

## HCL Tech country's best employer: Hewitt study

Software major HCL Technologies is the country's best employer for creating a positive work experience for employees and its long-term approach amid challenging conditions, says a study by global HR consultancy Hewitt Associates.

Hewitt Associates, in its sixth 'Best Employer in India Study 2009' in partnership with magazine Outlook Business, has enlisted the country's 25 companies, led by HCL Technologies, which provide the best working environment for employees.

The other 24 companies include -- Hindustan Zinc (second), Taj Hotels Resorts and Palaces (third), Cisco Systems (fourth), ITC-Welcomegroup (fifth), Eureka Forbes (seventh), LG Electronics India (eighth), Domino's Pizza India (ninth), and Marriott Hotels India (10th).

The study stated that despite wide variance in industries and company profiles, the firms share some common winning traits such as -- alignment of people practices to the overall business strategy of the firm and an environment which creates a positive employment experience even in challenging times. The companies also have a long-term approach towards handling the current economic crisis, the report stated.

"Our study reveals Hewitt Best Employers have learned that creating and maintaining an environment that is focused on key human capital elements should be a business priority," Hewitt Associates market manager (India, Middle East and SAARC) Vishal Pandit said.

Their strategy to make minor adjustments without losing sight of the larger goal allows them to sustain their strong position and prosper--or be set to prosper when the economy improves, Pandit added.

The report stated that focus on providing a meaningful employment experience is a key agenda at progressive companies in the country at present. The average employee engagement score at 'The Best in 2009' study is 88 per cent, compared to 82 per cent in 2007 and 76 per cent in 2003.

Further, career opportunities continue to be a key driver of employee engagement in the country and focus on growth opportunities remains a top agenda on employees' minds in spite of the economic environment.

Other companies in Best employers list include -- Indian Oil Corporation Ltd, Ford India Pvt Ltd, HSBC, Intelnet Global services, Whirlpool of India, Kotak Mahindra Bank, Godrej Consumer Products, The Oberoi Group and Accenture Services Pvt.

The companies were judged on the various criterion including -- organisation score on a combination of the overall engagement and alignment scores, scores on leadership, diversity and development.

The criterion also included ethics score for an organisation and impact of economic crisis and how the company is handling the situation.

**THE TIMES OF INDIA    HCL Tech country's best employer, says a study**

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## HCL best employer in India, says Hewitt study

### by Bureau

New Delhi, Apr 2

HCL tops the Sixth Hewitt Best Employer in India. The result released on Thursday is significant at a time when employee retrenchment is at its height due to global slowdown.

In India the study was conducted among 230 organisations. It is part of the larger Hewitt Best Employers in Asia study, which covered Australia, China, Hong

Kong, Thailand, Korea, Malaysia, and Singapore. To generate the result the company received opinions from more than 46,000 employees representing a workforce of over 8 lakh people. The Hewitt Best Employers study is now in its eighth year, having begun in 2001.

The winners according to Hewitt Best Employers project lead Sonali Chatterjee, are those companies which despite the downturn have used their workforce more

productively and yet met all the goals. The 25 winner companies have scored mostly on the score for "employee engagement". It has gone up to 88% as compared with 82% in 2007 and 76% in 2003.

Chatterjee said, "During the audit process for the study, we found that the CEOs believe that employees can work harder to achieve better results in the economic downturn and it is the right moment for them to win over

their competitors. Undoubtedly becoming a Hewitt Best Employer means a lot."

According to the study 81% employees said that future career opportunities at their organisation look good, compared with 64% among those lower down the list.

The independent judging panel was chaired by former chairman Nripendra Misra, and included AZB and Partners' managing partner Zia Mody and IIM-Bangalore director Pankaj Chaudhary.

### Top of the chart

Rank	Organisation Name
1	HCL Technologies
2	Hindustan Zinc Ltd.
3	Taj Hotels Resorts and Palaces
4	Cisco Systems
5	ITC-Welcomgroup (A division of ITC Ltd.)
6	Intuit Technology Services Pvt Ltd
7	Eureka Forbes Limited
8	LG Electronics India Pvt Ltd.
9	Domino's Pizza India Ltd
10	Marriott Hotels India Pvt Ltd

**Firms in Hewitt survey align people practices to overall business strategy**

## *HCL Tech is India's best employer*

PRESS TRUST OF INDIA

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