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Saturday, April 25, 2009



Acclaris Business Solutions

Promoting Talent from Within

- Starting up of a BPO Academy in collaboration with a renowned university

Acclaris Business Solutions (Acclaris India) is a wholly owned subsidiary of Acclaris. The company pursued strategic human resource orientations under four specific categories of acquisition, development, motivation and maintenance. Some of these include a change in the recruitment focus and starting up of a BPO Academy in collaboration with a renowned university for recruiting the right kind of people and retaining the recruits for a long period of

time.

Improving the efficiency of the job rotation process through unique training programs like Acclaris Leaders Program for Success (ALPS), creating healthy competition by facilitating the earning of open-ended incentives for all employees, and successful implementation of various initiatives like Kaizen, Star Program, 5S, Walk the Talk, Team Dinner, Family Day, Open House, Wall Magazine, etc. The idea is not just to create a culture of openness and improve process efficiency but also facilitating Work Life Balance. The company calls its core values IDEA, meaning Integrity, Diligence, Enthusiasm and Accountability.

HyTech Professionals

Satisfied Employees= Satisfied Customers

- An effective grievance redressal plan in place along with employee feedback on an ongoing basis

HyTech Professionals is an ISO 9001:2000 software engineering service company that delivers services in custom software development, healthcare solution consulting and testing. The company's principle revolves around the phrase Employee Satisfaction leads to Customer Satisfaction. Training, seminars and engagement activities are arranged throughout the year to improve


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individual skills and productivity. The management makes sure that the company's HR processes are based on constant reality checks. They also ensure that process adherence co-exists with fairness & equity and that the two do not conflict with each other. To support this, they have an effective grievance redressal plan in place along with employee feedback on an ongoing basis.

Nucleus Software

Measuring People Success

- The development team works closely with HR to install automated and human intervention free systems

Nucleus software is a leading product company out of India with a high market share in lending products market for banks. Despite being a comparatively smaller company, it has taken a broader approach to HR, integrating all the modules ranging from manpower planning, recruitment, employee relationship management, performance management, career planning & tracking, workplace communication and systems to be able to read the impact of any strategic move.

At Nucleus they share the belief, Something that cannot be measured is anathema. That extends to HR as well. The development team works closely with HR to install automated and human intervention free systems.

Infogain (India)

Training the Mind

- Online training material, training videos, and training tutorials are part of Infogain Knowledge Portal, Gyan Kosh

Infogain is a SEI-CMM level 5 compliant and ISO 9000:2001 certified company. Some of its unique HR practices include an Online TNI process that collects training needs of each individual which in turn gets translated into the monthly training calendar. Additionally, an online Infogain Training University prepares employees for international certifications financed by the organization. Subject matter experts called technical mentors guide individuals through this complete roadmap leading to accomplishment of international certifications. Online training material, training videos, training tutorials are part of Infogain Knowledge Portal, Gyan Kosh, which is the backbone of the training system at Infogain.

The interview panel is comprised of well-trained subject experts identified by Centre of Technology Excellence. To provide maximum career growth opportunity to employees, priority is given to filling up of positions internally. Attractive employee and alumni bonuses are offered for references. A robust employee development and growth program called Gurukul has been designed to track and steer every individual's career in the right direction. The Online HR tool Aspire is a one-stop solution for all employees enquires related to policies, systems, finance, training and performance appraisals thereby improving process efficiencies and the query resolution process.

Inter Globe Technologies

Highly Proletarian

- Even the quality of the appraisal discussions between the appraiser and appraisee gets measured

InterGlobe Technologies (IGT) is India's leading pure-play travel technology organization. The two successful anchors at IGT in managing talent are its employee engagement philosophy and its performance management system. IGT's Employee Engagement scores conducted by a Neutral agency has shown remarkable improvement year on year and currently stands at 71%. People managers including IGT's Leadership carry employee engagement scores as part of their success measurements in their KRAs. The employee engagement activities are tracked through the engagement calendar, which is a published document. In IGT, they say, whatever can be measured gets measured; it's a metrics driven organization. Even the quality of the appraisal discussions between the appraiser and appraisee gets measured.

Cactus Communications

Only the Best

- An equal opportunities employer where talent, learning ability and the right attitude are parameters for growth



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Cactus Communications is a specialist provider of editing, education and transcription services to individuals and institutional clients worldwide. It attracts talent from several countries, including Japan, China, Taiwan, Korea, Canada, USA and the UK. Cactus is an equal opportunities employer where talent, learning ability and the right attitude are rated above everything else and serve as parameters for growth. It has a very rigorous selection process for people joining delivery teams wherein not more than 0.02% of applicants clear all stages of the selection process. Moreover, all selected candidates are put through an intensive training program, followed by on-the-job training and regular feedback.

Sopra India

Hey Buddy

- A blend of programs such as Team Building and My Buddy proliferate gender inclusivity

Sopra India is the delivery center of Sopra Group, a major European consulting, SI and application outsourcing firm. At Sopra India, they practice e-HR with focus on responsiveness and openness. This is accomplished by empowering all team members through initiatives like My Idea & Rendezvous with COO. A blend of programs such as Team Building and My buddy and policies which proliferates gender inclusivity, work life balance, empowerment and involvement across levels have been created to address the objective. A model which runs as a CLP-continuous learning program, ensure that the team creates a niche in their technical domain.

H5 Asia Pacific

Legal Eagle with a Human Face

- Effective alignment between its performance management activities and competency-based principles

H5AP is a wholly owned subsidiary of H5, a specialist in information retrieval for the legal industry. It starts its emphasis on HR from recruitment stage itself. An example of its best practices is the effective alignment between its performance management activities designed with competency-based principles as the shared foundation and the compensation system.

Saba Software India

Its in Our Genes

- An innovative career development program, Your Next 2 Jobs, lets employees choose a career track of their choice

Founded in 1997, Saba is a premier global provider of strategic human capital management (HCM) software and services. Sabas people management solutions are used by more than 1,300 organizations and over 17 mn end users worldwide. Sabas solutions increase organizational performance by aligning workforce goals with organizational strategy; developing, managing and rewarding their people; and improving collaboration.

People focus, of course, comes naturally to Saba. Some of its innovative HR programs include its career development program, Your Next 2 Jobs, which provides employees with an opportunity to choose a career track of their choice. Its program Saba4Saba uses its own people management solutions for training and performance management.

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