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- About EMERGE Blog
- Terms of Use
- Profiles

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NASSCOM Announces Top 15 “Exciting Emerging Companies To Work For” November 1, 2007

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NASSCOM released the much-awaited results for the Top 15 Exciting Emerging Companies to work for, in India. A first of its kind of survey analyzing small and medium sized IT-BPO companies as workplaces. This is a first such survey by NASSCOM, and also the first of its kind across any industry by far, for the emerging companies segment specifically. The survey was conducted in partnership with Grow Talent, a strategic HR consultancy firm.

Top 15 companies

Corbus (India) Private Limited
 RMSI Private Limited
 Hytech Professionals India Pvt Ltd
 Nagarro Software Pvt. Ltd.
 VCustomer Services India Pvt Ltd
 e4e India Pvt Ltd
 Synogy India Pvt Ltd
 Ajuba Solutions (India) Pvt. Ltd.
 Mindlogicx Infotech Limited
 Nucleus Software Exports Ltd.
 Infogain India (P) Ltd
 ValueLabs (India)
 Barry-Wehmiller International Resources Pvt Ltd
 GlobalLogic India Pvt Ltd
 AgreeYa Solutions (India) Pvt Ltd

The objective of this survey was to identify the best small and medium sized IT-BPO companies to work for, within the Rs.250 crore and below annual turnover category, through a set of parameters that are particularly relevant to them, therefore recognizing the fact that the dynamic of this segment is quite different from the large companies.

The Exciting Emerging Companies’ (EEC) survey threw light on several best practices which at times may seem ‘not that necessary’ for a small sized company but are vital for the future growth of the company.

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Contributors

- Alok Mittal
- Ankur Lal
- Ganesh Natarajan
- Gerard J Rego
- Kiruba Shankar
- Krishnakumar
- Naveen Varshneya
- Navyug Mohnot
- Pradeep Chopra
- Raja Choudhury
- Rajdeep Sehrawat
- S Sadagopan
- Sanjeev Aggarwal
- Suresh Sambandam

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- Branding (7)

Using practices ranging across a wide range of innovative parameters like Balanced Score Card approach for Performance Appraisal to designing of Performance Grade Cards, companies are looking at constantly adding to best practices which make them more attractive for employees, often enhancing productivity simultaneously.

Conclusion & Guidance

Analysis of the top 15 companies reveals certain distinguishing factors* that makes them an exciting emerging company:

Training & Development: This process was a key differentiator between the top 15 and the other companies. While training was provided at all organizations, a sophisticated approach to the process was missing. For example, an effective training needs analysis must be conducted on the identified needs to arrive at a priority list to determine an appropriate training calendar. Internal training, the most cost-effective training delivery mechanism, can lead to manifold losses, if formal trainer identification is not conducted. Training feedback can add valuable insights to improve the program, but the time at which feedback is sought is also crucial.

Career Management: This is not a solution to the challenge of attrition, but an enabler to overcome the challenge. Most of companies featuring in the Top 15 list have formed a career planning and development mechanism, which typically includes capturing employees' aspirations and creating individual career plans. Integration between Career Planning, T&D and Performance Appraisal is mandatory to realize complete benefits of any of the system.

Constant and effective communication is paramount for the success of any organization. Communication may take multiple forms such as written or verbal, but the authenticity and consistency of the information increases the engagement levels in an organization and improves the fairness & equity quotient of the organization.

Documentation, the blue-print of any process, was a key differentiator. The presence of policy documents and other relevant documents in the above companies made them high scores in HR processes segment. Ready access to documents for the employee increases their understanding of the processes and policies.

Climate surveys, benchmarking and recreational activities was another key differentiator. The top 15 companies identified above not only conducted climate surveys but also tracked the results to identify improvement areas and initiated appropriate action; a follow-up on the action undertaken was also done.

More details about the Survey Process and Model are available at the NASSCOM website

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- o [Indian IT Industry \(1\)](#)
- o [Innovation \(15\)](#)
- o [Leadership \(4\)](#)
- o [Marketing \(6\)](#)
- o [NASSCOM Activities \(5\)](#)
- o [new Category \(1\)](#)
- o [Organizational Development \(2\)](#)
- o [Podcasts \(6\)](#)
- o [Software Products Eco-system \(8\)](#)
- o [Usability \(1\)](#)

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- o [November 2007](#)
- o [October 2007](#)
- o [September 2007](#)
- o [August 2007](#)

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- o [NASSCOM Mentorship Program](#)
- o [Showcase of 100 IT Innovators in India](#)
- o [Featured Emerging Companies.](#)
- o [Exciting Emerging Companies To Work For.](#)
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1. YPS - November 2, 2007

This is a good way to know where we can shape up our career, and i am really thank ful to NASSCOM for doing it. This make more sense as companies like HyTech Professionals (<http://www.hytechpro.com>) was not even known to us. So surely this will help us in shaping our career.

2. Ashu Bhatnaagar - November 3, 2007

Yes I am totally agree with the survey.

I am with HyTech Professionals with last 2 and half years. And company really have a healthy Work Environment.we called it "HyTech Family".

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