

Star Club Award (On The Spot Recognition Program)

Purpose:

CresTech recognizes the importance of motivating, rewarding, retaining and developing employees. As such, this Program has been developed to recognize individual and team efforts and to encourage and empower Employees to work and utilize their talent to the fullest.

This Program encourages participation by all core Services and is created to recognize and reward value-added performance in the Organization .As the saying goes , “if you recognize everyone , you recognize no one “ .The reward can not be doled out indiscriminately ; therefore rewards will be restricted to not more than 30-35 percent of the total Team Member.

Eligibility:

All the CresTech Employees are eligible for this program. Individual Employees and Team Awards are strongly encouraged.

Program Specifics:

The Star Club Award provides opportunities for Supervisors and Managers to recognize and reward employees and teams for exceptional accomplishments and demonstrated behaviors that are aligned to the mission, vision and Values of the Organization.

This program is designed to give Supervisors and Managers to give Flexibility to Reward Employees as soon as possible after the noteworthy action. Each business Group may design and communicate their Award Program based on what is important in their business Unit. For Example Quality Improvement, Cost saving initiatives, customer service, special projects etc.

Process:

As and when an Employee will receive nomination from their Manager for Star Club Award, they will receive a Certificate from HR and also a Star will get added to the Team Member Account over CresConnect.

Employee with maximum Star in a year will be rewarded at the time of Annual GBM.

In case of Team Recognition, One star will get added in each Team Members kitty.

Disclaimer:

CRESTECH SOFTWARE SYSTEMS Pvt. Ltd. reserves the right in its absolute discretion to abolish the Policy at any time or to alter the terms and conditions.