

APPLICATION FORM FOR BEST HUMAN RESPONSE AWARD

(A) PART – I – BRIEF PROFILE OF THE ORGANIZATION

Name of the Organization	
Address of the Plant/Unit for which the application is made	
Year of Inception	
Nature of Business	
Sales Turn over for last three years (Rupees in Crores)	
- 2014-2015 =	
- 2015-2016 =	
- 2016-2017 =	

(B) PART – II – EMPLOYEE RELATED INFORMATION

Employee Strength (Bargainable)				
Permanent + Probationer	Trainee	Temporary	Contract	Total
Employee Strength (Supervisors/Managers)				
Permanent + Probationer	Trainee	Temporary	Contract	Total
Employee Related Expenses (ERE) for Bargainable employees				
Average/Salary (CTC) Per Month				
Minimum Wages (Blue Collar-Unionized)				
Maximum Wages (Blue Collar-Unionized)				

(C) PART – III – UNION RELATED INFORMATION

Name of the Union	
Internal	
If internal affiliated to	
External	

None	
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- Response to changes in existing terms and conditions through	
Bilateral Discussions	
Conciliation/Adjudication	
Direct actions	

(D) PART – IV – INDUSTRIAL RELATION HISTORY

How were the Industrial Relations in terms of following with duration		
Strike/Stoppage of work		
Go slow		
Lockout		
Lay-off		
Retrenchment		
Block Closure		
Termination of Service		
Attrition		
Any litigations pending		
Response to Adverse circumstances		
	Positive	Negative
Recession		
Voluntary Separation Scheme		
Right Sizing		
Cost cutting (Other cost) or Voluntary Wage cut		
Re Deployment		

(E) PART – V – TRAINING & DEVELOPMENT

Employee response to training & development	Positive	Negative
Budget in Rupees		

allocated for training and development	
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(F) PART – VI – WELFARE

What are the welfare facilities in establishment? For workmen <ul style="list-style-type: none"> - Statutory - Non-Statutory For the family of Workmen	
Employee relation practices to create conducive response - describe	

(G) PART – VII – EMPLOYEE INVOLVEMENT AND ENGAGEMENT ACTIVITIES

Suggestion Scheme	
Quality Circles	
Family Get-together	
Picnic	
Sports	
Credit Cooperative Soc.	
Consumer Cooperative Soc.	
Participation in Corporate Social Responsibility	
Any other	

(H) PART – VIII – HEALTH & SAFETY

What are the Health related	
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facilities besides ESI	
Do you have a safety policy	
What are the initiatives for safety and security of blue collar employees	
Do you have a Policy and Committee constituted as per S.C. guidelines on Sexual Harassment and new POSH Act,2013	
