



Overview

Last year we called it *The Other Side of the Flat World*, referring to how the non-Indian companies were quickly learning the tricks of the HR game in India. And competing as equals with the established Indian companies, who are credited with bringing HR to the center-stage of strategy in the global services scenario and teaching the others a lesson or two in innovative HR practices.

This learning of innovative HR practices by the non-Indian firms, a predominant majority of them

American, was acknowledged by researchers at Harvard and Duke, in a paper published recently. Aptly titled, *How the Disciple became the Guru*, in which they studied the HR practices of two dozen Indian (not necessarily headquartered in India) firms, more than half of them from IT/BPO industries.

Yet, when it came to a relatively uncertain year—with exchange rate fluctuation and slowdown in the US hitting the business—many of them did not behave like gurus. They resorted to the same practices of the

IT Best Employers: The Top 20

| Rank 2008 | Company | Empex | Rank 2007 | Change |
|-----------|--------------------------|-------|-----------|--------|
| 1 | iGate Global Solutions | 82.5 | 3 | ▲2 |
| 2 | RMSI | 81.8 | 4 | ▲2 |
| 3 | HCL Infosystems | 81.1 | 2 | ▼1 |
| 4 | Rolta India | 80.8 | | New |
| 5 | Microsoft India | 76.0 | | New |
| 6 | Tata Consultancy Service | 74.9 | 1 | ▼5 |
| 7 | SAS Institute | 74.6 | | New |
| 8 | Synechron | 71.8 | 5 | ▼3 |
| 9 | Tavant Technologies | 70.7 | 9 | 0 |
| 10 | Span Infotech India | 70.6 | | New |
| 11 | Hexaware Technologies | 70.3 | 13 | ▲2 |
| 12 | Intel India | 69.9 | | New |
| 13 | Datacraft | 69.9 | | New |
| 14 | Infrasoft Technologies | 69.3 | | New |
| 15 | Fulcrum Logic | 68.6 | | New |
| 16 | GlobalLogic | 68.5 | 21 | ▲5 |
| 17 | Ness Technologies | 68.4 | 16 | ▼1 |
| 18 | Tulip Telecom | 68.0 | | New |
| 19 | Sun Microsystems | 67.6 | 10 | ▼9 |
| 20 | Nagarro Software | 67.0 | 29 | ▲9 |

Source: DQ-IDC BES Top 20 Survey



There are nine new entrants into the top 20 list of best employees this year, two more than the previous. The new entrants replaced others like Capgemini, IBM, Infosys, Wipro, Cognizant, CSC, Cadence and others, that decided to give the survey a miss