



Puja Nahar Oswal of the Nahar Group giving away the award to the winners



Winners receiving the award from the organisers

## Felicitating India's best organisations in manufacturing

Enabling their employees to excel in their professional space and thrive in their personal space is what distinguishes great workplaces from the rest. 'India's Best Workplaces in Manufacturing 2019' was an ode to these workplaces that believe in nurturing their people

Deborah.pereira@timesgroup.com

Great entrepreneurs don't just build great products and services, they also build great workplaces. And what is it that makes a company a great place to work? With the manufacturing industry experiencing accelerated pace of change today, automation and digitisation is shaping the way the industry works with the demographics shifting to a younger workforce. And, the future clearly belongs to those who understand the need of making their employees comfortable, and providing them with ample opportunities to strike a balance between their personal life and career, while ensuring a good and steady professional growth. Every employee wants to be a part of a great

organisation and a high-performance workplace, and to acknowledge these organisations, Great Place to Work® Institute in association with The Economic Times unveiled its report titled 'India's 25 Best Workplaces in Manufacturing 2019, celebrating the top 25 great workplaces and how 'building High-Trust, High-Performance Culture™' positions these organisations as employers of choice in the manufacturing industry. The chief guest for the evening D Shivakumar, Aditya Birla Group discussed the trends that are driving the sector - the Internet, robotics, data and skills, and the need to make it millennial centric. "Celebrating great workplaces in the manufacturing sector



D Shivakumar, Aditya Birla Group addressing the gathering at the award ceremony



ADITYA BIRLA GROUP

has been a long time coming. No industry has survived without young and vibrant talent. And the manufacturing sector which is not seen as aspirational and young, should work towards making it more youthful, fashionable, attractive and enjoyable," said Shivakumar, adding that with technology, we have seen the emergence of a new breed of workers called the grey-collar worker with technological skill set. "It is important that we



Winners receiving their awards during the event

focus on providing a great employee experience to attract and retain this young and vibrant talent."

The report was deconstructed in a panel discussion that was moderated by Neha Sethi from Great Place to Work® Institute and the panelists included Ramesh Shankar, Siemens; Arup Sinha, Indian Oil Corporation Ltd; and Mahnaz Shaikh, Godrej Consumer Products Ltd. The panelists deliberated about the findings of the report and various aspects related to the

**It really feels great to be recognised as a great place to work. Any organisation is as great as its people and people should be involved in what they do and that leads to engagement. And when they give you a high level of engagement score, it provides a sense of satisfaction. That is exactly what we believe in doing.**

**BOBBY KURIAKOSE**  
Director-HR, Forbes Marshall

**Given where the manufacturing industry currently is, the challenge you have is in terms of product pricing, driving efficiency and productivity of internal workforce and good leadership. Creating good leadership is something that Great Place To Work® would help with.**

**MILIND LAKKAD**  
Head- Manufacturing, TCS (Tata Steel)

**At the core of our company, there is a powerful recognition that our employees are what make the company, not the other way around. It's the main principle that we bring to all our companies as we expand across the globe. We operate with the mind of a multinational but the heart of a start-up.**

**SALIL MURTHY**  
Country Head - General Mills India

## ON A WINNING STREAK...

Continued from the previous page...

### INDIAN OIL CORPORATION LIMITED

Wives of IndianOil employees through their formal/informal association run a number of community development activities like education and health related programmes for the girl child, support small-scale industrial activities, self-employment trainings like candle making, handloom weaving, juice/pickle/jam making, sewing, handicrafts, etc., for sustenance of the communities around refineries.

"Our constant endeavour is to create a great place to work to empower our employees and business partners and to create innovative solutions in both, products & services."

—Sanjiv Singh, Chairman

### MAHINDRA & MAHINDRA AUTOMOTIVE & FARM EQUIPMENT SECTORS

A major cause for concern when employees get relocated either due to transfer or recruitment is the relocation of the entire family. The first concern that their employees voiced was regarding disruption in the schooling of the children. This policy was rolled out keeping that concern in mind. Since most major public and private schools today require donations in order to give admission to children, the school donation policy looks to reimburse the employee for the same so that it doesn't affect the financial condition of the employee during times of relocation.

"As an organisation, we believe in continuously raising the bar and becoming an employer of choice at least within the industry. External benchmarks such Great Place to Work® assessment provide an excellent opportunity for us to get insights on

where we need to do more."

—Pawan Goenka, Managing Director

### MAHLE ANAND FILTER SYSTEMS PRIVATE LIMITED

The organisation has external education tie-ups at a group level to send deserving talent to prestigious overseas or domestic institutions for higher education programmes. These include the Said Business School at University of Oxford of Management. Their employees are also supported if they wish to pursue MBA programmes at institutions like NITIE, Mumbai, or courses at some of the IIT's. Their company has recently tied-up with Shoolini University in Himachal Pradesh where capable operating engineers are given an opportunity to do full-time B Tech course. They also have a tie up with the Bridge School of Management.

"Being a part of this list, is a testimony of our good people practices. It is also recognition of our efforts which we have put in for years to build the culture of excellence. We believe business is 90% people. Therefore, only engaged workforce can lead the organisation to success. We have embarked our journey with Great Place To Work® Institute in 2013 and the insights received were very helpful in building excellence."

—Anand Sontakke - COO

### MARICO LIMITED

With the objective to bring in fresh perspectives by involving the younger generation in organisation-building initiatives, a younger body of leaders called the Young Board has been constituted. This board works on identifying new opportunities, potential pitfalls and shares recommendations on the initiatives identified. It is designed to leverage both, business as well as strategic view of the Group while

making the recommendations.

"Marico has been recognised among the Best Companies to Work for in India, year-on-year. We take pride in fostering innovation and empowering each member to contribute to Marico's growth story. We will continue to inspire members to take complete ownership and strengthen our culture to drive the entrepreneurial spirit."

—Saugata Gupta, Managing Director & CEO

### MARS INTERNATIONAL INDIA PRIVATE LIMITED

The company introduced WOW (World of Winners) Portal in the Mars Chocolate segment in partnership with their partner Kwench Technologies, which gives an easy way to all associates to appreciate and recognise their fellow associates. Associates can appreciate anyone and call out the great work that the person has done. This is a unique way which empowers every associate in the business to appreciate their colleagues without waiting for managers' approval.

"It indeed feels great to be recognised as one of India's 25 Best Workplaces for Manufacturing in India. At Mars, we pride ourselves in our unique associate-centric culture, driven by a strong purpose of delivering our commitments to our partners, our consumers and the communities around us. As a family-owned business, our associates truly embody the spirit of entrepreneurship."

—Andrew Leakey, General manager, Mars Wrigley Confectionery India

### NTPC LIMITED

NTPC's Vision gives a meaningful existence to all NTPC employees. This inspires them to overlook the hardships of working miles away from cities and in difficult terrain. It also encourages them to work as a team

or a larger family. NTPC employees also get to regularly interact with the top management. All major achievements are celebrated together. This keeps employees enthusiastic about the organisational goals.

"Constant learning & development, team and family culture, career growth opportunities, continuous communication, comprehensive and customised offerings to employees have been our key success factors."

—Saptarshi Roy, Director HR

### SC JOHNSON PRODUCTS PRIVATE LIMITED

The organisation has an 'Improvement per Person programme' where employees can give any suggestion that is easy to implement and which will reduce a loss related to safety, environment, health, waste, process, productivity, quality, cost, workstation, motivation, speed or any other subject that is above and beyond the existing standards. These suggestions are recorded and reviewed for possibility of implementation. Every day before closing, the supervisors check and review these suggestions.

### SIEMENS LIMITED

'Manager Ready' is an in-house virtual development centre, recommended for high potential employees. Each employee goes through an engaging virtual simulation that gives them an opportunity to experience a day in the life of a manager through a range of realistic situations. The analysis itself is based on the Siemens Leadership Competencies.

"The Great Place to Work® Initiative has helped us to empower our people managers in translating people practices into great people experiences, thereby confirming Siemens as a Great Place To Work."

—Sunil Mathur, Managing Director and Chief Executive Officer

### SIGNIFY INNOVATIONS INDIA LTD

The organisation encourages 30 min-

utes exclusive time for one-on-one interaction between the manager & report in a month. Any employee can use this forum for an interaction with any leader across the organisation.

"We have always strived to create a workplace that prioritises employees' environment, health and safety. Being recognised as a Great Workplace in the Manufacturing Sector by Great Place To Work® and Economic Times is a testimony to our efforts in this direction."

—Sumit P. Joshi - Vice Chairman and Managing Director

### SPICER INDIA PRIVATE LIMITED

Spicer is consistent in its employee spotlight initiative 'Parichay' across all its locations. The purpose of this initiative is to acknowledge and commend the persistent efforts and achievements of associates. Besides building a connect between the organisation and the employee, this initiative also attempts to highlight the lighter side of their personalities. They cover almost 100 employees annually.

"Spicer has always strived to offer the best workplace environment to its employees and all stakeholders. We are all proud to be a part of such vibrant community whose excellence comes from continuous share & learn. I personally believe this is what Great workplaces are made up of; where each one gives his/her personal best and work together as a family by celebrating, listening & inspiring the others."

—Mahendra Kumar Goyal, Managing Director

### TASTY BITE EATABLES LIMITED

'All Hands Day' is organised regularly wherein all employees participate in the manufacturing activity. Managers and officers are allocated specific areas of semi-skilled and skilled work and supervised by the skilled worker. This enables every individual to understand and comprehend the various activities at factory and also suggest effective ways of reducing wastage, increasing productivity and generally improving

safety standards.

"We are immensely proud of this recognition awarded to us by Great Place To Work®. It's a strong testimony to the people practices we've believed in and religiously followed over the past several years. We trust our people, provide them with the right tools, give them the freedom to perform and back them if they fail."

—Abhijit Upadhye, Managing Director

### TATA STEEL INDIA LIMITED

#Flashback : 'This day that year!' The purpose of this mailer that is sent to all employees with #Flashback is to take them back in time by highlighting certain iconic dates which have historical significance to the organisation.

"Our employees have been a key pillar of strength and have contributed to our success through the years. To be an employer of choice is fundamental to our aspirations of being the global industry benchmark for value creation. This recognition reinforces our commitment to respect for diversity and equal opportunity to employees."

—TV Narendran, CEO & Managing Director

### WHIRLPOOL OF INDIA LIMITED

Whirlpool does not restrict its care and support to white collar employees, but also extends it to blue collar employees. They are supported through various mediums like coaching classes for children, discounted products, personal accident insurance, etc. Various initiatives have been extended to the blue collar employees such as periodic visits by plant leadership to employee homes, education classes (conducted and sponsored) for employees' children, distribution of gifts and merchandise on festivals for employees and their family, etc.

"Getting recognised as one of India's 25 Best Workplaces in Manufacturing 2019 by Great Place to Work® is a matter of pride and honour for all us at Whirlpool. It is a reaffirmation of the fact that successful organisations are a result of truly engaged talent."

—Sunil D'Souza Managing Director