



The Federation of Telangana
Chambers of Commerce and Industry



Knowledge Partner.



5th Edition of HR AWARDS 2023

"The Pinnacle of Success"



Our PAST ACHEIVERS



1st Edition - 2018



2nd Edition - 2020



3rd Edition - 2021



4th Edition - 2022



INTRO

The Human Resources have played and continue to play significant role for the development of the country. The changing business scenario combined with rapidly evolving technological innovations and unconventional business models transformed HR into a strategic business partner from a mere personnel management.

FTCCI along with the knowledge partner SarvHR, collectively presenting yet again a recognition program that values organizations efforts for excellence in HR & People Process and announces

5th EDITION OF THE “HR ACHIEVERS’ AWARDS”

**NOMINATIONS ARE
INVITED FROM ACROSS
INDIA**

Total awards proposed are 13. There shall be a nominal fee of participation in each category. Companies can nominate in one or more categories, as per the eligibility criteria.

Who can nominate:

- ▶ Small, Medium organization with a turnover up to 250 Cr.
- ▶ Large organizations with a turnover above 250 Cr.
- ▶ Individual Awards:
 - ▶ Best in HR Head should have minimum 20 years of experience in HR
 - ▶ Best in HR Manager should have minimum 10 years of experience in HR

Evaluation

1

Categorization:

- ✓ Screening of all the received Entries
- ✓ First level shortlisting will be done based on the criteria and eligibility given

2

Orientation:

- ✓ Orientation will be given to the applicants on guidelines to fill the application and prepare the presentation”

3

Assessment:

- ✓ Review based on pre-defined parameters by Evaluation panel
- ✓ Finalists will give detailed presentation in front of final Panel
- ✓ Panel will ask questions from the participation and rate every Applicant

4

Winner Announcement:

- ✓ Jury will give the final ratings and recommendations
- ✓ Winners will be decided based on the consolidated average ratings given by all the panel members
- ✓ The ratings will be presented to the HR-IR committee
- ✓ Winners will be announced

Awards

CATEGORY

Small & Medium Organization (Can nominate for any of the below categories)

1. Champions in Talent Acquisition and Management
2. Best in Learning & Development
3. Best in Performance Management Review Process
4. Best in HR Technology
5. Best in Employee Engagement Strategy

Large Organization (Can nominate for any of the below categories)

1. Champions in Talent Acquisition and Management
2. Best in Learning & Development
3. Best in Performance Management Review Process
4. Best in HR Technology
5. Best in Employee Engagement Strategy
6. Excellence in Diversity & Inclusion

Individual (Self nomination or by organization)

1. Best HR Head
2. Best HR Manager

CATEGORY *Description*

Champions in Talent Acquisition and Management

This award recognizes organizations that have instituted excellent practices in the field of talent sourcing and staffing and have elevated the talent acquisition lifecycle (sourcing, hiring, and onboarding) to a highly productive level.

Best in Learning & Development

This award recognizes organizations which demonstrated success in learning initiatives that include training, development and knowledge management. Learning includes acquisition of knowledge (tacit & explicit), skills, behaviors or competencies which are critical for organizational success

Best in Performance Management Review Process

This award recognizes having the best performance management system and practices of employees. Performance management is an ongoing process of monitor and review an employee's work objectives with respect to his or her achievements/ contribution in accomplishing the strategic objectives of the organization through a well defined system and technology

Best in HR Technology

Technology is now playing a dominant role in the growth of a company and this award recognises the organization that has used technology to move HR forward. It could be via the application of HR software and analytic systems, online recruitment or an e-learning program and AI and chat bots. It could also explore how HR has supported a major tech investment across the organization.

Best in Employee Engagement Strategy

A well-planned-out strategy linking employee engagement to the core of the business. The strategy should be holistic, explaining how all aspects of the employee experience – including for example recognition, values, employee voice, culture and communications have been considered to improve engagement with the organization and what it seeks to achieve.

Excellence in Diversity & Inclusion

This Award recognizes companies that have adopted and implemented policies and practices to build in and promote diversity and inclusion. Diversity & Inclusion is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

Best HR Head

This award is to recognize the HR Head who is Responsible for developing and executing human resource strategy in support of the overall business plan, and strategic direction of the organization. A critical role in driving organizational success through effective HR & people management practices. The applicant should have minimum 20 years of experience in HR

Best HR Manager

This award is to recognize the HR Manager who has made a huge impact on the organization by formulating and implementing the best HR policies and processes that are sustainable for long term and has ROI to the organization. The applicant should have minimum 10 years of experience in HR.

DECLARATION

Committees to review the program and honour the winners in FTCCI HR Award Ceremony

(Note: There will be two committees assigned for evaluation - The first level evaluation committee and the final committee. These committees will consist of judges from various backgrounds such as Industry, Financial, Political, Social, Technology background etc.)

EVALUATION PARAMETERS FOR SELECTION

To guarantee that all nominations are carefully screened and verified prior to the selection of winners; the evaluation process will take course over three main stages, and will be conducted by independent, yet cooperative bodies. It is the responsibility of the organizing body to objectively and impartially execute the evaluation process, within the good practices of the agreed code of conduct.

Questionnaire to share the data and evaluation ratings will be defined on following aspects.

① Innovation & Transformation:

It evaluates the originality in the said HR initiative/process. An innovative practice is highly unusual, creative and unique to the company's culture and overall strategy which helps in overall Organization's transformation. This includes innovation in the design, delivery mechanisms, implementation, tracking of the system/process and original communication campaigns and design of metrics around it.

② Impact & Effectiveness:

It evaluates the business and strategic impact of the said HR initiative. An impactful process involves a variety of stakeholders in its design and implementation and provides satisfaction, usage and value to the target audience. Recognition of the process in external and internal forums and tracking of metrics showcasing its success are also encompassed in this parameter.

③ Sustainability & Reliability

It includes routine and consistency in the said HR initiative. A sustainable and scalable has detailed norms and guidelines, attached to it and improves itself based on feedback and audits. Financial, people, organization culture or infrastructure related investments and changes as well as communication and branding of the system/process contribute in making it sustainable and reliable.

Here's calling all big, medium or small organizations, to get enrolled in this prestigious program and contribute to enhance their work environment.

Recognition would raise the bar of excellence and open the doors of success for every individual enterprise, be it big, medium or small. So, make the most of this

Enrollment process For participation

Registration

Register for the FTCCI -HR Awards 2023 by going on the official FTCCI website and giving basic details and signing a declaration form.

Application Fee Payment

Pay one-time application fee based on the award category. Each organization can participate maximum 4 categories.

For Small and Medium industries:
Rs. 5000 + 18% GST (Per Category)

For Large Scale industries:
Rs. 7500 + 18% GST (Per Category)

For Best HR Head/ HR Manager
Rs. 5000 + 18% GST (Per Category)

Note: 10% discount for FTCCI Members

Download & Fill Application Form

Download the application form based on the category you want to participate in.

Application Submission

Fill the application form and attach all the supporting documents and share your entries by mail for participation.

LAST DATE FOR NOMINATIONS
5th February, 2024

About FTCCI

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), 106 year old organization, acts as a bridge between the trade, industry and the government. It participates & suggests their policies on industry, labour laws, energy, environment, direct & indirect taxes, along with various other issues, to the government. The body aims at promoting and protecting the interests of trade, commerce and industry.

About SarvHR

Sarv HR is an avowed HR partner with a dedicated mission to nurture excellence in organizations by extending comprehensive and critical human resources services that include instituting and infusing best HR practices and processes and their management, handling core HR services, all integrated through technology.

Sarv HR is a Hyderabad-based Human Resource Management solutions company that offers a comprehensive suite of HR services to Corporates, Retail, Family-owned businesses, and several others. Since 2013, SarvHR has been a trusted brand that consistently brings value to clients' businesses.



To Submit your
Nominations

Click / Scan Here

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