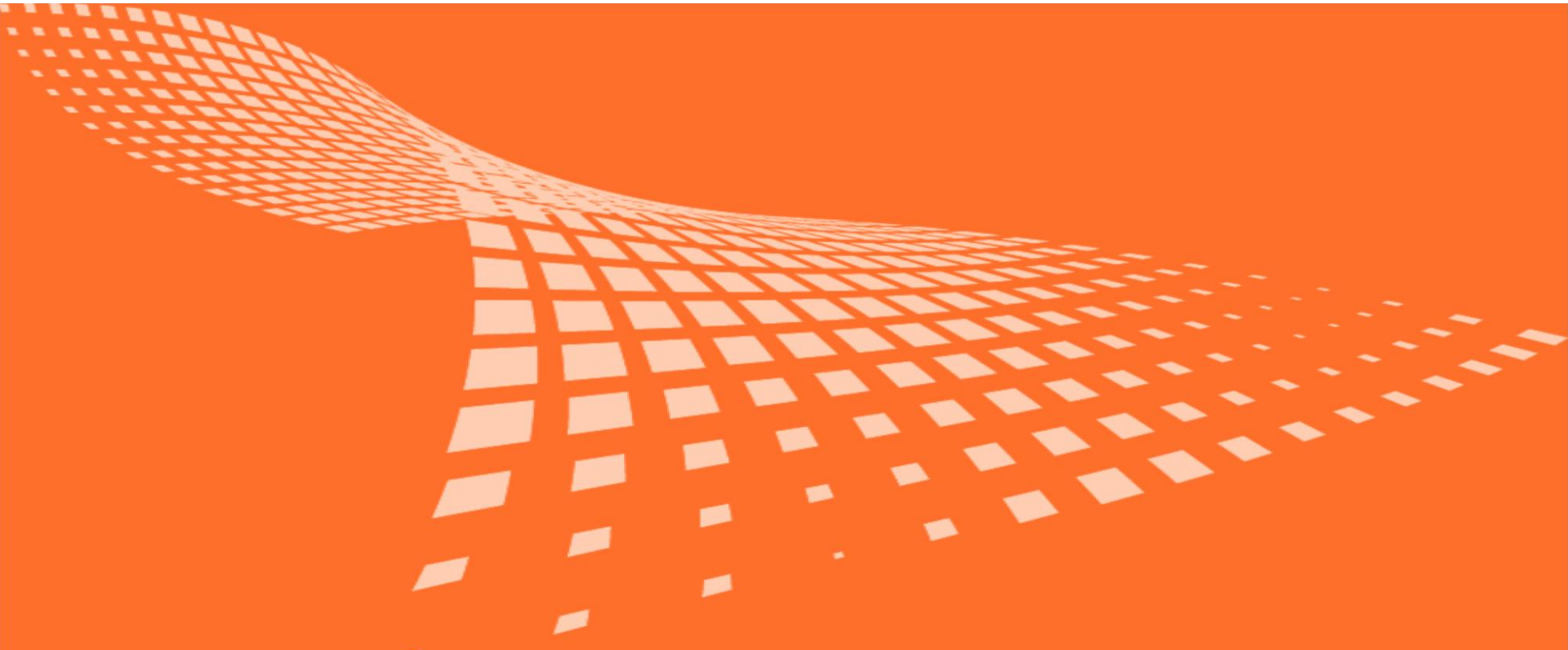




CareerTree HR Solutions Pvt. Ltd



HR Technology Solutions



Executive Search /  
Temp Staffing



Mass Recruitment /  
Learn & Earn



OD Consulting Solutions

- › About CareerTree
- › Business Verticals
  - › Talent Acquisition
  - › OD Consulting
  - › HR Technology
  - › Training & Development
- › Our Valued Clients
- › Clients Speak

India's preferred **integrated HR** solutions provider,

began our journey in **2003** as specialist in

**OD Consulting**, **Recruitment**, and **HR Technology**;

operations in over **6** states; partnering with over **200** clients;

over **70** passionate professionals; with the revenue of over **70** million;

continuing our endeavor to make **positive difference** in the lives of  
millions of workforce.

## Talent Acquisition

Helps organization to select the right talent through scientific selection process

Executive Search

Temporary Staffing / Payroll

Mass Recruitment

Wage Survey / Compliance Audit

Recruitment Process Outsourcing

Employee Assessment

## OD Consulting

Helps organization in building work culture / system & processes for achieving high performance

Competency Management

HR Audit / Excellence

Performance Management

Organization Health Survey

HR Process Outsourcing

Learn & Earn

## HR Technology

Enables organization to make use of technology in providing HR services

MyPDCA.in

Jobsfactory.in

## Training & Development

Helps employees to gain experiential learning

Leadership Development

Outbound Training

- › Presence **across the country**
- › Team backed by **industry experts**
- › **One-stop** for all your HR solutions
- › **Holistic** approach – Hiring to Managing Talent
- › Extensive **industry network**
- › Over **70** full-time consultants
- › Over a decade of **association** with reputed clients
- › **Progressive** organization – consistent growth and delivery performance



# Our Valued Clients



Apollo Tyres	Asco Numatics	Ashok Leyland
Bajaj Auto	Bharat Earth Movers	Brakes India
Caparo	CEAT Tyres	CRI Pumps
Daimler	Delphi TVS	Elforge
ELGI Equipments	Essar Steel	ITW
Mahindra & Mahindra	Michelin Tyres	MM Forgings
MRF	PHA	Royal Enfield
Schindler	Tata Marcopolo	Tata Motors
Ti Cycles	TVS Sundaram Industries	Valeo
Volvo		

# Our Valued Clients....

Process



Asian Paints	Busana Apparels, Indonesia	Carborandum Universal
Coromandel International	DCM Shriram	Dupont Lycra, Singapore
EID Parry	Futura Polyesters	Grindwel Norton
HPCL	India Cements	Indofil
Indorama, Indonesia	ITC	Kohler
MCF	Petronas, Malaysia	Poly Groups
Regency Tiles	SABIC	Saint Gobain
Shalina Group, ME/Africa	TNPL	Welspun

Pharmaceutical



Alembic	Dr. Reddy's Laboratories	Ecologic
Granules India	Indian Immunological	Matrix Laboratories
Orchid Chemicals	Strides	

# Our Valued Clients....

## Electronics



Amara Raja	Commтел Networks	Daesung
Indo National	Jabil Global, Malaysia	Kobe Precision Tech, Malaysia
Motorola	Nippon	Nokia
Perlos	Philips	Raychem RPG

## Energy & Infrastructure



Areva T&D	Best & Crompton	Bharti Infratel
Gammon	GMR Group	HCC
Kalpataru Transmission	KEC International	Khivraj Estates
L&T	Ozone Group	Raychem RPG
SEW Constructions	SPML	Suzlon
Tenaga Nasional, Malaysia	VATech Wabag	Vestas



# Our Valued Clients....

FMCG &  
Agro



Amway	CavinKare	Heinz
Hindustan Unilever	Home Center	KFC
PepsiCo	Pioneer Seeds (Dupont)	UB Group
Unilever	VKL Spices	ITC

IT & ITES



Axa Technologies	FOX Control	GE
HCL Technologies	Juniper Networks	SAP Labs
Sutherland Technologies	Take Solutions	Sitel

Service



Airtel	Apollo Hospitals	Care Hospitals
CBN	GMR Airports	GVK Group
Home Centre	KPMG	MSSRF
Shattaf Money Ex, Dubai	Spencer's Retail	Supertech

# Talent Acquisition

# Executive Search

- *Our differentiators and value proposition*



- › Over **300000 CVs** database
- › 50% of the recruiters are trained in **head hunting**
- › **Industry vertical** focus – region specific
- › **Experienced recruiters** – avg. 4 years
- › Candidate snapshot – **customized**
- › **Competitive** lead time & hit ratios
- › Live status tracker – **Hire craft** software
- › Weekly **dashboard** communication
- › Monthly **face-to-face interface** for feedback & course correction

# Mass Recruitment

- *Our differentiators and value proposition*



- › Over **60000 placements** across 15 states
- › **Unique selection** process – for union-less environment
- › **Extensive network** with govt. and educational institutions
- › Indigenous job portal – **JobsFactory.in**
- › Tie-up with institutes for **campus placement**
- › Participating / anchoring the **job fairs**
- › Customized **assessment tools**
- › Proven record **across industries** and **qualifications**
- › **Objective, transparent** and **inclusive** selection process



# Employee Assessment

- *Our differentiators and value proposition*

- › Largely meant for the **frontline staff / grassroots**
- › Knowledge support to define **assessment framework**
- › Integrating **competencies & values** into assessment
- › **Customized** solutions, tools and templates
- › **Exclusive** tool **development** – it becomes your IPR
- › **End-to-end** support - training, handholding & implementation
- › Option of **customized reports** to facilitate decisions
- › Used for **multiple purposes** – incl. selection, confirmation & promotion
- › Availability of **online platform** & administration through tie-up internet centres



# Recruitment Process Outsourcing

- *Our differentiators and value proposition*



- › Concept of **extended HR** – a strong collaboration approach
- › **Ownership** towards complete recruitment value chain (clearly defined RASCI)
- › Deployment of **dedicated recruiters** at site / office
- › Fixed and success fee model – to ensure **win-win**
- › Complete **database management & MIS** preparation
- › Compensation **benchmarking** with similar players
- › **Offer working** based on established policy
- › Anchoring **assessment** test and **reference check**
- › Follow-through until successful **on-boarding**



# Temporary Staffing

- *Our differentiators and value proposition*



- › Well backed-up by **strong recruitment teams**
- › Dedicated key account anchors - **extended HR role**
- › **Customized selection** process support
- › Elaborate **induction** as part of the on-boarding process
- › Dedicated **compliance support** with all timely MIS reports
- › **Automated payroll** system ensuring timely & error free payroll process
- › **Reimbursement management** as an extended support
- › **Zero balance bank account opening** for all employees
- › **Automated CRM** to monitor account manager's activity with the client & employees
- › Quarterly **account manager's review** based on the client feedback forms & meetings



## Value Added Initiatives:

- Employee Engagement
- Employee Handbook
- Employee Performance Tracker
- OBT Training



# Compliance Management

- *Our differentiators and value proposition*

- › **Legal experts** as part of our team
- › **End-to-end** support (i.e. audit to adherence)
- › Forthrightness and **solution orientation**
- › **Detailed** and **inclusive** approach
- › Experts in **due-diligence** and **reorganization**
- › RASCI based **accountability** and **MIS** based reviews
- › **Compliance policy** for outsourcing partners / contractors
- › Recommending **best practices** (contextual)
- › **Market survey** of similar players / operations w.r.t compliance





# Payroll Management

- *Our differentiators and value proposition*

- › Processing through **reliable payroll software**
- › Dedicated **expert teams** across locations
- › Extension of **on-site support** option
- › Complete **data security** and **confidentiality**
- › Need based **data-archiving** support
- › **Helpline** and **helpdesk** for query clearance
- › Mutually agreed **SLA**, and **MIS** based reviews
- › Knowledge support on “**what’s new in market**”  
(w.r.t. compensation frameworks)
- › Knowledge support on **statutory amendments**  
(w.r.t salary & benefits)

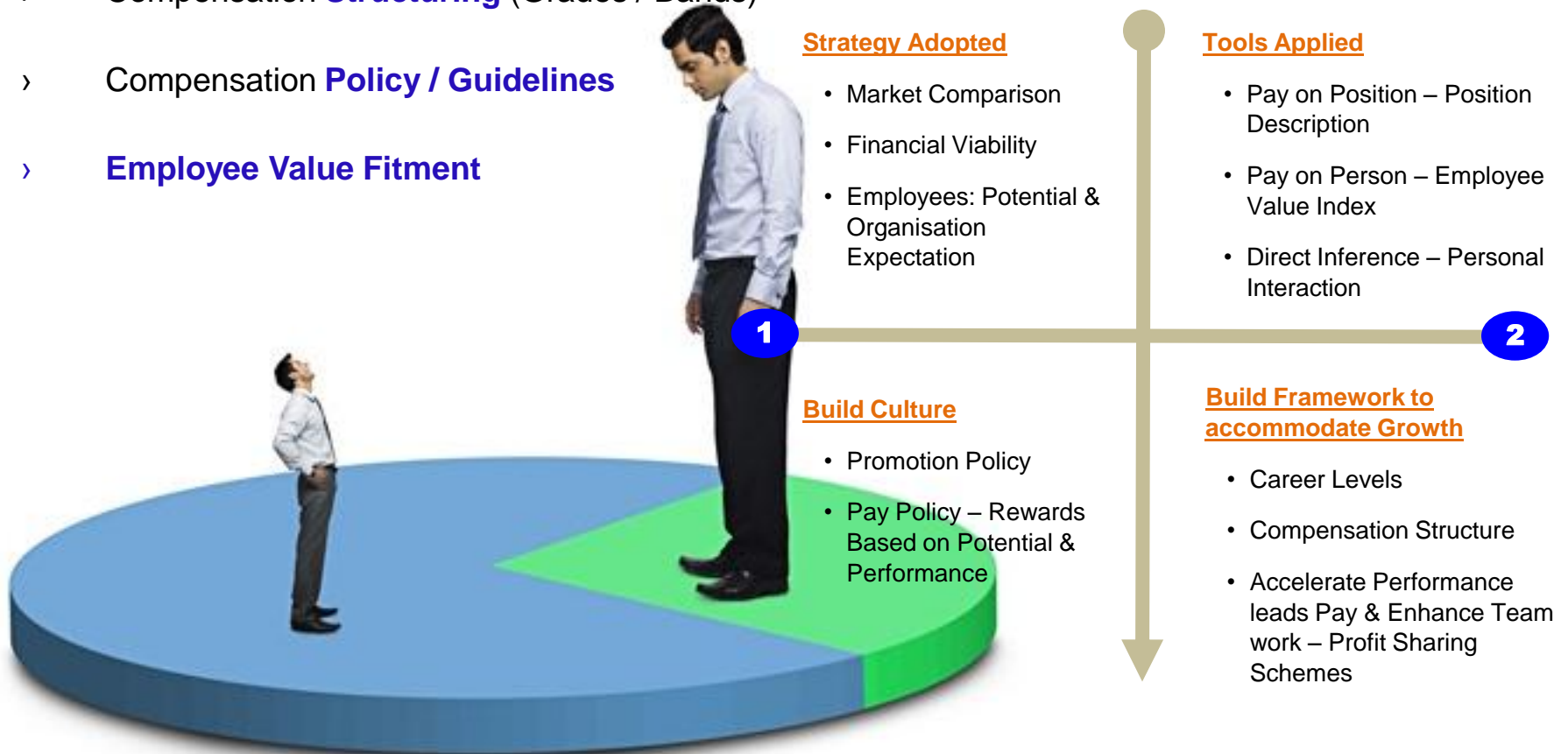


# Wage / Compensation Survey

- Our differentiators and value proposition

## Focus Areas

- › Compensation **Benchmarking Survey**
- › Compensation **Structuring** (Grades / Bands)
- › Compensation **Policy / Guidelines**
- › **Employee Value Fitment**



# OD Consulting

# Competency Management

- Our differentiators and value proposition

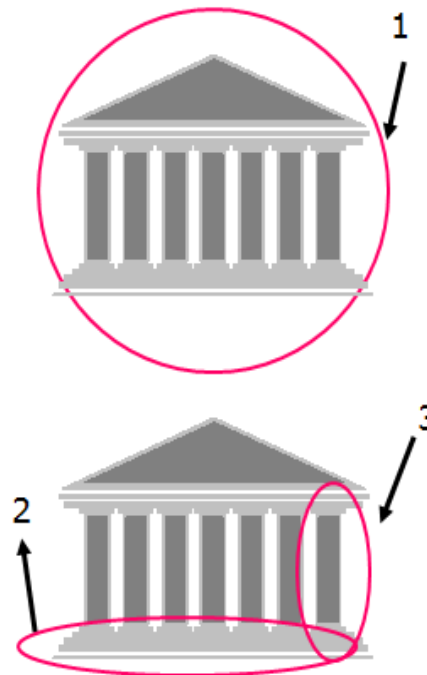
- › End-to-end support – **design, assessment** and **development** phases

- › Industry / **domain experts** to develop competency maps and assess employees

- › Selective support as per **customer's choice** – mapping, dictionary development, tool designing, assessment, IDP handholding, integration with other HR processes etc

- › Support to **develop internal champions** – assessors and facilitators

- › Integrated model – **Fundamental, Leadership** and **Functional** Competencies



## 1) Fundamental

- ⊕ Critical for all employees
- ⊕ Reflections of the organization's values, culture and business imperatives

## 2) Leadership / Behavioural

- ⊕ Critical for managerial/ executive roles

## 3) Functional / Technical

- ⊕ Specialized know-how or abilities
- ⊕ Function/Job specific

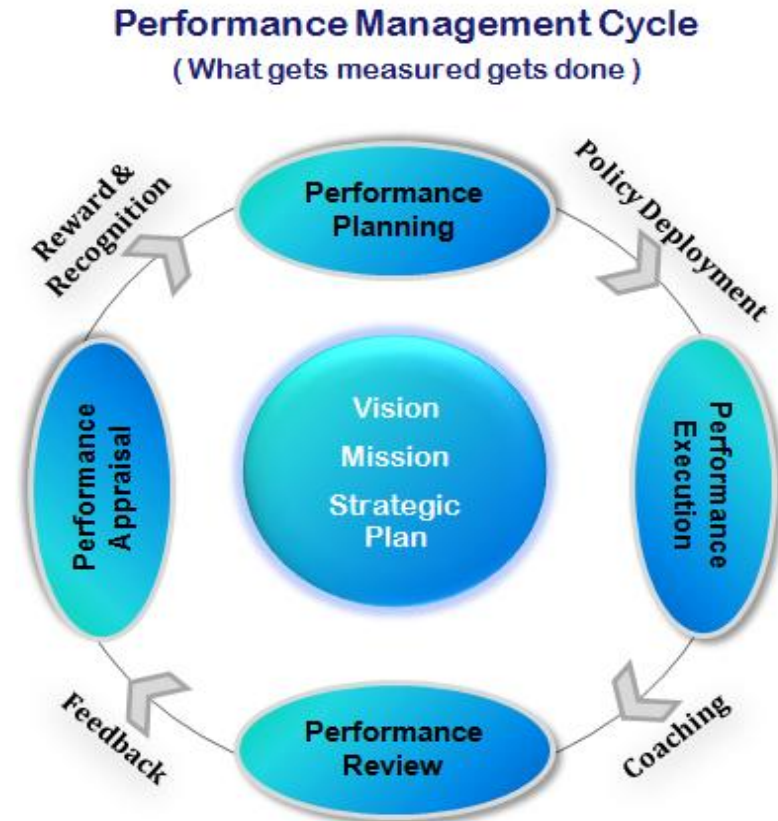
- › **Building skills** at entry level (customized)
- › **Tie-up with reputed institutes** like NTTF for continuous skill building
- › **Patronage** by NSDC and Skill missions
- › Livelihood opportunity for economically unaffordable students (a model for **meaningful CSR**)
- › Increases workplace **harmony and retention**
- › **Mutually beneficial** association for all stakeholders
- › Creates platform for **building World Class Business practices**



# Performance Management

- *Our differentiators and value proposition*

- › End-to-end support – **visioning, goal setting, performance review**, and **performance appraisal**
- › **Flexible models** – balanced scorecard, policy deployment / x-matrix or usual MBO / KRA methodology
- › Expertise in rolling out **360 degree feedback** approach in appraisal stage
- › **Training line managers** on appraisal and feedback process
- › Support in **extracting training needs** from the performance appraisal feedback
- › **Technology support** for data management and online appraisal

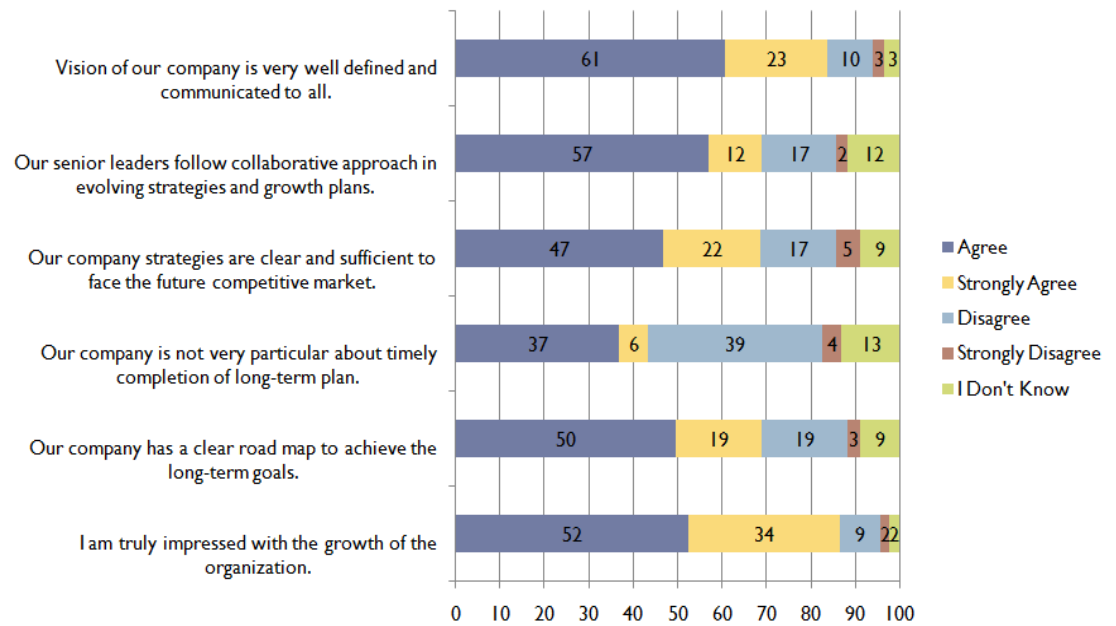


# Organization Health Survey

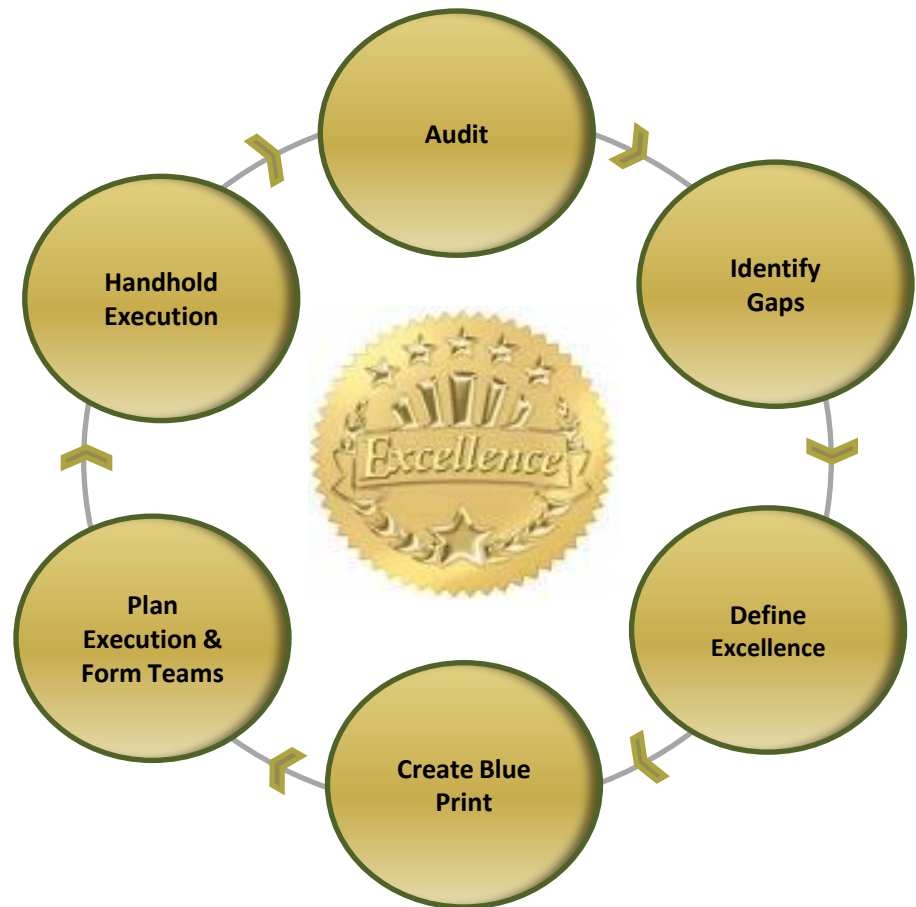
- Our differentiators and value proposition

- › End-to-end support – **study, design, administration, report generation, co-creating action plan**
- › Assured **confidentiality and objective** administration
- › **Multiple report generations** – business, location, dept., team-wise
- › Handholding support in **improving org health index**
- › **Technology support** for online feedback gathering

- › Survey support in
  - **Employee Engagement**
  - **Employee Satisfaction**
  - **Organization Climate / Health Survey**



- › **Customized** to the business and industry need
- › **Simple, practical and self-administered** audit tool
- › **Process-wise** (HR, ER, Administration) detailed **audit check points**
- › **Evidence based audit** – authentic, data based, and specific mention of compliance and gaps
- › **Multi-rater scale** – checks existence and level of effectiveness
- › **Comprehensive reports** – qualitative and graphical / data-based reports
- › Fixes **process owners** and **corrective measures**
- › Enables to **draw-out HR Excellence roadmap**





# HR Process Outsourcing

- *Our differentiators and value proposition*

- › Handholding in complete **HR process cycle** – from organization structuring to culture building
- › **Dedicated consultants** to interact and work with employees and leadership team
- › **Project management approach** in institutionalizing HR processes
- › Choice in expert support – **advisory, audit & training, handholding** in implementation
- › Enables organization to **embrace industry best practices** in HR
- › Increases **employee engagement, retention, productivity and employer brand**



# HR Technology

As the name goes this portal is meant for the prospective candidates looking for **Jobs** in frontline roles, and the **factory** refers to the scale of opportunities that this portal offers.

### The Differentiators

- › Reaching out to the **young India** (cutting across the strata).
- › Enlightening the young India on the **opportunities in organized sectors**.
- › **Furthering the technology revolution** in hiring at the grassroots / frontline positions.
- › **Connecting** the deserving candidates and fair-practice employers.
- › Acting as an **interface** between the industries and institutes.
- › **Giving back to the community** a part of the profit – in the form of educational scholarship.



## - Our differentiators and value proposition

- › Simple and comprehensive **workforce management online portal**
- › Portal modules
  - **Work Planner**
  - **HR Information System**
  - **Employee Engagement**
- › **Complete customization** support with pick & choose modules option
- › **No investment or hassles** of managing technology
- › **Reduce administrative hassles** (time, cost, paper), and move with **quicker decision making**
- › Rely on **authentic data**, **protect data**, and **avoid duplication** of work
- › Embrace “**paperless office**” and **save environment**

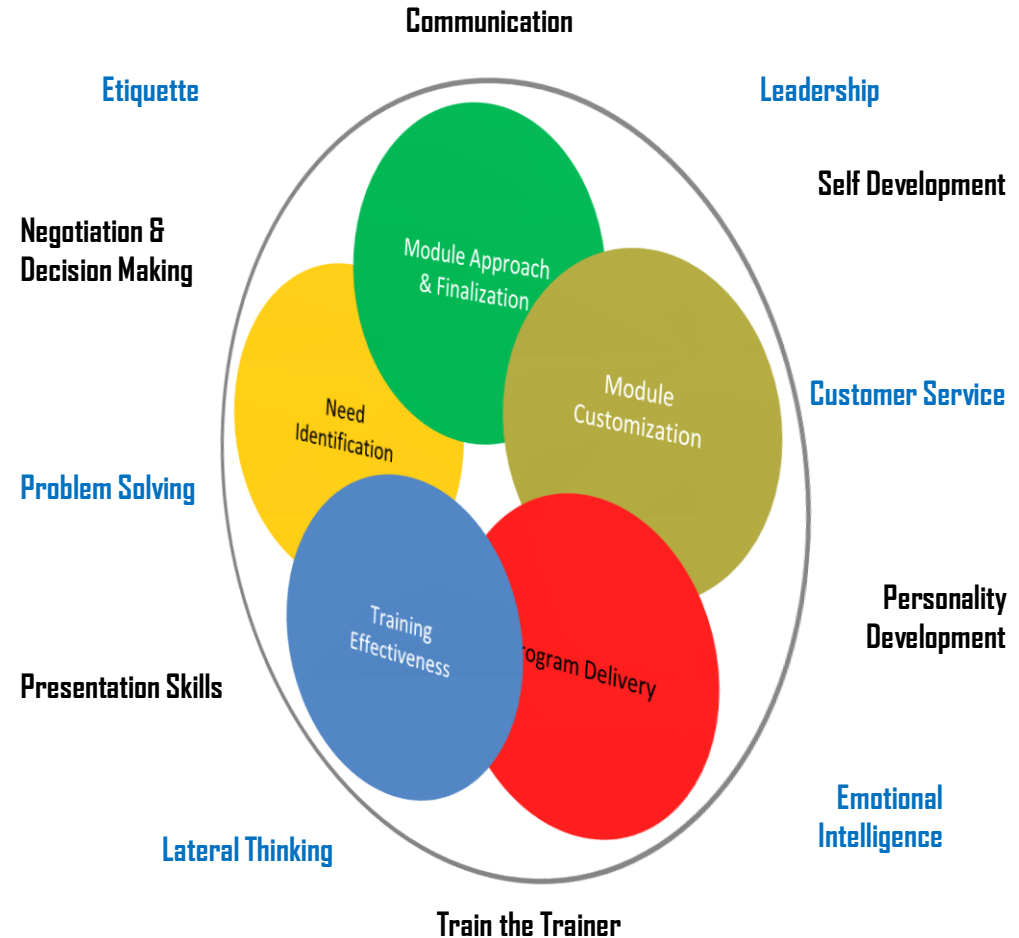


# Training & Development

# Leadership Development

- Our differentiators and value proposition

- › Holistic support in **creating training management system** – from evolving capability building plan, event calendars, training execution, assignment reviews, training effectiveness assessment
- › Support in competency based **training needs identification**
- › **Building modules** – business, people and execution competencies
- › **Customized** program agenda and content
- › Building internal training capability through '**train the trainer**' approach



# Outbound Training

- *Our differentiators and value proposition*

- › Exciting adventure and **experiential learning** training
- › **Exercises** designed and **linked to program objective** (reenergizing, team building, leadership orientation etc)
- › Tie-up with **best of the OBT facilities** across the country.
- › **Managing the complete event** – including local conveyance, boarding & lodging
- › **Expert team** to design innovative exercises, create props to meet the expectation of diverse participants
- › Used as a supplementary **instrument for capability assessment**



# Clients Speak



› **P P Sukumaran, President – HR, GVK Group**

I have always been very impressed with the quality of service I have received from CareerTree. They are reliable, efficient, professional and – above all – truthful. This alone sets them apart from the rest of the competition.

› **R Panneer Chelvam, Senior General Manager – HR, The India Cements**

We have found the team at CareerTree to be focused and energetic. They put in good efforts to understand our perspectives & requirements and present us with fitting candidates - they do invest time to explore alternatives and find the best options and all within the set timelines which is critical.

› **P Naresh Kumar, Director - People & Culture, Vestas Wind Technology India**

CareerTree have been supporting us in the area of Recruitment and Executive Search for the last six years. I personally find them very professional with a good database of relevant profiles apart from providing exceptional services in referring good candidates for the various positions. I also find them very client savvy and meticulous in delivering on time with a reasonably good closure rate. They have a good team of recruiters, who can really understand the job profile well so as to refer relevant and experienced profiles to us during this period.

› **Ajay Lal, AVP HCGA – Welspun Corp. Limited., Pipe Division**

“I have been extremely impressed with the work that CareerTree have carried out for me in my previous assignment. The consultants are professional, thorough and understand our business needs. The quality of the candidates they have is fantastic, as is their ability to deliver on time. I would recommend CareerTree. They have helped us in a number of – difficult areas”

## **Corporate Office:**

### **CareerTree HR Solutions Pvt. Ltd**

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