Application Form –
Excellence in Talent Acquisition

The "Excellence in Talent Acquisition" award recognizes organizations that champion a future-focused and human-centric approach to attracting and acquiring top talent. Organizations must showcase a future-forward and adaptive talent acquisition strategy that leverages cutting-edge technology and data analytics, while innovating through the hiring lifecycle, displaying its breadth and depth of acquisition expertise and operational excellence.

Sections in this form

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	
	Name:	
	Designation:	
	Contact number:	
	Email ID:	
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
Total Hiring Budget	*NA*			
Total Budgeted Headcount	*NA*			
Average cost per hire	*NA*			
Time to Hire (Median)				
Time to Fill (Median)				
Time to Hire (Average)				
Time to Fill (Average)				
Interview Yield Ratio				
Offer Yield Ratio				
Hire Yield Ratio				
Candidate Net Promoter Score (CNPS)				
Hiring Manager Net Promoter Score (HMNPS)				
Offer Acceptance Rate				
New Hire (0 to 6 months) turnover rate				
New Hire Net Promoter Score (NHNPS)				

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. Disruptive Talent Strategies

The organization showcases bold and unconventional approaches to talent acquisition that challenge industry norms including tapping into gig workers, non-traditional talent pools, or innovative sourcing channels that drive measurable business impact. application.

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

2. Tech-Enabled Hiring Transformation

The organization demonstrates strategic use of advanced technologies such as AI, automation, analytics, or digital platforms that transform traditional recruitment processes to improve efficiency, accuracy, and candidate experience.

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

3. Candidate-Centric Experience

The organization creates and sustains innovative practices that deliver a seamless, personalized, and engaging candidate journey -from attraction and sourcing to onboarding - enhancing employer brand and candidate satisfaction.

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. Integration with Business Strategy and Workforce Planning

The organization shows clear alignment between talent acquisition practices and broader organizational goals, workforce plans, and diversity & inclusion commitments.

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

2. Long-term Talent Pipeline Development

The organization demonstrates ongoing efforts to build and maintain a strong, diverse talent pipeline aligned with future business needs..

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

3. Robust Governance and Process Institutionalization

The organization has established clear policies, defined roles, and robust data governance models that ensure talent acquisition practices remain consistent, adaptable, and scalable 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. Contribution to Business Goals

The organization shows how its talent acquisition efforts have advanced strategic priorities such as diversity representation, critical skill acquisition, or business growth.

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

2. Cost and efficiency impact

The organization substantiates the impact of its recruitment function, through a well-defined cost and efficiency metrics.
The organization creates value in terms of savings from cost-per-hire, source-of-hire cost or the likes.

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

3. Measurable Hiring Outcomes

The organization provides evidence of improvements in key recruitment metrics such as quality of hire, retention, time-to-fill, or candidate satisfaction.

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