



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.

Karma values

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

processes through technology share knowledge to leave a legacy and create more entrepreneurs, share ideas of innovation to go global.

Collaborate to integrate various facets of Human Resources.

Karma means Excellence.



Milestones

5000+
Staff

5000+
Sites
Audited

7725+
Vendors

250000+
Reports

36

Support
offices
across
India

2nd

Preferred
in Top 3
amongst
our peers.

20+

Years of
expertise in
Tech & GRC |
PEO | Staffing

3

Expansion
Across 3
Geographies

- CANADA
- USA
- UK



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



• Global Talent Acquisition

What is the service about?

Global Recruitment is a specialist service that has been developed to address the needs of global businesses looking at employing Indian & Expatriate talent at leadership / senior and middle management levels outside India. Mandates are delivered through an expert consultant team, which focuses only on such assignments. With our research-driven methodology, strong linkages within the Indian & global talent pool, and our sourcing skills, we would be in a position to add significant value to your hiring process.

What value does the client get?

Global Companies are looking at hiring talent from India, knowing the versatility and professional competence of Indian talent that has been demonstrated and proven, beyond doubt in recent years. Domain knowledge, multi-tasking, ability to adapt, and experience of having worked in a complex Indian market are the factors that prompt global organizations to look for Indian talent. Karma Management Global Consulting Solutions Pvt Ltd. is well-positioned to cater to the needs of this segment given its pioneering and dominating presence in Executive Search & Selection in India.



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

The recruitment process is a procedure of identifying the job vacancy, scrutinizing the job requirements, reviewing applications, screening, shortlisting, and selecting the right candidate

Junior Level Hiring:

Entry-level candidate screening is the process of reviewing job applications received in big volumes. This comes in right after candidate sourcing and involves skimming through resumes and cover letters to find the closest applicant-job-description matches keeping in mind qualifications, experience, skill sets, and projected candidate-organization fit.

Mid Level Hiring:

Apart from these soft skills, the other factors considered for mid-level managers hiring are product and service knowledge, relevant industry experience, salary graph, readiness to adapt to new responsibilities, and the ability to work under pressure

Senior Level Hiring:

Senior Supervisory individual means any Employee who holds a leadership or managerial position within the company and has a title with the company with equal & equivalent proportionate responsibilities in the organization.



Executive Search:

Potential candidates will be contacted directly and the approach is much more personal and in-depth than for lower-level positions. The recruitment company may conduct an interview of its own before the business meets and interviews the candidate, and may also start first-stage negotiations over remuneration and responsibilities.

Recruitment MIS:

Selection and recruitment is a key HR function and it is often necessary to maintain at least a small database of all the candidates who have been invited in past interviews. When the candidates go through different stages of interviews, the MIS also captures all their interview results.

Inbuilt Tool:

Chatbots - Let's talk automation right out of the gate, specifically artificial intelligence (AI) and chatbots. If there was ever a way to reduce the time and cost, it is through intelligent automation.



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.

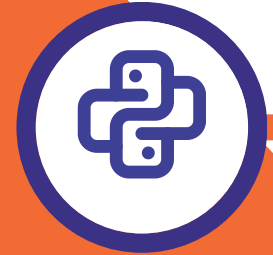
Note: As per Section 30 of the Apprentices Act, 1961 (Offences and Penalties), (1) & (1 A) Defaulters are liable for a Rs. 500 per shortfall of apprenticeship per month for the first three months and thereafter, Rs.1,000 per month till such number of seats are filled up. There may be other notices and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



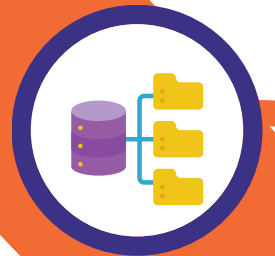
PHP

- 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



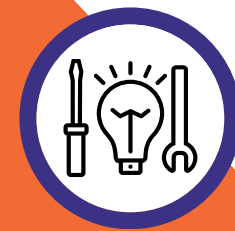
Soft Services

- 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





S.D. PURI & GROUP OF CO'S.

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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CONTACT ADDRESS

📍 **India : 2, 3 & 7, Shanti Nagar Co-Op. I.
Estate Plot 4-B, Shanti Nagar, Vakola,
Santacruz (E), Mumbai 400055**

📍 **UK : 124, City Road, London, EC1V 2NX
United Kingdom**

📍 **US : 112 Capitol Trail Suite A, Newark
19711. Delaware, USA**

📍 **Canada : 8 Nelson St W, Brampton, ON
L6X 1B7, Canada**

✉️ **EMAIL US : enquiry@karmamgmt.com**

☎️ **CALL US : +91 92231 92906**

🌐 **VISIT US : www.karmamgmt.com**

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