



## SS RANA CERTIFIED AS 'GREAT PLACE TO WORK'

**D**elhi-based law firm SS Rana & Co has been certified as a “great place to work”. The firm obtained the certification from Great Place To Work India in the small and mid-size organization category for the period June 2017 to May 2018.

According to the institute, from the perspective of employees, a great place to work is one where they trust the people they work for, have pride in what they do, and enjoy the people they work with. Trust is considered the defining principle, created through management’s credibility, the respect with which employees feel they are treated and the extent to which employees expect to be treated fairly. Other essential components include feelings of authentic connection and camaraderie among employees.

From the perspective of managers, a great place to work is one where they achieve organizational objectives, where their employees give their personal best, and where they work together as a team in an environment of trust. According to the institute, great workplaces achieve organizational goals by inspiring, speaking and listening; they have employees who give their personal best by thanking, developing and caring; and they work together by hiring, celebrating and sharing.

Every year, more than 6,000 organizations from over 50 countries partner with the Great Place To Work Institute to assess, benchmark and plan actions to strengthen their workplace culture. Some of the other Indian companies which have obtained the certification in SS Rana’s category include Hike Messenger, Mytrah Energy and Piramal Finance. Companies in the large organization category include Adobe Systems India, Apollo Tyres, Dr Reddy’s Laboratories, Godrej Consumer Products, Google India, Hindustan Zinc and Indian Oil.

In a note to *India Business Law Journal*, partners Lucy Rana and Vikrant Rana wrote: “At SS Rana & Co, we believe that it is time to rethink the concept of ‘employee engagement’. We believe the primary reason for being certified was because of our holistic vision of creating a workplace free of any discrimination. Our firm is constantly evolving, and diversity and inclusion are among the most important forces driving that evolution and reinvention.”

The partners said they conduct regular management development, team building and motivational workshops for all employees. “Each and every member of our team has played a significant part in our success story over the past few years.”