

Methodology: ABECA 2026 | AmbitionBox Employee Choice Awards

Introduction

ABECA 2026 - AmbitionBox Employee Choice Awards helps job seekers identify the best of the best workplaces rated by employees. With over 1.5 crore users registered on the platform and more than 80 lakh company reviews, AmbitionBox is India's No. 1 platform for company reviews and salary insights. Based on reviews and ratings by employees, these awards showcase where people in India really want to work.

These awards are purely based on ratings shared by employees on AmbitionBox who have worked with a particular company in the year 2025.

Qualifying criteria

For a company to qualify for ABECA 2026, the following criteria should be met:

- Company must be a registered company in India
- Company must not be a Government organisation, Staffing firm, Dealer/Franchisee, NGO/Social Service organisation, Industry Association, College/ School/University, Restaurant, Hotel, Airport, Hospital, or alike.
- Company must not have influenced reviews or have tampered with the process of collecting authentic, unbiased reviews, including intentional or unintentional acts that violate the AmbitionBox Community Guidelines and/or Terms of Use.
- Company must not have been involved in any serious fraudulent or suspicious activities.

How are winners for ABECA 2026 calculated?

Winners are decided on the basis of the ratings of companies calculated for awards. There are two factors that determine the final rating of companies for awards:

1. The number of qualifying reviews (a review is considered a qualifying review if it is submitted by a current or former employee who has worked in the organization from January 1 to December 31, 2025).
2. Overall rating (asked from current and former employees via our review form) as submitted in the qualifying reviews.

A new rating is calculated based on the above two parameters using our proprietary algorithm that in addition to the ratings, takes into account the no. of reviews a company has. This new rating must be above 3.75 to make it to the list. All ranks are decided based on the new rating. In cases where companies have the same overall rating, they are ranked the same. Ranks are awarded by [the Standard Competition](#) ranking. No. of ranks are solely at the discretion of AmbitionBox.

Categories

A company must also meet the below requirements to be eligible for a particular category:

Best Mega Companies

- Company should have at least 50,001 employees in India.
- Company should have at least 500 reviews by employees who have worked in the company in 2025.

Best Large Companies

- Company should have 10,001 to 50,000 employees in India.
- Company should have at least 300 reviews by employees who have worked in the company in 2025.

Best Mid-Sized Companies

- Company should have 501 to 10,000 employees in India.
- Company with an employee count between
 - 501 to 1000 should have at least 100 reviews
 - 1,001 to 5,000 should have at least 100 reviews
 - 5,001 to 10,000 should have at least 200 reviews by employees who have worked in the company in 2025.

Best Tech Startups

- To be considered a startup, a company must leverage technology for its businesses in a significant way.
- Company should be founded on or after 01-Jan-2016.
- Company should not be public or started as a subsidiary of an already well-established company.
- Companies are excluded if
 - their primary business is to provide custom services to other businesses or end customers, or
 - they do not have their own product.
- Company should have more than 500 employees.
- Below review cutoff is used based on company employee size

Employee Count	Minimum Reviews (From employees who have worked in 2025)
50,001 to 1,00,000	500
10,001 to 50,000	300
5,001 to 10,000	200
1,001 to 5,000	100
501 to 1,000	100

Best Companies for Women

- Company should have more than 500 employees.
- To be considered for this list, at least 20% of the reviews from employees in 2025 should be from female employees, and the below review cutoff is used based on company employee size

Employee Count	Minimum Reviews (From female employees who have worked in 2025)
50,001 to 1,00,000	250
10,001 to 50,000	150
5,001 to 10,000	100
1,001 to 5,000	50
501 to 1,000	50

Best Companies by Industry

- Popular industries are chosen from all available industries on AmbitionBox (popularity was based on no. of reviews).
- Company should have at least 501 employees in India.
- Companies are compared & ranked with companies operating in the same primary industry or in a related Primary Industry. (Companies on AmbitionBox are tagged with a primary industry on the basis of their core business operations)
- Each industry list is further categorised into Mega, Large & Mid-Sized companies based on employee count, and within each category, top companies are ranked.
- The same eligibility requirements were used as mentioned above for each particular category.
- Selected Industries and their related Industries are listed below:
 - Banking
 - Financial services (includes: Financial services, Insurance, Investment Banking / Venture Capital / Private Equity & NBFC)
 - Automobile
 - Retail
 - Internet/Product (includes: Internet, Software Product, Gaming, Fintech, EdTech & Emerging Technologies)
 - Construction (includes: Construction & Real estate)
 - IT/ITES
 - Pharma
 - FMCG (includes: FMCG, Food Processing, Beauty & Personal Care & Beverage)
 - Consumer Electronics

- Energy & Power (includes: Oil & Gas)

Can a company be disqualified?

As part of the process of determining award winners, AmbitionBox is committed to the highest level of data integrity and quality of reviews, including treating all employers equally.

A company can be disqualified by acts such as, but not limited to, management attempting to leave fake reviews, management coercion of employees to submit positive reviews, or other activities and/or events that could ultimately damage employees' faith in the employer, its senior leadership, and/or adversely affect its overall rating on AmbitionBox.

AmbitionBox does not disclose the list of disqualified companies and the associated reasons with it. Ultimately, all decisions related to rankings remain within our sole discretion.

For any further queries, reach out to us at support@ambitionbox.com.

Note:

1. *Primary industry and India employee count of companies is captured by the AmbitionBox team through various public sources or as mentioned by employers. AmbitionBox does not hold any responsibility for the accuracy of the information.*
2. *A subsidiary is excluded from a list if the parent company is also winning in the same list.*

Disclaimer: AmbitionBox has the right to modify the qualifying criteria, categories, ranks, or methodology if required without prior notice.