



2023
APAC Region
Award Winners

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Best in Class: Candidate Experience



Best in Class: Candidate Experience

APAC



- 70% Automation of candidate selection with Bot to assist candidates
- Enhanced Approach in Profiling with Data Analytics/Collaboration and Impact Sourcing for building relationships
- Upskilling Recruiters to ensure the best candidate processes and procedures are used.

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Best in Class: Employee Experience



Best In Class: Employee Experience

APAC



- Peer recognition program awards points rooted in N-able's three values.
- Communities of Interest (COI) that are a core part of their culture.
- Ask Me Anything sessions and N-able News mailbox for employee generated ideas.



HR Team of the Year

HR Team of the Year

APAC



SOLARWINDS®

- SolarWinds People Success Team's strategic advantage=Owning global internal communications to help foster unity and a sense of purpose!
- Developed video programs for 'Solarian Success Stories' (employee testimonials), Recruiting Best Practices, as well as Training Series.
- Total Rewards Statements benefit employees AND candidates.



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HR Excellence Award

HR Excellence Award APAC



Priyanka Taikar
Chief People Officer

<v t e s t>



- Program to recognize/reward "testomaniacs" for their achievements with diverse communication tools.
- TGIF Series bi-weekly platform for employees to share test and learn,
- Technology for recruitment and candidate selection and niche testing implemented for Security, Penetration, Blockchain testing and others.

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**Best in Class:
Innovation in HR
(non-technical)**



Best In Class: Innovation

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NielsenIQ

- Total Transformation HR Services becomes a dedicated Employee Experience organization with employee user experience scores to rate.
- Designed global processes as employee journeys, with a focus on aligning to the employee's desired experiences.
- Employee portal reimaged—an obstacle turned into an opportunity for innovation!

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Diversity, Equity & Inclusion (DEI) Excellence

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APAC

kyndryl™

- Created a connected & inclusive culture, with 90,000 employees across 60+ countries, achieving an Empathy & Inclusion Index score 6 points above industry avg.
- Global ERGs or Kyndryl Inclusion Networks(KINs) grew from 5 to over 70 in 1 year.
- Multiple learning opportunities created to teach/empower employees to understand & embrace inclusion and diversity (Inclusive Mindset at Kyndryl program).



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Recruitment Team of the Year

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Recruitment Team of the Year

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Infosys



- A dedicated pre-onboarding team to support candidates.
- Regularly builds and maintains talent pools, as unique & successful way to hire.
- Upskilling and reskilling leaders to be better hiring managers.



HR Leadership Award



HR Leadership Award – Information Technology APAC



Nahla Azmi
Head, Talent Acquisition, Asia
Pacific



- Formally recognized as one of the Top Global Managers at Infosys.
- Enabled & streamlined the TA process across multiple geographies, building successful custom recruitment plans throughout..
- Creates a flexible & sustainable trust environment for the team with a high growth transition readiness level, motivating through honesty and transparency.

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HR Leadership Award – Education

APAC



Dr. Nikhat M. Hamza
Director, HR



DATTA MEGHE
INSTITUTE OF HIGHER
EDUCATION & RESEARCH

- Publication in KRAs & appraisals with extra monetary benefits and incentive schemes for publication, grants & consultancy, achieving immediate results.
- Faculty awards for performance, teaching skills, new methodologies, research publications and more, as well as awards for non-teaching roles, recognizing innovation. performance & career growth.
- Various programs arranged for the industries to increase collaboration.

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HR Leadership Award – Financial Services

APAC



Ardhi Lufti Siregar
Chief HR Officer



- Facilitating connectedness by intention through effectively partnering with leaders to reestablish people & culture resiliency and agility to improve business performance.
- Driving strategic cost management while adding high quality services for customers & leading HR practices to hire/on-board 1,000 new employees last year.
- Created a culture of constant learning & an attrition mitigation strategy through programs (ie. learning, mentoring, global mobility, onboarding, development), with great results (ie. +36% internal dev vs 25% target, HiPo dev rate of 120% vs 30%, etc.).

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