



- » **payroll & compliance** management
  - » advisory services on pay structure & tax planning
  - » cloud based IT platform for payroll & compliance management
  - » execution support in payroll preparation & data analysis
- » **talent** management
  - » advisory services to design PMS & career planning process.
  - » cloud based IT platform tailored for talent management
  - » ongoing services to help develop key resources
- » **exit** management
  - » advisory services to design the exit management process
  - » IT tool to schedule exit interviews
  - » execution support to manage exit dialogue process & attrition analytics.

we offer implementation services on an ongoing basis across HR

## implementation suite



think HR  
think tomorrow





## Advisory Services

- » consolidated, error-free documents & reports with sharper business intelligence.
- » support your entire employee payroll life-cycle, from date of joining to exit.
- » compensation restructuring for tax optimization and flexi pay
- » employee tax planning
- » compliance and tax practice reviews

## IT application

the thinkpeople HR management software offers a robust module for accurate payroll preparation and compliance adherence with regards to TDS, Provident Fund, ESI.

## execution support

clients can avail onsite or offsite execution support for all payroll related processes.

we offer payroll outsourcing services on an ongoing basis

implementation  
suite



# payroll & compliance management

Accurate and effective payroll & compliance management package, inclusive of:

- » Payroll Advisory Services
- » Payroll IT application
- » Execution Support



## Advisory Services

- » performance Management system (PMS) design
- » KRA development for key positions
- » definition of systems and processes for implementing and measuring KRA
- » succession plan development
- » career planning for key resources
- » skill basket definition
- » coaching for senior levels through CFI trained associates

## IT application

thinkpeople, our HR management software has a comprehensive tool for talent development and talent management

## Execution Support

our execution activities are offered on site or offsite based on the scope of the engagement.

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implementation  
 suite

**talent**  
management

best in class expertise in retaining talent



### Advisory Services

- » conduct exit interviews
- » predictive attrition model
- » coordinate retention where possible particularly at senior level
- » calculate final settlement based on dues, recoveries, cashable leave.

### IT application

thinkpeople HR management software provides for exit interview management and a comprehensive module for managing final settlement.

### Execution Support

our execution activities are offered on site or offsite based on the scope of the engagement and will manage the exit process to achieve speedy and hassle-free closure.

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## exit management

handle the exit process smoothly and log in valuable feedback with our exit management service: