

Focus

Emerging Companies

RUNNING WITH GIANTS
NASSCOM lists the Top 15 most exciting Emerging Companies to work for '05

Grooming Talent

Founded in 1996, Nagarro is a full life cycle software product and application development company that has expertise in domains like ISVs, manufacturing, and pharmaceuticals. Nagarro provides services in product engineering, application development, application integration, quality assurance, verification, and validation.



Nagarro gives all the credit for its good showing to innovative HR processes, industry-leading training programs and a stimulating work environment. It is more difficult for an emerging company to establish a unique and recognizable brand in order to be able to attract and retain talent. According to Manmohan Gupta, CTO and HR Head "At Nagarro, we have created

a unique identity of being focused on executing challenging technology projects and innovative product engineering assignments." The management is on a constant lookout for grooming their internal talent to take on positions of greater responsibility, much earlier in their careers. The effort is always to create a unique and challenging work environment by taking technically challenging projects.

Nagarro has invested heavily in putting together employee development initiatives, rigorous training along with an accelerated growth program in order to identify and mentor

employees for upcoming leadership positions.

At Nagarro, 65% of new hires are freshers and one in every three lateral hire is through employee reference. Nagarro also has an association with a premier engineering coaching institute. The management at Nagarro identifies students preparing for their entrance exams and who can be their potential employees. These identified students are then provided guidance and support throughout their academic life, with an assurance that they would join the company and serve it for a mutually agreed period.

All above factors contribute to the good showing of the company that is evident from the fact that the attrition is as low as 7% at Nagarro.

