

**EFI NATIONAL AWARD FOR EXCELLENCE  
IN EMPLOYEE RELATIONS – 2019**

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**VIJAY PADATE  
DIRECTOR GENERAL**

Dear Colleagues,

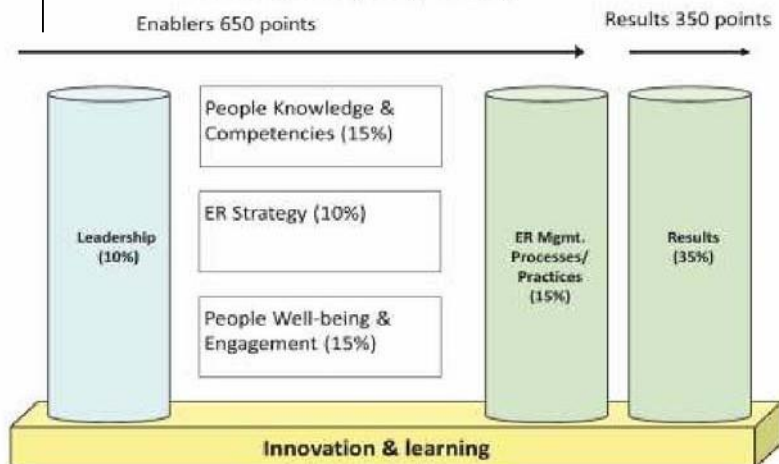
The Employers Federation of India (EFI), continuing on its journey of promoting Excellence in Employee Relations (ER) as a significant contributor to productivity and competitiveness takes pride in announcing EFI National Award for Excellence in Employee Relations (Version 5).

The Awards are recognition of the commitment, tireless efforts, team work and focused ER/IR/HRM strategies of several organizations in India. The Awards seek to felicitate organizations, which place people at the core of their businesses and have crafted and implemented policies, systems and processes that create and sustain competitiveness, fairness with inclusivity, human development along with industrial peace and harmony.

In an organization's context the term "Human Resources" is not limited in its application to just white collar jobs – Engineers, Managers, Accountants and the like. The winning organizations are those that fully engage, involve and develop ALL employees at all levels, AND more particularly workmen. In most industries, workmen are numerically the largest component of the workforce and possess significant potential to contribute.

EFI has developed a scientific and robust model of assessment which measures both inputs and results in the ER space. The process includes a written application and evaluation of the same by a panel of experts nominated by EFI. The panel will include HR leaders, Business heads and well known academicians.

**The Model (Proposed)**



The above Model is adapted from the Human Resources Competency Development Model developed jointly by the National Human Resources Development Network (NHRDN) and the Confederation of Indian Industry (CII). The Model has been in place since 2011.

In the above Model, 65% weightage is allocated to Lead Indicators and 35% for Results (Lag Indicators).

To ensure adequate representation and fairness in evaluation, EFI is pleased to announce the following categories of Awards:

	<b>Main category</b>	<b>Sub-category</b>	
1	Industrial establishment in manufacturing and services sectors employing up to <b>100</b> workmen	Private Sector undertakings	
2	Industrial establishment in manufacturing and services sectors employing between <b>101 - 500</b> workmen	Private Sector undertakings	
3	Industrial establishment in manufacturing and services sectors employing between <b>501-1000</b> workmen	Private Sector undertakings	Public Sector undertakings
4	Industrial establishment in manufacturing and services sectors unit employing over <b>1000</b> workmen	Private Sector undertakings	Public Sector undertakings
5	Pan India organisation in manufacturing and Service sectors employing between <b>1000-5000</b> workmen	Private Sector undertakings	Public Sector undertakings
6	Pan India organisation in Manufacturing and Service sectors employing more than <b>5000</b> workmen	Private Sector undertakings	Public Sector undertakings

Nominations can be submitted **for a unit or for whole organization** (in case of multi unit organizations)

To defray the expenses connected with the administration of the Award process, the following participation fee is payable along with the application:-

Serial Nos. 1 & 2 : Rs.25,000/-  
Serial Nos. 3 & 4 : Rs.40,000/-  
Serial No. 5 : Rs.90,000/-  
Serial No. 6 : Rs.1,40,000/-

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We invite your participation in the 2019 Awards.

Your organization may be the one who qualifies for this Award. Even in the unlikely event of your organization not winning the award, the assessment process will provide invaluable insights that could be acted upon, to further raise the maturity of Employee Relations. The identity of your organization will remain confidential until you qualify for the Award. In case your organization is interested in participating in the Award, please advice accordingly for us to send you further information in this regard.

We plan to present these Awards on 13<sup>th</sup> November, 2019 at the National HRM Summit Venue, Mumbai. To complete the process in time, we request your confirmation to participate at the earliest and latest by 25th August, 2019

Thank you and we look forward to your participation.

Yours faithfully,



Vijay Padate  
Director General