award ceremony covering all functional areas

48 Claris Lifesciences

Founded: **1999**

Employee Strength **1751**

Gender Ratio (F/M): **1:21**

Rank 2015: **82**

What we like: This medical product company celebrates the happiness of getting the first salary with new recruits. To mark the event at its manufacturing facility, the function head and other senior management members addresses the crowd, often reminiscing about their own earlier days at work, the importance of dreams and the linkages between growth, value system, and work.

49 Forbes Marshall

Founded: **1926**

Employee Strength: **1440**

Gender Ratio (F/M): **1:6.3**

Rank 2015: **9**

What we like: This electrical equipment maker believes in diversity and recruits interns from all over the country in order to ensure there's adequate geographic and community representation across all its business units. It was among the first to recruit from colleges in Kashmir.

50 SKS Microfinance

Founded: **1998**

Employee Strength **9698**

Gender Ratio (F/M): **1:31**

Rank 2015: **56**

What we like: This micro finance company has an annual All Staff Meet, where the leadership talks to the troops about the organisation's performance and strategy. This is also the occasion where awards are given away to best performers. Before the awards are distributed, a video is played where a message from the employee's parent is played.

And Finally: The 51-100 Ranking

- | | | | |
|----|----------------------------------------|-----|----------------------------------------|
| 51 | Aspire Systems (India) | 76 | Atria Convergence Technologies |
| 52 | Spicer India | 77 | OSSCube Solutions |
| 53 | InterGlobe Enterprises | 78 | Eye Q Vision |
| 54 | BT Global Business Services (GBS) | 79 | Aegis |
| 55 | Capital Small Finance Bank | 80 | Bharti Airtel |
| 56 | Hardcastle Restaurants | 81 | K Raheja Corp |
| 57 | Talentica Software India | 82 | VMware Software India |
| 58 | Power Grid Corporation of India | 83 | General Mills India (Foods Business) |
| 59 | Apollo Tyres | 84 | Titan Company |
| 60 | Salesforce.com | 85 | People Combine Educational Initiatives |
| 61 | MakeMyTrip India | 86 | Levi Strauss (India) |
| 62 | Reliance Commercial Finance | 87 | Bharti Infratel |
| 63 | John Deere Technology Centre | 88 | Indegene |
| 64 | Marico | 89 | Mahindra Insurance Brokers |
| 65 | Idea Cellular | 90 | Marks and Spencer Reliance India |
| 66 | METRO Cash & Carry India | 91 | SOS Children's Villages of India |
| 67 | The Ritz-Carlton Hotel Company, L.L.C. | 92 | JM Financial Asset Management |
| 68 | Mahindra & Mahindra Financial Services | 93 | Ernst & Young, India |
| 69 | Whirlpool of India | 94 | Cleartrip |
| 70 | Gabriel India | 95 | InMobi |
| 71 | Equitas Development Initiatives Trust | 96 | Minda Stoneridge Instruments |
| 72 | Godrej Properties | 97 | Happiest Minds Technologies |
| 73 | Harrisons Malayalam | 98 | ESDS Software Solution |
| 74 | Lifestyle International | 99 | Apollo Munich Health Insurance Company |
| 75 | RMS Risk Management Solutions India | 100 | Zifo Technologies |

Best Among Equals

INDUSTRY WISE AWARDS (RANKING)



Healthcare

- 1 Claris Lifesciences
- 2 Sentiss Pharma
- 3 Novartis India

Telecommunications

- 1 Ericsson India
- 2 Indus Towers

FMCG

- 1 Godrej Consumer Products
- 2 Marico

Financial Services

- 1 American Express India
- 2 Bajaj Finance
- 3 Aditya Birla Financial Services
- 4 Reliance Commercial Finance
- 5 Mahindra & Mahindra Financial Services

Hotels & Resorts

- 1 Marriott Hotels India
- 2 The Oberoi Group
- 3 Lemon Tree Hotels

Information Technology

- 1 Google India
- 2 SAP Labs India
- 3 Intuit India Product Development Centre
- 4 Cadence Design Systems - India
- 5 PayPal India

Manufacturing & Production

- 1 Mahindra & Mahindra Automotive & Farm Equipment Sectors
- 2 Silver Spark Apparel
- 3 Mahindra Intertrade
- 4 Classic Stripes
- 5 Forbes Marshall

Real Estate

- 1 Brigade Enterprises
- 2 Godrej Properties
- 3 K Raheja Corp
- 4 Ireo
- 5 Embassy Group

Energy, Oil and Gas

- 1 NTPC
- 2 Indian Oil Corporation

Banking/Credit Services

- 1 Capital Small Finance Bank

Biotechnology & Pharmaceuticals

- 1 Monsanto India

Education & Training

- 1 People Combine Educational Initiatives
- 2 Koenig Solutions

Insurance

- 1 Max Life Insurance Company
- 2 Mahindra Insurance Brokers

Best Company in Large Organizations

(More than 10,000 employees)

- 1 American Express India
- 2 Standard Chartered, Scope International
- 3 NTPC
- 4 Indian Oil Corporation
- 5 Ericsson India

Professional Services

- 1 Indegene
- 2 Ernst & Young, India
- 3 Fractal Analytics

Best Company in Public Sector

- 1 NTPC

ITes

- 1 Teleperformance India
- 2 Standard Chartered, Scope International
- 3 BT Global Business Services (GBS)
- 4 Aegis
- 5 Kantars GDC

Media

- 1 Sony Pictures Networks Distribution India
- 2 InMobi

Transportation

- 1 Federal Express Corporation
- 2 Blue Dart Express
- 3 DHL Express (India)

Auto Component

- 1 Spicer India
- 2 Apollo Tyres
- 3 Gabriel India
- 4 Minda Stoneridge Instruments

Investments

- 1 JM Financial Services

Microfinance

- 1 Ujjivan Financial Services

Food Products

- 1 General Mills India (Foods Business)

E-commerce

- 1 MakeMyTrip India

Hospital

- 1 Eye Q Vision

Agro Based

- 1 Harrisons Malayalam

Winners of Best Companies in Workplace Culture Transformation



1 Lemon Tree Hotels

Transformed culture as a result of path-breaking inclusion practices

Lemon Tree Hotels has practiced workplace inclusion and diversity since the launch of its first hotel in 2004. What started as a focus on hiring and mainstreaming people with disabilities turned, over time, into a successful business model for the organisation and transformed its culture. Today, it is their USP and core part of their brand identity.

2 InMobi

Transforming start-up culture to meet the needs of scale

The mobile advertising firm is a classic case of a company growing too large too quickly. It quadrupled its headcount between April and July 2012. The company realized it needed to create a unified culture and instituted systems and processes to do so. These initiatives have worked and trust is now ingrained in its people practices.

3 Mahindra & Mahindra Financial Services

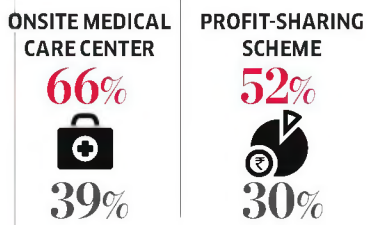
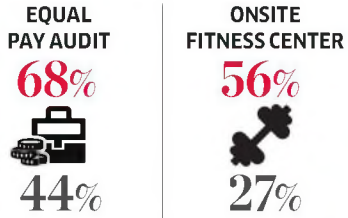
Transforming a widely dispersed workforce into a cohesive place to work

In 2009, Mahindra Finance reached the 1000-branches mark and there was a need for a communication strategy to ensure that management was more accessible and able to give people time and attention. Initiatives were introduced to build camaraderie within the organization, including fun events like picnics. Today, Mahindra Finance provides a rewarding career to thousands of talented youth in rural and semi-urban areas.

**CLEAR DIFFERENCES
IN PRACTICES!**

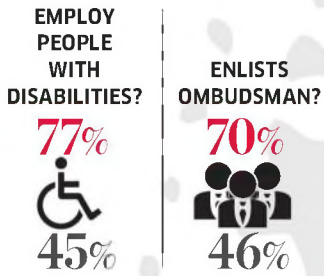
1 Profit sharing, fair pay & benefits

Compared to the rest, more best workplaces take care of their employees' interests through systems ensuring fair pay, special & unique benets, and profit sharing schemes.



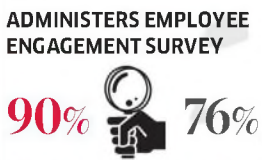
2 Non-discriminatory environment

Best companies not only invest more in policies and practices that provide equal opportunities but also work to avoid discrimination by appointing an ombudsperson to address diversity issues.



3 Open communication channels

Not only do more of the best workplaces build robust feedback loops and action employee inputs, but also tend to benchmark themselves externally more often.



What Sets
THE BEST
Workplaces
APART FROM
The
REST?

BEST vs **REST**

INFOGRAPHIC: UPNESH RAVAL

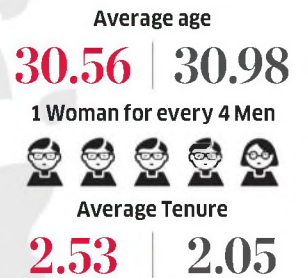
79%

Employees surveyed from companies across India who agreed to the statement

"All things considered, this is a Great Place to Work"

88% from the Top 100, the **BEST** | **77%** from the **REST**

SIMILAR COMPOSITION OF PEOPLE!



VERDICT

Great practices can set your organization apart and create a great workplace culture.

A growing body of evidence from Great Place to Work® and other experts shows that a great culture pays off, in areas ranging from higher revenues to lower turnover to better stock market performance to superb customer service. Every year more than 7000 organizations in over 50 countries partner Great Place to Work® to create & sustain a great workplace culture for their employees.





Does the organization have an employee stock ownership plan (ESOP) or any other stock ownership/stock

	All Companies	Top 100	Rest
Yes	37%	59%	32%

Does the organization offer housing benefits?

	All Companies	Top 100	Rest
Yes	22%	36%	19%

Does the organization provide a free mobile phone with service plan to employees ?

	All Companies	Top 100	Rest
Yes	71%	80%	70%

Does the organization provide a organization credit card to employees?

	All Companies	Top 100	Rest
Yes	35%	52%	31%

Does the organization provide club membership to employees?

	All Companies	Top 100	Rest
Yes	20%	36%	16%

Does the organization offer unpaid career break?

	All Companies	Top 100	Rest
Yes	28%	43%	25%

Does the organization offer fully paid sabbaticals?

	All Companies	Top 100	Rest
Yes	6%	11%	5%

Does your organization have any physically or mentally challenged people as employees?

	All Companies	Top 100	Rest
Yes	51%	77%	45%

Do you have an on-site medical care facility?

	All Companies	Top 100	Rest
Yes	44%	66%	39%

Has someone in your organisation been appointed to combat discrimination and promote diversity?

	All Companies	Top 100	Rest
Yes	50%	70%	46%

Does the organization have an on-site fitness center?

	All Companies	Top 100	Rest
Yes	33%	56%	27%

Do you have an on-site child-care center?

	All Companies	Top 100	Rest
Yes	10%	20%	8%