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**Service Offering: HR Process, HRIS, HRMS and Human Capital Alignment Solution Roll-out**

**Objective:** To roll-out the People Processes aligned to Business Processes, Strategic Job Families, Competencies, Performance and Talent Management System, aligned to Business Goals and Objectives. To design the supporting Basic HRIS, Administrative HRMS (For In-sourced and outsourced needs) leading to Human Capital Alignment Solutions

**Business Context:**

**People Alignment:**

- ✓ Alignment of People Processes to Business Processes
- ✓ Roll-out of Strategic Job Families, Competencies aligned to Organizational Competencies
- ✓ Roll-out of Performance Management System aligned to Business Goals and Objectives
- ✓ Manpower Planning and Competency based Talent Acquisition
- ✓ Evolution of Automation support to HR from Basic HR to Administrative Tasks Management to Strategic Alignment of People to Organization

**Approach:**

**People Process Definition:**

- ✓ Enterprise People Architecture
- ✓ People processes aligned to business processes
- ✓ Recommended Change Management Initiatives

**Competencies, Performance, Talent, Communication Management:**

- ✓ Roll-out of People Competencies aligned to Organizational Competencies
- ✓ Roll-out of Performance Management System in line with Business Process Goals
- ✓ Roll-out of Competency based Talent Acquisition Management
- ✓ Roll-out of HR Service Management (Self Service, Trouble Ticketing)
- ✓ Roll-out of Communication Framework

**HR Automation Architecture:**

- ✓ Roll-out of Basic HRIS such as Organization Structure Modeling
  - Employee Life Cycle and Personnel Management
  - Attendance, Time Recording and Leave Management
- ✓ Roll-out of Administrative HRMS :
  - Manpower Planning
  - Recruitment Management
  - Payroll Management
  - Training and Skills Development
  - Self Service (Leave, Travel, Re-imburement, Service Requests Management)
- ✓ Roll-out of Human Capital Alignment Solution:
  - Strategic Job Families
  - Competencies Development Framework
  - Performance Management
  - Buddy, Mentor, Management
  - Succession Planning and Leadership Development
  - Communication Management

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<p><b>Duration:</b> These Service activities will purely depend on the number of People Processes and more depending on the client’s Human Capital Readiness and Business Priorities.</p>
<p><b>Locations:</b> These Services will be mostly performed at the Client Locations, Client IT Service Provider Locations, as appropriate.</p>
<p><b>Our Team:</b> Our team comprises of Experienced, Balanced, Dedicated and Most Competent Consultants, IT Architects and HR Consultants who have over decades of experience in providing IT Services to clients across industries in addressing their Business Needs.</p>

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