



CREATING A CULTURE OF INNOVATION  
**INNOVATION SUMMIT**  
Powered by FICCI HR Committee

# HR INNOVATION

## *Awards 2023*

### — | About HRIA 2023 | —

FICCI Innovation Summit for the past 3 years has been driving some of the most value adding conversations around the culture of innovation. It is established as a flagship event curated, designed, and supported by the FICCI HR committee comprising of the senior HR leadership from major sectors of economy and is positioned as one of the most coveted platforms for Innovation enthusiasts and evangelists in India.

With the Innovation Summit in background, this year we are introducing “The HR Innovation Awards”, to be one of India's most prestigious and exclusive awards which will highlight best practices and offer an unmatched opportunity to celebrate innovations in HR. The awards are envisaged to acknowledge organizations with innovation as a key agenda. With changing business and talent landscape post COVID, HR became a critical function to craft and deploy innovative strategies across the spectrum – be it talent acquisition, management, engagement, or retention which reflected as clear business impact.

An esteemed Jury from across the globe consisting of experts with proven credentials, involved in awe-inspiring projects will be assessing the organizations.

### — | Eligibility | —

- Initiatives / projects that are initiated/ implemented during the last 4 years - during FY 19 -20 / FY 20-21 / FY21-22 or till Oct '22 (1<sup>st</sup> April 2019 to 31<sup>st</sup> Oct 2022) will be eligible for nomination.
- Initiatives submitted must be implemented with measurable impact. Initiatives in the conceptualization stage should not be submitted.
- Applicant company should be registered as a legal entity in India, under Section 2 (20) of the Indian Companies Act 2013.
- Applicant non-profit organization needs to be registered as a Society or a Trust or as a Section 8 Company, under the Companies Act, 2013.
- Revenue classification as per new definition of MSMEs by Government of India will be applicable for the purpose of the award.
- Applicant in MNC category, is a company that has its facilities, plants and other assets in a country other than its home country or the country that it is incorporated in.



## Terms & Conditions

- The Awards Management may request for documentary proof of information provided in the application form or may choose to audit the information shared, failing which the entry may be disqualified
- The Awards Management holds the right to disqualify any application which does not meet the eligibility criteria
- If at any time, any information provided by the nominating organization is found to be incorrect in any manner, the nominating organization will be disqualified from the Awards process.

## Why Apply

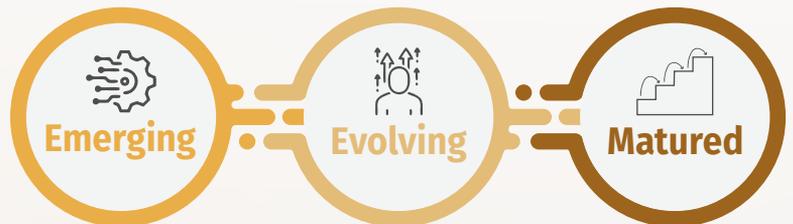
- Get an opportunity to showcase and get recognized at a platform which is been curated and designed by FICCI HR committee
- Positioned to be 'The Award' of the Industry which is given after a fair, rigorous and objective assessment from the Jury which is the best in class and senior leadership from Industry
- Improve your business through collaborative learning.
- Connect with leading experts & build network audience.
- Drive value through enhanced reputation & visibility
- You want to identify strengths and opportunities to excel, based on comprehensive and rigorous assessment & feedback by expert assessors.

## Award Categories

Innovation could be either of 2 types that could be value creating to the adopting firms and they can submit under any of the below:

1. **Breakthrough**- New ideas/ processes/ programs
2. **Incremental** – Improvements, unique implementation, and changes in existing programs/ processes

Moreover, the HRIA is open for three distinct categories of organizations. Applications will be classified into following categories basis certain parameters:



## Assessment Process

### Stage 1: Registration

- Registration
- Orientation of all registered applicants
- Submit application with registration fee

### Stage 2: Preliminary Screening

- Receiving application of intent
- Preliminary Screening of the applications
- Closure of gaps, if any within the specified timeline

### Stage 3: Evaluation

- Independent review of every application by 2-3 assessors
- Collective evaluation of results by team of assessors for each category
- Shortlisting of applications (category wise) for Jury level review
- Shortlisting of finalists (category wise - 5-6 applications) for Presentation to Jury

### Stage 4: The Winners

- Final presentation by shortlisted finalists to jury
- Selection of Winners and Runner-ups
- Announcement of award winners at HRIA 2022

*\*Recognitions are based on cut-offs and deliberation of the Jury. 1 Winner and 2 Runners up will be announced for each category*

# Evaluation Framework

The Awards adhere to a transparent and rigorous assessment process

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## Customer Centricity

- Is the solution/service/practice solving a critical customer problem resulting in improved customer experience?

## Innovativeness

- Was there out-of-the-box thinking involved in the solutioning?
- Was the solution, implementation, use of resources/technology unique?
- Is it a first-in-HR area or a first-in-industry program or practice?

## Sustainability and Scalability

- Can the initiative be maintained at a certain rate or level?
- In case of change in any other factor (Eg. org strength), would there be impact on resources required or higher monetary investment per employee?

## Impact for the Organization

- What is the magnitude of impact created by the solution w.r.t the organization and the business?

## FAQs

### Who is eligible for the awards?

Any organization registered in India which has made contribution to driving HR Innovations can apply for the awards in the relevant categories.

### How many awards will be given across categories?

Recognitions are based on deliberation of the Jury as well as applications received. Number of winners per category is not pre-determined and is left to the discretion of the Jury.

### What process would be followed to select the winner?

The judging process follows a careful procedure that ensures quality and thoroughness:

1. A review of all entries conducted by a review panel against a set of designated criteria
2. Review panel recommends a list of short-listed entries to the jury
3. The jury conducts a desk-based review of the suggested finalists
4. Jury comments on the applications and identify key points to address

5. Jury receives a 10-minute presentation from applicant (Venue and date will be communicated) followed by Q&A

6. Jury reconvene to determine the winners.

### What is the deadline for submission of entries?

Last date for submission of entries is 10th March 2023

### Who do I contact for queries or support?

Please reach out to Supriti.Banerjee@ficci.com, for support.

### How will you deal with confidential data?

The judging process will be completely confidential, and no data will be shared outside the organizing committee, review panel and the jury. If your entry is selected as a winner, runner-up, finalist, or highly recommended, the committee will work with you on a one-to-one basis to ensure you are comfortable with the information that is disclosed.

## How do we analyse the information which is useful and expected by the accessors and the jury?

The questions in the questionnaire come with guiding/ indicative text of the specific information expected in those questions. We will also be arranging a briefing call with the participants to address any queries, support to prepare questionnaire responses and jury presentation.

## What is the evaluation criteria?

Review panel will follow a standardized scoring guideline to shortlist the top entries which would be then referred to the jury. Appropriate weightages would be provided to different parameters of the assessment framework.

### Important Dates



## Application Fees & Process To Apply

Category	Application Fees
Matured	₹ 45,000
Evolving	₹ 35,000
Emerging	₹ 25,000

Interested applicants can visit, <https://ficciinnovationsummit.com/about-HRIA23.php> to register and further submit their applications.

Last date for application submission - 20<sup>th</sup> April 2023

Write to us at:  
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[fqfhrdesk@ficci.com](mailto:fqfhrdesk@ficci.com)

