

HR Solution for Business Expansion in India

When expanding into a new territory, a company encounters unknown business scenarios, work ethics and HR practices. It is a critical for companies to put in place the right HR policies and work environment in order attract & retain the best talent and to be successful in the new geography

BACKGROUND

An IT company started their operations in India. Initially the company managed without a dedicated HR resource however, when they grew beyond the 20-25 employee mark, the need for stronger HR processes became pressing. This need was further accentuated due the growing number of lateral hires, who demanded more mature HR practices. However the small employee base and budgetary constraints made it unviable for the company to develop its in-house HR department.

INTERVENTIONS BY GCS

GCS was chosen as the outsourced HR solution provider to build a customized HR foundation to suit local Indian conditions. This solution was developed keeping in mind the industry best practices and regulatory requirement.

Highlights of the HR foundation solution provided are:

- Existing HR processes audit
- Define an HR handbook
- Define HR process related to on-boarding, Employee Relations, Performance Management etc.
- Basic HR data management designs – Employee Directory, various forms etc
- Support in implementation of these processes

As the organization grew further, more advanced HR processes were designed and introduced.

- Employee surveys to gauge the employee pulse and its analysis and actions plan design
- Mature Performance Management and Career Management
- Stronger Employee Relations
- Design and set-up an in-house HR department
- Assistance in implementing these processes
- Continuous HR processes health-checks and revised interventions

BENEFITS OF WORKING WITH GCS

GCS works as the extension of the client organization, working closely with the management and acting as the outsourced HR department. Some of the key benefits of working with GCS include:

- Blend of onsite support and remote consultation followed by a smooth transition to a stable in-house HR department
- Customized & localized service keeping in mind policies of parent company and existing industry standards for immediate, mid-term and long term HR needs
- Implementation support
- Cost effective
- Dynamic HR solutions that are realistically implementable