

## Application Form – Excellence in Total Rewards

*The "Excellence in Total Rewards" 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>	Enterprise _____
<b>6. Nature of ownership in India</b>	Others _____
<b>7. In case of other, please specify</b>	
<b>8. Revenues as of FY 2025-26</b>	INR 500-1250 crores per year

***HR Metrics***

<b>Metrics</b>	<b>Units</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>
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
Total compensation cost				
Total compensation cost as % of revenue				
Total cost of employee rewards				
Ratio of compensation and rewards to total HR budget				
% of offer drops (cause of compensation and benefits)				
High performer retention rate <i>(Please include criteria for high performer)</i>				
High performer retention rate as % of overall retention rate				
Candidate experience survey/ NPS/ offer-drop survey for compensation <i>(Include a metric and how it is measured)</i>				
New Hire Net Promoter Score (NHNPS) specific to compensation				

## 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 and Personalized Reward Architectures**

*The organization has reimagined its total rewards design by moving beyond conventional compensation models catering to diverse employee aspirations and lifestyles.*

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

## 2. Redefining Value Beyond Pay

*The organization has introduced innovative reward levers that expand the scope of value delivered to employees. These go beyond traditional compensation and may include benefits that support well-being, flexibility, recognition, or career growth.*

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

## 3. Tech-Enabled Reward Innovation

*The organization uses digital platforms, AI, or advanced analytics to create innovative and agile reward systems such as enabling real-time recognition, flexible benefits, and data-driven decisions that enhance employee value and experience.*

***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. Strategic Alignment and Long-Term Viability

*The organization has a clearly articulated Total Rewards philosophy aligned to business goals, with frameworks designed for consistency, future-readiness, and sustainability across diverse employee groups.*

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

**2. Resource Efficiency in Rewards Management**

*The organization demonstrates prudent use of financial and non-financial resources in designing and delivering Total Rewards, ensuring maximum value creation with minimal waste or redundancy.*

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

**3. Governance and Compliance**

*The organization has robust governance mechanisms in place to monitor, audit, and evolve reward practices in line with regulatory requirements, market trends, and employee feedback.*

***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. Business Outcomes Alignment**

*The organization shows how total rewards contribute to key business outcomes such as talent retention, productivity, and overall organizational performance.*

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

**2. Inclusive and Equitable Rewards Impact**

*The organization provides evidence that total rewards foster equity and inclusion, reducing pay gaps and supporting diverse employee groups fairly.*

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

**3. Employee Value Perception**

*The organization consistently demonstrates that employees perceive the total rewards package as fair, motivating, and aligned with their needs and expectations.*

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



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