

Application Form – Excellence in Employee Experience & Engagement

The “*Excellence in Employee Experience & Engagement*” award recognizes organizations that design and deliver meaningful, human-centered employee experiences across the employee lifecycle—fostering high engagement, emotional connection, and sustained performance. Winning entries will demonstrate: A **holistic and intentional approach** to employee experience, **Data-driven and insight-led interventions** and a clear **link to business outcomes** such as retention, productivity, culture, and employer brand.

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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

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

HR Metrics

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

Category Metrics

Metrics	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Budget allocation for employee engagement initiatives (%)	Total budget allocated to employee experience / engagement initiatives as a percentage of overall HR budget or total payroll.			
Budget Utilization %				
Per Employee EX Investment				
Employee Net Promoter Score (eNPS)				
Employee Referral Rate (%)				
Employee Participation in Feedback Forums (%) (townhalls, skip levels, listening circles)				
New Hire Experience Score (0–90 days)				
Manager Effectiveness Score (from team feedback)				
Voluntary Attrition Rate (Annual)				

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 are creative and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. 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. Experience-Led Design Thinking

The organization applies design thinking or human-centered design principles to craft employee experiences—leveraging employee personas, journey mapping, and “moments that matter” to redesign key touchpoints.

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

2. Personalized & Segmented Employee Experience

The organization delivers tailored experiences based on employee segments, career stages, or individual preferences—moving beyond one-size-fits-all engagement practices.

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

3. Unique & Novel Engagement Approaches

The organization introduces distinctive, creative, and unconventional practices that enhance employee engagement, connection, and belonging—going beyond traditional programs to create memorable and meaningful workplace experiences.

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

SUSTAINABILITY

This criterion recognizes HR practices that are built for long-term impact, with alignment to business goals and the ability to scale and sustain over time. Entries must demonstrate how frameworks, processes, and technologies ensure continuity, adaptability, and strategic relevance—beyond individual initiatives or short-term wins.

1. Robust Listening Architecture & Action Mechanisms

The organization has established structured and continuous listening mechanisms (e.g., surveys, pulse checks, always-on feedback) supported by clear action planning frameworks—ensuring employee voice is consistently translated into visible outcomes.

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

2. Manager & Leader Ownership of Experience

The organization enables and holds managers and leaders accountable for driving employee experience—through capability building, frameworks, and governance—making EX a shared responsibility beyond HR.

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

3. Integrated Employee Experience Strategy

The organization has embedded employee experience into its core people and business strategy—ensuring alignment with organizational goals, culture, and leadership priorities, rather than treating it as standalone initiatives.

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. Entries must showcase tangible outcomes such as enhanced organizational efficiency and effectiveness or any other measurable metric as an outcome of the transformative initiative.

1. Enhanced Employee Experience & Engagement Outcomes

The organization demonstrates measurable improvement in employee sentiment indicators such as engagement scores, eNPS, satisfaction levels, or other experience metrics.

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

2. Retention, Performance & Productivity Impact

The organization showcases tangible outcomes such as improved retention (especially critical talent), enhanced productivity, reduced absenteeism, or stronger team performance as a result of EX interventions.

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

3. Strengthened Culture & Employee Voice

The organization demonstrates a positive shift in organizational culture—reflected through increased trust, belonging, inclusion, psychological safety, and stronger employee voice, supported by feedback and/or testimonials.

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



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