

BENEFITS 2018

Application Software Technologies PVT LTD

Our team is recognized as among the most experienced and conversant Oracle consultants in the industry. Our commitment to our employees' professional development has resulted in a higher average retention rate than any other Oracle Systems Integrator.

We are a five-time Oracle Excellence Award Winner and were also recognized as a Top Tier Oracle Cloud Partner by Profit magazine.

Our employees are our real assets, and we believe in both career and overall development. We conduct an Annual Performance Appraisal, which is an unremitting process for employee development, in addition to posting Quarterly Awards and Recognition to appreciate our employees for their dedication and hard work. Our employees are certified professionally and trained on new skills and technologies.

Our exclusive focus on Oracle technologies has distinguished us in the marketplace as a premier integrator of Oracle solutions. We have a great work culture that respects and rewards our employees' unique perspectives, helps strike a balance between professional and personal obligations, and encourages employee participation in our strategic goals. We provide our employees with the flexibility to work from home, to enable a better work/life balance.

If you want to explore your talent and have the zeal to achieve something out of the ordinary, this is the right place for you. Our greatest strength is our consultants' Oracle experience. Our unmatched record of performance and continued success depends on our recruitment and retention of seasoned Oracle professionals. Our strong, supportive professional network and commitment to career development help our employees grow regardless of their experience level.

The logo for Application Software Technologies (AST) features the letters 'AST' in a bold, dark blue, sans-serif font. A red swoosh underline is positioned beneath the 'A' and 'S'.

BENEFITS



Leave/Paid Time Off

Privilege Leave: All employees are entitled to Privilege Leave (PL) of 18 working days in a calendar year.

Maternity Leave: All female employees are entitled to Maternity Leave. Maternity Leave is provided for female employees for pre and post-natal care and are in accordance with the statutory obligations of the company.

Paternity Leave: Paternity Leave is a special leave granted for a maximum period of 3 days given to male employees around the time a new child arrives.

Work from Home (Maternity): Maternity Work from Home may be exercised after the expiry of the 26-week leave period.

Work from Home (All Employees): The objective of having a Work from Home Policy is to enable employees to maintain a better work/life balance. The Work from Home option is offered to employees who want to work from a remote location instead of working at the office.

Holidays: In addition to weekends and Privilege Leaves, AST India also grants 10 Holidays in each calendar year. These are Holidays to celebrate events of national, social and religious significance.

Insurance

We care for our employees' well-being. Therefore, we offer group Medclaim insurance to our employees and their dependents.

Employee Referral Bonus

Our company gives out rewards to every employee who refers a successful candidate for hire. If we end up hiring your referred candidate, you are eligible for a handsome amount.

Performance Management

Performance Management is a continuous process by which managers and employees work together to plan, monitor and review an employee's work objectives and overall contribution to the organization. This process improves employee effectiveness and has resulted in quarterly recognition of employee contributions.

Employee Safety Policy

AST India is committed to safeguarding all its employees. The Employee Safety Policy was designed to carry out safety measures for all employees at the AST India Offshore Delivery Center (ODC). This policy considers flexibility in working hours and the Work-from-Home" options described above.

Shreya Principal Consultant

"It's been an enriching journey of almost 5 years with AST. Management's trust in employees is reflected with the remote working ability provided at all the levels starting from the junior till senior-most designations."

Mukundsree Consultant Specialist

"New benefit of LIFE insurance policy shows how sensitive AST management is towards each employee's family's financial security."

Mukundsree Project Manager

"Wide range of benefits offered by AST truly reflect AST's care and desired well-being for employees. This generates a positive atmosphere and a work culture where, along with regular work, innovation takes place on a daily basis."

