



HR Consulting | Recruitment | Training | Testing | Education



*We are your partner
to excellence in corporate governance*

About Salahkaar Consultants:

- One of the fastest growing Human Resource Consulting, Testing, Recruitment and Training Organizations in Asia.
- Directors and consultants of international repute who have been visiting professors to several international universities.
- Exclusive trainers and consultants for several Fortune 500, Global 100 and BT 500 companies.
- HR, HRD, OB, OD and Industrial Psychology solutions that are customized and result-oriented.

For details, visit: www.salahkaarconsultants.com



Proposal

for

HUMAN RESOURCE OUTSOURCING SERVICES

Date	Will be decided mutually
Duration	Will be decided mutually
Contact	09975012222 / 020 - 40027772
Email	enquiry@salahkaarconsultants.com

At the onset, please read what one of our clients, CEO of a Danish company wrote to us in his appreciation letter, **"I can go to them with my eyes closed"** Check the entire letter on the next page.....

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Acc. No. 12.25.79.652
C.o.C. Hasglinden No. 27210742



The Calibration Company

January 5th, 2011

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Salahkaar Management Consulting and Training Co. Pvt. Ltd. (SMCT Co. Pvt. Ltd.) have worked with us (The Tradinco Instrumenten-Apparaten BV, The Netherlands) on recruitment assignments for Senior Sales manager to be stationed in India.

During the process of the said assignment they maintained an excellent line of communication with us. The SMCT Co. Pvt. Ltd. fully understood our requirement which was for a very high end niche market we (Tradinco) are in. They were fast and quick in picking up the requirements that we were searching for.

I can certainly attest for the good quality of service and understanding they (SMCT Ltd.) are capable of giving. Next time I am sure where I have to go for our recruitment and other HR related requirements. In case of such needs I can go to them with my eyes closed with full confidence.

Tradinco Instrumenten-Apparaten BV



Ir. J. C. Geluk
CEO

And some more client letters are here under....

FAG letter is for our training workshop: We are very happy to put on record our deep appreciation ...read more in the letter

					FAG
6 th February, 2009					
Bearingss India Limited					
Dr. C.N. Daftuar, Salahkaar Consultants, No.2, Siddhant Classic, Next to Gulmohar Royale, Plot No. 25, Near Ganesh Temple, Viman Nagar, Pune- 411014.					
Reference	Our Reference	Phone (0205)	Fax (0205)	e-mail	A Member of the Schaeffler Group
Sub : FAG Bearings India Limited : OD Intervention - 5 days residential "Organisational & Personal Growth Lab" by Dr.Daftuar					
<p>Dear Sir,</p> <p>We are very happy to put on record our deep appreciation to you for facilitating the "Organizational & Personal Growth Lab" (which you preferred to call PERSONAL GROWTH CIRCLE, PGL) for 28 groups of Managers, Executives and Union leaders during 1994-1997 and for repeating the same during 2008 for all our management staff (12 Groups). It was indeed a unique learning and self developmental experience for all our participants.</p> <p>We were looking for a training programme which would focus on developing personal effectiveness of our management staff members through holistic approach by understanding self and others, team work, stress management while enjoying real time personal and professional challenges together. Five days learning was presented by you with simple but very powerful style of explaining the concepts followed by various stress relieving prayers and meditations. And we affirm that it was a unique blend of Western and Eastern methodologies of personal growth.</p> <p>All the participating employees expressed their sincere thanks to the management and Dr.Daftuar for the Personal Growth Lab (PGL). To the best of our knowledge, this was an unique OD initiative resulting in effective personal relationship and teamwork throughout the organisation.</p> <p>We once again express our sincere thanks to you and your team at Salahkaar Consultants for your contribution.</p> <p>With all the best regards,</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  Nitish Acharya Vice President (HRD & Admn.) </div> <div style="width: 45%;">  Suresh Darade Sr. Manager (HRD & Training) </div> </div>					
<div style="display: flex; justify-content: flex-end; font-size: 0.8em;"> <div style="width: 60%;"> <p>FAG Bearings India Limited. Head Office & Works : Maneja Vadodra - 390 013 INDIA Phone: +91 265 660 2000 Fax: +91 265 2638804 www.fag.co.in</p> <p>Registered Office : Nariman Bhavan, 8th Floor 22, Backbay Reclamation Nariman Point Mumbai - 400 021 Phone: +91 22 22022144, 22022145 22022352 Fax: +91 22 22022902</p> <p>Sales Offices : Mumbai, Kolkata, New Delhi, Chennai, Pune, Bangalore.</p> </div> <div style="width: 35%; text-align: right;"> <p>FAG Bearings India Limited.</p> </div> </div>					

And here is Jindal Steel's letter for HR consulting: Your whole team exhibited enthusiasm and were able to meet timelines as per our SLA (Service Level Agreement)



JINDAL STEEL & POWER LIMITED

Jindal Centre, 12, Bhikaiji Cama Place, New Delhi - 110 066

Phone : 011-2618 8340 - 50

011-2618 8360 - 75

Fax : +91 - 11 - 2618 1271 / 2618 7958

e-mail : jindlorg@del2.vsnl.net.in

January 31, 2008

Dr. C.N. Daftuar
M/s Salahkaar Consultants
Management Global House, RH - 6,
Nandgaon, Opp. Lunkad Reality,
Near Dutt Mandir Chowk,
Viman Nagar, Pune 411 014, India

Sub: Letter of Appreciation

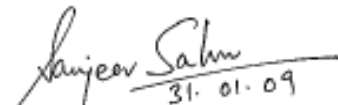
Dear Dr. Daftuar,

We take this opportunity to congratulate Salahkaar Consultants on effectively carrying out the Development Centre Exercise at Jindal Steel & Power Limited during the period of February – April 2008. Your whole team exhibited enthusiasm and were able to meet timelines as per our SLA (Service Level Agreement).

Please accept our compliments & appreciation for the fine job your team did during the entire exercise.

Yours sincerely

For Jindal Steel & Power Limited



Dr. Sanjeev P. Sahni
Head – Strategic HR

WHY HR FUNCTION?

It is assumed that Human Resource Development (HRD) means

All round continuous development of Human Resources of an organization for the purpose of

1. Business Improvement,
2. Business Excellence,
3. Excellent social and psychological climate in the company and
4. Improved organizational effectiveness.

Effective People and Good Culture Makes Effective Organizations.

Daftuar defined HRD as “a system and process involving a series of activities designed to produce behavioral change in the available human resources for maximization and proper utilization of their competence levels as well as their potentialities for present or future roles to optimize the organizational performance.” (Daftuar, 1984).

INTRODUCTION

A key to success for any organization is when its human capital is aligned with organizational goals and a well-trained human resources division makes it possible. The presence of human resources team makes it easier to develop the manpower strength and train employees as these are specialized employees particularly dedicated to this task. By streamlining the HR department, businesses can save money and keep employee morale high.

The benefits of proper human resource management are many. An organization cannot build a good team of working professionals without it. The key functions of the HR management team include recruiting people, training them, performance appraisals, motivating employees as well as workplace, communication, workplace safety, and much more.

Numerous HR and behavioral researchers have discovered that business results are dramatically increased by having a world class HR team / its systems and processes. With HRO (Human Resource Outsourcing) services rendered by Salahkaar Consultants' highly reputed consultants and their servicing team, we propose to deliver strategic HR services resulting in long term business results.

HR Outsourcing services provided by the Salahkaar Consultants have many benefits. Some of them are:

1. Gives access to trained specialists
2. Helps streamline the HR function
3. Transforms HR service quality
4. Reduces costs by avoiding high overhead expenditures
5. Improve productivity of employees
6. Improve on motivation level of employees
7. Improved strategic focus on business goals
8. Get access to world class HR tools, training packages, process documents, etc.

COVERAGE

Salahkaar Consultants will offer HRO service by providing support with the activities mentioned below.



OUR ACTIVITIES AND RESPONSIBILITIES IN DETAIL:

- Job Description (JD), KPI / KRA designing and implementation
- Employee engagement activities/Talent management
- Employee induction and orientation
- Implementing PMS and training calendar
- Carrying out Employee Satisfaction Survey (ESS) and recommending action plan
- Job Checklist
- Creating backup for each role, developing related skills for job rotation
- Generating letters
- Maintaining employees' files
- Leave, attendance & salary calculation
- Exit operations, full & final settlement.
- HR Policy formulation & interfacing with Management and Heads of Department for implementing HR policies & procedures in line with core organizational objectives
- Leading all HR activities and guiding the team wherever necessary
- Initiating and designing of job grades (please note this is a time consuming work)
- Formulating, implementing and monitoring of HR Annual Plan & Budget.
- Workforce planning
- Working on vision & mission of the company & driving the same & making employees a part of it.
- Compensation restructuring
- Social media/employer branding
- Recruitment: with additional fees based on need
- Training & Development: One hour training will be done free of cost for five days per week regular service (that is five days weekly service is taken then five hours per month training will be arranged by internal and external trainers). Thereafter one day training of six hour will be at the cost of Rs 18k per training. Our usual cost is Rs 25k per day which is usual cost in the market.

Example of a process: Please consider following attrition reduction model of Salahkaar Consultants:

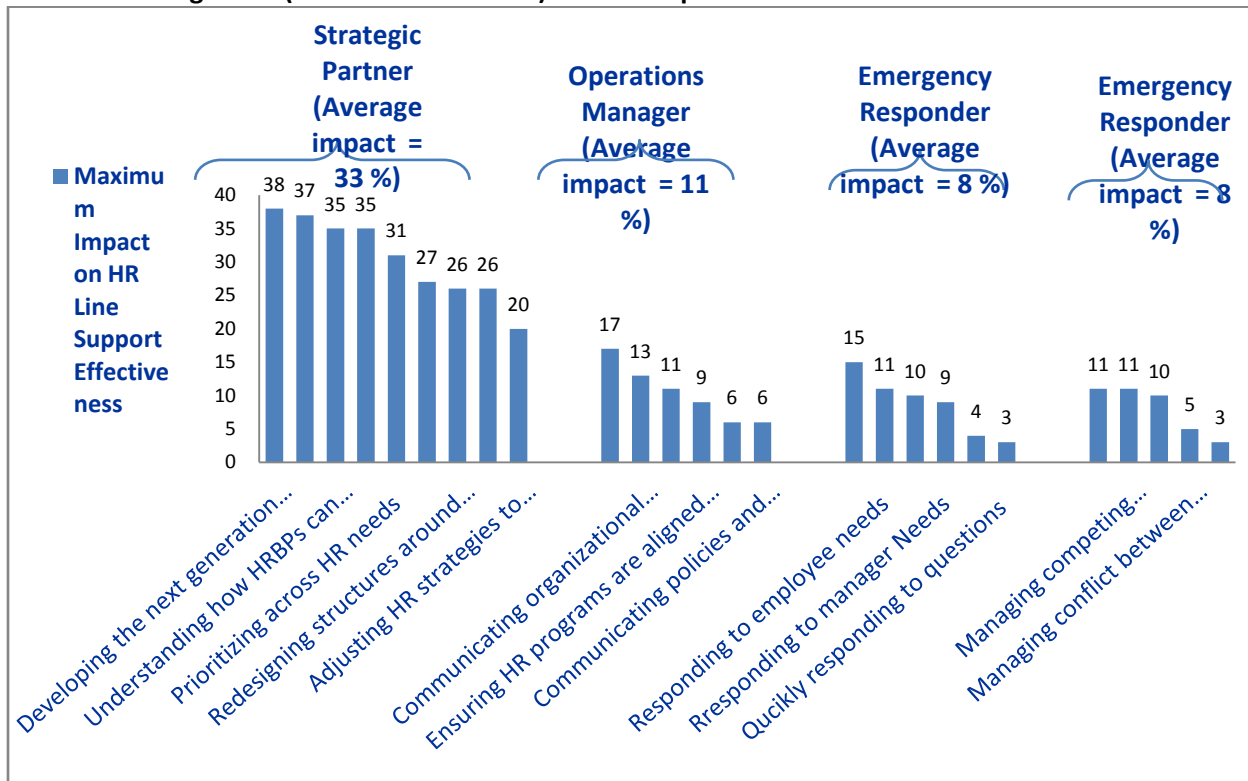


METHODOLOGY

The project will start with HR Audit and Employee Satisfaction Survey. Post that, one of Salahkaar Consultant's representatives executive will visit the client to carry out above mentioned activities.

Any other increase in work and time required will attract additional fees. Things like sourcing CV is not part of regular work.

We will be using HRPB (HR Business Partner) Model. A quick view of the model is here:



SALAHKAAR CONSULTANTS' TEAM:

Dr. C N Daftuar, Mentor: One of the most famous HR thought leader in India. He is first D.Litt. in Organizational Behaviour in India, recipient of the prestigious title Man of Year-1997 by the ABI, USA and is quoted in Marquis' WHO'S – WHO among world eminent scholars. Chaired many international seminars in behavioral science.

ShalavDaftuar, Project Director: Previously country head for world's leading HR companies like Hudson and JuhlerGroup, regional head for ACC. He is expert in HRO and RPO services.

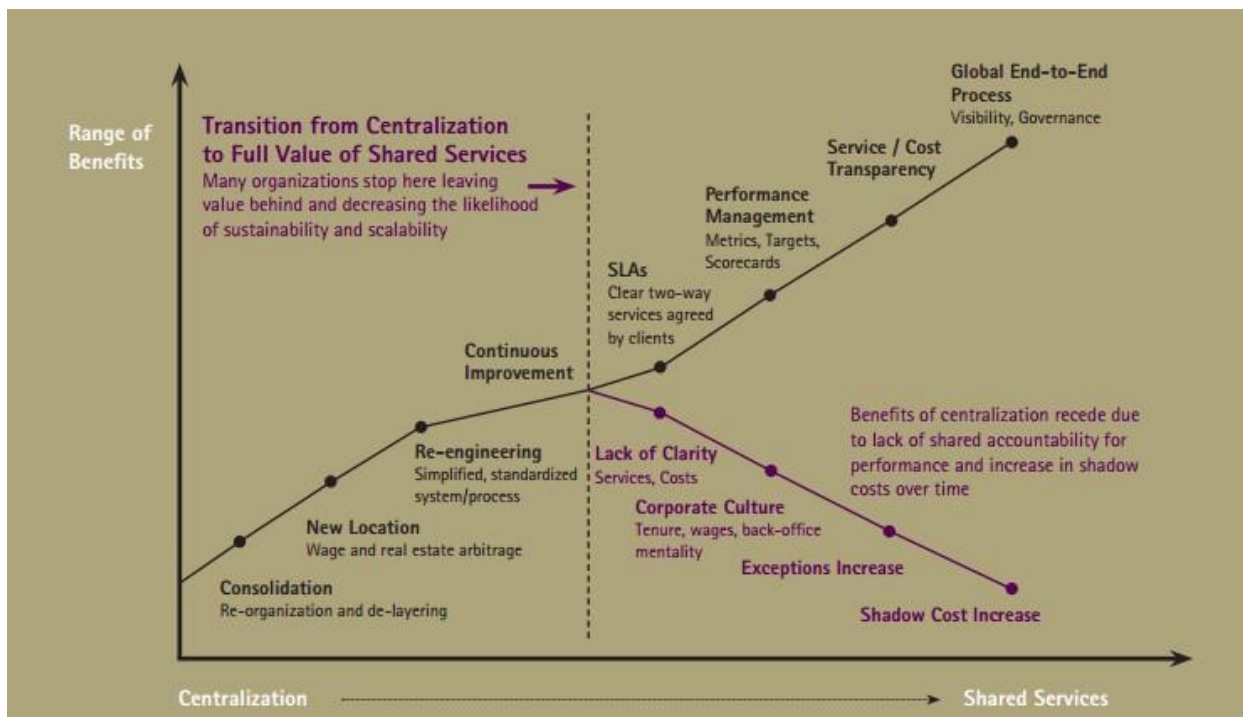
One executive / Asst Manager will be coming to implement the decided HR program. This staff will come for one day in a week .

FEES:

It will depend on client's requirement.

Own HR team against shared service / HRO model:

An HR Outsourcing (shared service model) has following potential and typical journey:



A focused process drive strategy been run by industry experts brings better results..

FEEDBACK

We will desire regular feedback in our monthly / quarterly meeting and ongoing interactions.



WHY WE ARE WIDELY RECOGNIZED?

Answer is here:

- A large pool of internationally reputed consultants equipped with varied expertise and aptitude support and heads our organization. Visiting professors from Cambridge University, UK, Loughbour University, UK, Heads of Department at renowned universities, Heads of HR, Head of Recruitment, CEOs, Directors at leading corporate institutions, as well as the award winner of the 'Best Psychologist of Year', are just a few expert associates affiliated with our establishment.
- Entrusting us to outsource their major mechanisms in HR, we have been hired by the industry's renowned organizations hailing from a prestigious listing in Fortune 500, Fortune 1000, Global 100 and BT 500.
- Our consultant's definition of HRD has been given worldwide recognition and has complemented leading HRD textbooks by best-known publishers in the MBA curriculum. In other words, we have defined HRD in MBA textbooks.
- We have been exclusive consultants, trainers and recruiters for numerous organizations.
- Our services receive overseas participation and their acknowledgement.

Please read WHAT OTHER CLIENTS SAY ABOUT US...

ONLINE TRAINING IN HR

Name – Abhishek Gupta

Name of the organization - Quaker Chemical India Limited

"Certified Competency Mapping Manager course was very well designed and was very useful. It gave a very good idea about the concept as well as application of competency based systems in organizations and how it can help HR in aligning their activities with business goals.

Learner support was also exceptional and you have provided very good support in clearing any issues faced during the course"



TRAINING PROGRAM FOR TOP OFFICIALS OF GOVERNMENT ORGANIZATION

Name - COL N. Bhatnagar

Name of the organization- Government

"It was a great learning for me and the programme was really useful to clear lot of my doubts."

HR CONSULTING INITIATIVE

Name – Rajeev Singh

Name of the organization- Gangar Opticians Pvt. Ltd.

"This is to acknowledge the receipt of 8 (eight) reports on Competency Framework and Competency Dictionaries for 4 levels of functionaries of the company which is; (Level - 5, Level - 4, Level -3, Level - 2) and for four General Manager positions (Level - 5) heading four different functions, namely, (i) GM - HR, (ii) GM - Operations, (iii) GM - Marketing, (iv) GM - IT. We feel highly satisfied with the reports and thank you for successfully completing the assignments within a short time. We wish to mention that we were highly impressed by the professional approach with lot of social touch you and your colleagues brought in your functioning."

OPEN HOUSE TRAINING

Name – Ajit Shah

Name of the organization- Raj Quality Consultants.

"Strong conceptual background of faculty, rich experience and frank opinion at coaching Workshops"

CORPORATE TRAINING

Name – T. Raja Kumar

Name of the organization- RIL Hazira (part of Fortune 500 group companies)

"Mentoring exercises, self-awareness, coaching instruments were simply great"

Credential for our courses in ADVANCE HR SUBJECTS....

"A very balanced and comprehensive program, which aims at equipping the participants with the use of various psychometric instruments." **PravinShastri, Consultant / Researcher in HR & Leadership, Dublin**

"I did my certification of CCMM from Salahkaar Consultants and this certification helped me a lot in my professional growth. Services were great and whatever help was needed, the consultants were always there to help us out. I thank to Salahkaar Consultants for everything and I really enjoyed completing my certification." **Ankit Kumar, HR Lead**

"The Course Material was excellent and very well phrased; it helped to administer new capability in my team." **Atul Agarwal, Senior Manager Training at world's top electronic company**

Photo: Training in Singapore





PHOTO: Company's special aircraft sent for Salahkaar Team to take them to their site



PHOTO: TRAINING WORKSHOP



PHOTO: AN ASSIGNMENT IN ISTANBUL



Previous assignment.....



Together we stand



Thank You!!!