



## Client Background

- The client is the 2<sup>nd</sup> largest crop nutrition management company in the world.
- They planned to hire 60+ resources in India for the demand generation activity of their new product

## Challenges faced

- Managing statutory compliance of employees
- Managing the support and services of the field employees
- Monitoring the employees in terms of code of conduct, guidelines
- Managing expense etc. of the employees
- Retention of employees

## Solution Provided

- Offered a process maker based system which included the following component
- Resource requirement, posting and identification
- Resource hiring and position closure
- Salary processing, EPFO and ESIC processing
- Medical and Accidental health insurance
- Expense processing

## Executions

- The resources are introduced on a regular basis
- The Salary, Expense, EPFO and ESIC is managed on monthly basis
- Approval for Salary and Expense is taken as per the scheduled time lines i.e. 1<sup>st</sup> for salary and 15<sup>th</sup> for expense
- Separation, EPFO withdrawal etc. for all employee are managed as per defined process.
- A helpdesk (email support) has been created for all employees queries and grievances.



## Impact

- The process and functions have been managed smoothly and the program is in 2<sup>nd</sup> phase of the rollout
- The program has been rolled out to additional other customers and functions
- Client is relieved from all statutory and regulatory matters and can focus deeply on the core business
- Client is absolved from all low level operation activities in terms of handling resources.
- As the monitoring activity is also our responsibility, we prepare the balance score card for all the employees involved under this section.

## Contact Us

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