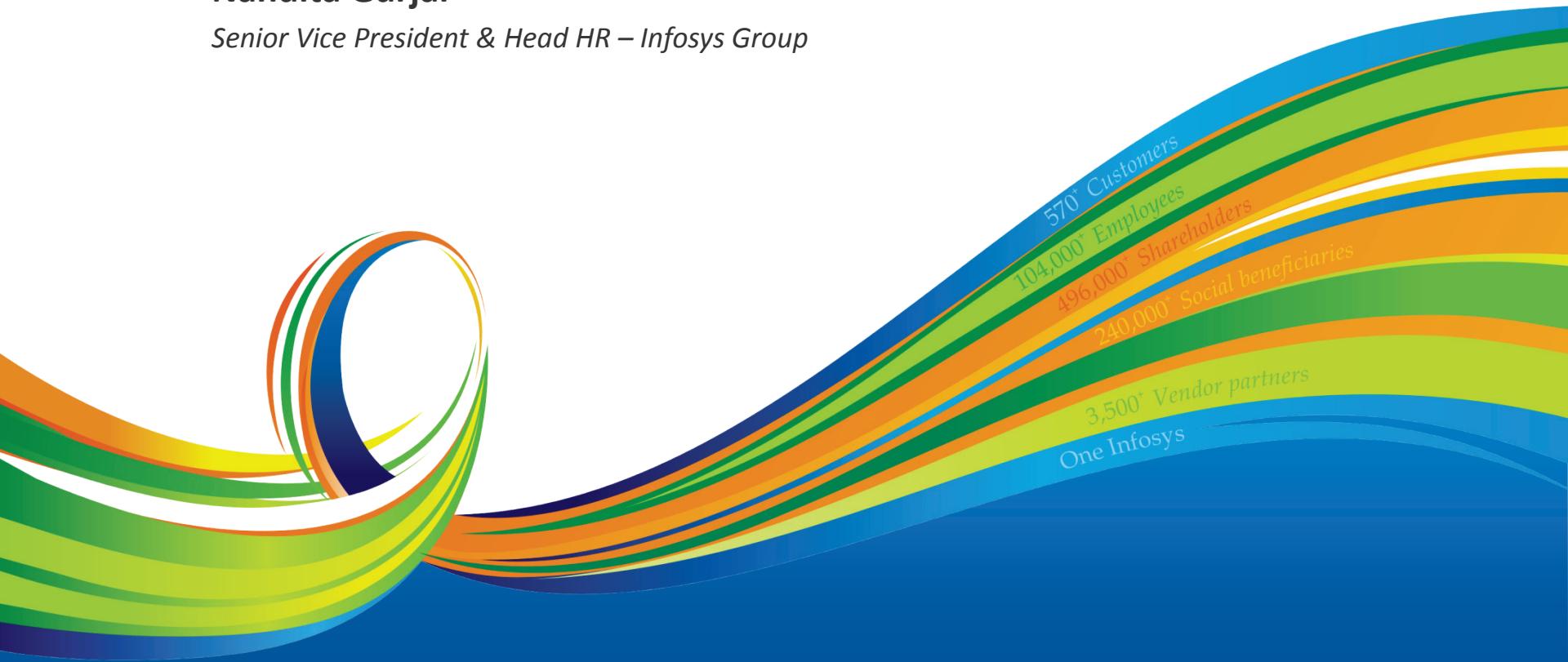


# HRD

**Nandita Gurjar**

*Senior Vice President & Head HR – Infosys Group*



# 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, 2009 and on Form 6-K for the quarters ended June 30, 2009 and September 30, 2009. These filings are available at [www.sec.gov](http://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.

# HR at Infosys is about building a smarter organization for our employees, clients and investors

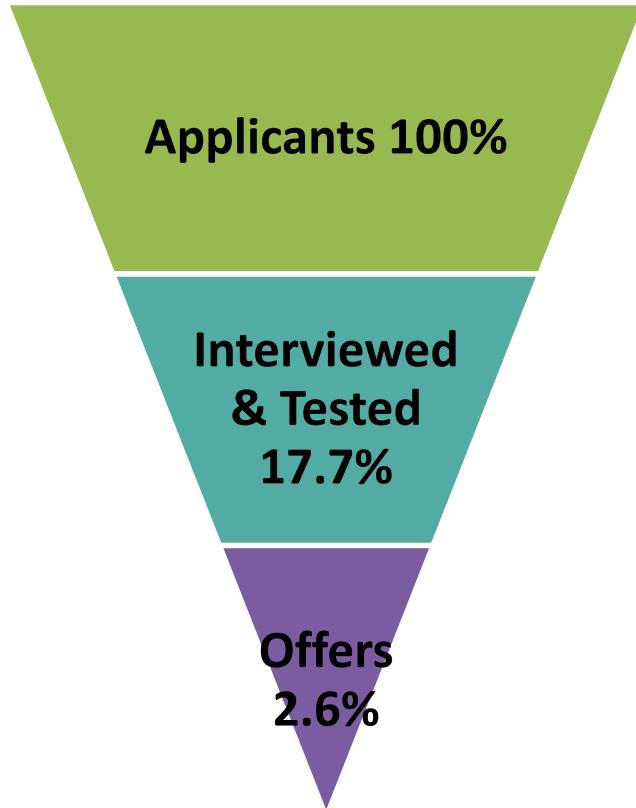


HR is no longer about enabling, supporting and providing services  
– It's about 'Doing' it and 'Doing it Right'

## Hiring the best-in-class



# Hiring large numbers while maintaining quality through a strong employer brand and scalable systems/processes



The above is consolidated data for  
LTM Sep-09

- Continued focus on hiring the very best from campus
- |                                       | FY 09  | FY 08  |
|---------------------------------------|--------|--------|
| Engineering school                    | 20,000 | 18,200 |
| Number of engineering schools visited | 700    | 1,079  |
- Tapping niche technology and domain skills
    - 4,500 offers as compared to 3,500 last year
  - Building the global talent pool
    - Hiring 1,000 people through Project Summer
  - Building the leadership pool
  - Investment in the sales group

The focus has been to invest in creating employable global talent...

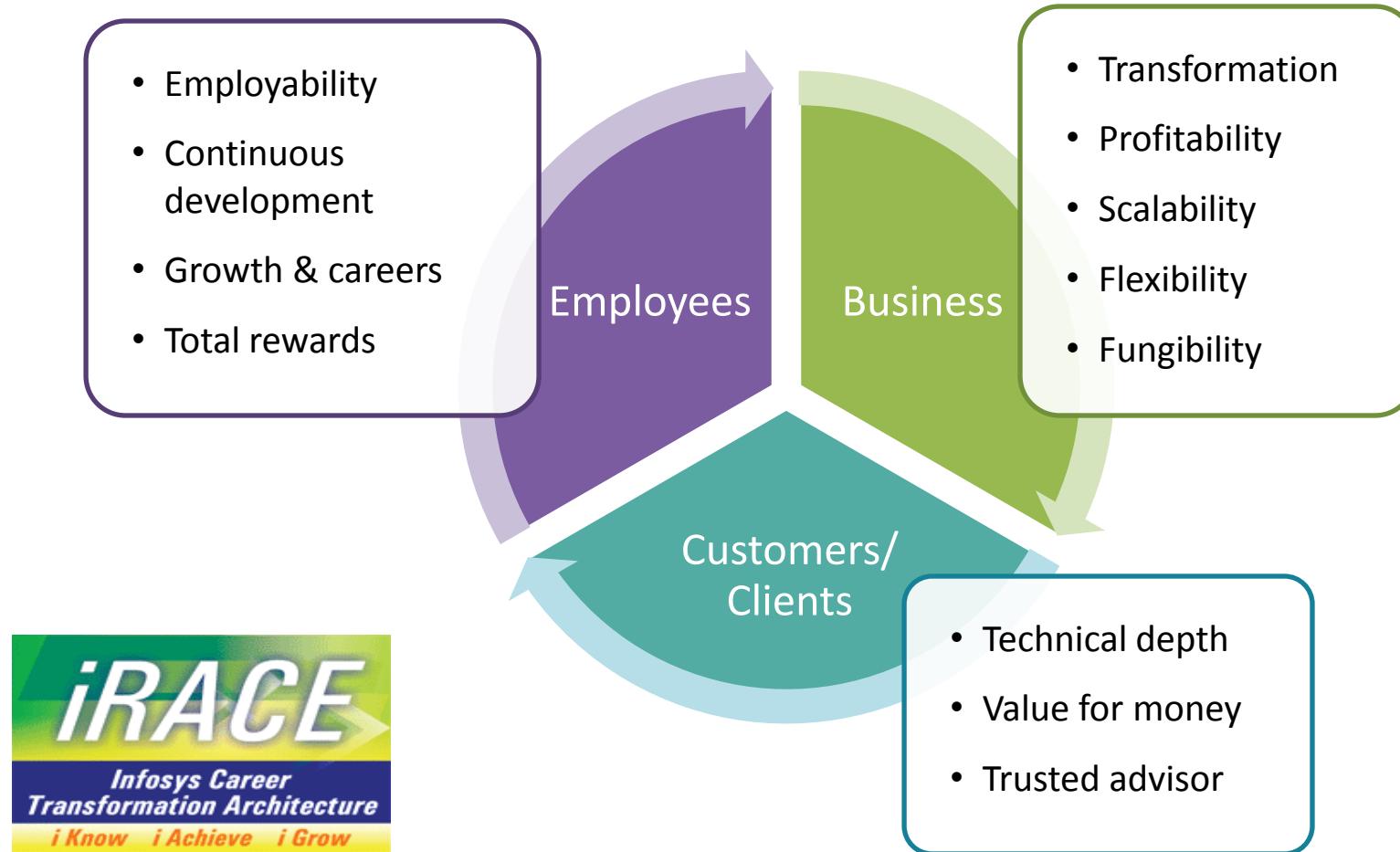


- **Campus Connect**
  - Over 500 colleges and 30,000 students
- **Rural Reach Programs**
  - Reaching out to schools within a 150 km radius of Infy DC's to create awareness on the "Power of IT"
- **Catch Them Young**
  - Trains high school students on basics of computer programming (cover over 100 schools every quarter)
- **Spark**
  - 2,400 faculty members & 36,000 students
- **Instep**
  - 90 of the best minds across 125 international colleges in US, EMEA and APAC (FY10)

# Organizational Development



It is important that we build the foundation that will see us through the next 5 years...



# iRACE – Organization Structure for tomorrow...



## Investment in people



# Enabling people to perform through investments like Integrated Finishing School

**1,250** employees  
can be **inducted** on any  
single day

**15,000** employees  
can be **trained** on any  
single day

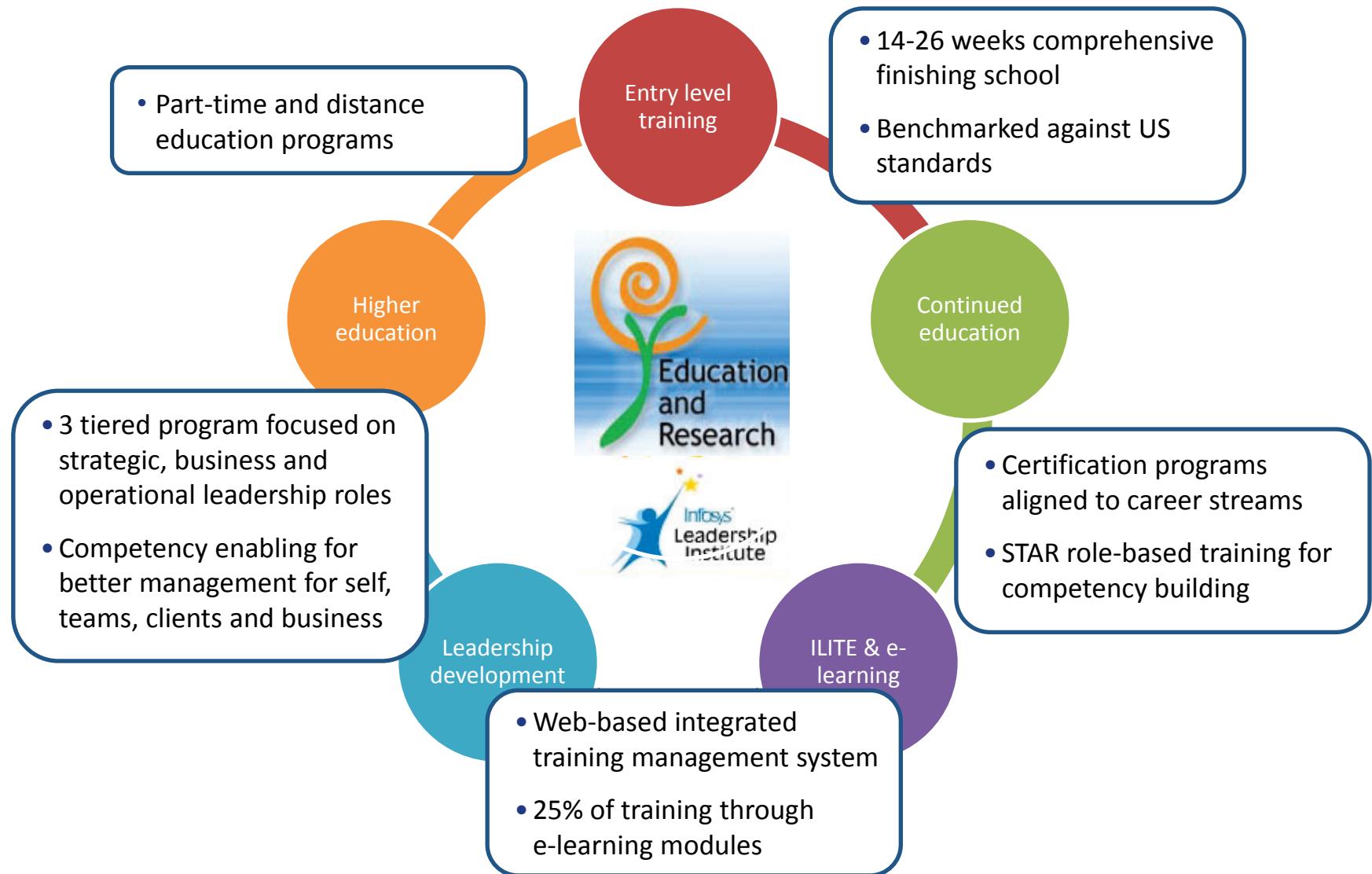
**Project Summer**  
– integrating a  
1,000 member  
cross-cultural workforce



*Optimas Award Winner*



# Investment in training and developing our people...



## Reward & Retention



We have continued our efforts towards enhancing the high performance work ethic...



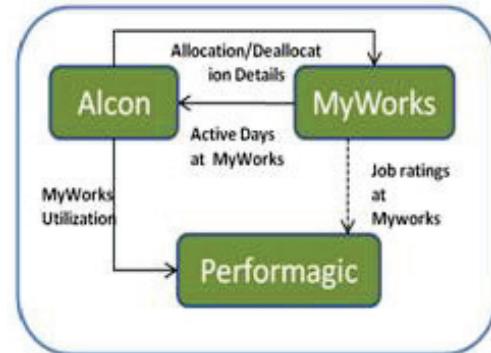
Organization-wide relentless focus, energy, commitment and enthusiasm that aligns and drives people to out-execute competitors and achieve superior business results

## People Engagement



# Maintaining a small company culture is at the heart of People Engagement

- **Business**
  - Increased utilization of resources – My Works
  - Cross-functional movements to group companies
- **Employee**
  - Focus on employee health & well-being
  - Connecting employee-employee; employee-management; employee-job
  - Building trust & credibility into Grievance Redressal forums
- **Celebrating diversity at work**
  - Women empowerment through Infosys Women's Inclusivity Network (IWIN)
  - Differently abled assimilation



# MyWorks

**H1 2009-2010 Highlights (Apr 01, 2009 to Sep 30, 2009)**

**Key Benefits:**

- MyWorks has become an end to end solution to manage and track the activities of employees who are not utilized
- MyWorks is integrated with Alcon and Performagic systems of IS, and is the only system to get utilization benefits when not utilized in a project
- MyWorks provides a platform that has a myriad of jobs and project tasks one can choose from
- 7493 number of jobs successfully completed through MyWorks. Visit [Completed Jobs](#) for the details

**Prior to MyWorks**

- Need to harness unutilized talent
- Improve employee morale
- Leverage Organizational resources to create assets
- Building competency for the unutilized

**Post MyWorks**

- Provides a platform that has myriad of jobs and project tasks one can choose from
- Nurtures talent in a systematic way
- Provides end to end solution to manage and track employee activities
- Best alternative to use free time

**Introduction of MyWorks**

**MyWorks Utilization Integration:**

```

graph TD
    Alcon[Alcon] -- "Allocation/Deallocation Details" --> MyWorks[MyWorks]
    MyWorks -- "Active Days at MyWorks" --> Alcon
    MyWorks -- "Job ratings at Myworks" --> Performagic[Performagic]
    Performagic -- "MyWorks Utilization" --> MyWorks
    
```

**Assets Created:**

Category	Percentage
Tool/Utility	38%
Website/Portal	12%
Generic Application	10%
Utility component	8%
Solutions	7%
Documentation	5%
Dashboard	4%
Case studies	3%
Framework	2%
Work	2%
SAP BI	1%
Others	1%
Testing	1%
Reports	1%
Research	1%
CRM Work	1%
Trackers	1%
Repository	1%

**Key Metrics:**

Total Jobs posted	13195
Total Jobs Completed	7493
Unique Job Signers	6269
Unique Job Submitters	2752
Total PUs Participated	36

Data as of Sep 30, 2009

# Engagement transformed to Gen Z way – of the people, by the people, for the people

- **Infy TV** – an in-house TV channel that serves as a new platform for org wide communication
- **'Ask Kris'** – a monthly interactive column on the intranet provides an opportunity to the employees to ask questions to the CEO, S. Gopalakrishnan
- **Managers Portal** – a comprehensive website that serves as a communication platform for Infosys managers worldwide to share, assimilate and analyze relevant business information
- **HRD Blog** – a platform via which employees communicate with the HR head on various issues concerning them
- **My Voice @ Infosys** – a communication platform for employees to share their inputs and suggestions on various policies affecting them on an ongoing basis



**Ask Kris - March 2008**

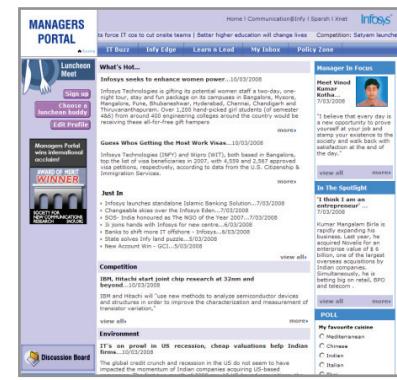
In Ask Kris, you get the chance to find out what Kris Gopalakrishnan feels about a range of issues. If you have a question, you can now ask it directly via e-mail. Kris will select and answer a few questions, which will be published here. The Questions window will remain open till Mar 15.

**Subject:** [Redacted]  
**Question:** Characters remaining: 1688  
 (Character limit 500: You are allowed to either type a question or submit a question.)

**Search Similar Questions:**

**Questions:**  
 If you have a question similar to one that's already submitted, all you need to do is vote for it, to avoid repeating the question!

Question	Comments	Submitted By	Answered By
It gives me immense pleasure to share my thought with you that I must say that Infy which gives access for sending inside the office and not outside the office for the employees who are employed... After all, both the "actions" serve the same purpose -	1688	Anil_R02	Kris (2123 posts)
NET ACCESSIBILITY	400		Kris (2123 posts)



**MANAGERS PORTAL**

It takes 6 yrs to cut create teams. Better higher education will change lives. Competition Satyan launches

**What's Hot...**

Infy needs to enhance women power... 19/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 Changpala skies over the Infyite 8/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 Infy joins hands with Infra for new venture... 4/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 State solves Infy land puzzle... 3/03/2008  
 New Infyite born... 3/03/2008

**Managers Poll**

What's Hot...  
 Infy needs to enhance women power... 19/03/2008  
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 New Infyite born... 3/03/2008

**Gurus Who's Getting the Most Work Visas...** 19/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 Changpala skies over the Infyite 8/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 Infy joins hands with Infra for new venture... 4/03/2008  
 Infy launches 'Islamic Solution' 7/03/2008  
 State solves Infy land puzzle... 3/03/2008  
 New Infyite born... 3/03/2008

**Competition**

IBM and Infy start joint chip research at 32nm and beyond... 10/03/2008  
 IBM and Infy will 'use new methods to analyze semiconductor devices and circuits to help improve the characterization and measurement of transistors'... 10/03/2008

**Environment**

ITC are poised in US recession, cheap valuations help Indian firms... 10/03/2008  
 Infy and TCS launch and liaison in the US do not seem to have impacted the momentum of Indian companies acquiring US-based

**Discussion Board**

**POLL**

My favorite cuisine  
 American  
 Italian  
 Indian  
 Chinese



# Managing diversity...

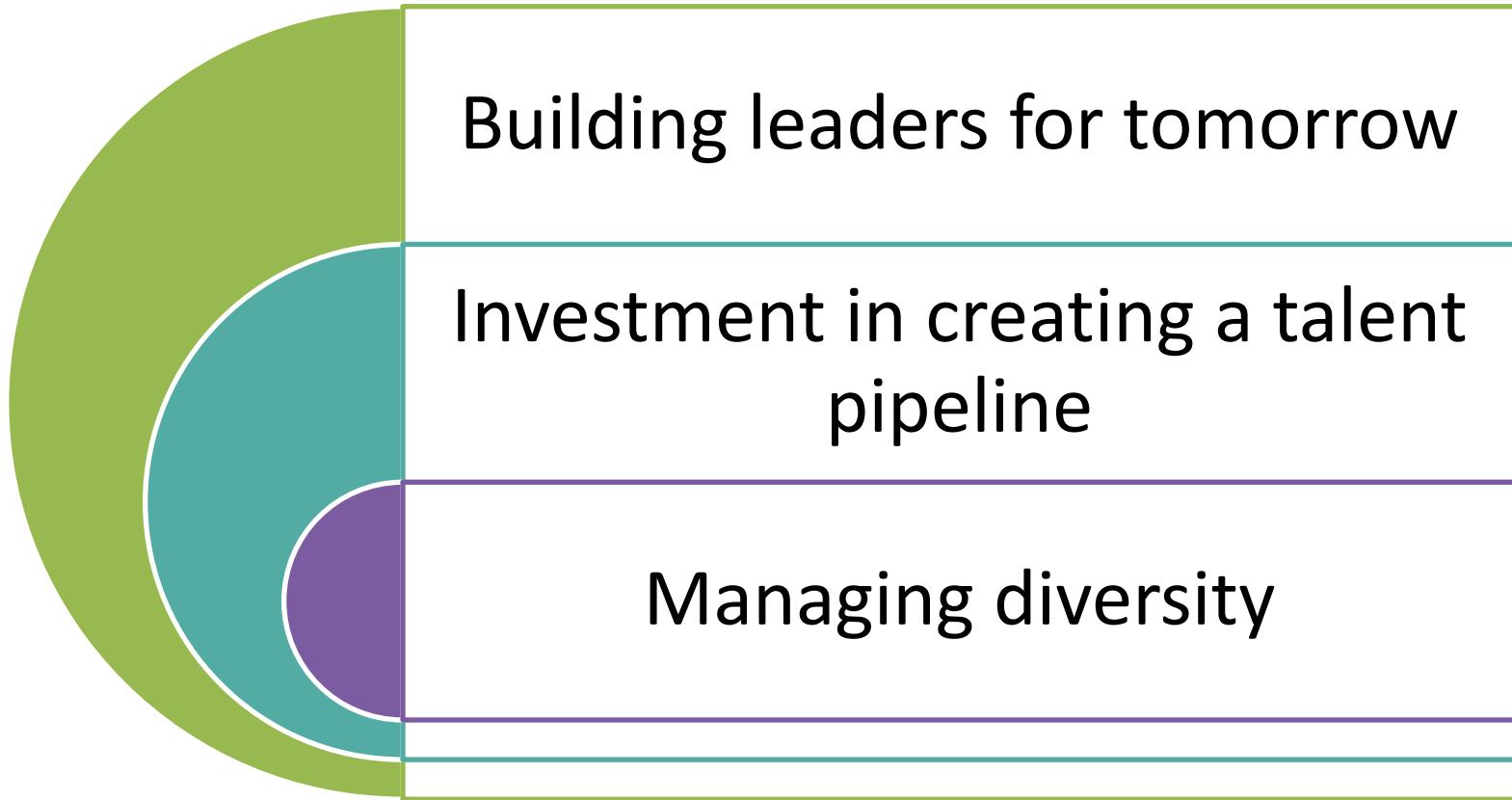
- **Infosys Women Inclusivity Network** – 33.4% of Infosys work force are women
- **Family Matters Network** – Over 14,000 parents at Infosys
- **Buddy Program** – We have 73 nationalities; 5% of workforce are local hires
- Platform for **differently abled people** – Over 250 people
- **Policies are inclusive** – maternity, extended maternity, 1 year child care sabbaticals, paternity, adoption, part-time, flexi hours and selective telecommuting
- **Support systems** – counseling, health and safety workshops, parenting workshops, family day, satellite offices, nursing stations, near site day care etc



To create a diverse and inclusive workplace

DIVERSITY  
@Infosys®

# Sustainable people practices...



# Thank You

[www.infosys.com](http://www.infosys.com)

