



Dec. 2026
MUMBAI

MANUFACTURING

5TH EDITION



MADE BY PEOPLE:
WORKPLACES SHAPING
THE FUTURE OF MANUFACTURING

 info@teammarksmen.com

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BUILDING WORKPLACES PEOPLE CHOOSE

Walk into an Indian factory today, and much of what you see would have been difficult to imagine a generation ago. Machines talk to each other, production lines are increasingly automated, data travels alongside materials, and AI and robotics are beginning to reshape the way work gets done. But perhaps the more consequential change is happening beyond the machinery: the people who operate, manage, design, and lead these systems are entering a very different world of work.

The numbers tell part of that story. Organised manufacturing added more than 10 lakh jobs in FY24, taking the decade's cumulative employment growth to more than 57 lakh jobs. In 2025, manufacturing accounted for 12.1% of India's total employment, reinforcing its growing importance to the country's workforce.

**But a bigger
manufacturing
workforce also
brings a bigger
question:**

*what kind of
workplaces will these
people choose to
build their careers in?*



That question is becoming more pressing as the sector navigates a changing cycle. In August 2026, India's manufacturing PMI slipped to 52.8, its weakest expansion in five years, while factory employment declined for the first time in 30 months. The next phase of manufacturing, therefore, will be shaped by more than just production capacity and technological sophistication. It will depend on how effectively organisations bring their people along.

CELEBRATING WORKPLACES THAT MATTER

The **5th Edition of Most Preferred Workplace - Manufacturing 2026-27** seeks to bring this conversation to the centre of India's manufacturing landscape. The platform is designed to recognise organisations that understand that a high-performing factory ultimately depends on a high-performing, engaged, and empowered workforce.

At its heart lies a celebration of brands that have carved a place in our hearts - organisations that have gone beyond conventional ideas of employment to build workplaces where people can learn, contribute, progress, and feel a sense of belonging.

The platform will create a distinctive industry forum where business and people leaders can examine the forces reshaping manufacturing workplaces: technology-led transformation, changing employee expectations, the race for skilled talent, reskilling, workplace safety, inclusion, leadership development, and employee wellbeing.



It will also create space for organisations to share what is working on the ground. From the shop floor to the boardroom, the focus will be on the practices, cultures, and leadership choices that are helping manufacturing organisations remain relevant to a new generation of talent.

Previous editions of this exclusive industry platform have been a gathering of the industry's who's who, including Crompton Greaves, Eaton, Larsen & Toubro, JSW MG Motor India, Maruti Suzuki India Limited, Meril Life Sciences Schindler India, NRB Bearings, Rubberking Tyres Group, Serum Institute of India, Vedanta and many more.

The objective, as always, is simple: to recognise workplaces that are helping people and manufacturing move forward together.

RESEARCH THAT GOES BEYOND

Presented by **Marksmen Daily, Most Preferred Workplace - Manufacturing 2026-27** is a research-driven platform, with in-depth research undertaken by **LeadCap Ventures**. The 5th edition of this study looks beyond surface-level workplace perceptions to understand the organisational practices that influence how people experience, evaluate, and choose their workplaces.

The research framework will examine organisations across six key dimensions:



Employee Engagement

Performance-linked rewards, employee views and feedback valued, encouragement to contribute, retention policy, employee-friendly culture.



Skilling / Upskilling

Training to skill and upskill employees, training access for all employees, opportunities for growth.



Diversity, Equality & Inclusion

Hiring across cultures, ethnicity and gender, employees with disabilities, equal opportunity for jobs and growth, equal pay.



Compensation & Benefits

Market-fair pay, performance-linked bonuses, in-kind perks such as car or housing, frequency of pay revisions.



Safety & Security

Employees feel safe, management can be trusted, workplace safety protocols followed, regular safety training.

Together, these parameters provide a holistic lens on what makes a manufacturing workplace preferred in an era where the definition of a good job is changing. They recognise that compensation remains important, but so do growth, purpose, belonging, safety, leadership, and the opportunity to build relevant capabilities for tomorrow.

The resulting insights will help identify organisations that are responding meaningfully to the changing expectations of India's manufacturing workforce, while creating benchmarks that the wider industry can learn from.



WHERE MANUFACTURING LEADERS MEET

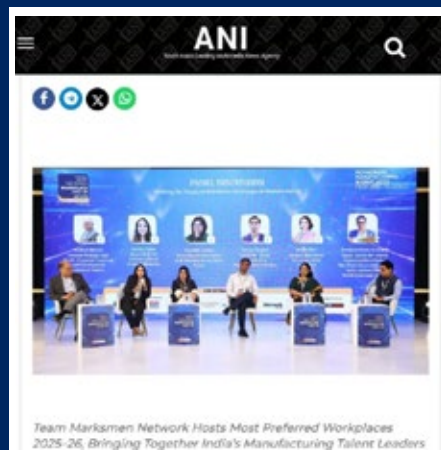
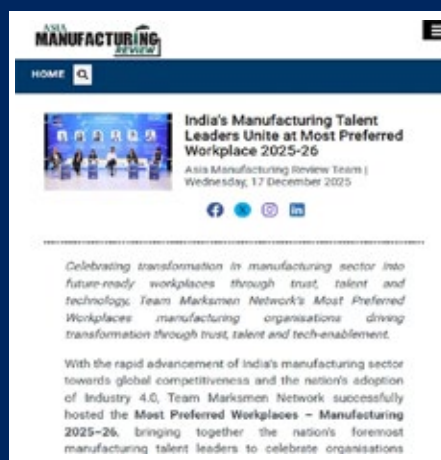
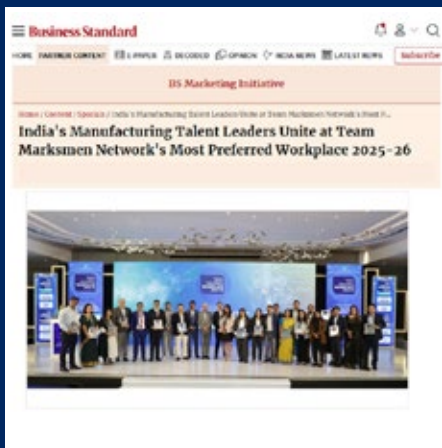
Most Preferred Workplace - Manufacturing 2026-27 will bring together the people shaping the future of India's industrial workforce. The audience will include **MDs, Chairmen, CEOs, COOs, CHROs, HR and people leaders, plant heads, operations leaders, learning and development heads, talent leaders, business heads, workforce transformation specialists, and senior representatives from across India's manufacturing ecosystem.**

The platform will also provide an opportunity for policymakers, industry experts, academics, and technology leaders to participate in a wider conversation around the future of work in manufacturing.

More than a recognition platform, the initiative will serve as a meeting point for ideas, experiences, and recognition, in the process bringing together organisations that are building the workplaces that India's next phase of manufacturing will need.

Because the factory of the future may well be automated, connected, and intelligent. Its success, however, will still depend on the people who walk through its doors every morning.

DIGITAL COVERAGE : PRESS RELEASES



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Insight Out

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mid-day

Industry Outlook

IR
Business Review

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HT **Hindustan Times**

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Thank you for helping us to be the [Most Preferred Workplace for Women](#). 🌟
 Republic World Mahanagar Daily. It has been a nice climb but we have nearly doubled our overall percentage of women across levels and are striving towards 40% for key leadership roles.

What helped the push - clear intent about inclusion across, drive with higher percentage of women across industries and a diverse interview panel. What helped beyond - an environment that allows an employee first mindset and visible representation of women leaders.

We are here to make healthcare simple for each one of us, and that starts with accepting each one of us, the way we are.
 Before to go before we sleep, but for now - only gratitude. 🌟

- with Honorable **Bakula RUPENDRA SACHDEV** Graduate School Nagpur
 Gurkaran Dr Nivedita Telang, Jules Dandekar SARAT CHAUDHURY Sumritha R AGARWAL, Vinu Bhush Vittal Bhat Chandraiah Pothuraj Wale
 Dengan Felicia Chan Dylan Cheong Nurfar Rogha Hetal Mondkar Shyma Kewahramani Seba Siddiqui Indira Namikur Nibharj Savitry Floris Martins and many many more team members.

TCPL Packaging

TCPL Packaging honoured with "Most Preferred Workplace Award 2023-26 in the Manufacturing Category"

We are delighted to share that TCPL Packaging Limited has been honoured with the "Most Preferred Workplace Award 2023-2026" in the Manufacturing category (4th Edition), recognised by Team Maktamien, in partnership with Times Now (Telecast Partner) and Business Standard (Media Partner).

The recognition was conferred at the 48th Mankam Network Conference on 18th December 2023 at Novotel Mumbai, celebrating organisations that demonstrate excellence in workplace culture, employee engagement, leadership, and future-focused people practices.

This milestone reflects our unwavering commitment to building a truly people-centric workplace - one where:

- Employees feel valued, respected, and included
- Trust, collaboration, and growth form the foundation of our culture
- Continuous learning and capability building are actively nurtured
- Employee well-being and future-ready talent development remain key priorities
- A strong culture drives performance, and innovation empowers every individual to excel

Under the visionary leadership of Mr. Saket Kanoria, we continue to uphold our promise of excellence, innovation, and sustainable growth.

A heartfelt thank you to our teams across all locations. Your dedication, passion, and teamwork truly make TCPL Packaging Limited a preferred workplace.

Together, let's continue setting new benchmarks and shaping a future-ready, people-first manufacturing organisation. 🌟

Saket Kanoria Akshay Kanoria Vishal Kanoria

#TCPLPackagingLimited #MostPreferredWorkplace #ManufacturingExcellence #Leadershipexcellence #WorkplaceCulture #FutureReadyWorkforce #EmployeeExperience #Innovation

Congratulations

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At **TEAM MARKSMEN NETWORK**, our mission is to lead from the front as trailblazers in the B2B media landscape. We are India's fastest growing B2B media firm also recognized by DPIIT. We create impactful platforms that inspire thought leadership, foster collaboration, and spark innovation across industries. Driven by a relentless commitment to excellence, we aim to amplify stories of resilience, innovation, and transformation, shaping narratives that empower leaders and drive meaningful progress in India and beyond.



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ABOUT **MARKSMEN DAILY**

MARKSMEN DAILY is a leading and fastest growing digital knowledge platform committed to showcasing stories that engage, inspire, and captivate the imagination. Through crisp, bite-sized information, this new-age website breaks down the world around us by uncovering the latest business happenings, highlights trends to keep an eye on, and demystifies all things complex.

MarksmenDaily.com has been very well-received and gets over 175,000 visitors a month and is already very well received by industry executives and general populace.

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