

Category: Best SME to Work for

(Evaluation Methodology- Quantitative Section)

S.No.	Quantitative Factors	Formula	Marks
(A)	Expenses towards employee salary Vs Operating Expenses	Expenses towards employee salary / Operating Expenses	<u>7.5</u>
(B)	Expenses towards employee training Vs Operating Expenses	Expenses towards employee training / Operating Expenses	<u>7.5</u>
(C)	Expenses towards employee welfare Vs Operating Expenses	Expenses towards employee welfare/ Operating Expenses	<u>7.5</u>
(D)	Expenses towards CSR activities Vs Operating Expenses	Expenses towards CSR activities/ Operating Expenses	<u>7.5</u>
(E)	Employee Turnover	(No. of employee left- No. of employee joined)/ Avg. No. of employee	<u>5</u>
(F)	No. of employee trained Vs Total no. of Employee	Total No. of employee trained / Total no. of Employee	<u>5</u>
(G)	Total no. of women employee Vs Total Employee	Total no. of women employee /Total Employee	<u>5</u>
(H)	Average monthly working hours	Avg. working hours per week x 52 weeks / 12 months	<u>5</u>
(I)	Actual Man Days/ Total Man Days	Actual working days/ Total working Days	<u>5</u>

(J)	Employee Retention Index	No. of employee recruited/ No. of employee left the organization	<u>10</u>
(K)	Employee participation in decision making	No. of suggestions received from employee/ No. of suggestions incorporated	<u>5</u>