

**Date : 19-5-2011**

Dear Colleague,

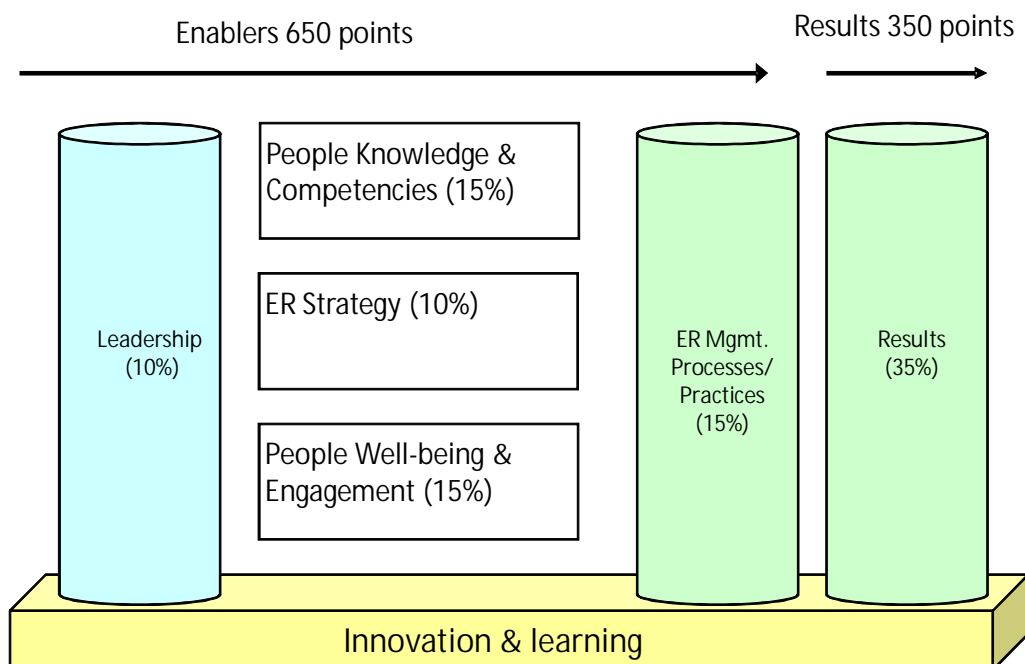
### **EFI NATIONAL AWARD FOR EXCELLENCE IN EMPLOYEE RELATIONS**

The Employers' Federation of India (EFI) is committed to promote and foster “Excellence in Employee Relations”. Continuing on this journey of Excellence EFI is proud to announce awards in the field of Employee Relations in recognition of the commitment, tireless efforts, and focused strategies of several organizations in India. The Award seeks to felicitate organizations, which see people at the core of their businesses and have implemented policies, systems and procedures that create and sustain productivity along with industrial peace and harmony.

In an organization's context the term “Human Resources” appropriately refers to not just white collar jobs – Engineers, Managers, Accountants and the like. The true winners are those that fully engage, involve and develop employees at all levels but more particularly workmen, who in most industries are numerically the largest component of the employment strength.

EFI has developed a scientific model of evaluation which fairly 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



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).

In the EFI Evaluation Model, 65% weightage is allocated to Lead Indicators and 35% Results - Lag Indicators. The evaluation will be in 2 – 3 stages.

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

1. Manufacturing establishments with over 50 but less than 100 workmen
2. Manufacturing establishments with over 100 workmen
3. Service Sector establishments with over 50 but less than 100 workmen
4. Service establishments with over 100 workmen
5. Pan India Manufacturing or Service organizations (operating in more than one state) and employing more than 300 workmen and in more than one location.

Nominations can be done 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 & 3	:	Rs.20,000
Serial Nos. 2 & 4	:	Rs.45,000
Serial No. 5	:	Rs.70,000

We invite your participation in the Award. Your organization may be the one who qualifies for this Award; in any case the assessments will indicate areas which if acted upon may facilitate improvements in Employee Relations. The identity of your organization will remain confidential unless you have qualified for the Award. In case your organization is interested in participating in the Award, please advise accordingly for us to send you further information in this regard.

We plan to present these Awards on 21 October 2011 at the Hotel Taj President, Mumbai. To complete the process in time, we request your confirmation to participate at the earliest and latest by 30 June 2011.

Thank you and we look forward to your participation,

Yours faithfully,

  
A handwritten signature in black ink, appearing to read 'Sharad S. Patil', is written over a light blue rectangular background. A horizontal line is drawn across the bottom of the signature area.

SHARAD S. PATIL  
Secretary General