

# HUMAN RESOURCE OUTSOURCING

Increasingly, organisations in India are focussing on developing suitable strategies to unlock more value from their Human Resources (HR) function. As the business landscape grows and evolves at a rapid pace, companies are opting for HR outsourcing services to explore the full potential of workforce productivity, engagement and development, and optimise their core HR processes.

Our Human Resource Outsourcing services are strategically curated to offer specialised knowledge and expertise in areas such as strategic planning, HR audits, policy design, organisational design, talent management, compensation, benefits benchmarking, and more. Our experts assist organisations to navigate complexities and enhance operational efficiency in several key areas. They help institute processes and a culture that recruits, retains and develops the best talent that can move the organisation forward.

## OUR SERVICES

We recognise that every organisation is unique and hence carry out a consultative discussion that helps us understand a company's challenges and opportunity areas, thereby enabling us to customise our HR offerings based on its specific requirements.



### Recruitment and Staffing

Providing world-class permanent and contract staffing services, nationally and internationally, at all levels.



### Compensation and Benefits Benchmarking

Providing an independent snapshot of the market base salary prevalence for individual positions, and helping organisations standardise resource costs as per industry trends.



### Background Verification

Conducting 360-degree checks including past employment verification, assessment of academic credentials, criminal records and reference/s, document validation, address verification, etc.



### Performance Management

Comprehensively covering all four stages of performance management: planning, monitoring, developing, and rewarding.



### Organisation Restructuring

The most comprehensive solution covering downsizing, reorganising departments, changing reporting relationships, and building culture sensitivity. Services offered as part of organisation restructuring as well as standalone solutions include defining or aligning competency frameworks, job descriptions, and job levelling.



### Workforce Analysis and Manpower Planning

Analysing workforce compensation, employee demographics, skill sets, and talent retention strategies. Adopting a four-step manpower planning process: analysing the current manpower inventory, making future manpower forecasts, advisory on related employment programs, and ensuring employee development as envisaged at induction.



### Change Management

Adopting the 'Prosci-ADKAR model' of change implementation. It is an established and recognised outcome-oriented method that aims to limit resistance to organisational change.



### HR Policy Documentation/ Employee Handbook Development

Complete Employee Handbook/Policy Manual creation or validation as per prevailing statutes and organisation culture.



### Training and Development

We have experienced facilitators using both vILT (Virtual Instructor-Led Training) and ILT (Instructor-Led Training) formats.



### Global Mobility Services

Helping businesses working across borders in meeting their skilled workforce needs. Obtaining the right visas at the right time while ensuring compliance - avoiding financial penalties and reputational damage.

## WHY US

Our team of experts combine experience with an insights-driven approach to understand the client’s unique requirements in the HR function and offer customised services with a futuristic outlook:

- Superior and cost-effective solutions
- Approachable and perceptive project managers and leadership
- Specialised and Prosci-certified teams offering personalised support for design, implementation and stakeholder dissonance management
- Bespoke solutions contextualised to the client’s organisation
- Meticulous due diligence before solution design

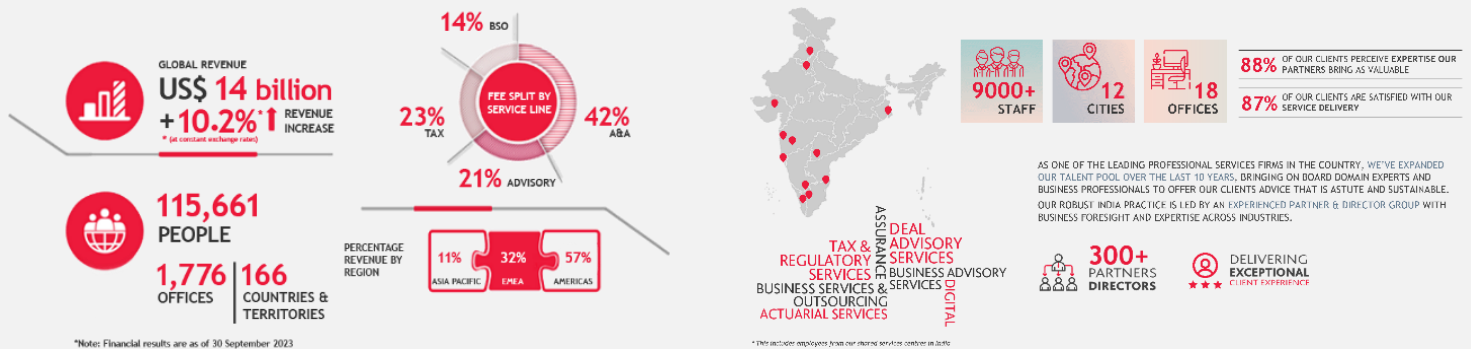


## ABOUT BDO GLOBAL

BDO is a leading professional services organisation with a presence in 160+ countries and over 115,600 people working out of more than 1,750 offices. We endeavor to deliver an exceptional client experience through a tailored solutions approach, while partnering with our employees and clients globally.

## ABOUT BDO IN INDIA

BDO in India offers Assurance, Tax, Advisory, Business Services & Outsourcing and Digital Services for both domestic and international clients across industries. The team at BDO in India consists of over 9,000 professionals led by more than 300 partners and directors operating out of 18 offices, across 12 key cities.



## CONTACT US

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