



Analyst
Meet 2007

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Human Resource Development

Bikramjit Maitra

Vice President – Human Resource Development

Safe Harbor

Certain statements made in this Analyst Meet concerning our future growth prospects are forward-looking statements, which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in IT services including those factors which may affect our cost advantage, wage increases in India, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, industry segment concentration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks or system failures, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, the success of the companies in which Infosys has made strategic investments, withdrawal of governmental fiscal incentives, political instability and regional conflicts, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property and general economic conditions affecting our industry. Additional risks that could affect our future operating results are more fully described in our United States Securities and Exchange Commission filings including our Annual Report on Form 20-F for the fiscal year ended March 31, 2007 and quarterly report on Form 6-K for the quarter ended June 30, 2007. These filings are available at www.sec.gov. Infosys may, from time to time, make additional written and oral forward-looking statements, including statements contained in the company's filings with the Securities and Exchange Commission and our reports to shareholders. The company does not undertake to update any forward-looking statements that may be made from time to time by or on behalf of the company.

Agenda

- Managing Scale
 - Talent Acquisition
 - Competency Enabling
- Managing challenges
 - Employee compensation
 - Attrition
 - Global talent deployment
- Managing Diversity
- Managing Execution

Managing Scale – Talent acquisition

- 500,000 engineering graduates being added to the pool every year*
- Broadening the reach by visiting more campuses without diluting the entry criteria. Focus only on the cream (Top 20%); Consistency in performance
- Augmenting talent through alternate talent pools
 - new positions like Junior Software Engineers have been included
 - new geographies & inorganic growth
 - hiring of domain specialists and consultants
- Campus Connect to widen pool of trained talent
 - Faculty enablement
 - Project work for students
 - Sabbatical opportunities for Professors and Courseware availability

* - Annual Report 2005-06, HRD Ministry

Managing Scale – Recruiting the right talent

- Large technical & scientific pool
- Innovative enlargement of pool
- Multiple channels of talent sourcing
 - Premier institutions & business schools
 - Advertisements
 - Walk-in /Call-Ins interviews
 - Employee-get-employee schemes
 - Placement consultants
 - Web based recruitment
- Bachelors and Masters in Engineering, MCAs, MBAs & PhDs

Managing Scale – Competency enabling

Higher education

- Part-time and distance education programs

ILITE & E-learning

- Web-based integrated training management system
- 25% of training through e-learning modules

Leadership Development

- 3 Tiered Program focused on strategic, business and operational leadership roles
- Competency enabling for better management for self, teams, clients and business

Entry level training

- 14 week comprehensive finishing school
- Benchmarked against US standards

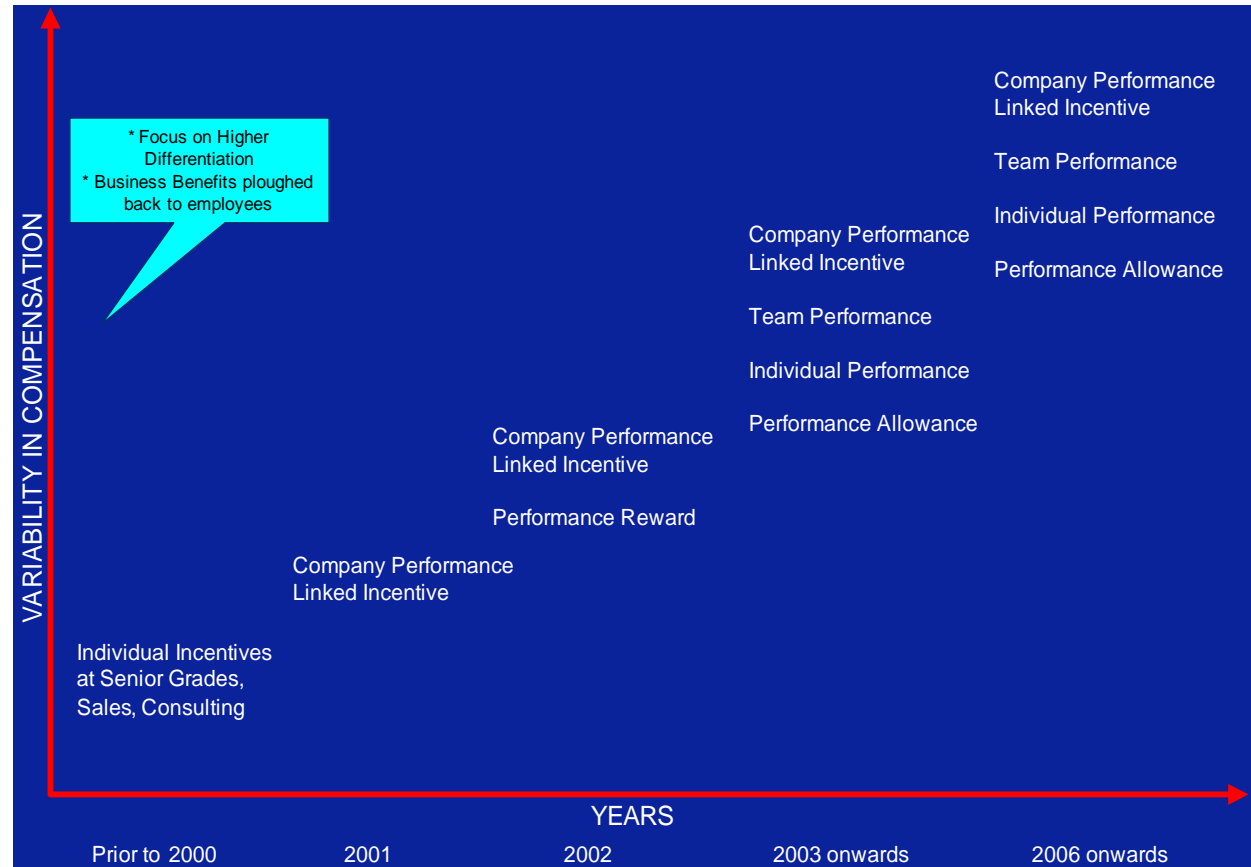
Continuing Education

- Certification programs for key skills
- Role based training for competency enhancements

Managing challenges – Employee compensation

Driving Factors

- Compensation trends at the market place
- Differential compensation strategies
- Reinforcement of high performance work ethic
- “Better” employer for better performers
- Performance linked multi-level variable pay
- Senior management-retention plan



Manage Risk + Employee Incentive = Future Proofing the Organization

Managing challenges – Future proofing the Organization

- Talent engagement for reducing attrition
 - Alternate career tracks, skill sets and locations
 - Continuous and role-based enabling programs
 - Active employee communication
- Managing global talent deployment
 - Scale, speed, complexity & efficiency
 - Compliance in increased complexity & changing immigration scenarios
 - Availability of sufficient visas, present utilization is at 60%

Managing Diversity

- Creating a diverse, inclusive and positive work environment
 - Focus on nationalities & gender
 - Launched 3C – campus hiring program in the US. 236 graduates in 2 batches have joined from the US. Also extending it to the UK
 - Capability building, cultural transformation, Role models & enablers for Inclusivity
 - Infosys Women's Inclusivity Network
 - Percentage of women employees have gone up from 19% in 2002-03 to 30% in 2006-07

Managing Execution – for results

- Creating a High Performance – High Productive Work Ethic
 - Through performance and utilization measures and rewards
 - Personal accountability
 - Alignment of organization objectives with individual performance objectives – goal flow down
- HR Business process transformations leveraging technology
- Internal HR shared services for increased efficiency

Doing it with a difference

- Line of sight to End Customer
 - Interactions
 - Workshops
 - Consulting assignments
- Institutionalized utilization measures to drive productivity and resource optimization
- Leveraging technology to evolve smart HR processes to cater to a diverse and distributed workforce with shorter process times
- Integrating and sharing best practices across the Infosys Group

External Accolades

- Won SHRM (Society for Human Resource Management) Human Capital Leadership Award under the Innovative Business Solutions Category - 2006
- 2007 Optimas Award in the "Global Outlook" category & 2006 Optimas award for Service by Workforce magazine
- Ranked in the top 100 list of Best Places to work for IT professionals by Computerworld in 2003, 2004 and 2005.
- Ranked Best Employer in India
 - Business Today-Mercer – TNS in 2005
 - GPTW – 2005, 2004
 - Business Today – Hewitt – 2003, 2002
- American Society for Training & Development (ASTD) honoured Infosys with the Excellence in Practice Award 2004 for its exemplary practice in Global Business Foundation School
- Businessweek and BCG ranked Infosys as the 32nd most innovative firm in the world(2006).
- Infosys was given “5 Star” rating in the recently concluded Best Employers 2005 survey by DataQuest magazine. Also, Infosys ranked 1st in both categories of HR and Brand Equity.
- Best Managed Company in 2004-05 - Business Today



Thank You

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