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HR Ranking			HR Ranking		
Rank 2008	Company	HR Score	Rank 2008	Company	HR Score
1	Tata Consultancy Service	11.82	19	Microsoft India	6.59
2	Roitla India	9.80	20	Synggy	6.59
3	Synechron	8.84	21	Ancient	6.40
5	Tulip Telecom	8.15	22	Accel Frontline	6.39
6	Nagarro Software	8.12	23	SAS Institute	6.20
7	Span Infotech India	7.89	24	Hexaware Technologies	6.15
8	Mphasis EDS	7.69	25	Datacraft	6.13
9	HCL Infosystem	7.60	26	Nucleus	6.10
10	GlobalLogic	7.55	27	Fulcrum Logic	6.08
11	iGate Global Solutions	7.31	28	Virtusa India	6.05
12	Zensar	7.25	29	NIIT Tech	6.04
13	Infrasoft Technologies	7.17	30	Sun Microsystems	5.99
14	NIIT Limited	7.14	32	EMC Data	5.75
15	Intel India	6.98	33	Tavant Technologies	5.73
16	RMSI	6.79	34	Polaris Software	5.61
17	Ness Technologies	6.68	35	Patri Computer Systems	5.56
18	Cybage Software	6.66			

Source: DQ-EDS 9ES Top 20 Survey

TCS retained its top HR ranking but its overall position went down this year. Some players who made it to the top 20 HR ranking, but failed to make it to the overall rankings include Mphasis EDS #8, Zensar #12, NIIT Ltd #14, Cybage Software #18, and Synggy #20. Employees don't always share the same perception with the company

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Employee Satisfaction

Rank 2008	Company	Employee Score	Rank 2008	Company	Employee Score
1	iGate Global Solutions	75.15	18	GlobalLogic	60.89
2	RMSI	75.02	19	EMC Data	60.49
3	HCL Infosystems	73.52	20	Accel Frontline	60.35
4	Rohta India	71.02	21	Tulip Telecom	59.84
5	Microsoft India	69.43	22	NIIT Limited	59.67
6	SAS Institute	68.36	23	Virtusa India	59.41
7	Tavant Technologies	64.98	24	Nagarro Software	58.86
8	Hexaware	64.11	25	Cybage Software	57.99
9	Datacraft	63.79	26	Arcent	57.90
10	Tata Consultancy Service	63.08	27	Syngy	57.87
11	Synechron	63.04	28	Nucleus	57.66
12	Intel India	62.97	29	Patni	56.83
13	Span Infotech India	62.69	30	NIIT Tech	55.25
14	Fulcrum Logic	62.45	31	Polaris Software	54.32
15	Infrasoft Technologies	62.15	32	Zensar	53.87
16	Ness Technologies	61.71	33	Mphasis/EDS	53.11
17	Sun Microsystems	61.61			

Source: DQ-IBC BES Top 20 5

TCS's drop to tenth position in BES rankings, a fall of seven positions from last year, was the result of the survey. This was on account of poor score in appraisal system, nature of job content and salary. Goliaths don't always win; small organizations like iGate, RMSI, Rohta and Datacraft, among others, beat TCS to the post.