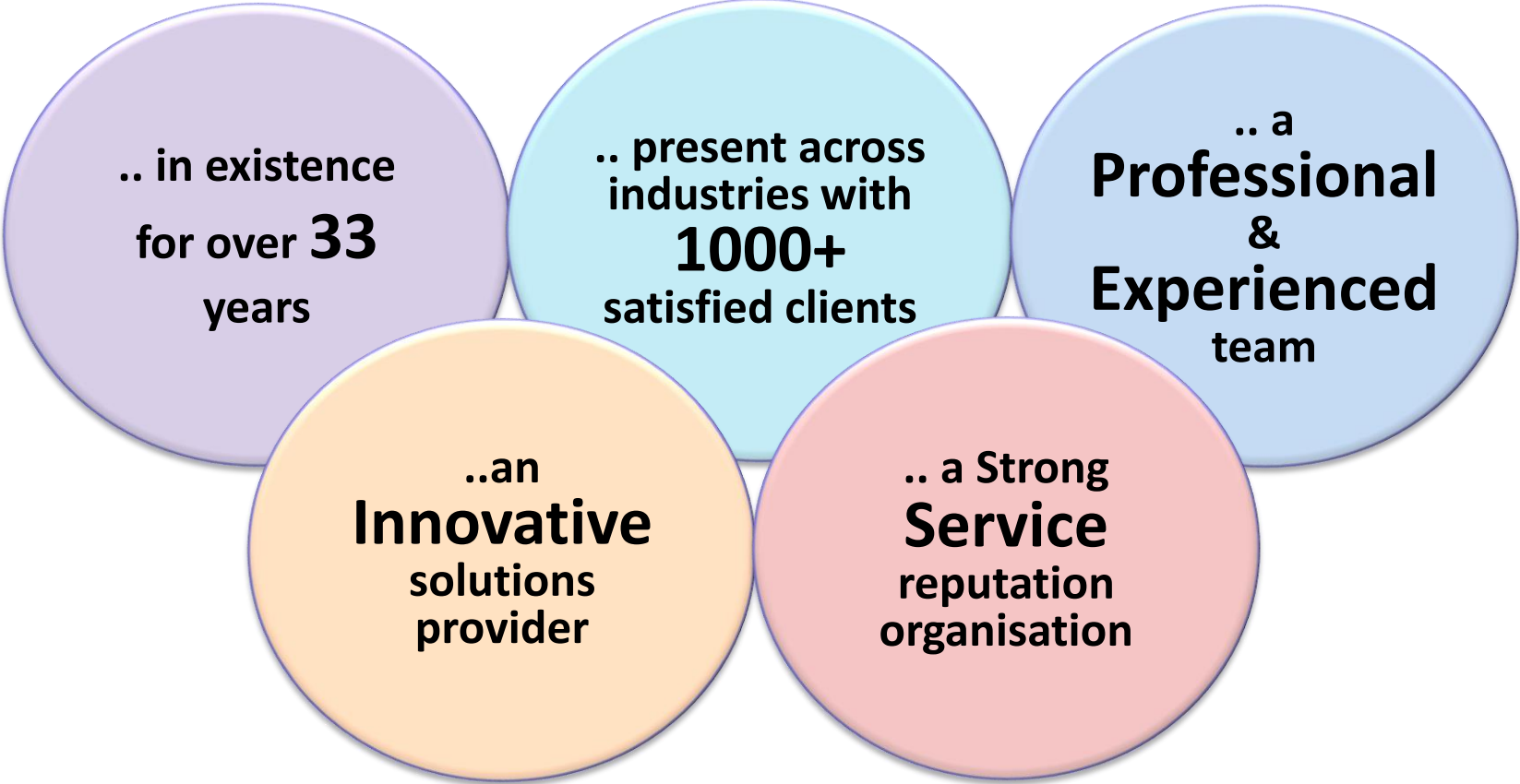




omam Consultants

Human Resource Consulting

WE ARE...



Our Success is built on Integrity, Professionalism and the Quality of our Services



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

■ Some Of Our Esteemed Clients ...



Problem Identification & Analysis

- Identify and define objectives
- Understand background
- Discuss with Top Management to understand long term objectives
- Meet select employees and gather their feedback/ opinion (optional)

Problem Simplification & Finding Best Solution

- Design questionnaire
- Collect data
- Collate and analyze data
- Study data and revalidate
- Work - out conceptual framework for solutions

Execution Facilitation & Customer Satisfaction

- Present possible options
- Finalize recommendations
- Suggest an HR Road Map on our recommendations for execution of findings
- Report submission
- Facilitate in the execution (optional)





**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 related 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 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
Benchmarking**

Band/Position/Function wise Salary Surveys for Management as well as Non-Management employees to revalidate pay levels & summerise 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 of 10000 + organisations

**Compensation
Aspiration Study**

A unique process off 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 & I.T rules for easy administration & improved take home salary of employees



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

**Manpower
Optimization/
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



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 for senior level employees to ensure confidentiality on salary & benefits

OUR BELIEF...

INDIAN Problems Need INDIAN Solutions !

Think GLOBAL, Act LOCAL !

THANK YOU

CORPORATE OFFICE

OMAM CONSULTANTS PRIVATE LIMITED

137, Saidulajab, MB Road, New Delhi

Phone : 91-11-29532376, 29532429

Fax : 91-11-41664830

Email : hrcc@omamcrd.com

BRANCH LOCATIONS

- | | |
|-------------|-----------------------------|
| ➤ Delhi | ☎ 91-11-29534512 |
| ➤ Mumbai | ☎ 91-22-2839 5781 / 91 |
| ➤ Pune | ☎ 91-20-66030412 / 26111915 |
| ➤ Bengaluru | ☎ 91-80-40639702 |
| ➤ Kolkata | ☎ 91-9831273935 |