



# KARMA MANAGEMENT

Global Consulting Solutions Private Limited



[www.karmamgmt.com](http://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







# Payroll Services

Emerging a leading giant in payroll management, compliance, governance, and HR services, Karma Management Global Consulting Solutions Pvt Ltd. offers an arena of services starting from payroll, audit, outsourcing to learning, training and development. Whether you're just starting out, experiencing rapid growth or sustaining a mature company, our solutions will help you and your organization perform better. offering fast, easy and accurate payroll and statutory compliance and governance services which save time and money, we are what we do best.

## • Taxation & TDS

### What is the service about?

Governments impose charges on citizens and businesses in order to raise revenue, which is therefore used to meet their budgetary demands. TDS stands for 'Tax Deducted at Source' and this particular tax was introduced to collect tax at the source from where an individual's income is being generated. The deduction is mandated by the Income Tax Act, 1961. The government uses TDS as a tool to collect tax in order to minimize tax evasion by taxing the income at the time it is being generated. Bringing forth our years of experience in the payroll compliance domain, we, at Karma Management Global Consulting Solutions Pvt Ltd. are always on the lookout for guiding our clients in attaining the most desirable and hassle-free methods of tax filing. Our robust system keeps track of TDS calculations, salary deductions, and report generations





**With regards to taxation and TDS, our compliant system facilitates**

## **Tax Projection :**

For all successful businesses, knowledge-based, tech-enabled, and automated tax planning and projections are necessary. At Karma Management Global Consulting Solutions Pvt Ltd., our professional team strives to identify your opportunities and aim to solve your challenges regarding tax projection.

Combining the best of man and machine power, we manage and maintain the online access of the periodic YTD statement along with providing tax calculation for every employee. Our accountants utilize their expertise and industry knowledge for tax planning throughout the year so that our clients are fully prepared for tax season — with no surprises.

## **TDS Management :**

A comprehensive management of the TDS, starting from overseeing the Investment Declaration Documents of the employees to the generation of Form 16 and Form 12BA, we use our upgraded techniques to upgrade the periodic development on taxation matters.

## **TDS Filing :**

TDS is not just about deducting tax, TDS returns need to be filed too. Understanding the complexity of the extensive process, we, at Karma Management Global Consulting Solutions Pvt Ltd. make prior arrangements to coordinate with the Accounts team regarding the Payable Tax. As per the Income Tax Act 1961, adhering to all the necessary laws and regulations, we prepare the quarterly or annual TDS returns in accordance with the individual's salary in the most compliant way possible.





# 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.**

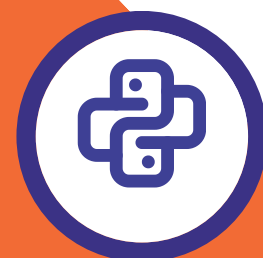
EMPLOYEE STRENGTH	ELIGIBILITY FOR APPRENTICESHIP	APPRENTICE BAND	APPRENTICESHIP DURATION
0-5	Not Eligible	Not Eligible	Not Eligible
6-30	Optional	2.5%-15% of Employee strength	6-12 months
>30	Mandatory	2.5%-15% of Employee strength	6-12 months

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



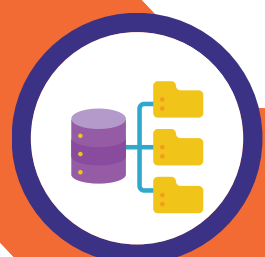
## PHP

- 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



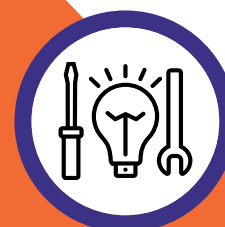
## Soft Services

- 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





IACC   
Apex Bilateral Chamber for Indo-US business  
**INDO-AMERICAN**  
CHAMBER OF COMMERCE



**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

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