

Running with Giants

NASSCOM has identified 'Top 15 Exciting Emerging Companies to Work for' in IT-BPO sector in India emphasizing on the best HR practices adopted by them.

New Delhi, Data Quest : Nasscoms *Exciting Emerging Companies to Work for* survey was initiated to find out the best employers among small and medium-sized IT/BPO companies.

The survey unveiled several best practices being adopted by the participating companies. However, employee retention emerged to be one of the biggest concerns for emerging companies, as employees are attracted toward brand names.

"Emerging companies face a lot of issues in attracting talent, as the first thing to talented people is name identification, which most emerging companies don't carry," says Damnish Kumar, Chief Technical Officer (CTO), Hytech Professionals.

Creating an Open Culture

HyTech Professionals India is an ISO 9001:2000 software engineering services company that delivers services in software development, testing, and consulting.

Freedom to speak, open culture and management connectivity with every individual in the company are the three top factors that contributed to the good showing of the company," says Damnish Kumar, CTO. Apart from the above-mentioned factors, career growth, mentorship and training programs, awards and recognition, and anonymous surveys are some of the factors that have contributed to the good showing of the company.

In FY 06-07, the company witnessed a 205% increase in employee strength. HyTech has also maintained a 0% attrition rate at project leader/manger level for the last one year, and this is a major success for any company. The attrition rate was 3% in April 2007, which increased to 9% in June 2007, and then came down to 0% in October 2007.

Retaining talented employees is quite a challenging job for an emerging company. According to Damnish Kumar, "It is important for emerging companies to do benchmarking of compensation and rewards from time to time. This is an important factor in retaining employees."

HyTech plans training programs for performers to promote them to the next level and share challenging work with them. HyTech also provides a good learning platform to freshers; they maintain a 1:10 campus hiring to lateral hiring ratio.

Creating a niche in the Competitive environment

Being a software engineering services company, Hy Tech Professionals, ISO 9001 delivering quality software development services to clients within budget and on time. HyTech Professionals. has established its roots in delivering quality solutions by employing the best engineers in India. They bring in economic value by employing highly skilled, but inexpensive resources that ensure high accountability at minimal risk. Through a “Global Consulting” approach HyTech Professionals ensures that the work force is globally trained, and the clients enjoy the benefits of the low cost services, low risk engagements and world-class quality solutions. The ability to convert the client’s vision into a cost effective and efficient business solution is their distinct selling point.

DataQuest : an excellent medium of providing the right information

On the chessboard of the Indian IT industry, and in the corridors of IT-enabled enterprises in India, Dataquest stands tall since 1982. A leader in the true sense of the word, DATAQUEST’s editorial news and commentary is trusted for its information and integrity. A market leader since inception, DATAQUEST is at least twice the size of its nearest competitor. Its market share has always been at around 50 percent, or more.

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