



7. BEST PEOPLE PRACTICES & IR – LARGE INDUSTRIES & SME

(Sponsor: TRANSPEK INDUSTRY LTD.)

A. Criteria for the Award

1. Governance & HR Framework

- Existence of clear HR & IR policies aligned with organizational goals.
- Role of leadership in driving people-centric practices.
- Compliance with statutory requirements and labour laws.
- Does the Organisation follow the ESG guidelines.

2. Employee Engagement & Workplace Culture

- Communication practices, grievance redressal mechanisms.
- Employee involvement in decision-making / suggestion schemes.
- Initiatives for promoting positive work culture, respect, and collaboration.

3. Talent Development & Capability Building

- Recruitment, on boarding, and retention strategies.
- Training, skilling, and career development programs.
- Leadership development and succession planning.

4. Industrial Relations (IR) Practices

- Quality of management–union relations (if applicable).
- Collective bargaining, negotiation, and dispute resolution practices.

- History of industrial peace, minimal disruptions, and cooperative IR practices.

5. Employee Well-being & Welfare

- Health, safety, and occupational wellness initiatives.
- Diversity, equity, and inclusion programs.
- Work-life balance, employee benefits, and support schemes.

6. Innovation in People Practices

- Unique or innovative HR initiatives introduced.
- Technology-enabled HR/IR systems (digital HR, AI, automation, etc.).
- Benchmarking with best practices in the industry.

7. Monitoring & Outcomes

- HR/IR performance indicators (attrition rate, absenteeism, grievance resolution time, training hours, etc.).
- Employee satisfaction/engagement survey results.
- Recognition, awards, or certifications in HR/IR excellence.

B. Information to be provided by the Applicant

1. General Details

- Name of Organization, Sector, Size (Large / SME).
- Year of Establishment, Number of Employees, Plant/Office Location(s).

2. HR & IR Framework

- Copy/summary of HR & IR policy framework.
- Organizational structure of HR/IR function.
- Submit ESG policy, If available.

3. Employee Engagement & Culture

- Initiatives for communication, grievance redressal, and employee participation.
- Survey data on employee engagement/satisfaction (if available).

4. Talent Development

- Training and development programs conducted in the last 3 years.
- Average training hours per employee per year.
- Succession planning and leadership development initiatives.

5. Industrial Relations

- Details of union representation (if applicable).
- Instances of successful collective bargaining, dispute resolution.
- Record of industrial peace (no. of strikes/lockouts in last 3 years).

6. Employee Well-being & Welfare

- Health and safety practices (incident rate, LTIFR, etc.).
- Diversity, inclusion, and gender representation data.
- Benefits/welfare measures offered to employees and families.

7. Innovation in People Practices

- Innovative/unique initiatives in HR/IR.
- Use of technology in HR systems.
- Case studies/examples of impactful people practices.

8. Monitoring & Outcomes

- HR KPIs (attrition %, absenteeism %, training hours, internal promotions, etc.).
- Quantifiable outcomes achieved due to people practices.

- Awards/recognitions received in HR/IR excellence.

9. **Supporting Documents**

- Employee testimonials / case studies.
- Photographs, media coverage, reports.
- Certifications (e.g., Great Place to Work, ISO 45001, etc)

10. **Declaration**

- Signed declaration by authorized signatory confirming authenticity.