

One the leading global cosmetic brands was facing a high attrition rate in their one of the Nascent projects. The attrition rate was about 50% annually.

This led to:

- Decreased productivity
- Increased employee turnover
- Declining profits
- Imbalance and uncertainty of SSR's
- Poor working visibility of SSR's
- Lowering job satisfaction
- Increased expense on salaries and perks.



How did we help?

We, as a leading HR and outsourcing company in India specialize in People + Tech + Managed services with complete SFA tool. We helped the company identify the concern areas of the SSRs and the whole working model.



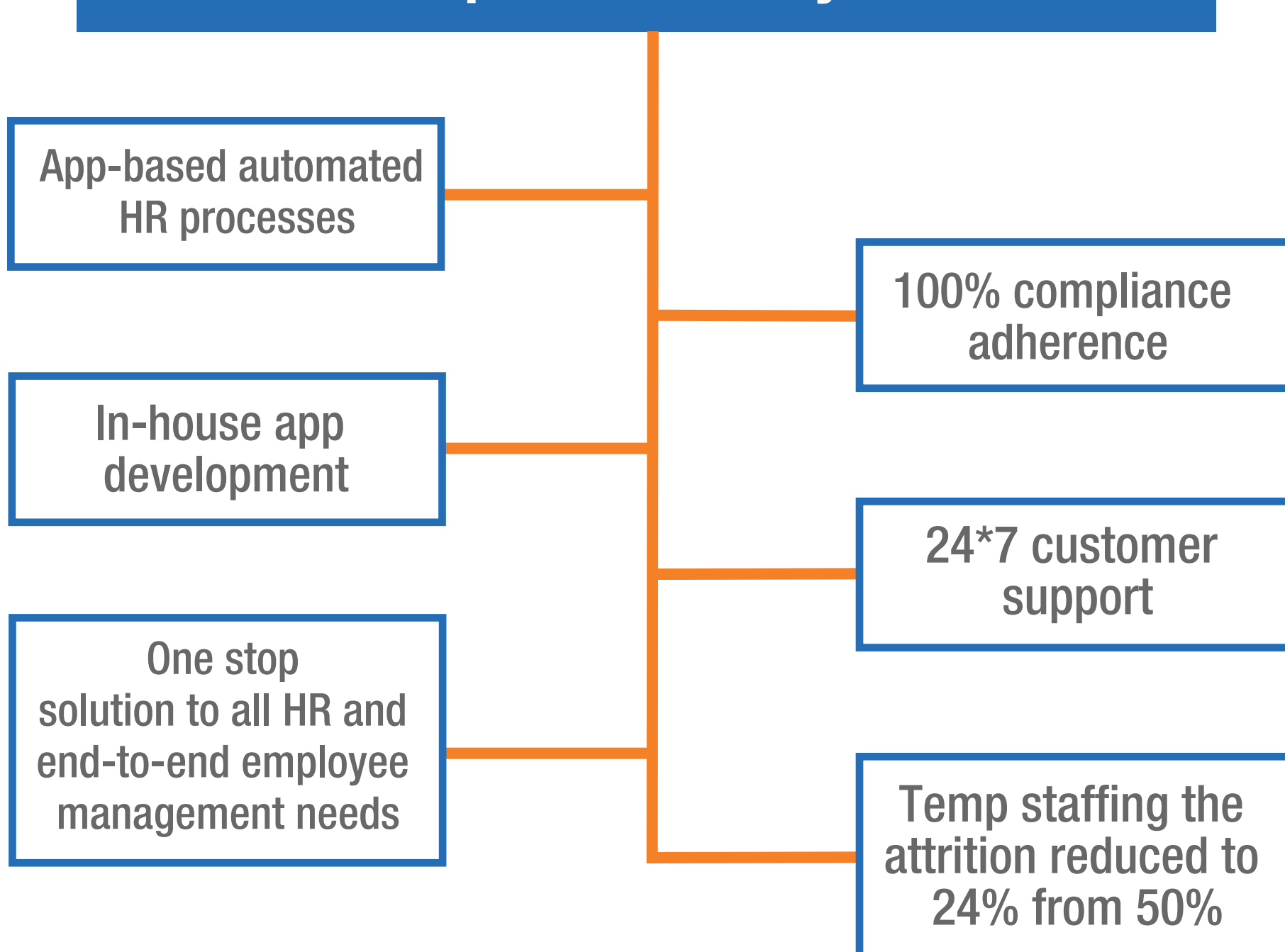
Solution proposed:

Considering the increasing costs and declining productivity, we proposed
“The Complete Managed Services”

Value proposition:

- Get all the SSRS on YOMA payrolls
- Get them under labor compliance (PF, ESI schemes)
- SSRs get aligned with our SFA tool- Proanto
- Attendance marking through the tool
- Sales activity tracker (stock check, store verification, punch sales)
- Productivity tracker
- Documentation (salary slips, Insurance card, Offer letter, etc)

Benefits experienced by the client:



Result Achieved:

- 15% reduction in attrition rates
- Successful third-party payroll migration
- Significant change in the working style of the SSRs
- Higher productivity and profitability in the Nascent division
- Satisfied and Productive SSRs

