

## Comprehensive HR Solutions for Growth-Driven Companies

### Your HR Excellence Partner

Strategic expertise to optimize your most valuable asset —your people.

### About Us: Your Trusted HR Partner

We are a leading HR Consulting Partner, bringing extensive experience across diverse industries. Our mission is to empower organizations by building efficient, compliant, and future-ready HR practices that drive sustainable growth.

Our core team comprises seasoned HR Professionals, each with deep expertise in various facets of human resources. We are committed to delivering customized solutions that align with your business objectives and foster a thriving work environment.

### About Us: Our Leadership Team

#### Rohit Srivastava Managing Partner

25+ years of HR leadership across industries, specializing in Strategic HR Planning, Transformation, Compliance, Industrial Relations, Corporate HR, Corporate Affairs, and ESG initiatives.

#### Jasmine Chaudri Managing Partner

25+ years of HR leadership with expertise in Compensation & Benefits, Talent Acquisition, and Executive Pay. Driving HR transformation and global compensation projects for Fortune 500 companies across multiple countries.

#### Lal Singh Managing Partner

20 years of manufacturing leadership, including over a decade as Plant Head. Expertise in end-to-end plant operations and Factory Safety Audits aligned with global standards (FM Global & NBC).

Our leadership brings combined expertise in all facets of human resources management, ensuring world-class solutions for your organization.

### About Us: What Sets Us Apart

#### Industry Expertise

Experts with 25+ years of experience across diverse sectors, providing industry-specific HR solutions that address unique challenges.

#### Integrated Approach

Seamless coordination across all HR functions, eliminating silos and ensuring consistency throughout the employee lifecycle.

#### Measurable Outcomes

Data-driven approach focused on delivering quantifiable business results and ROI for our clients.

#### Scalable Solutions

Flexible service models that grow with your business, from startup through maturity, adapting to changing needs.

#### Compliance Excellence

Rigorous adherence to evolving labor laws and regulations, minimizing risks and ensuring audit readiness.

#### Technology-Enabled

Cutting-edge HR tech platforms that enhance efficiency, provide analytics, and improve employee experience.

Our comprehensive service portfolio addresses the complete spectrum of HR needs, eliminating the need to manage multiple vendors while ensuring consistency and quality.

#### Services - Growth Challenges We Solve

1

##### Scaling Challenges

Balancing rapid growth with operational excellence while maintaining quality standards.

2

##### Talent Acquisition

Limited resources and network to attract top-tier talent in competitive markets.

3

##### Compliance & Administrative

Managing ever-changing labor laws and HR administrative tasks diverts focus from core business operations.

4

##### Skill Gap

Traditional HR setups often have high fixed costs and limited expertise across specialized HR domains leading to a skill gaps.

#### Services - Our Core Service Lines

##### HR Outsourcing

End-to-end management of all HR functions, from onboarding to employee relations and offboarding.

##### Recruitment

Streamlined and efficient recruitment services to find the best candidates for your organization.

##### Payroll Management

Accurate and timely payroll processing, ensuring full adherence to all regulatory requirements.

#### Compensation & Benefits

Developing competitive and fair compensation structures that attract and retain top talent.

#### HR Technology Solutions

Implementation of robust HR tech systems to streamline workflows and maintain data integrity.

#### HR Legal & Compliance

Ensuring your business remains fully compliant with all local and national labor laws.

#### Services - Our Core Service Lines - HR Outsourcing

End-to-end management of all HR functions, from onboarding to employee relations and offboarding. Our comprehensive HR outsourcing solution provides end-to-end management of all HR functions, allowing you to focus on your core business.

#### Scope of Services

Employee lifecycle management from onboarding to offboarding

Performance management system implementation

Leave and attendance administration

Employee relations and conflict resolution

HR documentation and record keeping

Training coordination and development

#### Value Proposition

Reduce fixed HR overhead by 20-30%

Access to specialized expertise across all HR domains

Improved employee experience and satisfaction

Scalable support that grows with your business

Consistent HR processes across all departments

Our comprehensive recruitment services assist companies in efficiently sourcing, attracting, and retaining high-quality talent, shortening the hiring process while maintaining a strong emphasis on cultural compatibility.

#### Full-Cycle Hiring

Strategic job description

Multi-channel sourcing

Structured interview processes

Seamless onboarding

Quick Turnaround

Rapid response teams

Pre-qualified talent pools

Streamlined selection methods

Quick shortlisting

Employer Branding

Candidate value propositions

Enhanced online presence

Culture-focused messaging

Sector Expertise

Technology FMCG Healthcare Manufacturing Finance EdTech Start-ups

Our RPO services provide extensive recruitment assistance customized to your hiring needs, reducing time-to-hire and improving quality-of-hire results through expert industry knowledge and advanced analytics.

Experience optimization

Services - Our Core Service Lines - Recruitment

Selection

Interviewing

Screening

Candidate Sourcing

Job Description

Services - Our Core Service Lines - Payroll Management

Comprehensive payroll reports

Our payroll services achieve 99.98% accuracy with robust security protocols exceeding industry standards for data protection.

Services - Our Core Service Lines - Compensation & Benefits

Our comprehensive compensation and benefits consulting services are designed to optimize your reward strategy while ensuring full compliance and administrative efficiency.

Salary Structure Design

Create market-competitive, internally equitable compensation frameworks aligned with your business strategy and budget. Our detailed benchmarking ensures you remain competitive in your industry while maintaining internal consistency.

#### Performance-Linked Rewards

Develop incentive programs that directly connect employee performance to business outcomes. Our performance-linked reward systems drive productivity while ensuring clear metrics and achievable targets.

#### Benefits Optimization

Design cost-effective benefits packages that enhance your employer value proposition. We create tiered benefits structures that balance employee needs with business constraints.

#### Sales Incentive

Design of targeted sales incentive policies for FMCG/FMCD clients to drive performance and achieve ambitious sales goals.

#### Reward and Recognition

Design customized programs to celebrate high performers, boost motivation, and enhance retention.

#### Services - Our Core Service Lines - HR Legal & Statutory Compliance

Ensuring complete adherence to ever-changing labor laws and regulations while minimizing business risk.

#### Our Approach to Compliance

Comprehensive compliance audits to identify gaps

Regular updates on changing labor laws

Implementation of compliant HR policies

Documentation review and standardization

Training for managers on compliance issues

Preparation for regulatory inspections

Our compliance experts specialize in multiple jurisdictions, ensuring your operations meet all local and national requirements regardless of where you do business.

#### Services - Our Core Service Lines – HR Technology Solutions

Leverage cutting-edge HR technology to enhance efficiency and strategic decision-making across your organization.

#### Systems We Support

Human Resources Information Systems (HRIS)

Applicant Tracking Systems (ATS)

Performance Management Software

Learning Management Systems

Employee Self-Service Portals

HR Analytics Platforms

Integration Support

Seamless data migration and integration with your existing IT infrastructure, ensuring smooth transition and minimal disruption to operations.

Vendor Partnerships

Access to our network of leading HR tech vendors, securing preferred pricing and priority support for best-in-class solutions.

Custom Implementations

Tailored configuration of HR systems to match your unique processes, ensuring technology adapts to your business, not the other way around.

Services - Expanded HR Consulting Offerings

Strategic HR & Talent Management

HR Strategy & Transformation

Organizational Design & Restructuring

HR Due Diligence for M&A;

Competency Framework Design

Performance Management

Succession Planning

People & Culture

Employee Engagement & Culture Building

Employer Branding

Diversity, Equity & Inclusion Programs

Executive Coaching & Leadership Development

Operational HR Enhancements

HR Audits & Workforce Diagnostics

Virtual HR Office / HR Shared Services

Outplacement & Career Transition Services

HR Analytics & Dashboards

Digital Learning Solutions

Global Workforce Enablement

PEO/EOR Services (Employer of Record)

Global Talent Mobility Support

Cross-Border Hiring & Compliance

Learning & Development

Sensitization workshops and capacity building

Soft skills, Sales, ESG, and NLP training

Services - Specialized Services

Specialized Services

1

Business Launch Support

Comprehensive assistance for setting up new companies in India, including entity formation, compliance setup, and initial HR infrastructure.

New Company HR Setup

Complete HR foundation building for new ventures, including policy development, recruitment frameworks, and compensation structures.

3

Factory Audit & Operations

Specialized HR solutions for manufacturing environments, focusing on compliance, workforce management, and industrial relations. Factory Safety Audit based on Global Standard ( FM Global & NBC )

2

4

New Company Finance & Accounting Setup

SOP development, internal and statutory audits, budgeting, and management accounting to establish strong controls, ensure compliance, and support strategic growth.

Services - Expanded HR Consulting Offerings Workplace Wellbeing

By integrating wellbeing into your HR strategy, you transform health initiatives from a cost center to a strategic business advantage that drives sustainable growth and competitive differentiation.

Our Approach

Mental Health Support

Physical Wellness Programs

Work-Life Integration

Our Goal

“Zero Suicide”

Resources - Why HR Outsourcing Makes Business Sense

In today's competitive business landscape, strategic HR outsourcing delivers both immediate operational benefits and long-term competitive advantages for growing SMEs.

Significant Cost Savings

Reduce fixed HR overhead by 20-30% while eliminating costs for HR infrastructure, technology, and training.

Focus on Core Operations

Leadership can dedicate more time to strategic growth initiatives rather than administrative HR tasks.

Access to HR Expertise

Leverage specialized knowledge across recruitment, compensation, and compliance without hiring multiple experts.

Scalable Solutions

Easily adjust HR support based on growth phases, seasonal needs, or market changes without restructuring.

Strategic Partnership

Gain a business partner that aligns HR strategies with your company vision and objectives beyond transactional support.

Resources – Key Benefits – Summary for Core Services

Our comprehensive HR outsourcing services directly address your most pressing challenges with tailored solutions designed for SMEs looking to scale efficiently.

Service

Your Challenge

Our Solution

Recruitment

Slow hiring processes and poor candidate fit leading to missed opportunities and turnover



Fast, targeted hiring campaigns with employer brand development to attract best-fit talent

#### Compensation & Payroll

Complex regulations creating compliance burden and resource-intensive administration

Accurate payroll processing with 100% statutory compliance and performance-linked compensation structures

#### HR Policies & Processes

Lack of structure causing inconsistency and non-scalable systems that break during growth

Customized policies and SOPs with scalable HR frameworks designed for future growth

#### HR Technology

Outdated systems leading to inefficiency and poor data for decision-making

Integrated HR tech solutions with seamless implementation and ongoing support

#### Factory HR Operations

Manufacturing-specific compliance issues and inefficient workforce management

Specialized industrial HR services with safety compliance and productivity optimization

Our solutions deliver tangible business results: 30-40% reduction in administrative time, up to 60% lower compliance risk, and 25-35% improved employee retention.

#### Resources – Insights & Articles

#### Contact Us

Office #205 Unitech Arcadia Sector 49 South City 2 Gurgaon. Email – [info@chroconsulting.com](mailto:info@chroconsulting.com).  
Phone - +91-7428992630