

OUTLOOK Business

BEST EMPLOYERS

MAY 14, 2011

20

Why Employees ♥ NIIT

Lifetime recognition:
Conference rooms
named after consistent
top performers.

Health and well-being:
Employee counselling,
yoga@office, gym
facilities for employees
and families.

**Global leadership
programme:** High
performers work on
live projects.

Aon Hewitt
Best Employers
in INDIA 2011



BHUPINDER SINGH

The use of terms like 'sir' or 'ma'am' was banned and everyone is on a first-name basis. This was done to remove hierarchies, unquestioning attitudes and other such constraints that plagued most Indian establishments. "When you call someone by their first name, it instantly cuts away fluff and brings one straight to the business at hand," says Rajendran.

What is also remarkable about the company is its ability to groom people for leadership. "Eighty per cent of NIIT's leaders are home grown," says Asim Talukdar, Senior VP, NIIT. Some even joined as faculty at the centre level and now head separate business units," he says. For instance, Bharati Bashyam joined the company 18 years ago as a counsellor at an NIIT centre. She is now the deputy GM for the company's contact centre. Bashyam rose to her current designation after working through functions like sales, online learning services, customer relationship management and education. The company is now trying to put in place a mobility facilitation centre. "Managers will have to ensure that people under them move after two years. If that has still not happened in four years, then these people will be mandatorily moved to other functions," says Rajendran. It's all part of making NIIT a more agile company, and grooming leaders from within its ranks.

—Taneesha Kulshrestha

NIIT

85, Sector 32 Institutional, Gurgaon 122 001 (India)

Ph: +91 (124) 4293000, Fax: +91 (124) 4293333, website: www.niit.com

Follow us on: www.twitter.com/niitld

NIIT remains the 1st Choice of NIITians as well as the Industry!

NIIT

Amongst Top 25 'India's
Best Companies to Work for - 2011'
and 'Ranked 1st in Training &
Education Industry - 2011'

by Great Place to Work
Institute in association
with Economic Times

'Best Employers in India- 2011'
by Aon Hewitt

'Best Education Company
to work with'
by Franchise India

Aon Hewitt
Best Employers
in INDIA 2011

GREAT
PLACE
TO
WORK
India
Best
companies
to work for
2011

FRANCHISEINDIA
Empowering Change Since 1999
INDIAN
EDUCATION
AWARDS 2011