

## Forbes Marshall Ranked Among the top 25 "Best Workplaces in India", 2008

*Makes it to the top 25 list for the second time*

Pune, Maharashtra, IND, 2008-05-19 16:51:03 (IndiaPRwire.com)

Forbes Marshall, specialists in process efficiency & energy conservation have been ranked as one of the top 25 'Best Workplaces' in India for the year 2008 based on a survey conducted by the Great Place to Work Institute. The Institute is a pioneer in studying and recognizing great places to work across the globe. The study conducted annually, is in its fifth year and has a presence in across 40 countries around the globe covering over 1 million employees. It is one of the oldest, most comprehensive and respected workplace study in the world.

The Great Place to Work Study is based on rigorous employee survey and culture audits and follows a unique employee-centric methodology. Two thirds weightage is given to employee feedback and the balance one third to the information submitted by the Company against a structured questionnaire provided by the Institute. The major criteria for the study revolve around trust, credibility, fairness, respect, pride and camaraderie as perceived by the employees towards their organization. The survey is based on a random sampling of the employees.

Ms. Rati Forbes, Director, Forbes Marshall said, *'Our Company has been rated on pillars like family spirit, culture and employee trust. A comfortable and engaging work environment, open communication, management training programmes and the absence of hierarchy, are some of the key aspects of Forbes Marshall that makes it one of the top 25 places to work. A noteworthy best practice, that the study mentions, is the weekly value added meetings that are conducted with managers and directors.'*

This year over 250 organizations participated in the study in India, covering over 36,000 employees. 24% of the participating companies were from the IT and ITES sector, 23% from engineering/manufacturing sector and 11% from financial sector. The rest of the participants were from sectors like FMCG, Real Estate, Hospitality and others. Of the top 25 companies in India, only 4 companies from the manufacturing sectors have made it to this elite group. It is a remarkable achievement for Forbes Marshall, an engineering company, to rank in this survey that is otherwise dominated by the IT and ITES sector organizations. This is the second time that the company has made it to this list since it started participating in this survey since 2006.

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**For more information, Please contact:**

**Contact --**

PR - Brodeur India  
+91-11-26142292

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