Noida's RMSI is the best place to work in India

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MUMBAI: Software application developer RMSI has come up trumps as India's best workplace in a study on India's Best Companies to Work For 2009 released on Tuesday night. The Noida-based firm is followed by Intel and Federal Express at No 2 and No 3 spots, respectively. Aviva, Google, Qualcomm, Marriott, AmEx, NetApp and NTPC are others that make up the dream list of the Top 10 in that order. Jointly rolled out by The Economic Times and The Great Places to Work(R) Institute India, the study ð in its sixth year ð picked up 50 best workplaces in India.

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The Best workplaces were honoured at a gala award ceremony in Mumbai, attended by Who's Who of the HR fraternity in the country. It can't get bigger than this. As many as 373 companies registered for the study from across 25 industry verticals to sniff out the best companies to work for in India, making it the largest of its kind ever.

While top companies celebrate, others can take heart, too. For this year, the survey has unleashed as many as seven special categories such as excellence in CSR, where IT behemoth Infosys makes a dent. Similarly, in terms of management credibility, HDFC rules supreme. And if that's not enough, many more have made their mark within their respective industry verticals by notching up pole position, even if they don't figure in the Top 25. Take the case of Monsanto ð the agro-input major may not figure in the Top 25, but has emerged as a clear leader among five participants from the agro-based/dairy/poultry industry.

Speaking at the event, Prasenjit Bhattacharya, CEO of Great Place to Work(R) Institute, said: "To the best of my knowledge, this is the only study to have got the registration figures certified by an independent third-party audit firm." This year, the study was certified by Suresh Surana & Associates, the sixth-largest accounting and consultancy firm in India. Mr Bhattacharya added that India's Best Companies to Work For study will shortly become the largest study of its kind in the world.

"If you want to benchmark your workplace culture with the best in your industry in the country and globally, you cannot afford to miss this study." Apart from a more equitable distribution, the study uniquely relied on employee feedback with as much as two-third weightage given to this mechanism. In other words, the study not only observed, recorded and highlighted some of the best HR practices in the country, but also reviewed these practices as seen from the prism of employees.

When compared with the top 100 companies in the US, the top 50 Indian companies are not far behind. A wide swathe of metrics, from corporate governance to work-life balance, and from empowerment to equity, offers axiomatic proof. Without doubt, the study highlights that India can only grow if it leverages its human and intellectual capital.