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**OUR  
VISION  
YOUR  
FUTURE**



**HRD INDIA**



## ABOUT US

HRD India is an organisation which provides integrated HR solutions across all kind of spectrum having team members who are industries experts in their respective field. This journey started two year back in informal manner to understand the market and professional domain. We have successfully mentored and nurtured young talent leaders for future prospect with the objective of knowledge and professional sharing. Now HRD India has been commercialized so that this administration expertise could now be made available to other companies in the marketplace. There is a lot of scope and a wide platform has been developed for progression esp. for HR professionals where our motive is to give back to society for development. Looking ahead, HRD India is well positioned for future growth. The executive team continues to nurture a truly unique entrepreneurial culture supported by a highly motivated workforce and guided by a strong management team. We will provide answers to all your Human Resources and Business needs as well as ensure that your HR needs are seamlessly integrated to achieve your Company's mission and goals.

## VISION OF HRD INDIA

*Creating social awareness for making world a better place to live-* To make oneself live better we need to highlight two competency social-competency and self-competency in respect of that we need to acme their sub competency which include self-awareness, self-assessment, social-awareness and relationship management.

*Promote HR Professionals* - HR should be the promoter of a positive organisation culture and to meet the challenge we need to promote HR professional in various acumen.

*Nurturing Mentoring Young Talents* - Young leaders of today are the future business leaders of tomorrow; by using effective mentoring program and nurture them we can accustom them to meet the future demand in the market.

*Supporting industries for implementing best HR practices* -To become an effective business partner we need to develop deeper business acumen, build analytical skills to underwent their leadership , learn to operate as perform advisor and develop an understanding of the needs of the 21st century.

## MISSION OF HRD INDIA

Developing Human Resources and Human Professionals with the objective to add value to the growth of Nation and making world a better place to live and work.

## WHY HRD INDIA

Our integrated HR solutions discover key challenges areas by performing internal and external diagnostic on the organization and then propose best fit solutions for the same. Our solutions include combination of various research, data analytics and education that are innovation, implement able and which can meet the business needs. The world of work is constantly changing and hence we believe in operational agility which is our competitive advantage. Ability to respond to change identifies opportunities, drive productivity and focus on getting things done. We believe in maintaining relationships with our clients so as to gain knowledge about their needs and demands.

We at HRD India have been ingrained with a set of beliefs and we adhere to them with steadfast conviction.

We are into the business of finding and helping align human capital with financial capital. We provide a full service of Integrated HR solution which provides services in all its elements such as retained as well as contingency based search services, advisory services, recruitment process outsourcing, leadership, mentoring and coaching, corporate training. We have chosen 'creative' business and operational strategies to obtain desired result in seemingly difficult mandates. Our business is a fascinating combination of high quality work processes and people sensitivity.

*We use following parameters as a guide to Effectiveness & Efficiency.*

- Voluntary Termination Rule
- Return on Human Investment Ratio
- Performance Potential
- Engagement Rating
- HR Dashboards
- HR Service Delivery Models

We Cater to the following Sectors

FINANCIAL/ LEGAL

HOSPITALITY & AVIATION

CEMENT | METAL & MINING

IT | ITES | BPO | KPO | RPO

AUTOMOBILES & SUBSIDIARIES

ENGINEERING & MANUFACTURING

INFRASTRUCTURE & CONSTRUCTION

POWER SECTOR | OIL | GAS & ENERGY

TELECOM & SUBSIDIARIES | AGRICULTURE

RETAIL | FMCG | FMCD SERVICES & OTHER

EDUCATION | GOVERNMENT & PSU | HEALTHCARE

DAIRY | CHEMICALS & PHARMA | GARMENTS & FASHION

LOGISTICS | SUPPLY CHAIN | TRANSPORTATION | SHIPPING



Leisure & tourism



Property



Hospitality



Insurance



Education & Training



Council & Government



Finance & Business



Medical & Dental



Events



Recruitment



Manufacturing



Legal



Food Services



Charity & Non Profit



Health & Fitness



Creative Services

## The Team



Mr. BP Pandey  
Chairman- HRD India  
EX CPO- Adhunik Metaliks

44 years of rich experience in field of HR, IR and legal worked in various capacities driven lot of concepts and successfully implemented HR ideas .....His personal traits are – acuity & ingenuity, one who believes in achieving. He is a person with a combination of skills, academic excellence & superior personal attributes and has built effectiveness in the organization. A perceptive and resourceful professional who believes in achieving on all fronts and he also possess strong negotiating, interpersonal and communication skills and have an entrepreneurial attitude. Mr. BP Pandey is a Master Graduate from University of Calcutta. He is now associated with Electro steel Ltd. His professional encounter road map was Chief People Officer (HEAD HR & IR) of Adhunik Metaliks Ltd. from January 2010 to 2017. Prior to this he was with Electro steel Castings Ltd. from February 2005 to December 2009. He was also associated with KR-BK Birla Group of Industries from January 1991 to December 2005.



Dr. Rakesh Mehta  
Advisory Committee  
HRD India  
MD Indus Human Capital

He has an extensive experience in handling Human Resources of large corporations at leadership level. His experience spans across both services and manufacturing companies and has worked in Telecom, Software, Metals & Minerals, Paper, Chemical & Diversified industry. He has handled HR for companies ranging from 500 to 25,000 employees and with a life cycle span from Start-Ups to 150 year old corporations and helped organizations to scale up for growth as well as manage business downturns. His experience spans across various countries in four Continents and his Specialties includes Executive Coaching, Leadership Development, Large scale OD interventions, Change Management & Cultural integration cutting across locations and countries. He has done MBBS from Kakatiya medical College, after that Mahidol University DTM&H in tropical medicine. His professional career include Welspun group, Adhunik Group, Ispat Industries, Reliance, BILT. He is a fine Organisational man, understands the nuances of Corporate HR, a visionary talent scout and a very fair and reasonable HR Head during his tenure.



Mr. Ashok Kumar  
Advisory Committee  
HRD India  
EX CEO of Bhilai Steel Plant  
& Adhunik Metaliks

Ashok sir was holding the position of CEO in Adhunik Metaliks since 2010, previously he was associated with Bhilai Steel Plant. He joined Bhilai steel plant as Management trainee and after rendering service in various capacities in different departments under Bhilai Steel Plant, he was promoted as CEO. He has done his BSc (Engineering) from Punjab Engineering College in the stream of Metallurgy in 1972. His expertise and vast experience in the field of steel plant make him the leader and his firm, can manage ambiguity and expectations at the CEO level with excellent ability and does deliver on promise. His ability to think globally, appreciate diversity, developing and empowering people and encouraging constructive dialogue among senior CEO's is a clear differentiator for him with other senior leaders.



Dr. Siddhartha Pandey  
CEO - HRD India

Dr. Siddhartha Pandey is a leading professional HR strategist and CEO of HRD. India. Dr. Pandey (An MBA-HR, P.G.-Corporate Governance, Master's in Science-Counselling & Psychotherapy and Doctorate in Management) has successfully leaded and drive the Human Resource Department for companies like EMC Ltd., Bhushan Power & Steel Ltd., Electro steel Ltd., Adhunik Ltd., Simplex Infrastructure and Shristi Infrastructure Limited. He was initiator of HRD India group and many other HR activities in the organisation he work. His Innovating dynamic policies, programs, and initiatives to optimize employee morale and boost retention and satisfaction, Directing recruitment, performance appraisals, and change management to generate streamlined, efficient operations and achieve organizational objectives as well establishing solid and trusting partnerships through exceptional relationship-building skills; utilizing positive energy and interpersonal abilities to secure employee and management trust.

## The Team



**Admiral AK Verma**  
Advisory Committee - HRD India  
EX Indian Navy and Chairman  
& Managing Director of Garden Reach  
Shipbuilders & Engineers Limited

Rear Admiral AK Verma, VSM (Retd.) joined the Indian Navy on 28 Jan 1978. A graduate in Mechanical Engineering from NIT, Jamshedpur, Adm Verma on completion of his Marine Engineering Specialisation Course from INS Shivaji, opted for Naval Aviation & did his Aeronautical Engineering Course from Air Force Technical College, Bangalore. His initial appointments in Naval Aviation were in seeking stream & he did his tenures in INAS 330, INAS 336, Vindhyagiri flight & Taragiri flight.

After serving in the Indian Navy for 34 years, Adm Verma was appointed as Chairman & Managing Director of Garden Reach Shipbuilders & Engineers Limited, Kolkata on 01 Nov 2011. On taking over as CMD, GRSE, he embarked upon an ambitious plan to transform GRSE to a truly world class shipyard. Under his leadership, the shipyard has undergone complete transformation in its Infrastructure, Vendor base as well as Work culture. During his tenure, the shipyard has handled record number 33 ships involving 07 different projects.



**Dr. Santanu Rath**  
Advisory Committee  
HRD India  
Director- HR/Personnel- OMC Mining  
& Metal

"By choice a HR professional, by passion a people developer ", Dr. Santanu Rath believes empowering people is greater value addition than guiding alone. Senior HR Generalist with more than 3 decades of work experience in Human Resource, Industrial Relation, CSR & Corporate Communication. Strategic leader with proven capability & will to lead organisational changes, execute and deliver. 8 +plus years of leadership role as Director-HR at Board of Directors level in Mining and Power sector. Dr. Rath has been a full time functional Director on the Board of Directors & JV Companies. Responsible for HR strategy, policies, IR, CSR, Corporate Relations at Corporate Office and Multi-unit geographically dispersed all over the State. He has done PhD in PM & IR and currently holding the position of Director Personnel in OMC Mining & Metal [Former Advisor, in PSSC as well as Former Director HR in OPTCL/GRIDCO/PTCUL. He has got several recognition to name a few are Conferred Leadership Excellence Award in 44th ISTD National Convention in 2015, Conferred Pride of Bhubaneswar in HR Excellence in 2017, Conferred Times Accent HR Super Achiever in PSUs Award by World HRD Congress in Mumbai in Feb 2018. His Life of philosophy: "Give Back more to the society than what we take" and his withstanding, creative innovator, a transformational professional, works with people with 360 degree open approach makes him stands out from the crowd, in typical PSU setup.



**Mr. Soumyajit Mahapatra**  
Advisory Committee  
HRD India  
Chairman Public Relations Society -  
Of India, Kolkata

Soumyajit Mahapatra, Hony. Chairman, Public Relations Society Of India, Kolkata Chapter has vast experience in Corporate Communication, Information Technology & Digital Media. Working in a Telecom Sector PSU , he was instrumental in many operation & planning apart from other activities. During 7 years (2004-2011) of stay at Calcutta Telephones , he maintained day to day media relations and events. He received thrice Best PRSI Secretary & twice Best Chairman Award among all Chapters across the country. He is also a motivational speaker for young generation & corporate. He is very much passionate about photography & social responsibility. He has recently been conferred up on Excellence in Journalism at Global Festival of Journalism at Noida and Special Award in Public Relations at News Paper Association Of India, New Delhi during Silver Jubilee celebration. He conceptualized Eastern India's first event digital conference titled Engage in 2012 where more than 100 + speakers deliberated during last 6 years.



**Mrs. Priyanka Pandey**  
Director - HRD India

Priyanka is a BA graduate and having a vast experience in CSR, Business development, PR activities in various professionals industries and Chairman of HRD India. She has been associated with HSBC Bank, ICICI bank and many other industries. Passion and dedication helps her in reaching a high degree of achievement. Social issues concerning Environment, Women, Children, and Animals (all Fauna) are prominent in Priyanka thoughts and actions. Her personal traits like Passionate involvement with task in hand Good organizer, Excellent communication skills, Excellent People Skills, Goal Oriented, Hard Working, Responsible, High integrity, Open to new ideas, Challenge seeking, and Confidently handling conflict situation, Zestful, Energetic, Team Player and Sensitive towards Fellow Workers, Cheerful Attitude



## Key members



Mr. Robert D Hisrich  
Board Member-HRD India  
Bridgestone  
Chair of International-  
Marketing  
Associate Dean of Graduate  
and International Programs

Robert D. Hisrich, Ph.D., former Director of the Walker Center of Global Entrepreneurship at Thunderbird School of Global Management, received his B.A. in English and Science from DePauw University and his MBA and Ph.D. in Business Administration with a major in marketing from the University of Cincinnati. Hisrich also holds honorary doctorate degrees from Chuvash State University (Russia) and the University of Miskolc (Hungary). His global experience includes being a visiting and honorary professor at more than eight universities in six different countries. He has instituted academic and training programs such as the university/industry training program in Hungary, a high school teacher's entrepreneurship training program in Russia, an Institute of International Entrepreneurship and Management in Russia, and an Entrepreneurship Centre in Ukraine. Not only highly respected and sought after in the academic sector, Dr. Hisrich's expertise has been tapped by top corporations including BP Petroleum, Citicorp, Conoco, Alcoa, Westinghouse and Corning Glass.

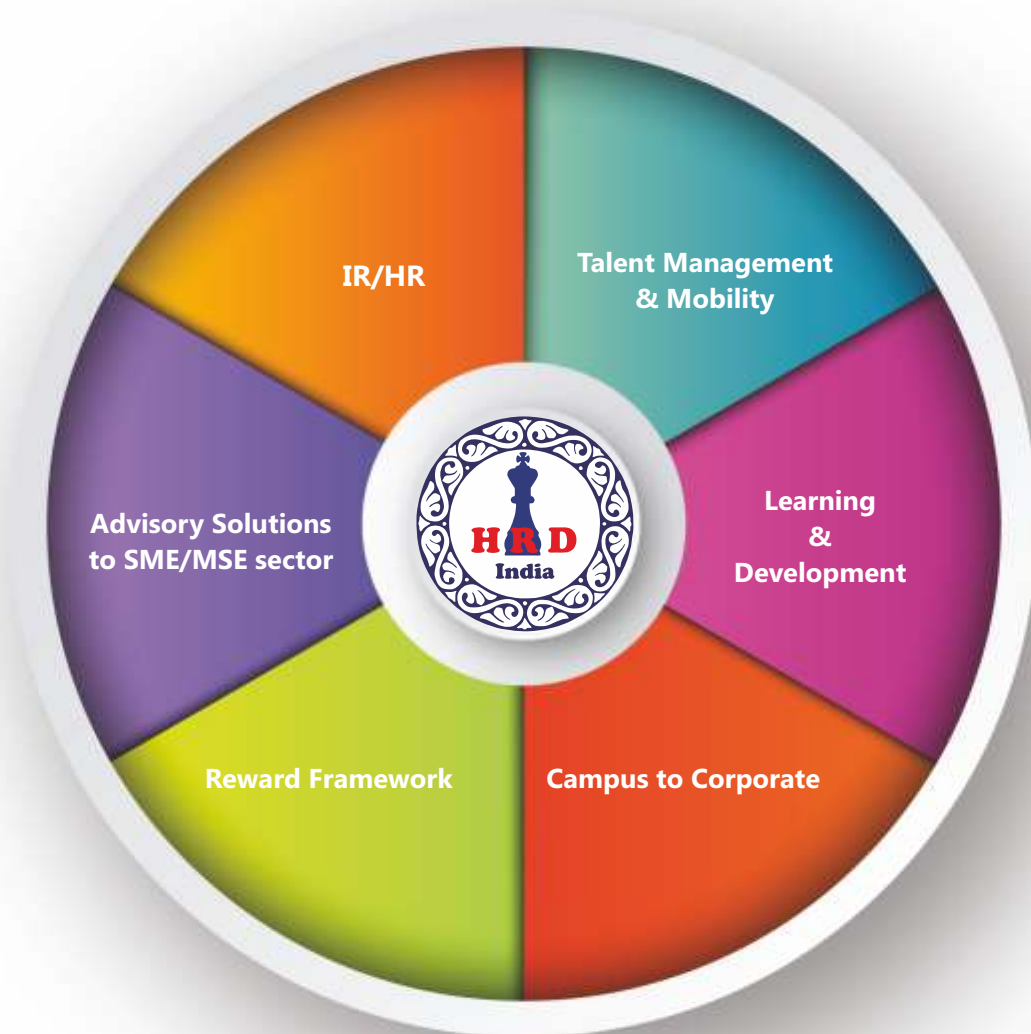


Dr. Simmy Kataria  
Chief Learning &  
Development -HRD India

Dr. Simmy Kataria is an executive coach, counsellor, trainer and an educator with over two decades in the business world where she has provided managed, led, mentored, coached, trained and developed capable executives in the United States, Middle East, Far East and India. Dr. Simmy Kataria is a PH.D in Behavioural Sciences from University of Berkeley, California (USA), MS in Communication from Boston University, Massachusetts (USA) and BA (Management and Marketing) from Eckerd College – St. Petersburg, Florida, (USA). Dr. Kataria has held key senior positions for over a pan of "Fortune 500" companies and with over 20 years of academic and corporate pursuits, she puts her entire passion and experience in mentoring, coaching, teaching and training her trainees and students. Dr. Simmy Kataria has been associated with major corporations and institutions in helping and supporting their Learning and Development departments to accomplish their training goals and challenges, here are just a few of them IBM, Oracle, JSW Ltd, Reliance Retail, HSBC, Citibank, AT&T and many more to say.



## Services Offered



## Services Offered

### IR/HR

Industrial Relations is a complex area involving Government Liaisoning and litigations, Agreements as well as the ability to building relationships with all stakeholders – Employers, Employees and Unions. Getting these things right can provide a strategic advantage over your competitors HRD India can

- Develop an industrial relations strategy to achieve your organisational goals
- Assist you in developing co-operative and effective working relationships with unions and employees
- Represent you at Fair Work Commission
- Develop and assist with Agreement Negotiations
- Review your Agreements and Awards and identify clauses to improve flexibility and productivity.
- Compliance Management



*Without a vision and a mission, your company can be termed as a „Bull“ set free in the busy streets of the corporate world”*

### Talent Management & Mobility

Finding a needle in a hay stack is an exhaustive and expert task managed only by veteran agencies like HRD India. Our search consultants employ several methods to head hunt scarce and much wanted talents. For companies, it sets the pace and creates the operational horsepower for growth. For individuals, it defines the quality of life.

*Our recruitment services will include*

- ☐ Boutique Recruitment
- ☐ Contingency Recruitment
- ☐ Turnkey Recruitment
- ☐ Executive Search

Various other Talent Management Activities involve

- a. Job Evaluation
- b. Pre Hiring Assessment
- c. Selection
- d. Staffing
- e. Talent Management



*"Recruiting should be viewed as business partner, someone who is critical to the success of the business."*  
Mathew Caldwell

a. Job Evaluation - To succeed in today's competitive global economy organisations need to take a strong interest in how jobs are defined, described, graded and remunerated. Once the organisation scope and purpose has been determined, all the different task that need to be performed to achieve that purpose need to be defined and written up into different job descriptions. This include

- We can develop Job Evaluation policy, Job evaluation system document, Job description template
- Detailed specifications of the qualifications, experiences, skills and abilities required by an incumbent to perform specific task.



b. **Talent Management** - Talent management seeks to attract, identify, develop, engage, retain and deploy individuals who are considered particularly valuable to an organisation. By managing talent strategically, organisations can build a high performance workplace, encourage a learning organisation, add value to their branding agenda, and contribute to diversity management.

c. **Assessment & Selection** - Identifying the right candidate early in the recruiting process and then selecting the right people and putting them into the right jobs drives performance, engagement and productivity. Our research covers the processes, tools, and technologies that enable organizations to evaluate candidate skills and aptitude and identify and hire the best fits for your organization.

d. **Staffing (Contractual Employment, Temporary Staff)** - We work with our clients for hiring or identification of temp resources and take the selected resources on our payroll for providing the payroll support services to the client. Alternatively we also take on our payroll, resources pre-identified by clients or existing ones from any other sources. HRD India takes complete responsibility for all HR Administrative activities, statutory employee benefits and compliance for the outsourced resources.

**Learning & Development** - Learning is never a one-time process. Each individual in the Company needs to be thorough in his/her work with as broad an exposure to other areas as possible. We provide customized Training Workshops with an objective to enable companies to increase productivity and performance through their people. To empower individuals and workgroups to adapt to environmental changes that need skills up gradations and develop skills as well as attitudes to the competence level required for future assignments.

Our Training focuses on

- Personal & Inter-Personal Skills
- Managerial Capabilities Development
- Develop multiple skills
- The systematic and planned change for development of the knowledge, skill and attitude required by an individual to aid in attainment of goals.
- Skill Matrix Development
- Competency Framework of L&D
- Focusing on Digital & E-Learning modules



*"Practice is the hardest part of learning,  
and training is the essence of transformation"*  
-Ann Voskamp

**Leadership Development** - Given today's ever changing business environment you cannot rely on the same leadership capabilities if you want to continue to grow. Our top people and emerging talent need the right conditions in which to deliver the best results. If people's skills do not match the demands of their role, or if they cannot see the results of their efforts, they may under-deliver – or move on. Given the changing nature of work and its growing interdependencies, it is not enough to be a good leader one also needs to be a good team member. CEOs are realising that the companies' success rests on the ability to work collaboratively as opposed to competitively and they are making these expectations known. To accelerate this leadership transformation, HRD India takes an integrated approach which includes:

- ☐ Assisting CEOs in enhancing the effectiveness of their teams through research-based interventions
- ☐ Developing companies' management and leadership talent at all levels of the organisation
- ☐ Providing individual coaching to leaders and professionals in critical positions.

**Campus to Corporate** - The transition from College to a corporate environment is a big adjustment for many graduates. Expectations and responsibilities in the workplace are very different than those in College. Their professors are focused on enhancing learning quotient and look at improving their subject matter understanding; they evaluate them on their overall learning ability and implementation to a certain extent. However, in an organizational setting, one is not only expected to be on time, attend meetings, take decisions, but also understand team based working in order to deliver on time within acceptable quality. Campus to Corporate transitions needs more attention as they involve a lot of planning. Even though one has high ranks throughout the academic career, once stepped into the world of corporate, it's the ability to deploy knowledge that counts and not the grades on the papers. There are many challenges that college graduate come across and there are much to learn. Campus to Corporate Training Program aims to make the transition easy. It would be a definite boost to personal contribution and performance levels in the organization.

This program is aimed at directing the new executive to get in tune with the vision of the Organization.

- Confidence in their ability to perform the job,
- Demonstrate the fact that they understand.
- Blend into the new environment
- Peer Pressure
- Work effectively individually and as well be a team player
- Corporate etiquettes



We will be the bridge the gap as well as adding value and providing training on the basis of

- Professional conduct
- Fundamentals of communication
- How to make a good first impression & positive attitude
- Erase fear factors & internal motivation to overcome internal interference like self-doubt, limiting beliefs, and negative memories
- Importance of learning as a continuous exercise over earning, excellence, ownership, creativity and innovation
- Initiative to solve problems



Campus to Corporate Initiative HRD India & ATA Infotech ( Dr. Siddhartha Pandey as Chief Mentor), Dr. Siddhartha Pandey giving valuable inputs to new generation boomerang kids. How to deal with the corporate culture, how to induce themselves in this competitive world, and how to believe in themselves to achieve their goal in life.

**Reward Framework** - We help our clients reward their talent using an integrated approach to managing total compensation. Our model includes either implementing our proprietary benefits, compensation and payroll technology platforms or supporting existing systems along with the following administrative activities:

- **Benefits:** Program delivery and administration; record keeping and reconciliation; benefit accounting; invoice review and payment; and supplier sourcing and management for health and welfare, defined contribution and defined benefit programs.
- **Compensation:** Administration of salary, bonus and stock options; salary surveys; and total rewards communication.
- **Payroll:** Time and attendance, on- and off-cycle pay, garnishments and taxes and accounting.
- **Strategy, Optimization, and Communication:** Total Rewards Solutions range from defining Total Rewards Strategy, optimizing Total Rewards, and educating employees and candidates about the total annual value of the rewards you provide them.

a. **Performance Management** - A good performance management system works towards the improvement of the overall organizational performance by managing the performances of teams and individuals for ensuring the achievement of the overall organizational ambitions and goals. Improved organizational performance, employee retention and loyalty, improved productivity, overcoming the barriers to communication, clear accountabilities, and cost advantages. Saves time and reduces conflicts, ensures efficiency and consistency in performance. Clarifies expectations of the employees, self-assessment opportunities clarifies the job accountabilities and contributes to improved performance, clearly defines career paths and promotes job satisfaction.

b. **Compensation Management** - HRD India will give compensation managers unique insight into what line managers are doing while simplifying and automating many of the extremely complex planning processes. For line managers, we provide a secure, strategic, easy-to-use decision support tool that makes their comp planning tasks faster, easier and more accurate. From cyclical planning for a global organization to budget allocations at the line manager level we give planners the tool they need to truly automate and simplify the entire compensation planning process.



*"The reward for work well done is the opportunity to do more"*

**Advisory Solutions to SME/MSE sector** - As a start-up, you have many things to do! Think of Go-to-market strategy, sell your idea, get investments, look for progress, etc. One of the worries you would have is to look for a team having similar vision and passion. Then the challenges of having them on board, ensuring they stay with you and become an integral part of your Company, etc. The list is endless! We understand that in a startup, where the environment is highly dynamic, we want you "The Entrepreneur" to focus on your business and leave the rest to us. Also, in recent years we have seen government focusing on growth of SME sectors, lot of schemes are being run and incentives are given especially to Small and Medium enterprises. SMEs not only play crucial role in providing large employment opportunities at comparatively lower capital cost than large industries but also help in industrialization of rural areas. SMEs are complementary to large industries as ancillary units and this sector contributes enormously to the socio-economic development of the country.

### Service Offerings

- Design & Implementation of HR Processes.
- Organization Culture setting.
- HR Policy making.
- HR forms formats & documentation.
- Compensation structure design.
- Employee engagement.
- Learning & Development.
- Compliance Management



### For Small & Micro Enterprises

SMEs need to adopt innovative approaches in their operations. SMEs that are innovative, inventive, international in their business outlook, have a strong technological base, competitive spirit and a willingness to restructure themselves can withstand the present challenges. However, SMEs face unique challenges that stem largely from their size. While the size permit larger organizations to employ a team of specialists to address the complexities involved in managing HR programs, this is not a viable option for many SMEs. The costs associated with hiring highly trained HR professionals on a full-time basis are likely to be prohibitive for many smaller organizations. As a result, HR activities often become the responsibility of line managers. We help such organizations develop the HR function. We conduct a detailed study about their nature of business; inherent challenges associated with their industry, product line and give them solution that would be most suitable for them.



## Service Offerings

- Design & Implementation of HR Processes.
- HR Audit – Evaluation of existing policies & procedures.
- HR Policy making & Process Re-engineering.
- Change Management programs.



## For Medium Enterprises

As a medium enterprise, you have already registered growth in business and have evolved over the years. Mostly medium sized companies have no HR departments and out of the rest majority have HR more as a administrative function. For Medium enterprises to continue growing and ensure their long-term success in market, it is crucial for them to have HR practices. Medium enterprises can always learn from the big player and address their HR challenges to ensure success.

## Service Offerings

- Policy & Compensation Bench marking
- Satisfaction Surveys
- HR Audit – Evaluation of existing policies & procedures
- HR Policy making & Process Re-engineering
- Employee Development Programs assistance

Our experts or advisory consultants, come on board to help you build the HR Process and the team, Operate or Manage the process for you till you have an independent team to handle the process and then Transfer it to you to take it ahead. We want you to focus on innovation, take risks, grow and leave your HR worry on us.

**CEO Coaching & Leadership Mentoring** - Our Business coaching focuses on helping individuals go from where they are, to where they want themselves and their team or organisation to be. It may include MNC"s, INC"s, Business Schools, and Technical Institutes etc. Our coaching process that supports executives to identify problems and work out how the best solutions can be applied that will ensure sustainable results. Our coaching develops the executive leader in real-time within the context of their current role, while allowing them to maintain their day to day responsibilities.

Our Executive Coaching solutions address and support the following:

- Development of effective leadership capabilities by understanding personal impact and leadership style.
- Personal development as a result of 360 feed-back or other performance related assessments or information
- Career development in line with succession planning/targeted roles or future career aspirations.
- Identifying business problems and through improved thinking determining strategic interventions that will optimize performance.



Our Mentoring solution addresses and supports the following:

- Career development
- Leadership development
- Talent attraction and retention
- Succession planning
- Enhancing professional development and personal growth
- Business performance enhancement
- Employee engagement
- Employee commitment and motivation
- Learning and knowledge transfer
- Building a culture of learning
- Creating a high performance environment
- Employer value proposition



*"Good Human relations skills have the ability to change people from managing others to lead others; this should be the motive of any coach or mentor"*  
-Anonymous

**HR Audits** - HR should not be defined by what it does but by what it brings results that enhance the organization's value to customers, investors and employees.". The core of our assurance services is comprised of audits, reviews and compilations. We approach each of these as a service for the benefit of all the organization's stakeholders.

- To understand the organizational weakness, we will go in to detail analysis on employee, policies, practices, system & procedure, formats and legal compliance.
- Post analysis we will submit a comprehensive report that will highlight the organizational weakness or areas of improvement and recommended action to strengthen it.
- We will also help to implement the best HR practices based on recommendation

**Corporate Social Responsibility-** The constitutional structure of the country was laid with an objective of one man equals one vote equals one value. However the socioeconomic realities of the country still have a long way to go to match this vision of independent India where today there are many first among equals. Companies, as public entities within society, are expected to contribute to the realization of a better society through sound and fair business activities. Since the Company's founding, the spirit of contributing to society has been an integral part of HRD India corporate culture. In addition to offering excellent HR Services, we have strived to ensure full compliance, protect the global environment, and provide humanitarian support around the world following disasters. HRD India CSR initiatives first among was doing something for Cancer patients In the efforts as chief mentor of HRD India and there team has spent more than an hour with the kids and their parents at Premashray run and administered by Tata. Right to live healthy life fight against cancer with smile. In the efforts HRD INDIA HAS contributed Rs. 84, 000 (In words Eighty four thousand) and stationary, pencils and other writing material to 24 kids with sweets and fruits also.



Dear Priyanka & De Pankey,  
On behalf of all the children and their parents at St. Jude India Child Cancer-Pneumothorax Centre, We would like to thank you for your donation of books, story books and copies for the children along with cash donation for welfare of our children. This thoughtful gesture goes a long way in supporting them in this overwhelming journey of cancer treatment.  
Below please find a thank you note from our children.



HRD India another CSR initiative with Balrampur Chini Mills in Developing Rural Women for Retail Industry and makes them stand financially in their own feet. HRD India has developed the program structure and facilitates the program with all possibilities from Trainers, Certificate, and Module Development etc.

## END TO END HUMAN CAPITAL SERVICES

At the very outset, today the HR business is about addressing the next generation delivery. It is clear that in the backdrop of rapidly evolving market trends, the HR buyer needs today revolve around a seamless integration, effective implementation and maximized return on investment of the product/service bought. The changing face of HR management is the result of the globalization, technological development, and the concept of knowledge-based economy.

So companies began to look at ways to revamp their HR departments, like something described as centers of expertise (COEs), which house the designers of HR various aspects that ensure an organization can attract the people that it need. HR Business partner outsourced HR people whose job it is to do high end strategic thinking. The role of business partners has been subject to a wide range of interpretations. HRD India end to end Human capital services will identify and strategize phase wise mitigation plan for the organization and will plan accordingly through the process mention below.



## Others Services

**Employee Satisfaction Survey** - Disengaged employees stop your business from performing at its best. Conducting an employee effectiveness survey helps business leaders find out what is preventing people doing their jobs. the data can help organizations focus on precisely where changes need to be made in order to have the biggest impact on individual and business performance. Ultimately, understanding what will motivate and enable your people to give their best leads to better decision making and planning, wiser investments and deeper customer loyalty. It's no surprise then that most organizations use employee surveys. But asking the question isn't enough. The true benefits come when employee feedback is translated into meaningful action and the actions will include

- a Psychometric Tests
- b HR Analytics
- c Background Checks



It is always been an honor to be placed in such distinguished ranks as those of the past honorees, most of whom have been colleagues at one time or another, all of whom have made important contributions to life in our society and HR fraternity.

Awards are not the only markers of success; I don't judge myself just based on them, rather we learn from wound and scars, mistakes and failures. And that's the truth.



## The Launch



HRD India has under-went a change on 21st March 2018 which was fortified by HR leaders of different fraternity. Dr. Siddhartha Pandey leading the HRD India has been a part of this transformation as front runner and presents the same in a florid manner in front of HR community.



## Education Initiative

HRD India initiative for Campus to corporate has another cap on his head when OPJU has invited CEO of HRD India to be a part of an education initiative by OPJU.



## Event by IIM Jobs



HR event organised by IIM JOBS where All things Talent (HR Event)-Diversity & Inclusion, where HR professional better understand the Diversity in workplace and how it has changed in recent past. HRD India was an active partner and CEO was facilitator.

## Empowering Women



Empowering women means giving them means to be financially and intellectually independent in their choices on one side, and on the other side, it also means seeding the belief that they are equal to everyone else and that they have the same rights and can choose what and where to be and to do in their lives.

HRD India presence for this event has percolate a strong message "Feminism isn't about making women strong. Women are already strong. It's about changing the way the world perceives that strength."

# Activities So far

## World HRD Congress



Dr. Siddhartha CEO HRD INDIA facilitating various HR Leaders from various PSU Sectors and corporate world for their contribution and their achievements in their respective fields. Recognizing the stalwarts of PSU to name a few are Telephone Nigam, REC, Mineral Corporation of India, Solar Power Corporation, Bengal Chemicals. In this gathering where all the trendsetter, front runner, innovator from the HR discipline across the globe were facilitated and recognized for their achievement in their own journey of work. World HRD congress has completed 25 years of journey and this journey of 25 years has been worthwhile for WHRD and the ups & downs, the highs & lows and sheer determination to "keep going".



HRD INDIA CEO in XLRI for National conference HR –IR conclave where HR leaders share the centre stage and exchange their views on current trends in HR /IR.



CII HR conclave meets where HRD India collaborates and presents the HR transformation stage in this technological advance and dynamic environment market.



In a world saturated with innumerable modes of instant but occasionally impersonal online communication, events, today something of a throwback, can be a unique way to connect with HR personnel. A one-time event won't always achieve a goal, sometimes an objective requires a long-term system of events, with that respect HRD India organised an event on 8th October 2017 at Ocean Grill Salt Lake where Kolkata HR professional not only meet but exchange their thoughts in and around the table with senior leaders from HR fraternity of different sectors.



# Distinctive points of HRD India



HRD India distinguishes portal which will make employee and employer both aided with its unique features.

Employer can get the exact database according to their requirement. Employer can easily schedule interview, sent interview mail, sent offer, reschedule interview of selected profiles by this portal which will save time. Employee need not to invest time in searching jobs they will easily get updated jobs in mobile through app, where they can apply easily and revert the opening.



HRD India with ATA Infotech providing world class software training to the professional and fresher's, which are making them well oriented and accustomed as per the need of market.

Apple based lab with advance technology facility which provide various android based training, analytics training, apple based training, oracle, java, SAP and many other advanced software training.



HRD India with MORESCO collaborate for providing cloud based ERP training on SAP Success factor (All modules HCM, MM, CRM, F&A, HANA etc.)

Student training, professional training, technical training, maintenance support, lead consultants are the various field where Moresco and HRD India hand to hand will train.



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