

KARMA MANAGEMENT

Global Consulting Solutions Private Limited

2021



www.karmamgmt.com





Company Overview

Karma Management is one of the leaders in GRC services in India. We provide a professional and credible approach allied with conversant & proficient service team to provide efficient output towards process improvement and upgradation. We partner with its clients to curtail Operational and Fixed Cost and enables clients to concentrate on core business activities creating better business efficiencies.

Karma has the ability to handle larger scale operation in three major verticals

- 1) Compliance – wherein we perform establishment/ factory/ vendor audits at over 2800 sites every month across India.
- 2) Managing an Outsourcing domain having 4000 employees on Karma's payroll as temp staff provided & deployed to various companies
- 3) Managing a huge part of payroll processing for our clients on cloud software suite.



Mission

- To engage and enhance the customer experience in all our services by aligning as a total quality management service provider.
- To impart and share knowledge as a thought leadership in all our deliverables.
- To be able to create efficient, impeccable solutions that can be experienced real time embracing and empowering through technology and automation as an enabler.
- To touch people's life internally and externally with our strong value systems



Vision

We envision ourselves to be a Global Consulting Organization in next Five years by constantly reinventing and re-engineering keeping intact the core values.

Karma values

S.L.I.C.E. - Simplicity, Legacy, Innovation, Collaboration, Excellence.

We simplify processes through technology share knowledge to leave legacy and create more entrepreneurs, Share ideas of innovation to go global Collaborate to integrate various facets of Human Resources Karma means Excellence.



Milestones

200+
staff

3500
sites

7650
vendors

25000+
reports

21+
support offices
in locations
across India

Ranks in
50
Companies with
Great People
Managers

30+
years of
expertise into
Personnel
Law Consultancy,
cost efficient and
tailor made
solutions to
suit client's
requirements.



Who are we?

Karma Management is in the business of knowledge sharing and partnering.

We provide a professional and credible approach allied with conversant and proficient service team to provide efficient output towards process improvement and upgradation. We partner with its clients to curtail Operational and Fixed Cost and enables clients to concentrate on core business activities creating better business efficiencies.

- An ISO 9001:2015 with QMS & OHSAS 180001: 2017 Certified Company
- Awarded as "Emerging Giants" by India SME Forum in the International SME Conclave, April 2018.
- SA- 8000 Certified Organization
- Certified as a "Great Place to Work"
- Rated as "SME 2 – High" level of creditworthiness by CRISIL under SSI category
- Featured as Top 25 Global Outsourcing Companies
- Top 10 Indian LPOs by leading Silicon India Magazine, March 2015
- Awarded the "Excellence in HR Information Systems- Runners UP "by Conference Asia 2015
- Best Payroll & Compliance Management Consultancy by Apac Insider – 2017
- Featured as Top 5 amongst Top 20 Labour Laws Consultant by leading Consultant Review Magazine, January 2016

Services Offered

Emerging a leading giant in payroll management, compliance, governance, and HR services, we offer an arena of services starting from payroll, audit, outsourcing to learning, training and development. • Global Talent Acquisition • E-Institute • Global HR Shares Services • Global Contingent Workforce Management



HR Services

- Global Talent Acquisition
- E-Institute
- Global HR shares services
- Global Contingent Workforce Management



Payroll Services

- Time & Attendance
- Payroll Lifecycle
- Taxation & TDS



Compliance & Governance Services

- Establishment Compliance Services
- Payroll Compliance Services
- Vendor Compliance Audit Services



Tools Offered



WeProcess

We Process is a tool that helps you to maintain all the registers and records as per the state prescribed formats online for PAN India. It reduces the time for manual intervention as now with a mere click you can find the output of all records and registers. With built-in acts and rules for various Pan India registers like Factory, S&E, CLARI, this tool is perfect to map all the employee's locations seamlessly. With access to create challans of all formats, this tool also has a respiratory for all documents.



WeChecked

We checked is an inbuilt AI & Robotic process automation that seamlessly checks 40% of the documents once it is uploaded by the vendor. This tool not only reduces the time consumption of the vendor but the user-friendly interface makes the upload easier for every vendor. With the login id and password of the portal, a vendor can upload his documents from any remote location through a computer/laptop.



Tools Offered



BUMBLEBEE

BumbleBee

Bumblebee is a platform designed and developed by Karma Management Global Consulting Solutions Pvt Ltd., involving data engineers, data analysts, data scientists, domain experts, and business process experts. The software uses Business Process Management tools that have cognitive conversational capabilities, allowing us to configure complex organizational processes for seamless interactions with existing business tools. It has built-in business analytics capabilities to measure operational data based on user-defined business and operational metrics.



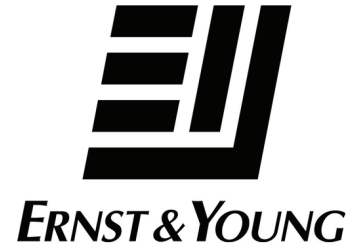
Fulcrum

Fulcrum is a valuable digital container holding together as a cohesive unit, all the tasks, and subtasks, not only within the organization but also outside it. The tool can create meeting schedules, exchange the plethora of emails between the clients and the stakeholders. With the ability to monitor progress and closure of tasks and sub-tasks at various stages. The final outcome of this tool is to provide real-time successful completion of the given tasks by different units, which inevitably leads to customer delight and risk-free compliance management.



Our Esteemed Clients





**Alliance
Partner
Karma**

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I just wanted to drop you a note to "THANK YOU" for your professionalism, positive attitude and outstanding support in managing Compliance Deck. You are not only a vendor but also a value creator rather I will say you are not a service provider but a strategic partner. Best wishes to you and to the entire Team.

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Krishna Tiwari
Lead HR - Outsourced Vertical
National Payments Corporation of India

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Our association of 5 plus years with Karma as a Labour compliance partner has been significant. We appreciate their expertise and domain knowledge on the Statutory Compliances. Their efficient, cordial and committed team members have constantly

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Priyanka Shenoy
Senior Executive - HR
Armstrong Ceiling Solutions



TESTIMONIALS



KARMA MANAGEMENT

Global Consulting Solutions Private Limited

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