



KARMA MANAGEMENT

Global Consulting Solutions Private Limited



www.karmamgmt.com



Awards & Recognitions





Company Overview

Karma Global stands as a prominent leader in Compliance Tech-enabled services within India. Our dedicated team of experts ensures a professional and trustworthy approach, delivering efficient results for process enhancement and advancement. We collaborate closely with our clients to reduce operational and fixed costs, allowing them to focus on their core business operations, thus improving overall business efficiency.

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

1) Managing a huge part of payroll processing for our client on the cloud software suite.

2) Compliance and Governance – wherein we perform establishment/ factory/vendor audits at over 5000+ sites across India, powered by WeChecked.

3) Managing and Outsourcing domain having 5000 employees on Karma Global's payroll as temp staff provided and deployed to various companies



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 thought leadership in all our deliverables.
- To be able to create efficient, impeccable solutions that can be experienced in real-time embracing and empowering through technology and automation as an enabler.
- To touch people's lives internally and externally with our strong value systems



Vision

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



Who are we?

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

We provide a professional and credible approach, allied with a conversant and proficient service team, to deliver efficient outcomes for process improvement and upgrading. We partner with clients to reduce operational and fixed costs, enabling them to focus on core business activities and achieve better business efficiencies

- **An ISO SA 8000, OHSMS ISO 45001:2018 ISMS ISO 27001:2013 with QMS ISO 9001:2015 EMS ISO 14001:2015 Certified Company**
- **Awarded as "Emerging Giants" by India SME Forum in the International SME Conclave, April 2018.**
- **Certified as a "Great Place to Work"**
- **Rated as "SME 2 - High" level of creditworthiness by CRISIL under the 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 one of the Top 5 among the Top 20 Labor Law Consultants by a leading Consultant Review Magazine, January 2016.**



Global Presence



• E-Institute

What is service about ?

Being a strong believer in the famous saying, 'We are learners for life', we are of the opinion that training and development programs can assist employees in strengthening existing skills, learning new skills in order to show progress within the organization. With a proven history of providing learning and training services to 100+ companies, we are proud to announce that our training and development programs have accelerated their business and economic growth. Keeping up with the latest trends, we have designed a state-of-the-art facility that enables training requirements of various kinds. Having a myriad of experienced, qualified, and highly versatile trainers, we cater to both technical and behavioural learning.

Training is a learning process whereby people learn the skills, attitudes, knowledge, and behaviors needed to perform their job effectively. Development is a broad term and its aim is to improve the overall personality of an individual.

Training and Development are some of the main functions of the human resource management department. Training refers to a systematic setup where employees are instructed and taught matters of technical knowledge related to their jobs. It focuses on teaching employees how to use particular machines or how to do specific tasks to increase efficiency. Practical and online training programs with customized development solutions are provided to our clients through our committed team of 100+ trainers PAN India. Our team offers training in regional languages also as per client requirements



Our training and development programs can be categorized broadly into three sections namely :

Open Programs :

These programs pre-dominantly consist of the basic programs which are pre-requisites for every organization and their employees. Starting from presentation skills, personality development, storytelling skills, communication skills to decision-making skills, time management skills, risk assessment skills, and team-building skills - these programs offer a holistic approach to the first steps of learning. These also include online training on payroll software like monthly attendance & leave management system, income tax filing system, compliance courses to designing the salary structure. negotiations over remuneration and responsibilities.

Customized Programs :

Famously known for providing the best custom-made services for clients catering to all industries, we design customized programs for our clients as well. We are well-aware of the fact that not every organization will be in need of specific training and thus it is our duty as leaders to provide customized training for them which includes soft skills development, safety training, quality training, and similar others.

Train The Trainer Programs :

The Train the Trainer model is a training strategy widely used in the workplace. The trainer, a subject-matter expert, trains other employees – in the use of a new sales program, for example – and simultaneously teaches them how to train others in the use of the program. The method offers distinct advantages over other training models because trainees typically learn faster and retain the information better than in other teaching models.



What value does the client get?

Training and development play an important role in the effectiveness of organizations and in the experiences of people at work. Training has implications for productivity, health, and safety at work and personal development. Investment in training and development entails obtaining and maintaining space and equipment. It also means that operational personnel, employed in the organization's main business functions, such as production, maintenance, sales, marketing, and management support, must also direct their attention and effort from time to time towards supporting training development and delivery. This means they are required to give less attention to activities that are obviously more productive in terms of the organization's main business.

Benefits of Training :

- Training improves the quantity and quality of the workforce along with increasing the skills and knowledge base of the employees.
- It improves the time and money required to reach the company's goals.
- Training helps to identify highly skilled and talented employees and the company can give them jobs of higher responsibilities.
- Training reduces the need to constantly supervise and overlook the employees.
- Training improves job satisfaction and thus boosts morale.



Benefits of Development :

- Exposes executives to the latest techniques and trends in their professional fields.**
- Ensures that the company has an adequate number of managers with knowledge and skill at any given point.**
- Helps in the long-term growth and survival of the company.**
- Creates an effective team of managers who can handle the company issues without fail.**
- Ensures that the employees utilize their managerial and leadership skills in particular to the fullest.**

What process do we follow and what tools do we use?

The process that we follow for training and development programs are all client-specific. After the client shares the training requirements, we design the perfect training program for them. Followed by TNA (Training need analysis) from our expert team, we share the synopsis with the client and further design the training topics to be finalized and begin the training within a week.

Virtual / Online training is conducted on simple user-friendly platforms (Zoom or Google meet). Our training methodology includes presentations, videos, and engagement activities even in online training for Best Learning Outcome.



Services Offered

Emerging as a prominent leader in Payroll & Consultancy, Compliance & Governance, Integrated Facility Management, Human Resources Services, and Technology Development & Consulting. Our extensive array of services encompasses Payroll, Audit, Outsourcing, Tech Consulting, and extends to Learning, Training, and Development.



HR Services

- Global Talent Acquisition
- E-Institute
- Global HR Shared Services
- Global Contingent Workforce Management
- NAPS – National Apprenticeship Promotion Scheme
- NATS – National Apprenticeship Training Scheme



Payroll Services

- Time & Attendance
- Payroll Lifecycle
- Taxation & TDS



Compliance & Governance Services

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



NAPS & NATS

APPRENTICESHIP SCHEMES IN INDIA



NATIONAL APPRENTICESHIP PROMOTION SCHEME



NATIONAL APPRENTICESHIP TRAINING SCHEME

WHY APPRENTICESHIP?

- The Apprenticeship Program is mandatory in India under the Apprenticeship Act, 1961 which is implemented by the Ministry of Skill Development & Entrepreneurship (MSDE) at the National level for all establishments having more than 30 employees.
- A proven solution for training and retaining world-class talent which is industry-ready.

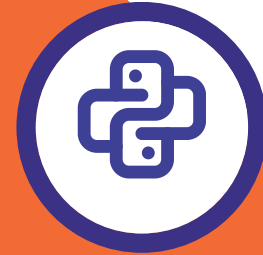
Note: As per Section 30 of the Apprentices Act, 1961 (Offences and Penalties), (1) & (1 A) Defaulters are liable for a Rs. 500 per shortfall of apprenticeship per month for the first three months and thereafter, Rs.1,000 per month till such number of seats are filled up. There may be other notices and inspections from the department separately.

EMPLOYEE STRENGTH	ELIGIBILITY FOR APPRENTICESHIP	APPRENTICE BAND	APPRENTICESHIP DURATION
0-5	Not Eligible	Not Eligible	Not Eligible
6-30	Optional	2.5%-15% of Employee strength	6-12 months
>30	Mandatory	2.5%-15% of Employee strength	6-12 months

Benefit For Employer	NAPS	NATS
Financial	Sharing of 25% of the prescribed stipend, subject to a maximum of INR1,500 per month per apprentice	NATS enhances the establishment of productivity and provides financial support to the industries by way of reimbursing 50% or Rs 4500 per month per apprentice (whichever is lower) of Government-prescribed minimum spend paid to the apprentices
Compliances	Optional	2.5%-15% of Employee strength
CSR	Mandatory	The entire stipend amount paid to apprentices can be booked under CSR activity



Technological Capabilities



Python

- Flask
- Django
- Selenium



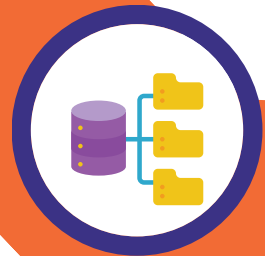
PHP

- Code-Igniter
- Laravel
- OOPS



JavaScript

- MERN stack
- MEAN stack



Databases

- MySQL
- PostgreSQL
- MongoDB
- ORM



Frontend Tech

- HTML5 / PUG
- CSS3 / SCSS
- Bootstrap / Tailwind / Flex



Basic Automation

- Macros
- VBA Scripting





Facility Management Services



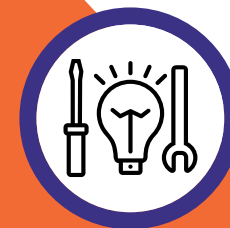
Soft Services

- Housekeeping
- Pantry Management
- Front Office Management
- Mailroom Management
- Handyman Services
- Carpet Cleaning
- Pest Control



Special Allied Services

- Landscaping
- Garden Maintenance Services
- Handyman Services



M&E Services

- HVAC
- DG
- WTP Management
- Operation & Maintenance of Building Equipment
- BMS Services



Tools Offered



WeProcess

WeProcess, an innovative solution for record-keeping and compliance management in India, ensures adherence to state-prescribed formats. Access registers online with a click, saving time and reducing errors by eliminating manual intervention. It includes built-in acts and rules for PAN India registers like Factory, S&E, and CLRA, making it an ideal platform for employee details mapping and regulatory compliance. WeProcess also generates challans in various formats and serves as a repository for all compliance documents.

WeChecked



WeChecked, an all-in-one GRC, with tech capabilities of AI-ML, and RPA solution, can swiftly verify 40% of uploaded documents. This tool not only enhances the efficiency of vendor workflows, saving time, but also offers a user-friendly interface for simplified document uploading. Vendors can conveniently upload documents from any remote location using a computer or laptop with their portal login ID and password.

Fulcrum



Fulcrum is a robust digital tool that consolidates all tasks and subtasks into a unified entity, both internally and externally. It can assist in scheduling meetings and facilitating communication between clients and stakeholders. With the capability to track task progress and completion across different stages, Fulcrum enables real-time successful accomplishment of diverse units, fostering customer satisfaction and smooth compliance management.



Our Esteemed Clients





**Alliance
Partner
Karma**

Clients Speak



We have been working with you and Karma Global, we appreciate your diligent work and punctual attitude. You are on top of the queries and help in resolving statutory compliance related issues quickly and effectively.

Thank you, for being a constant support.



Rashmi Shastry
Mphasis



I have been working with Karma Global and have found them to be very diligent and punctual. They are on top of the queries and help in resolving statutory compliance related issues quickly and effectively. I would recommend their services without a second thought.

Thank you Karma Global for being a constant support.



Rashmi Shastry
Datamatics



We have been associated with Karma Global for the past 10 years.

During this tenure they have been handling Labour law, entity Compliances, vendor Audit and other related compliance activities for our Company. They have been doing vendor audit on a monthly basis to ensure all the required compliances were met by the contractors to ensure that the entity will not have any compliance issues as a Principal Employer.

Since Karma Global is one of the well known professional firms in the industry with vast experience in all the areas, we find it very useful in resolving the issues in any of the areas. With their rapport and cordial relationship with the relevant government and local body authorities they were able to navigate and provide a quick and simple solutions without complicating the matters. They have separate teams which handles advisory, compliance and back end team to handle the client requirements. Whenever there is an amendment to any of the Act, procedures, forms, their team is always updated and they also educate the clients. The Senior Management Team including **Mr. Kishore Vaidya** and **Mr. Pratik Vaidya** are well respected by the relevant government department and stand out with their reputation.

Overall we are very much happy with their services in all areas during the last 10 years of association..



Selvakumar
Vivekanandam
CMA CGM



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