

**Methodology:****AmbitionBox Best Places to Work in India 2021, Employee Choice Awards**

**(Awards 2022 methodology may change this year)**

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Best Places to Work in India 2021, Employee Choice Awards help jobseekers discover great places to work. AmbitionBox has more than 3 Million reviews. Based on reviews and ratings by employees, these awards showcase where people in India really want to work.

These awards are based on ratings shared by employees on AmbitionBox who have worked with a particular company in 2020. When submitting a company review, employees are asked to rate their company and share what they like and dislike about their employer. Also, employees are asked to rate workplace attributes like overall rating, career growth & opportunities, compensation & benefits, skill-development, company culture, work satisfaction, job security and work-life balance.

For a company to qualify for Best Places to Work in India 2021 Awards, the following criteria should be met:

- Company must be a registered company in India or wholly owned subsidiary of a foreign 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 and 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 and is under scrutiny by their respective governing entity.

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

**15 Best Mega Companies**

- Company should have at least 50,001 employees in India
- Company with an employee count between 50,001 to 1,00,000 should have at least 500 reviews while a company with an employee count of more than 1,00,000 should have at least 1000 reviews by employees who have worked in the company in 2020

**25 Best Large Companies**

- Company should have 10,001 to 50,000 employees in India
- Company should have at least 200 reviews by employees who have worked in the company in 2020.

**25 Best Mid-Sized Companies**

- Company should have 1,001 to 10,000 employees in India
- Company with an employee count between 1,001 to 5,000 should have at least 60 reviews while a company with an employee count between 5,001 to 10,000 should have at least 100 reviews by employees who have worked in the company in 2020

## 25 Best Small Companies

- Company should have 501 to 1,000 employees in India
- Company should have at least 40 reviews by employees who have worked in the company in 2020

## 15 Best Tech Startups

- To be considered as a startup, a company must leverage technology for their businesses in a significant way.
- Company should be founded on or after 01-Jan-2011
- 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 200 employees
- Below review cutoff is used based on company employee size

Employee Count	Minimum Reviews (Employees who have worked in 2020)
More than 1,00,000	1000
50,001 to 1,00,000	500
10,001 to 50,000	200
5,001 to 10,000	100
1,001 to 5,000	60
501 to 1,000	40
201 to 500	30

## Best Companies by Industry

- 8 popular industries were chosen from all available industries on AmbitionBox (popularity was based on no. of reviews).
- Company should have at least 500 employees in India.
- Companies are compared & ranked with companies operating in the same primary industry. (Companies on AmbitionBox are tagged with a primary industry on the basis of their core business operations)
- Each industry list is further categorized into Mega, Large, Mid-Sized & Small companies based on employee count and within each category the top 3 companies are ranked.

- Same eligibility requirements were used as mentioned above for each particular category.

Only reviews contributed between 01 January 2020 & 07 May 2021 for a company were considered for these awards, i.e. all reviewers should have worked in that company in 2020 (between 01 January 2020 and 31 December 2020). A new overall rating for shortlisted companies was calculated based on these 2020 ratings using our proprietary algorithm. This new overall rating must be above 3.75 to make it to the list. All ranks were decided based on the new overall rating. In cases where companies have the same overall rating then they are ranked the same. Ranks are awarded by [Standard Competition](#) ranking.

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

Exclusion from eligibility can be triggered 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 which could ultimately damage employees' faith in the employer, its senior leadership, and/or adversely affect its overall rating on AmbitionBox.

Ultimately, all decisions related to rankings remain within our sole discretion.