



KARANDS

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Subject: APPLY FOR ICHP - GUIDE

INDEX

1. Introduction to KARANDS
2. Who is ICHP (INDIVIDUAL CONTRIBUTOR HUMAN POTENTIAL)
3. Roles & Responsibilities of ICHP
4. Benefits
5. Application Process
6. Eligibility
7. Our Request



INTRO

I. Introduction & Understanding Karands.com

Brief Overview of Karands.com Ecosystem

Karands.com is the flagship website established by Karands Business Services, a leading entity in the domains of Background Verification (BGV), Third-Party Hiring, Branding, and Digital Marketing. With a commendable track record since its inception in 2015, Karands Business Services has successfully served over 7,000 companies nationwide. This accomplishment has been made possible through strategic collaborations with a network of over 12,000 Human Resources professionals, recommended by reputable HR institutes.

In response to the evolving business landscape, particularly in the aftermath of the COVID-19 pandemic, Karands recognized the need for innovation. To enhance efficiency and streamline processes, the company embarked on the development of a cutting-edge web application. This digital solution aims to automate and optimize the Background Verification (BGV) process and Third-Party Hiring procedures. The overarching goal is to alleviate the burden on Human Resources departments, allowing them to operate more effectively and serve their clients with greater precision. Through this initiative, Karands.com seeks to redefine industry standards and provide a seamless experience for its clientele.

Mission and Vision of the Ecosystem

The overarching mission of the Karands.com Ecosystem is to redefine and elevate the Human Resources (HR) profession, transforming it from an occupational role into a dynamic and strategic business profession. As the backbone of any organization, HR plays a pivotal role in shaping the workforce and influencing organizational success. Despite witnessing substantial growth in various functional areas across industries, the HR profession has not experienced a commensurate advancement over the past decade. This lack of proportional development can be perceived as a subtle disregard for the significance of HR professionals.

In recognizing this gap, Karands.com aspires to usher in a paradigm shift by acknowledging HR as a vital and integral part of the business ecosystem. The ecosystem envisions propelling the HR profession into a new era of growth, acknowledging its indispensable role in organizational development and sustainability. By leveraging automation and embracing modern technologies, Karands.com seeks to catalyze the evolution of HR into a business-centric discipline.

The vision is rooted in the belief that just as other professions have undergone significant changes and upgrades, the time has come to revolutionize the HR profession. The Karands.com Ecosystem envisions a future where HR professionals are empowered with automated tools and streamlined processes, enabling them to operate as strategic business partners. This transformation aims to not only elevate

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the stature of HR within organizations but also contribute to the overall growth and success of businesses in the ever-evolving global landscape.

In essence, the mission and vision of the Karands.com Ecosystem emphasize the imperative need to recognize, respect, and elevate the HR profession. By embracing automation and positioning HR as a strategic business function, the ecosystem aims to catalyze the much-needed growth and evolution of this indispensable facet of organizational success.

Purpose of the Proposal

The purpose of this proposal is to articulate a strategic initiative aimed at transforming the Human Resources (HR) occupational profession into a robust and dynamic business profession within the framework of the Karands.com Ecosystem. By synthesizing the key elements outlined in the Brief Overview of Karands.com and the Mission and Vision of the Ecosystem, our collective aim is to revolutionize the role of HR in organizations.

In alignment with our mission, we recognize the integral role HR plays as the backbone of any organization. While witnessing substantial growth in various sectors, the HR profession has not experienced parallel advancements, potentially indicating a need for revitalization. Karands.com envisions elevating HR professionals into strategic business partners through the infusion of automation and modern technologies.

The current post-COVID landscape has seen a significant rise in Background Verification (BGV) from 20% to 85%. Traditional job portals are proving to be less effective in providing productive responses and outputs for hiring new talent. Leveraging the vast network of over 12,000 HR professionals and 7,000 client companies, Karands.com is poised to address this challenge by integrating Individual Business Profession & Business Process Outsourcing (BPO) into the HR industry.

Collaboratively, we aim to maximize the potential of HR professionals by utilizing the Karands.com Ecosystem. This includes leveraging the automated tools developed to streamline Background Verification (BGV) processes and Third-Party Hiring procedures, minimizing the effort required from HR departments. Furthermore, our shared vision involves expanding the role of HR by incorporating BPO methodologies, providing a platform for verified workforce solutions.

The proposal seeks a cooperative effort to revolutionize the HR profession and bring about a paradigm shift in the hiring landscape. By fostering collaboration and utilizing the established Karands.com Ecosystem, we envision achieving a 100% verified workforce within the next five years. This transformative initiative aligns with our mission to propel HR into a strategic business profession, contributing to the growth and success of organizations in the evolving post-COVID era and near future global expansions of multiple industries and geographical economies.

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II. Intro to BOP

BOP– (BUSINESS OUTSOURCE PARTER)

Definition & About BOP

A Business Outsource Partner (BOP) within the context of Karands.com is an esteemed entity comprised of Experienced Human Resources and recruitment professionals. This dedicated team of HRs and recruiters possesses extensive experience in navigating job portals, utilizing HRMS software, and demonstrating comprehensive knowledge in various industries and domains. Proficient in employment documentation and well-versed in labor laws, the BOP plays a pivotal role in contributing to the robustness and efficiency of the Karands.com platform.

Key Functions of a BOP:

Subadmin Role:

BOP operates as a subadmin to the Karands.com platform, entrusted with the responsibility of overseeing and managing user activities.

Dedicated HR/Recruiter Team:

The BOP assembles a skilled team of HRs and recruiters, proficient in handling tasks ranging from verifications to resolving user complaints and third party hiring.

Platform Monitoring:

BOP monitors and ensures the smooth functioning of the platform, undertaking actions on user verifications, clearances, and addressing complaints promptly along with client hiring requirements.

Requirements Handling:

Engaging with both users and companies, the BOP plays a vital role in understanding and fulfilling their requirements, contributing to the overall growth and sustainability of the platform.

Safeguarding and Branding:

In addition to maintaining the integrity of the platform, the BOP actively engages in branding and marketing efforts to enhance the visibility and reputation of Karands.com.

Job and Task Acceptance:

BOP accepts jobs and tasks from employers and job seekers, serving as a valuable intermediary in connecting talent with opportunities.

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Revenue Model:

The BOP receives a fixed percentage of user or company subscription fees, ensuring a steady and consistent income stream. This fixed income extends even upon subscription renewals throughout the duration of the BOP contract.

Additional Income Opportunities:

Beyond the fixed income, the BOP enjoys diverse opportunities to connect with employers, assisting them in fulfilling their staffing requirements, and earning separate remuneration as per prevailing market standards.

Contract Renewal Incentives:

The BOP contract is subject to renewal or extension based on the continued contributions to the platform. This renewal provides the BOP with ongoing opportunities for both fixed and additional income.

Networking and Collaboration:

Actively participating in growing the platform's network, the BOP extends support to other HR professionals, fostering a collaborative environment within the recruitment ecosystem.

In summary, a BOP is an integral partner in the Karands.com ecosystem, leveraging its expertise to enhance the platform's functionality, ensure user satisfaction, and contribute to the growth and success of the recruitment community.

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III. Roles & Responsibilities of ICHP

Roles and Responsibilities of a BOP

Professional Network Monitoring:

Role: BOP is tasked with monitoring user activities on Karands.com to ensure that all interactions, posts, comments, and communications adhere to the platform's professional standards.

Responsibility: Uphold the professional nature of Karands.com by overseeing user behaviour, promoting a respectful and business-focused environment.

Complaint Handling:

Role: Responsibly address and manage user-reported complaints related to various aspects of the platform, such as comments, post feeds, messages, job posts, user profiles, and company profiles.

Responsibility: Investigate reported issues thoroughly, taking appropriate actions, which may include issuing warnings, providing guidance, or, if necessary, suspending users to maintain platform integrity.

User Communication Guidance:

Role: Guide users on effective and professional communication within the platform, emphasizing the importance of maintaining a business-centric tone and avoiding inappropriate language or behaviour.

Responsibility: Foster a community that values constructive communication, offering support and guidance to users who may need assistance in adhering to professional standards.

User and Company Verification:

Role: Conduct thorough verification processes for both individual users and companies, ensuring that the provided information is accurate and aligns with the platform's standards.

Responsibility: Guarantee the credibility of users and companies on the platform by verifying essential details and credentials, contributing to a trustworthy professional network.

Suspension and Warning Actions:

Role: Exercise discretion in issuing warnings or suspending users when violations of platform policies occur, maintaining a fair and transparent approach.

Responsibility: Uphold the platform's code of conduct by taking necessary actions against users who engage in inappropriate or unprofessional behaviour.

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Guidance and User Support:

Role: Provide guidance and support to users, helping them navigate the platform effectively and understand the professional etiquette expected on Karands.com.

Responsibility: Act as a resource for users seeking assistance, ensuring a positive and constructive user experience.

Monitoring Job Posts and Profiles:

Role: Oversee job posts and user profiles, ensuring that they align with the platform's standards and contribute positively to the professional network.

Responsibility: Regularly review and monitor job postings and user profiles, taking corrective actions when necessary to maintain the quality and relevance of content.

Community Building:

Role: Actively contribute to community building by encouraging positive interactions, engaging users in discussions, and fostering a collaborative environment.

Responsibility: Facilitate a sense of community among users, promoting networking, collaboration, and knowledge sharing within the Karands.com platform.

Geographical Accountability:

Role: Operate on a city-wise basis, taking charge of a fixed count of user and company accounts within the designated geographical area.

Responsibility: Enhance the localized effectiveness of the platform by managing accounts specific to the assigned city, ensuring tailored support and oversight.

Profile and Document Verification:

Role: Conduct thorough verifications of user profiles and associated documents using secure and reliable sources available within the platform's framework.

Responsibility: Uphold the authenticity of user profiles by meticulously verifying documents, contributing to the overall credibility and reliability of the professional network.

External Verification Collaboration:

Role: Collaborate with external entities, such as ICHPS or other professionals, to reverify the information provided during the verification process, ensuring a robust and secure foundation for the base accounts.

Responsibility: Maintain the integrity of verified profiles by periodically reconfirming the accuracy of information through external verification processes.

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Job Post Verification:

Role: Thoroughly assess and verify job postings submitted by companies before allowing them to go online on the platform.

Responsibility: Guarantee the quality and relevance of job posts by verifying the accuracy of the information provided, contributing to a streamlined and effective job matching process.

Accepting Job Tasks:

Role: Responsibly handle and accept job tasks submitted by companies, maintaining a balance to support both employers and HRs effectively.

Responsibility: Act as a pivotal link between companies and job seekers by accepting and overseeing job tasks, facilitating a dynamic and responsive hiring environment.

Platform Transaction Oversight:

Role: Oversee the transactions within the base accounts, ensuring transparency and accountability in the interactions between users and companies.

Responsibility: Monitor platform activities closely to maintain fair and ethical transactions, fostering trust and reliability among the users and companies associated with the base accounts.

User and Company Support:

Role: Provide dedicated support to users and companies within the assigned geographical area, addressing queries, offering assistance, and ensuring a positive experience.

Responsibility: Serve as the primary point of contact for users and companies, offering timely and effective support to enhance their engagement and satisfaction with the platform.

In essence, the BOP operates as a localized force within the Karands.com ecosystem, ensuring the integrity of user profiles, job posts, and transactions. Through meticulous verification processes, collaboration with external entities, and active oversight, the BOP contributes significantly to the professional growth and success of the platform within its designated region.

In summary, the BOP plays a crucial role in upholding the professional integrity of Karands.com by actively monitoring user activities, addressing complaints, guiding users in communication practices, conducting verifications, and fostering a positive and constructive online community.



IV. Benefits

Benefits of Partnering with Karands.com

Fixed Income Stability:

Benefit: As a Business Outsource Partner (BOP) with Karands.com, a fixed income is assured for the essential tasks of monitoring user activities and clearing transactions. This provides financial stability and predictability for the BOP and its team.

Access to a Vast HR Network:

Benefit: Partnering with Karands.com offers BOPs the opportunity to connect with an extensive network of HR professionals and companies. This network opens doors to potential collaborations, partnerships, and business opportunities.

Elimination of Marketing Hassles:

Benefit: Unlike individual recruitment agencies that need to invest in extensive advertisements, lead generation, and building client trust, BOPs with Karands.com receive a steady income without the hassles of self-promotion.

Guaranteed Income and Diversified Revenue Streams:

Benefit: BOPs receive a guaranteed fixed income based on their base count, ensuring financial security. Additionally, they can engage in familiar activities such as third-party recruitment, references, and HR services, generating additional income with leads provided by the platform.

Time Efficiency for Additional Revenue Generation:

Benefit: The regular monitoring tasks assigned to BOPs come with ample time frames, allowing them to efficiently perform additional revenue-generating activities. This time flexibility empowers BOPs to maximize their earnings without compromising on their primary responsibilities.

City-Specific Recognition and Growth:

Benefit: By operating within their designated city zones, BOPs not only contribute to the growth of Karands.com but also earn recognition, endorsements, and trust within their local markets. This localized approach establishes their company's name and reputation.

Community Support and Collaboration:

Benefit: BOPs benefit from the collaborative spirit within the Karands.com community. Support from other HR professionals helps in completing additional tasks efficiently, creating a network where mutual assistance is encouraged.

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Easy Transition from Individual to BOP:

Benefit: For individual recruitment agencies or consultancies, transitioning to a BOP role eliminates the need for extensive self-marketing efforts. It provides a ready platform for growth without the challenges associated with establishing trust and credibility.

Building a Mark in the Market:

Benefit: Through consistent performance and positive contributions, BOPs have the opportunity to build a strong presence in the market. Endorsements, trust, and references earned on Karands.com contribute to the establishment and growth of their brand.

Professional Development and Learning Opportunities:

Benefit: Collaborating with a diverse range of HR professionals exposes BOPs to continuous learning and professional development opportunities. This enriching environment enhances their skill sets and market relevance.

In summary, partnering with Karands.com as a BOP offers a host of advantages, ranging from financial stability and access to a vast network to the elimination of marketing challenges and localized recognition. It is a strategic alliance that not only provides fixed income but also sets the stage for sustained growth and success in the HR and recruitment landscape.

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V. Application Process (to become BOP first register as ICHP)

Registering with karands.com as ICHP:

Link:

ICHP My Task Board Tour:

Link:

ICHP Dashboard features Tour:

Link:

BOP Admin Dashboard with team invite Tour:

Link:

VI. Eligibility

Professional & Experience Requirements

To become a Business Outsource Partner (BOP) with Karands.com, individuals or firms should possess a comprehensive set of professional qualifications and skills in the Human Resources and Recruitment industry. The qualifications include:

Registered Firm or Company:

A BOP should be a registered firm or company specializing in Human Resources or recruitment services.

Educational Standards:

Academic qualifications in Human Resources, Business Administration, or related fields, preferably with relevant certifications.

Industry Experience:

A minimum of 2+ years of hands-on experience in the Human Resources or recruitment services industry.

Team of Domain Experts:

A dedicated team with expertise in HR and recruitment, ensuring a skilled workforce for effective operations.

Exposure to Job Portals:

Proficiency in navigating and utilizing various job portals to source and assess potential candidates.

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Social and Professional Media Savvy:

Knowledge and experience in leveraging social media and professional networking platforms for recruitment purposes.

HRMS Software Proficiency:

Familiarity with Human Resource Management System (HRMS) software for streamlined HR processes.

Job Description Management:

Capability to effectively manage and create comprehensive job descriptions to attract suitable candidates.

Knowledge of Labour Laws:

In-depth understanding of labor laws and regulations to ensure compliance in HR practices.

Documentation Skills:

Proficient in HR documentation, including employment contracts, offer letters, and other legal documents.

Onboarding Expertise:

Experience in designing and implementing effective onboarding processes for new hires.

Performance Management:

Competency in performance management strategies and systems to enhance employee productivity.

Payroll System Knowledge:

Understanding of payroll systems and processes for accurate and timely salary disbursement.

Retention Strategies:

Knowledge of employee retention strategies to foster a positive work environment.

EPF and Medical Benefits Understanding:

Familiarity with Employee Provident Fund (EPF) regulations and knowledge of medical benefits administration.

Leave Policy Management:

Proficiency in designing and managing employee leave policies.

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Technological Proficiency:

Knowledge of technology-enabled services, including attendance management and software commonly used in recruitment and HR tasks.

Continuous Learning and Adaptability:

Commitment to staying updated with industry trends, laws, and best practices, showcasing adaptability to change.

By meeting these qualifications, individuals or firms can position themselves as competent BOPs with Karands.com, contributing effectively to the platform and enhancing the overall recruitment ecosystem.

VII. Earnings

BOP - Business Outsource Partner Proposal (Earning Exhibit)					
Account Type		Small	Medium	Big	Large
Amount		25000	50000	100000	250000
Account Base	user	25000	50000	100000	250000
	Company	250	500	1000	2500
Fixed Verification	User	10000	20000	40000	100000
	Company	250	500	1000	2500
Location Assigned	Selected	1	1	1	1
	Additional	0	2	4	10
HR Team	Experienced	2	4	8	20
	Fresher	3	6	12	30
	Total	5	10	20	50
Fixed Earnings	Base accounts	3030000	6060000	12120000	30300000
	Verifications	1025000	2050000	4100000	10250000
Total Fixed Earnings	Annually	4055000	8110000	16220000	40550000
Additional Earnings from end of 1st QTR every month	Referr buddy	10	20	40	100
	Support HR Jobs	1 HR -5 days	2 HR - 5 days	4 HR - 5 days	10 HR - 5 Days
	Drive In HR Jobs	1 HR -16 hrs	2 HR - 16 hrs	4 HR - 16 hrs	10 HR - 16 hrs
	Third Party Hiring	2	4	8	20
Additional Earning Total	Monthly Total	200000	400000	800000	2000000
	3 QTR Total	1800000	3600000	7200000	18000000
	annually next year	2400000	4800000	9600000	24000000
Approx Total Earning	Fixed + Additional	6455000	12910000	25820000	64550000
Net Revenue with	fixed earning	1355000	2026000	4052000	11330000
	Fixed + Additional	3755000	6826000	13652000	35330000

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VII. What KARANDS Ask?

Support:

Dedicated to advancing the landscape for Human Resource Business professionals, Karands strives to establish a global paradigm where their indispensable services are universally recognized as mandatory for both companies and job seekers alike. At the heart of this initiative is the empowerment of HR professionals, fostering their individuality and presence within their specific domains while encouraging mutual support among peers.

Truth:

In the aftermath of the global upheaval caused by the COVID-19 pandemic, various professional domains experienced growth, augmented compensation packages, enhanced comfort levels, and opportunities for self-growth. Unfortunately, the field of Human Resources, often regarded as the backbone of any organization, faced an unexpected setback. HR professionals, who play a pivotal role in organizational dynamics, were disproportionately affected, facing layoffs and, regrettably, social trivialization and many such incidents.

Request:

Karands earnestly invites every HR professional to join the community at karands.com, envisioning the platform as the exclusive hub for conducting all HR activities and job searches. In this collaborative space, we aim to redefine the narrative surrounding HR professionals. Let us collectively endeavor to make karands.com the sole destination for all HR-related endeavors, ensuring that every professional and company registers and conducts their HR activities exclusively through our platform. Through this concerted effort, we, as HR professionals, can monitor and support each other, reshaping the landscape so that without karands.com, HR activities find no platform elsewhere. Making it a monopoly system and earn what we Deserve.

Together, let us elevate the significance and dignity of HR professionals, marking a paradigm shift where their pivotal role is acknowledged and revered universally.

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