



# 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.**

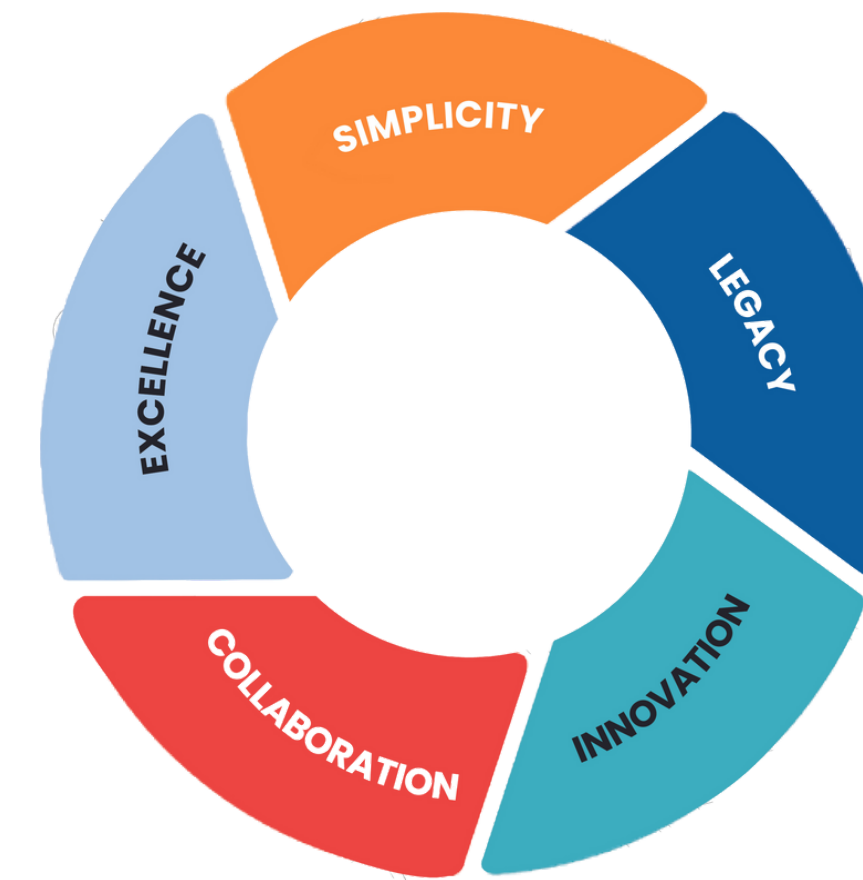
# Karma values

## 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

**2<sup>nd</sup>**  
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

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# Transforming Workforce Management

Welcome to Karma Global your trusted partner in revolutionizing workforce management. Explore our cutting-edge Time Attendance and Leave Management software designed to enhance productivity, streamline processes, and empower your business for success.



## 1. Introduction

Unlock the potential of your workforce with our Time Attendance and Leave Management software. We bring efficiency, accuracy, and convenience to the heart of your business operations.

## 2. Time Attendance Made Simple

Experience hassle-free time tracking. Our software provides real-time visibility into employee attendance, facilitating precise time records and minimizing errors. Say goodbye to manual tracking challenges.

## 3. Leave Management Redefined

Efficiently manage leaves with our intuitive software. Employees can request leaves, and managers can approve them seamlessly. Automated leave tracking ensures accuracy and compliance.

## 4. Integration with Payroll

Achieve seamless integration between Time Attendance, Leave Management, and Payroll. Our software ensures that accurate attendance data translates into precise payroll processing, reducing errors and saving time.





## 5. Customizable Reporting and Analytics

Empower decision-making with insightful reporting and analytics. Gain a comprehensive view of attendance patterns, leave trends, and workforce productivity, allowing you to make informed strategic decisions

## 6. Mobile Accessibility

Embrace flexibility with our mobile-friendly software. Employees can access their attendance and leave data on the go, while managers can handle approvals and monitoring anytime, anywhere.

## 7. Compliance Assurance

Stay compliant effortlessly. Our software is designed to align with labor laws and regulations, providing you with peace of mind and minimizing the risk of non-compliance issues.



## 8. Employee Self-Service Portals

Empower your employees with self-service portals. They can view attendance records, submit leave requests, and stay informed, fostering a culture of transparency and engagement.

## 9. Scalable Solutions for Growing Businesses

Our software grows with your business. Scalable and adaptable, it caters to the evolving needs of your workforce management strategy, ensuring long-term efficiency and effectiveness.

**Ready to Transform Your  
Workforce Management** ?



# 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.

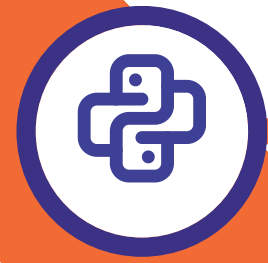
**Note: As per Section 30 of the Apprentices Act, 1961 (Offences and Penalties), (1) & (1 A) Defaulters are liable for a Rs. 500 per shortfall of apprenticeship per month for the first three months and thereafter, Rs.1,000 per month till such number of seats are filled up. There may be other notices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



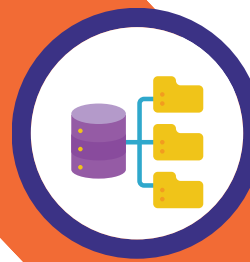
## PHP

- 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



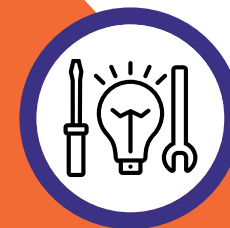
## Soft Services

- 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



# karmä



## CONTACT ADDRESS

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