

Application Form – Excellence in Leveraging HR Technology

The “Excellence in Leveraging HR Technology” award recognizes excellence in HR technology solutions that significantly improves HR processes, fosters a positive employee experience, and demonstrates a measurable impact on key business metrics like recruitment, retention, or cost and productivity savings. A strong emphasis will be placed on leveraging technology to scale, sustain and innovate human centred experiences yielding value for the organization and its business goals.

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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	INR 500-1250 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	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

Metrics	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Adoption rate				
Cost of technology implementation				
Completion/Login rates (based on the technology implemented)				
Tech utilization ratio to total man-days on the task				
Compliance/process adherence (with tech implementation)				
Time saving (with tech implementation)				
Productivity increase (with tech implementation)				
Reduction in errors (with tech implementation)				
Business impact (functional impact) <i>Please include which two or more sub-functions were impacted via HR technology implementation and what were the success metrics defined)</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 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. Innovative Use Cases with Strategic Value

The organization demonstrates the use of next-gen technologies to solve specific HR challenges- creating new possibilities that go beyond automation or digitization- with clear relevance to evolving business needs.

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

2. Reimagined HR Processes and Experience Design

The organization has transformed traditional HR workflows (e.g., onboarding, learning, mobility) through design-led, tech-enabled innovations that improve usability, inclusivity, and personalization for employees.

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

3. Frugal Innovation in HR Tech

The organization implements innovative and cost-effective HR technologies designed to meet diverse employee needs across different locations, roles, and backgrounds, ensuring wide adoption throughout the organization.

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. Long-Term Technology Vision and Governance

The organization has a well-defined HR tech roadmap aligned with business priorities, along with governance mechanisms that ensure security, standardization, data integrity, and responsible tech use.

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

2. Scalable and Interoperable Systems

The organization has invested in platforms that are secure, scalable, and can seamlessly integrate with enterprise systems- ensuring sustainability, flexibility, and future-readiness.

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

3. Capability Building and Change Readiness

The organization supports tech adoption with structured change management, training, and digital fluency initiatives — ensuring that employees and HR teams are equipped to use and evolve with the technology over time.

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. Alignment with Business Outcomes

The organization illustrates how HR tech has supported broader organizational goals — such as faster talent deployment, better workforce planning, or improved compliance

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

2. Improved Process Efficiency and Employee Experience

The organization demonstrates measurable improvements in process speed, accuracy, or employee satisfaction — through automation, self-service models, or enhanced digital workflows.

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

3. Agility and Responsiveness to Workforce Needs

The organization showcases how technology has enabled HR to respond quickly and effectively to evolving employee or organizational needs- such as crisis management, real-time communication, or flexible policy implementation.

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



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