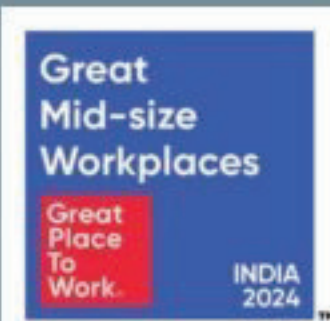




A culture of growth and happiness

In a competitive business environment, these top 10 mid-sized organisations are tapping into the potential of employee well-being to boost their growth



1. H&R BLOCK (INDIA) PRIVATE LIMITED

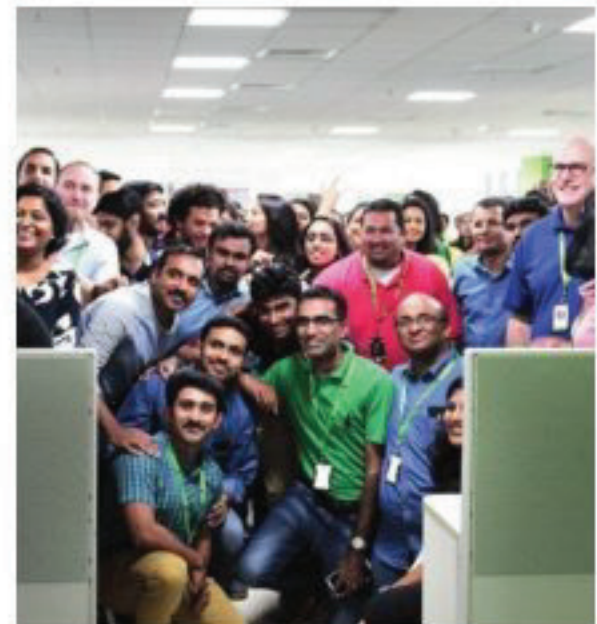


INDUSTRY: Information Technology

INDIA HQ: Thiruvananthapuram

EMPLOYEE STRENGTH: 879

H&R Block India Private Limited strives to cultivate an environment characterised by open, clear, and transparent communication. The company is committed to providing fulfilling careers through extensive training pro-



grammes, mentorship initiatives, and opportunities for leadership development. Another area of extreme importance at H&R is innovation. Several initiatives exist, such as dedicated channels to foster idea sharing and submission, resources to encourage an innovative mindset, and rewards linked to innovation and ideation to encourage employees. 'Fund the Future' Idea Challenge, Block Inventors, Block Hub, Innovation Launchpad, hackathons, coding challenges, and tech treasure hunts are a few among the many programmes that are a testament to the organisation's focus on innovation.

2. VERSION 1 SERVICES PRIVATE LIMITED

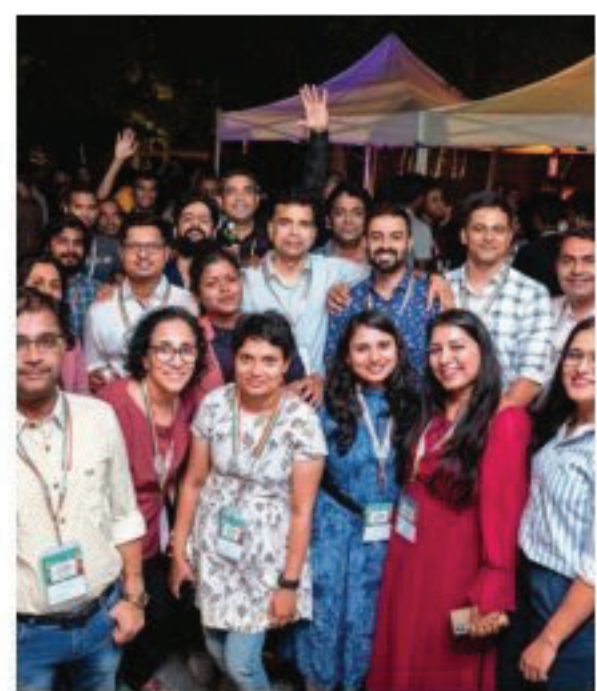


INDUSTRY: Information Technology

INDIA HQ: Bengaluru

EMPLOYEE STRENGTH: 370

Version 1 operates on a sustained quarterly rhythm, measuring success equally across financial performance, employee engagement, and customer success. The organisation empowers employ-



ees through various frameworks, models, and initiatives to ensure high performance in line with organisational goals. The Rocket Model and the Buzz Managers are two examples among many such initiatives. The Rocket Model enhances overall team performance by helping to recognise new challenges and opportunities in creating collaborative environments and high-performing distributed teams. The bespoke team assessment in the Rocket Model identifies the team's status in terms of purpose, alignment, norms, and performance ability, offering tools and suggestions for improvement. Buzz Managers support social engagement within their teams and office locations by organising quarterly face-to-face or virtual events and activities that cater to both in-person and remote employees.

3. PITNEY BOWES INDIA PRIVATE LIMITED



INDUSTRY: Information Technology

INDIA HQ: Noida

EMPLOYEE STRENGTH: 870

Pitney Bowes continues to set higher benchmarks in both external and internal customer experiences. The culture of 'client, win, team, and innovate (CTWI)' manifests in numerous programmes that support, challenge, inspire, and include team members and continues to drive the organisational strategy. Building teams and supporting them to win with the clients, against competition, and win with operational excellence is a pillar of the CTWI culture. A host of learning and development channels, growth and career opportunities, high-potential and leadership development programmes, skill development programmes, on-demand learning, development plans, and talent reviews, to name a few, are the initiatives that reflect the focus on employee growth and development. One of the many unique initiatives is the Functional Experience Maps. This framework for growth and development within a job function defines the core experiences



that contribute to full competence in a profession and describes the tangible outcomes needed to demonstrate skills and competence. It supports the creation of a development plan to help employees and acts as a tool for managers to determine which types of experiences to include in an employee's career.

4. UPES



INDUSTRY: Education & Training

INDIA HQ: Dehradun

EMPLOYEE STRENGTH: 779

UPES has a host of initiatives touching upon various aspects of the employee life cycle, including two-way communication, recognition, wellness, and DEI (diversity, equity, and inclusion). However, one area that stands out is training, growth, and development. Structured, well-thought-out, and well-branded initiatives such as DISHA, Pragati, Utkarsh, LEAP, SHAKTI, GATI, and the postgraduate certificate in Academic Practice, along with technical training and certification reimbursement, testify to their efforts in ensuring leadership development, enhancing women's representation, and promoting career growth. Another praiseworthy initiative at UPES is 'Project Happiness'. This comprehensive and engaging programme encompasses various initiatives aimed at ensuring employees' happiness in mind and body. It fosters a work environment where employees are satisfied and look forward to coming to work, cultivates and sustains a positive atmosphere



across all locations, respects employees' voices and focuses on their professional and personal development, encourages adherence to key positive rituals daily to foster happiness, and supports those in need.

5. VARTHANA FINANCE PRIVATE LIMITED



INDUSTRY: Financial Services & Insurance

INDIA HQ: Bengaluru

EMPLOYEE STRENGTH: 711

Varthana Finance offers a favourable work-life balance to its employees. The leadership demonstrates genuine concern for employee welfare and maintains a friendly demeanour. Equal



opportunities are provided to all individuals to showcase their abilities and contribute ideas and suggestions. Management endeavours to keep employees informed and maintains transparency in their dealings. One of the areas that stands out strongly at Varthana Finance is innovation. Innovation is imbibed in the organisation's DNA and is well supported through a robust ecosystem that encourages both top-down and bottom-up innovation. Dedicated platforms such as IdeaHub, coaching, resources to encourage an innovative mindset, and formal rewards integrated with idea submission and implementation define the robust innovation framework. Improvement or innovation focus areas encompass products and services, customer and employee experiences, business processes, revenue enhancement, employee empowerment, market expansion, and technology, among others. IdeaHub is an automated platform to facilitate submission and review. It not only allows employees to submit their ideas but also enables them to engage with and comment on those of their colleagues. The portal maintains transparency by allowing everyone to view the status of each idea.

6. SYNGENTA SERVICES PRIVATE LIMITED



INDUSTRY: Agriculture, Forestry, and Fishing

INDIA HQ: Pune

EMPLOYEE STRENGTH: 819

Syngenta offers its employees numerous platforms and opportunities for growth, covering both leadership and functional domains. While there are many initiatives that address various aspects of an employee's learning and growth journey, one that stands out is the Career Roadshow. Hosted on a virtual platform, the primary goal of this



initiative is to foster a culture of talent mobility, empower employees to design their careers, retain talent, and raise awareness about various functions and roles. The programme architecture involves a three-day virtual event to engage employees, focusing on the following areas:

- **Panel Discussions:** These include internal and external leader/speaker sessions, with opportunities for employees to participate in live chat sessions.
- **Functional Booths:** Multiple booths represent different functions, featuring pre-recorded videos that showcase the value proposition of each function and highlight open positions for employees to apply to, with opportunities for employees to participate in live chat sessions.
- **Entertainment Zone:** Engaging games and events designed based on Syngenta's values and culture.
- **Selfie Booth and Scribble Wall:** These gather candid feedback from employees.

7. MUSIC BROADCAST LIMITED (RADIO CITY 91.1 FM)



INDUSTRY: Media

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 671

At Music Broadcast Limited, employee appreciation is more meaningful and effective when given in the larger context of the company's goals or values. Sharing recognition stories and acknowledging employees based on specific results and behaviours cultivates a culture rich in recognition, thereby boosting employee morale. One such ini-



tiative to cultivate desired behaviours and create role models around organisational values is the 'Living Our Values Contest'. The rollout process involved the team demonstrating organisational values through videos, songs, and caricatures, focusing on one value at a time. Additionally, they created value merchandise, allowing employees to reference the values at their workstations. This merchandise included beautifully designed small whiteboards for employees to make notes on. This contest proved to be an engaging and fun channel for values awareness and reinforcement.

8. WWT INDIA PRIVATE LIMITED



INDUSTRY: Information Technology

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 282

WWT consciously cultivates an ecosystem fostering trust among customers, partners, and employees. Forums like 'WWT Storytellers' encourage employees to share their stories of challenge, growth, inspiration, and triumph, fostering empathy and a sense of belonging. Work and human connections are further strengthened through innovation platforms, celebrations, communication forums, and participation in

CSR activities. A progressive learning environment is nurtured through global and local learning opportunities via training programmes and internal mobility. Employee Resource Groups promote better under-



standing through listening, learning, and engagement. Innovation platforms like the 'Innovation Showcase' encourage employees to extend beyond their daily roles, competing to present the best ideas, solve complex problems, and win top prizes.

9. EXPERIAN INDIA



INDUSTRY: Information Technology

INDIA HQ: Mumbai

EMPLOYEE STRENGTH: 850

Experian has a unique and consistent global approach known as 'The Experian Way'. It defines how their people act and behave, shaping the company culture. The Experian Way values



(Delight Customers, Innovate to Grow, Collaborate to Win, Safeguard The Future, and Value Each Other) underpin their global employee code of conduct. All employees, including part-time and contractors, must acknowledge this code of conduct upon hiring and annually thereafter. To ensure reinforcement and adherence, the organisation celebrates these behaviours in a tangible way. This initiative empowers employees to recognise individuals within the organisation who exemplify one of the five Experian Way behaviours. Nominators can choose between awarding a profile badge, a non-monetary form of recognition, or a spot award, which provides nominees with a monetary reward.

10. CREST DIGITAL PRIVATE LIMITED



INDUSTRY: Telecommunications

INDIA HQ: Gurgaon

EMPLOYEE STRENGTH: 359

Crest Digital provides a healthy, happy, and harmonious work environment for its employees. Individual growth and development are fundamental to the company's values. The leadership is competent and experienced, ensuring fair processes and policies while prioritising the well-being of its employees. What is commendable is not just the breadth of the programmes and policies across the employee life cycle, but the warmth and personalisation with which these are delivered. Two examples of such programmes that reflect this warmth are the Swagatam Induc-



tion Programme and the Birthday Bash initiative. Under Swagatam, the onboarding process was revamped to create a 'Red Carpet Onboarding Experience', starting from the pre-joining stage and aligned with its employee value proposition of fostering connections with new hires. The Birthday Bash is a collaborative birthday celebration on a pan-India level that occurs during the last week of each month, coinciding with their Fun Friday tradition. Teams come together virtually to celebrate the birthdays of employees born in that month in fun and engaging ways.

List of winners

RANK	ORGANISATION NAME
1	H & R Block (India) Private Limited
2	Version 1 Services Private Limited
3	Pitney Bowes India Private Limited
4	UPES
5	Varthana Finance Private Limited
6	Syngenta Services Private Limited
7	Music Broadcast Limited (Radio City 91.1 FM)
8	WWT India Private Limited
9	Experian India
10	Crest Digital Private Limited
11	Verisk
12	Pearl Academy
13	Integrace Private Limited
14	STT Global Data Centres India Private Limited
15	ORIX Leasing & Financial Services India Limited
16	NIA Institutions
17	Rimini Street India Operations Private Limited
18	ORIX Auto Infrastructure Services Limited
19	Hilti India Private Limited
20	Sentiss Pharma Private Limited
21	LGT Wealth India Private Limited
22	Inadev India Private Limited
23	Soliton Technologies Private Limited
24	Amara Raja Power Systems Limited
25	Amara Raja Electronics Limited
26	F5 Networks Innovation Private Limited
27	Sterilite Power Transmission Limited
28	Precisely Software and Data India Private Limited
29	Admiral India
30	Remsons Industries Limited
31	ABC Consultants Private Limited
32	Coca-Cola India Private Limited
33	Tarz Distribution India Private Limited
34	Genesys Teleconlabs India Private Limited
35	Beyond Key Systems Private Limited
36	Eli Lilly and company
37	Welspun Enterprises Limited
38	Brigade Enterprises Limited
39	Junglee Games
40	GUS Global Services India Private Limited
41	Insight Print Communications Private Limited
42	Svatantra Micro Housing Finance Corporation Limited
43	Randstad RiseSmart
44	Gera Developments Private Limited
45	Acquia India Private Limited
46	Electronic Payment and Services (P) Limited
47	Ipas Development Foundation
48	Expire Infolabs Private Limited
49	Opcito Technologies
50	Instant Transport Solution Private Limited
51	Kongsberg Digital Software And Service Private Limited
52	HCL Healthcare
53	Shubhashish Homes
54	Nipro PharmaPackaging India Private Limited
55	Brinton Pharmaceuticals Limited
56	Flight Centre Travel Group
57	Gala Precision Engineering Limited
58	Savills Property Services (India) Private Limited
59	LatentView Analytics Limited
60	ElectroMech Material Handling Systems (India) Private Limited
61	Hygienic Research Institute Private Limited
62	Amara Raja Advanced Cell Technologies Private Limited
63	Foundit, formerly Monster (APAC & ME)
64	Acuiti Labs (India) Private Limited
65	Symphony Limited
66	Valorem Reply
67	Brigade Hospitality Services Limited
68	IPM India Wholesale Trading Private Limited
69	ISSGF India Private Limited
70	Kipi.bi India Private Limited
71	VAHDAM India
72	RNGalla Family Private limited
73	Inorbit Malls (India) Private Limited
74	SD Global Services India Private Limited
75	Celio Retail Private Limited
76	Raise Fintech Ventures Private Limited
77	Muthoot Housing Finance Company Limited
78	Sula Vineyards Limited
79	Medtronic Engineering And Innovation Center Private Limited
80	Lennox India Technology Centre Private Limited
81	Parijat Industries (India) Private Limited
82	Kumar Equipment (India) Private Limited
83	Sonepar India Private Limited
84	Icreon Communications Private Limited
85	Microlise Telematics Private Limited
86	Tenable
87	Chegg India Private Limited
88	RDC Concrete (India) Private Limited
89	Nividous Software Solutions Private Limited
90	Shyam Spectra Private Limited
91	Axelerant Technologies Private Limited
92	Brevo
93	Dorset Industries Private Limited
94	J.C.PENNEY SERVICES INDIA Private Limited
95	S.S. Rana & Co.
96	Urjanet Energy Solutions Private Limited (Now part of Arcadia)
97	Rategain Travel Technologies Limited
98	Cloudwerx Solutions India Private Limited
99	TechAspect Solutions Private Limited (d/b/a TA Digital)
100	Aksent Tech Services Limited