

Benefits

Leave Donation: The Leave Donation Program is a voluntary program where Happiest Minds donate their leaves to help their colleagues who need them the most. It also provides a provision to avail additional paid leave, from the leave pool, to people undergoing critical illness.

COVID Leave: Provisioning of paid leave for people testing COVID positive and under treatment/quarantine. Option to avail paid leave for hospitalization, home quarantine and family care.

Salary Advance Policy: Salary advance is given to help members to cover their immediate financial requirement.

Compassionate Loan: A loan amount is provided to all Happiest Minds to support them during financial needs. Members will have the option to repay this amount up to 10 installments.

Sabbatical Leave: Members have an option to avail long leave or take a temporary break from work up to one year at a stretch for higher studies or for medical reason.

Medical Leave: All Happiest Minds are eligible for paid leaves for medical situations that need hospitalization. The entire medical leave is credited at the time of joining or beginning of the year.

Crèche Facility: Tie-ups at discounted rates with Klay, Feather Touch and Jumbo kids to provide crèche facility for the members with young children. Additionally, we will also offer a company co-paid amount.

Hospitals Tie-up: Tie-ups with well-known hospitals like (Narayana Hrudayalaya, Fortis, Apollo Spectra, Apollo Fertility, Cradle & Motherhood) for emergencies.

Flexi Working: Members have the option to work only during the core working hours at office and the rest at home. We have also introduced the hybrid work model, members may avail the same and work from office for 3 days & rest from home.

Childbirth Gift: A gift set to welcome a new born into the Happiest Minds family.

- Plant a Tree on behalf of the newborn: With the support of an NGO, we will plant a tree as a small step towards creating a greener, sustainable & happier tomorrow for our future generation
- 12 leaflets with different seeds in the calendar for creating and cherishing a living kitchen garden and make every month of the first memorable
- Best wishes certificate from Happiest Minds Leadership
- In addition, a Gift Voucher is sent to the parents

24x7 Doctor Consultation: Free online Doctor Consultation for members and families.

Referral Bonus: Referral Bonus when the referred candidate completes 3 months post joining.

Business Referral Bonus: Contribution to the growth of the Company by bringing in more business prospects will be eligible for bonus.

Care & Compassionate Contribution Scheme: We have launched the Care & Compassionate Contribution Scheme, which provides benefits to the beneficiaries of Happiest Minds during the difficult time of loss of life or a medical condition which requires extended treatment & goes beyond insurance coverage.

Care & Compassionate Contribution Scheme Benefits

- Continuity of salary upto two years or more
- Support extended to dependent parents
- Employment opportunity with the Company or employability training support
- Children Education Support upto graduation
- Continuation of Medical Insurance Coverage
- Continuation of Parent Medical Insurance Cover for next five years
- Immediate Cash assistance and loan/ advances waiver
- Discretionary support for persons who have ongoing medical treatment not covered by medical insurance

Cult.fit Live Corporate Subscription: We have a tie-up with Cult to offer our members highly discounted live fitness session.

Exclusive Voluntary COVID Insurance Policy: Voluntary and exclusive COVID insurance plan for Happiest Minds and their family. Inclusion of partners, onsite, & support staff.

Group Accident Insurance Coverage: Enhancement in coverage limits for certain groups to align as per market standards.

Group Life Insurance Coverage: Enhancement in coverage limits for certain groups to align as per market standards.

Voluntary Life Insurance Coverage: A program to top-up GTL voluntarily for self during the policy period. This gives the flexibility to the members to go for higher life insurance coverage to their family.