

- HR Interventions -



Role of HR ...

- **Manpower Planning & Development**
- **Attraction & Retention**
- **Recruitment & On-Boarding**
- **Employee Relations**
- **Support Organisational Objectives**

HR Interventions – Broad Areas ..



- **HR Diagnostic Studies**
- **Performance Management**
- **Compensation Services**
- **HR Policies & Manuals**
- **Strategic HR Interventions**
- **HR Advisory Services**
- **Training & Development**

HR Diagnostic Studies ...



Employee Engagement Survey

A customized survey to identify the level of commitment & involvement of employees towards the organisation, its values & culture

Employee Satisfaction Survey

A strategic survey to identify the employee's satisfaction level on various issues in an organisation to improve motivation & morale of employees

Employee Attitude Survey

To provide an overview of how successful an organisation is in building a "Positive Work Environment". It's a survey to determine employee's perception of the work & the workplace

Employee Attrition Survey

Feedback from Ex-employees to identify the areas of improvement in culture, system, policies & schemes which affect motivation & retention of employees

Performance Management ...



Performance Management System

A proactive system of managing employee performance for driving the individual & the organisation towards desired performance & results for accomplishing excellence in performance

Performance Appraisal System

Review & Design a Performance Appraisal System to evaluate the contributions made by employees in achieving the objectives of the employees & the organisation

Job Descriptions & KRA Fixation

Mapping Job Descriptions for clear understanding of the current & proposed job roles & responsibilities
Deliberate & summerise the Key Result Areas of the drivers of the system in context of the organisational objectives

Variable Pay Plan

Review & Design a Variable Pay Plan keeping in view the company's short term & long term goals to align with the organisational objectives

Compensation Management ...



Compensation Benchmarking

Band/ Position/ Function-wise Salary Surveys for Management as well as Non-Management employees to revalidate pay levels & summarise the “Situational Analysis” to attract, support & retain employees

Diagnostic & Advisory Services

Advise clients in identifying & implementing innovative compensation solutions in view of changing market practices with the help of our expertise & strong compensation data warehouse.

Compensation Aspiration Study

A unique process of accessing & evaluating the aspirations, ambitions & salary levels of the Top Management Professionals through a structured process & suggest a road map

Compensation Structuring / Restructuring

Elemental Salary & Benefit restructuring viz a viz the current best practices & IT rules for easy administration & improved take home salary of employees

HR Policies and Manuals ...



HR Policy Manual

A comprehensive HR Manual providing guidelines to employee/ employer for proper conduct of business & eradicating bias

Induction Manual/ Employee Handbook

A structured document informing a new entrant about the policies, culture, philosophy of the organisation to create a positive feel during the induction period of the employee

Best Practices Benchmarking

Benchmark & analysis of the benefits provided to employees. Benchmarking the best practices & designing suitable practices to create employee delight & organisation brand

HR Audit

A review of the implementation of the HR Policies, systems & procedures for improvements in the organisational practices. It consists of diagnosing, analysing, evaluating & assessing future lines of action in HRM

Strategic HR Interventions ...



Manpower Optimisation/ Rationalisation

A systematic study of the job roles & processes to make the organisation a high performance organisation

Organisational Restructuring/ Banding

A process of creating structure/ bands/ levels to enable successful strategy implementation, respond to the changing environment & ensure clarity in an organisation

Competency Assessment

A comprehensive study of observable assessment of employee knowledge, skills & behaviour linked to specific competency levels. The analysis identifies the gray areas or the gaps where improvement is possible

Talent Management

A systematic process to identify, assess & develop employees to take up higher responsibilities within the organisation. It is an effort to ensure leadership for business growth & future expansion

HR Advisory Services ...



Retained Strategic Services

Provide regular Expert Advice, Opinion, Guidance for the progress & betterment of the organisation

Contingency Strategic Services

Assist in diagnosing & strategizing remedial actions for improvement of HR practices

Hand Holding/ Engagement

Assist in implementation of the HR process & systems in the organisation with experienced consultants

Payroll Management

Outsourcing Payroll generation & record maintenance of employees to ensure confidentiality on salary & benefits

STRATEGIC HR INTERVENTIONS

- Manpower Optimization/ Rationalisation
- Organisational Restructuring/ Banding
- Competency Assessment
- Talent Management

HR DIAGNOSTIC STUDIES

- Employee Engagement Survey
- Employee Satisfaction Survey
- Employee Attitude Survey
- Employee Attrition Survey

PERFORMANCE MANAGEMENT

- Performance Management System
- Performance Appraisal System
- Job Descriptions & KRA Fixation
- Variable Pay Plan

HR POLICIES AND MANUALS

- HR Policy Manual
- Induction Manual/ Employee Handbook
- Best Practices Benchmarking
- HR Audit

COMPENSATION SERVICES

- Compensation Benchmarking
- Diagnostic & Advisory Services
- Compensation Aspiration Study
- Compensation Structuring/ Restructuring

HR ADVISORY SERVICES

- Retained Strategic Services
- Contingency Strategic Services
- Hand Holding/ Engagement
- Payroll Management