



EXPERTISE THAT STAYS CLOSE TO THE WORK.

Workforce. Compliance. Payroll.

Expertly managed.
Enabled by technology.

Specialist teams. Practical technology.
A connected approach to your business.

KARMA MANAGEMENT GLOBAL
CONSULTING SOLUTIONS PVT. LTD.

CLIENT RELATIONSHIPS ACROSS KARMA

sodexo

TAJ
HOTELS - PALACES - RESORTS - SARARIS

TATA

VIACOM 18
STUDIOS

accenture

BASF
We create chemistry

KARMA AT A GLANCE

The everyday work. The bigger responsibility.

From the people you deploy to the obligations you meet and the salaries you pay, Karma connects specialist service teams with practical technology.

Established in 2004, Karma Management Global Consulting Solutions Pvt. Ltd. supports organisations across industries and operating locations.

**22**

years of expertise

1M+

payslips

4,500+

sites audited

5,000+

locations covered in India

01

Workforce Management

Staffing, deployment, onboarding and workforce administration, with a clear line of responsibility throughout the employee lifecycle.

02

Compliance & Audit

Establishment compliance, vendor and labour audits, workplace governance and corrective action support.

03

Payroll & Payroll Compliance

Payroll processing, statutory compliance and benefits administration, with traceable inputs and clear approvals.

OUR EXPERTISE

Workforce Management



A workforce that is ready for the work.

Staffing, deployment, onboarding and workforce administration, with a clear line of responsibility throughout the employee lifecycle.

Managed staffing

Temporary and fixed-term staffing, mobilisation and joining coordination around agreed roles and locations.

Apprenticeship administration

Programme coordination, records and employer responsibilities for an apprenticeship engagement.

Employee lifecycle

Documentation, attendance inputs, employee requests and exit coordination with responsibilities agreed at the start.

Site coordination

A working rhythm between the business, operating locations and the team managing the workforce.

OUR EXPERTISE

Compliance & Audit



Know the obligation. See the evidence. Close the gap.

Establishment compliance, vendor and labour audits, workplace governance and corrective action support.

Establishment compliance

Map the location and operating context to the statutory work, registers, returns and records in scope.

Governance and risk controls

Connect responsibilities, review points and open issues to an agreed operational process.

Labour and vendor audits

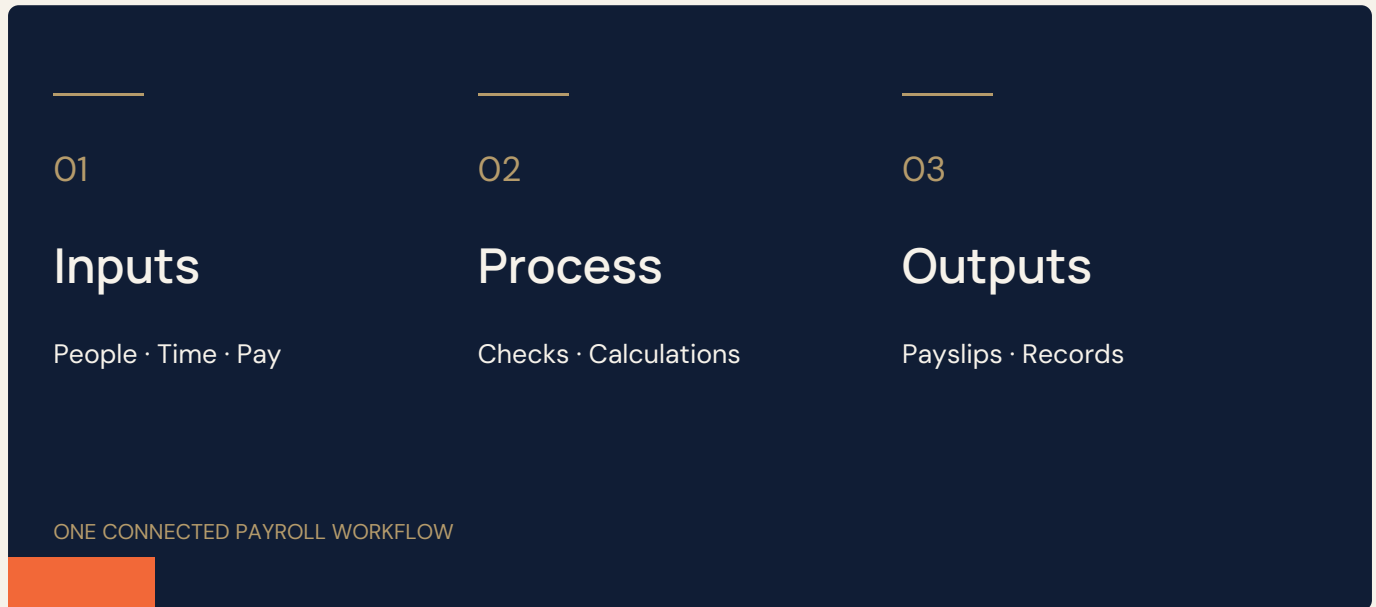
Review submitted documents, record observations and distinguish missing evidence from corrective action.

Workplace compliance

Discuss PoSH and other workplace requirements as a defined workstream, with suitable documentation and support.

OUR EXPERTISE

Payroll & Payroll Compliance



Payday is a promise. Build the process behind it.

Payroll processing, statutory compliance and benefits administration, with traceable inputs and clear approvals.

Payroll processing

Bring employee changes, attendance and pay inputs through an agreed validation, processing and approval cycle.

Payroll statutory compliance

Coordinate the payroll-related statutory work, records and filing responsibilities within the engagement.

Employee benefits administration

Support employee records and benefits-related information through clear administrative handovers.

Transition and reconciliation

Plan the data transfer, recurring exceptions, review responsibilities and reporting needed for continuity.

COMPLYMGMT.AI

Technology you can put to work today.

complymgmt.ai

Video Tutorial

Free Trial

ACCOUNT

- Plans & Billing
- My Profile
- Log out

Anchor on Gross Basic

GROSS ANNUAL (₹) **CTC ANNUAL (₹)** **NET ANNUAL (₹) ***

1200000 1320000 950000

Only Net is required — the engine derives any figure you leave blank from Net and flags it as derived in the result.

EMPLOYEE

EMPLOYEE ID

e.g. EMP-007 — optional, groups runs in My Results

AGE **GENDER** **TENURE (YEARS)**

35 Female 3

ENGAGEMENT DATE **ESTABLISHMENT HEADCOUNT** **INDUSTRY**

7 Jan 2026 120 Construction

SKILL CATEGORY **SCHEDULED EMPLOYMENT**

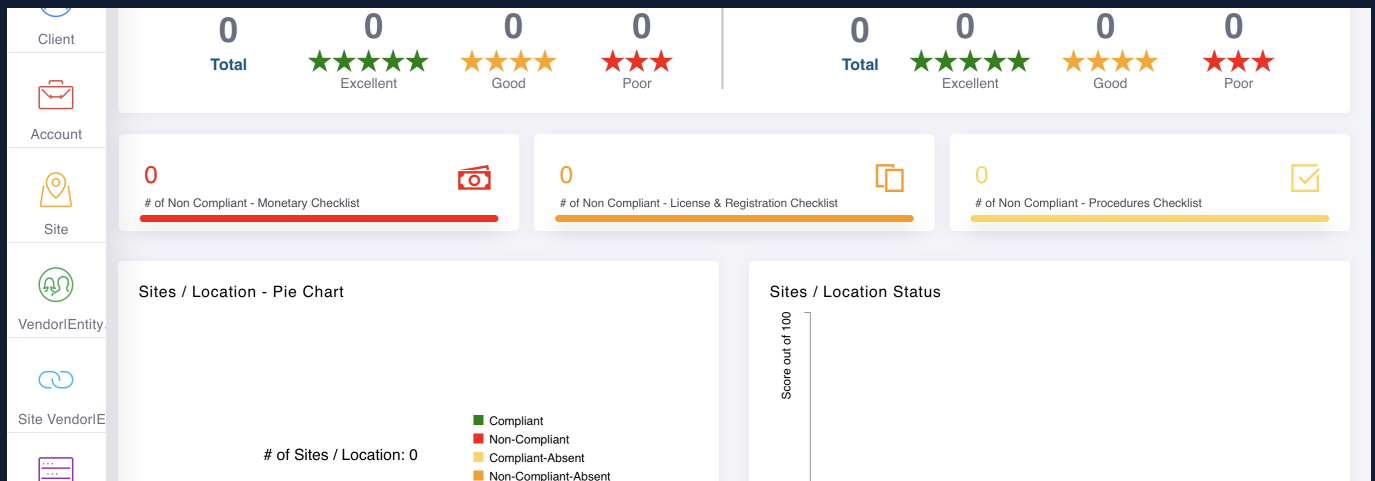
Unskilled — Any / not specified —

Fill the form, then **Calculate** to compute a compliant structure.

Each run uses one free calculation from your signup grant.

Wage restructuring →

70+ large companies. 100,000+ employees. Wage structures redesigned.



Vendor & contractor audits →

The upgraded version of ComplyMgmt.ai, with AI-assisted workflows and new Labour Codes capability, is in progress.

THE PLATFORM UPGRADE

Four outcomes. Eight connected modules.

The upgraded version of ComplyMgmt.ai, with AI-assisted workflows and new Labour Codes capability, is in progress.

01

Compliance and Governance

Compliance and Audit

Registers, Records and Returns

Included in the platform upgrade

Included in the platform upgrade

02

Outsource and Payroll

Payroll

Payroll Compliance

Included in the platform upgrade

Included in the platform upgrade

03

Licence and Resolutions

Licensing

Inspections, Notices and Summons

Included in the platform upgrade

Included in the platform upgrade

04

Advisory

Labour Law Advisory

Wage Restructuring

Included in the platform upgrade

Available today

MICRO GCC / 5–50 PEOPLE

Build your India team. Keep your focus global.

YOUR INDIA OPERATING MODEL

01	Your business	Roles · Goals · Direction
02	India team	Hiring · Onboarding · Delivery
03	Karma support	HR · Payroll · Compliance

For UK and US businesses planning a micro Global Capability Centre in India.

You direct the team. Karma supports hiring, onboarding, infrastructure, HR, payroll and employment compliance through an agreed operating plan.

- 01 Define roles and the operating brief
- 02 Coordinate hiring and onboarding
- 03 Connect HR, payroll and compliance

Discuss your GCC plans →

LEADERSHIP

People who carry the work forward.



Prakash Chandra Prabhakar

CEO & Chairman

Prakash leads Karma's restructure plan, rebuilding the business, its team and processes.

He is a serial entrepreneur with more than three decades of experience across domains and geographies. He previously led Deloitte's Digital India initiative.

Prakash is an engineer from Delhi College of Engineering, with a certification in Advanced Strategy from IIM Calcutta. He is a Sloan Fellow in Strategy from London Business School.

[LinkedIn profile →](#)



Pratik Vaidya

Managing Director & Chief Vision Officer

Pratik co-founded Karma in 2004 and has worked relentlessly to build its brand. Since July 2026, he has been providing the domain expertise that underpins the development of technology platforms central to Karma's business restructure programme.

He is the Head and Convenor of the HR Compliance and Labour Committee at the India SME Forum, whose membership includes more than 150,000 establishments. He also serves as Director of the National Executive Council of the Indo-American Chamber of Commerce (IACC).

Pratik holds a Commerce degree and an LLB from the University of Mumbai, and an MBA from Jamnalal Bajaj Institute of Management Studies.

[LinkedIn profile →](#)

LEADERSHIP

People who carry the work forward.



Komal Vaidya

Director

Komal is a Director at Karma Management Global Consulting Solutions, with experience across recruitment, staffing, outsourcing and business operations.

She supports business growth and HR priorities, bringing together talent acquisition, client engagement and operational coordination. Her experience includes setting up businesses, managing departments and developing high-performing teams.

Her work spans Human Resources, Talent Acquisition, Business Operations and General Administration across manufacturing, BPO, education, technology and BFSI. She brings a practical focus on collaboration, contract negotiations and organisational objectives.

[LinkedIn profile →](#)



Harsh Parekh

Chief Financial Officer

Harsh leads the finance function at Karma. He is responsible for financial planning and analysis, management reporting, cash-flow management, budgeting, compliance and financial controls.

He actively collaborates with the leadership on decisions that support the objectives and priorities of the restructure plan.

Harsh is a Chartered Accountant with nine years of post-qualification experience.

[LinkedIn profile →](#)

LEADERSHIP

People who carry the work forward.



Abhishek Thakur

Chief Business Officer

Abhishek leads the business, driving revenue growth, sales, customer relationships and P&L, while strengthening business operations and execution across Karma Management.

He works closely with the leadership team on business strategy, revenue expansion, key client relationships, operational performance and scalable growth initiatives, helping translate the company's vision into measurable business outcomes.

Abhishek is a graduate in Business Management with more than 12 years of professional experience across sales, business development, client management and strategic growth.

[LinkedIn profile →](#)



Mithun Dutta

Chief Technology Officer

Mithun leads IT and Systems at Karma Management Global Consulting Solutions, overseeing the full software development lifecycle, from conceiving new products to continuously enhancing existing applications. He is equally committed to information security and safeguarding client data at every step.

He works closely with leadership and domain experts to ensure the company's products are technically sound and carry a distinct competitive edge in the market.

His majors are in Industrial Electronics and Computer Engineering. He brings more than two decades of professional experience across diverse domains, combining deep technical expertise with a practical, business-focused outlook.

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LEGACY & CONTINUITY

Experience that anchors the next chapter.



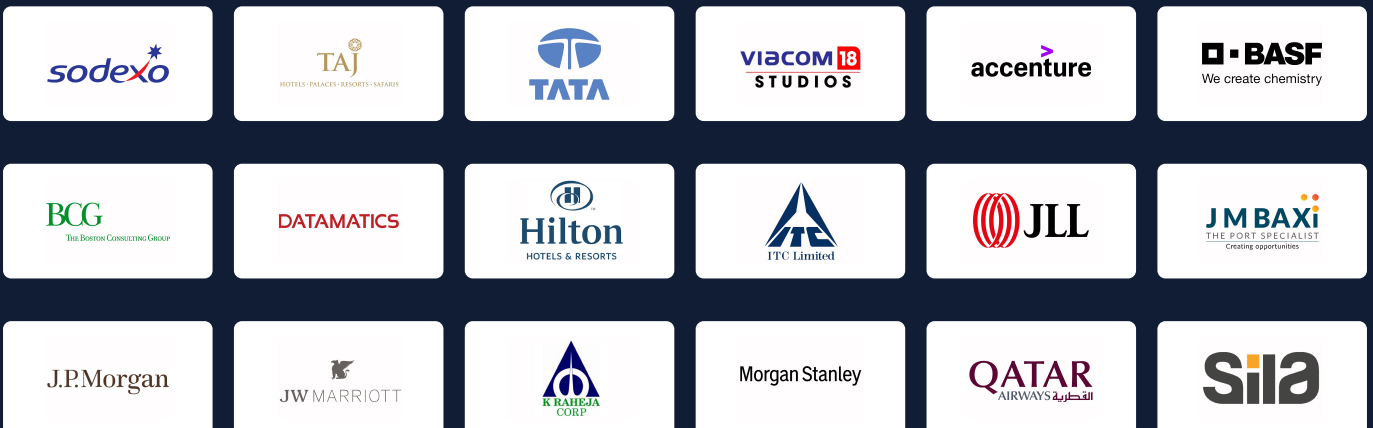
Kishor Vaidya

Chairman Emeritus

Karma's story is connected to a services legacy that precedes the company's establishment in 2004. That continuity sits alongside the leadership building its next phase.

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RELATIONSHIPS ACROSS INDUSTRIES



PARTNERS & RECOGNITION

Connected by expertise. Recognised for the work.



Professional alliances: Opportune HR · S.K. Gupta & Associates · S.D. Puri & Co.

2021	Most Trusted Tech-Enhanced Compliance & Governance Management Consulting Company — Top Notch Foundation
2018	HR Compliance & Innovation recognition — Pratik Vaidya
2015	HR Information Systems — runner-up
2013	Innovative HR Practices recognition
Recognition	BAM Hall of Fame · Employer Branding · Women at Work
2023–24	Great Place to Work certification: February 2023 to February 2024

INDUSTRY LEADERSHIP & PUBLIC PERSPECTIVES

Pratik Vaidya serves on the IACC National Executive Council and leads the HR Compliance and Labour Committee at the India SME Forum.

[Explore Karma in the media →](#)

[Read MoJo →](#)

IN OUR CLIENTS' WORDS

Relationships built on dependable work.

"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."

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."

Datamatics

DATAMATICS

"The Karma team has a strong grasp of our requirements, ensuring effective communication, timely follow-ups and smooth issue resolution. Their proactive approach has significantly enhanced our experience, making operations more efficient. We value their commitment and look forward to strengthening our partnership."

Dentsu

"We truly appreciate the dedication and professionalism of the Karma team in keeping us aligned with compliance requirements. Their knowledge and collaborative approach have made processes hassle-free. It has been a positive and productive association."

Rigved

"We are grateful for the continued support from Karma Global since the start of our contract. The team has remained committed to delivering timely service. Their reliability and problem-solving capabilities are commendable."

NPCI

IN OUR CLIENTS' WORDS

Relationships built on dependable work.

"Kodak has been working with Karma Global for over a decade, and their team has consistently demonstrated expertise and professionalism. From managing surprise government audits to handling statutory filings across geographies, they execute every task with skill and efficiency. Their support has been invaluable to us."

Kodak

"Our six-month association with Karma Global has been a rewarding experience. Their deep understanding of statutory compliance has helped us refine our processes. The team is prompt, knowledgeable and always ready to assist, making our compliance journey seamless."

Camsdata

"Over the past two years, we have had a smooth working relationship with Karma Management. Their responsiveness and accuracy in handling compliance matters have been truly impressive. The team is proactive in addressing queries and ensuring regulatory adherence. We highly recommend their services."

Datamatics

DATAMATICS

"Our collaboration with Karma Global has been effective, particularly in managing PWC online compliances and return filings. The team ensures timely execution with minimal hassle, making the entire process stress-free. We are pleased with their support."

Tata



"Our experience with Karma Management has been excellent over the last two years. Their team is diligent, prompt, and well-versed in compliance matters. They address concerns efficiently and provide reliable guidance, making them a trusted partner in our compliance journey."

K Raheja Corp





START A CONVERSATION

YOUR LOCATIONS. YOUR PEOPLE. YOUR PRIORITIES.

Bring us the work that needs to run better.

Book a consultation, send your brief or talk to our team.



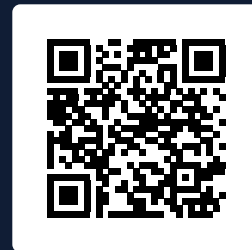
[Book a consultation →](#)

Meet the Karma team online.



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Updates on our WhatsApp channel.

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52762 spells KARMA on a phone keypad.

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