**PEOPLE PROGRAM OF THE YEAR**

Objective of the Award

The People Program of the Year (PPY) Award is given to a company for its relevant, unique, innovative and/or cutting-edge program, which is designed to provide meaningful contribution and enhance or improve employer-employee relations or meet a specific need of the company.

The Program must be in place for at least two (2) years at the time of the nomination and may be in any of the following areas:

* Talent Acquisition
* Talent Management and Development
* Compensation and Benefits
* Organizational Development
* Labor Relations

Criteria for the Award

**1. Line Management & HR Partnership (25%)**

The driving attribute of a high performing people-focused organization is the partnership between HR and the line management. People programs show how senior leaders clearly articulate and visibly demonstrate valuing people. The program demonstrates that HR is considered a strategic player. Line Managers champion people programs and take the lead in engaging their people.

**2. Performance Focus (25%)**

As evidenced by quantifiable results, the Performance Focus criterion looks at the impact of the program to substantially help in improving the economic, organizational health, social and/or aesthetic standards of the organization as well as its key stakeholders.

**3. Leadership Approaches (20%)**

Excellent programs and initiatives are characterized as transformative, innovative and systematic. These programs are designed to constantly adapt to the changing challenges of the organizations external environments, and promotes open, change-friendly and continuous improvement mindset. Leaders or program champions apply coaching, inspiring and engaging people to make the programs successful.

**4. People Engagement (20%)**

The People Program allows the organization to tap the full potential of their workforce. The program elicits employee participation and engagement; attends to their learning and development needs and systematically pays attention to their engagement levels and well-being needs.

**5. Social Responsibility (5%)**

A key responsibility given high importance by excellent organizations is good citizenship, community relations and environmental protection. This attribute also covers business ethics, the protection of public health and safety, the promotion of volunteerism, and the sharing of best practices.

**6. HR Competence & Credibility (5%)**

A pre-condition of the first attribute (line management and HR partnership) is the HR unit’s competence and credibility. Credibility comes from the HR practitioners’ personal values and professional maturity while competence comes from their conceptual, business and HR functional expertise.

Rules of the Award

1. Nominations are open to all companies nationwide including those not presently a PMAP corporate member.
2. A Nomination shall be endorsed by either a PMAP member of good standing or by a member of any nationally-recognized organization (such as the Jaycees, Rotary Club, Kiwanis, Lions, PCCI, ECOP, Industry and Functional Groups, etc.).
3. For past PPY winners, program nominated for PPY must be totally new and unique.
4. Previous People Program of the Year nominees may again be nominated for the same category provided there is a two (2)-year gap between the date of the last nomination (e.g. a company that vied for the Award in 2016 may only be nominated again in 2019).
5. Previous People Program of the Year winners may again be nominated for the same category provided there is a five (5)-year gap between the date of the last award and the date for this year’s nomination (e.g. a company that won the Award in 2016 may only be nominated again in 2022.)
6. The accomplished Nomination Form must be received by the Chairperson of the Awards Committee on or before **31 March 2017**. All eligible Nominees will be notified and then requested to submit the write-up about the program entry.
7. The PMAP Award Committee reserves the right to validate all claims officially presented by the nominees.
8. The Board of Judges composed of distinguished men and women will deliberate on the merits of each of the nomination and select the final winners of the awards.
9. Should there be inconsistencies established which may materially affect the integrity of the nomination due notice of the appropriate action to be taken by the committee shall be sent to the contact person.
10. The PMAP Board of Directors shall confirm the decision of the Board of Judges, which shall be final and unappealable.
11. The Awards Committee, Board of Judges and PMAP Board Directors will not entertain or answer any requests for clarification from non-winners.



#### THE PEOPLE PROGRAM OF THE YEAR AWARD



#### OFFICIAL NOMINATION FORM

Date**:**

The 2017 PMAP Awards Committee:

I am pleased to nominate for the **2017 PMAP People Program of the Year Award:**

Full Name of Nominee (Company):

Address:

Title of Program:

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Printed Name and Signature of Nominator Company of Nominator

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Address & Tel. Nos. of Nominator

Nomination forms may be submitted in a **sealed envelope** to

PMAP Secretariat, 670 Lee St. Addition Hills, Mandaluyong City or scanned copies

may be sent to [pmap@pmap.org.ph](mailto:pmap@pmap.org.ph) (cc: [issa.nery@pmap.org.ph](mailto:issa.nery@pmap.org.ph)).

For inquiries contact the PMAP Secretariat

Tel. No.: 726-1532 | Fax No.: 726-1530

Email: [issa.nery@pmap.org.ph](mailto:dette.tan@pmap.org.ph)

Deadline of Submission of Accomplished Nomination Form: **31 March 2017**