

RMSI, Intel among best work places in India

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MUMBAI: Noida-based software application developer, RMSI, has emerged as India's best workplace as per 'India's Best Companies to Work For 2009' study, jointly conducted by The Economic Times and The Great Place to Work Institute India.

RMSI is followed by Intel at the second spot and Federal Express at the third. Other companies that have made it to the dream Top 10 list are Aviva, Google, Qualcomm, Marriott, Amex, NetApp and NTPC, in that order.

The study, released on Tuesday night, is in its sixth year and has picked up 50 best workplaces in India.

Companies which feature in the best workplaces list were honoured at an award ceremony in Mumbai on Tuesday.

The study involved up to 373 companies which registered from across 25 industry verticals in India, making it the largest survey of its kind ever.

For this year, the survey has unleashed up to seven special categories, like excellence in CSR, where IT behemoth Infosys makes a dent.

Similarly, in terms of management credibility, HDFC rules supreme. There are many more which may not figure in the top 25, but have made their mark within their respective industry verticals by notching up pole position.

For instance, agro-input major Monsanto did not figure in the Top 25, but has emerged as a clear leader among five participant companies from the agro-based/dairy/poultry industry.

Said Prasenjit Bhattacharya, CEO of Great Place to Work Institute: "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 6th largest accounting and consultancy firm in India.

Bhattacharya said 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," he said.

In addition to covering every other HR aspect, the study uniquely relied on employee feedback with up to two-third weightage given to this mechanism. It observed, recorded and highlighted some of the best HR practices in the country and also reviewed these practices from the perspective of employees.

A wide spectrum of metrics, ranging from corporate governance to work-life balance and from empowerment to equity, was used to cull out India's best work places.

When compared to the top 100 companies in the US, the top 50 Indian companies are not far behind. This highlights the fact that India can grow if it leverages its human and intellectual capital.