

## Application form – Excellence in Benefits and Wellness

*The "Excellence in Benefits and Wellness" award recognizes outstanding commitment to holistic employee compensation and benefits strategies. Criteria include innovative approaches to reward design, alignment with organizational values and goals, demonstrable impact on employee satisfaction and retention, and sustainability in maintaining competitive, fair, and inclusive total rewards packages. Organizations must demonstrate effectiveness, creativity, and overall impact of the organization's total rewards program in fostering employee well-being and organizational success.*

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## Section 1 | Quantitative Section

All questions are mandatory, unless stated otherwise; your questionnaire may not be considered complete if these questions are left blank.

### Generic Organization information

<b>1. Company Name</b>	
<b>2. Date of incorporation</b>	
<b>3. Details of award SPOC</b>	
<i>Name:</i>	
<i>Designation:</i>	
<i>Contact number:</i>	
<i>Email ID:</i>	
<b>4. Nature of Business</b>	
<b>5. Type of Entity</b>	Public Sector Enterprise
<b>6. Nature of ownership in India</b>	Corporate
<b>7. In case of other, please specify</b>	
<b>8. Revenues as of FY 2025-26</b>	>= INR 1250 crores per year

**HR Metrics**

		FY 2023-24	FY 2024-25	FY 2025-26
Revenue Growth	%			
Profit Growth	%			
Total Employee Headcount – FTE/ Permanent Employees	Nos.			
Total Contractual Employee Headcount	Nos.			
Total HR Employee Strength	Nos.			
HR to Employee Ratio	%			
Gender Diversity Ratio [females to males]	%			
Average Employee Age	Years/Months			
Voluntary Attrition Rate (Annual)	%			
Employee Engagement Scores	On a scale of 1 to 10			

### Category Metrics

	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
<b>Total compensation cost</b>				
<b>Total compensation cost as % of revenue</b>				
<b>Total cost of employee benefits</b>				
<b>Ratio of compensation and benefits to total HR budget</b>				
<b>Productivity per employee</b>				
<b>Number of people impacted through the wellness initiatives</b>				
<b>Total number of Wellness initiatives across areas - Please list relevant Wellness initiatives and their corresponding numbers.</b> <i>(Eg. Health facilities and equipment, Club / Gym Memberships, Health Education, Coaching &amp; Counselling, Wellness programs/workshops, Preventive Health Checks for employees, Employee Assistance Programs etc.)</i>				

## Section 2 | Qualitative Section

*This segment captures the depth and breadth of the organization's practice. The evaluation criteria are a three-by-three matrix, each unique to the award category. The three pillars of evaluation are Innovation, Sustainability and Impact. Each evaluation criteria clearly defines the expectation. Please go through the definition for each and then share your response in the space provided. Please be sure to include, metrics, success stories, or stakeholder VOCs or anything else to substantiate your responses.*

### INNOVATION

*This criterion recognizes HR practices that creatively revolutionize and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management and wellness initiatives. Entries must showcase inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.*

#### 1. Creative solutions based on feedback

*The organization showcases a clear and robust mechanism to track, update, act, and govern employee feedback on benefits and wellness. The organization showcases, creative solutions, that are tailored to fit both employee needs and organizational goals with respect to benefits and wellness.*

**Based on the definition provided, use this space to share your response.**

## 2. Leveraging Technology

The organization **demonstrates** agility in leveraging technology to seamlessly integrate with benefits and wellness, and scale its activities creating value in seamless employee experience across the organization.

The organization also **demonstrates** clear strategic focus on why and how this technology will align with its business goals and thereby create value for the organization.

**Based on the definition provided, use this space to share your response.**

## 3. Flexibility and adaptability (internal & external)

The organization **showcases** a strong research and analytical capability in understanding various influencers of human capability - both within its environment and external (with respect to benefits and wellness).

The organization also **showcases** a strong governance process/ framework to benchmark its systems and processes by industry standards and the agility to adapt quickly. (with respect to benefits and wellness)

**Based on the definition provided, use this space to share your response.**

## SUSTAINABILITY

*This criterion recognizes HR practices that drive **operational excellence** in a way that minimizes the negative impacts on the environment and supports well-being of employees and communities at large. Entries must showcase future forward paradigms in **business sustainability** that foster long-term profitability and resilience.*

### **1. Long-term viability**

*The organization **demonstrates** long-viability in its **benefits and wellness***

*The organization also **creates tangible value** from its existing framework across the employee lifecycle - time to hire, quality of hire, employee commitment, engagement, productivity, satisfaction, wellness etc.*

**Based on the definition provided, use this space to share your response.**

**2. Resource efficiency**

The organization has a well-established internal paradigm on efficient utilization of resources to minimize waste, and maximize value for the employee and organization from its benefits and wellness. The organization demonstrates effectiveness by adapting / implementing a roadmap or action plan based on on-going feedback. (with respect to benefits and wellness).

*Based on the definition provided, use this space to share your response.*

**3. Employee well-being**

The organization adds value to employee well-being and creates a strong on-going governance to track employee well-being and benefits associated with it.  
The organization also measures this value among others in terms of employee motivation, engagement, productivity, and turnover.

*Based on the definition provided, use this space to share your response.*

## IMPACT

*This criteria honours HR practices that deliver measurable and substantial results in advancing organizational objectives, employee engagement and turnover larger community impact. Entries must showcase tangible outcomes such as enhanced operational efficiency, improved employee satisfaction, positive community impact, or any other measurable metric as an outcome of the transformative influence.*

### 1. Employee attraction and engagement

*The organization **demonstrates** high employee engagement and productivity on account of a holistic approach to benefits and wellness*

*The organization also **demonstrates** progressive processes and adaptability with on-going market trends for pillars of benefits and wellness*

**Based on the definition provided, use this space to share your response.**

## 2. Financial and performance metrics

The organization **creates value** on account of its **benefits and wellness practices**.

The organization **demonstrates** thought leadership in improving employee performance through a well-integrated system of **benefits and wellness**

**Based on the definition provided, use this space to share your response.**

## 3. Human capital impact

The organization **showcases** thought leadership in its **benefits and wellness practices** contributing to the community at large - fair wage initiatives, support for local communities, pay-it-forward initiatives etc.

The organization **creates value** by empowering human capital - employee productivity, turnover and performance

**Based on the definition provided, use this space to share your response.**



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