

# GREAT PLACE TO WORK – WHAT MAKES BMC INDIA THE PLACETO BE



Someone asked me recently on what makes BMC Software a Great Workplace. The answer to that is both complex & simple. Complex because any organization has a lot of moving parts and like a top end automotive vehicle, they need to move in sync together to provide a great riding experience. However, it is also simple because once you have figured out that with appropriate levels of upkeep and care, the same car can provide a great experience whether you drive on highways, city traffic or you go off-roading. At BMC Software, I believe we have struck the right balance of care, support, empowerment, quality of work & life and its integration.

People Centricity defines a day at work at BMC Software in the following ways:

- *Not only* do we build great technology solutions for our customers, *we also make sure* that our employees have the best possible technologies available for their usage in true digital sense.
- With a 20 years history in India and a 40 years legacy globally & an operation that spans across all continents across 36 countries, thereby helping build great careers, by *sheer opportunity and an ability to skill & upskill our people*.
- We are a *fun & socially responsible place to work* Celebrations are a way of life, be it for the parents of our employees or their kids; holistic wellness addresses both physical fitness & mental wellbeing and an inherent desire to help various causes that need help, be it fighting Cancer or water scarcity or helping girls get educated in an environment that is empowering and enabling and much more!

The five Values of *Innovate, Champion Our Customers, Prioritize People, Deliver Results & Do the Right Thing* are the beacons that guide our day to day living within the organization. This has helped BMC

Software to be a learning organization over the last 5 years. The company has traversed the journey from nowhere to number 42, ranked 31, then got placed 10<sup>th</sup> amongst the Best Companies to Work for in India; and this year we are at rank #8. Each year the feedback received from GPTW and other channels of listening and sharing has helped us get better at being a destination workplace. I also believe that these rankings reflect a journey with a destination that is unknown but the experience while on this ride is what matters.

Combine the above and we have a perfectly simple (yet complex) recipe of what makes BMC Software India #ThePlaceToBe

Our journey has been a memorable one and has always drawn attention towards the story that talks [About BMC](#). If you believe you resonate with our Core Values, look out for some great opportunities out [here](#).

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