

PROPOSAL FOR PROVIDING HR SOLUTIONS

CONTENT

OUR UNIQUE BOT MODEL

SERVICE LINES

FEES

OUR UNIQUE BOT MODEL

WHAT MAKES US UNIQUE – THE BUILD, OPERATE & TRANSFER MODEL (BOT)

RECOMMENDATION

Propose organization & business specific HR processes based on diagnostic studies

IMPLEMENTATION

Implement and Operate the processes along with internal resources enabling the company to test the validity, effectiveness and efficiency of such processes

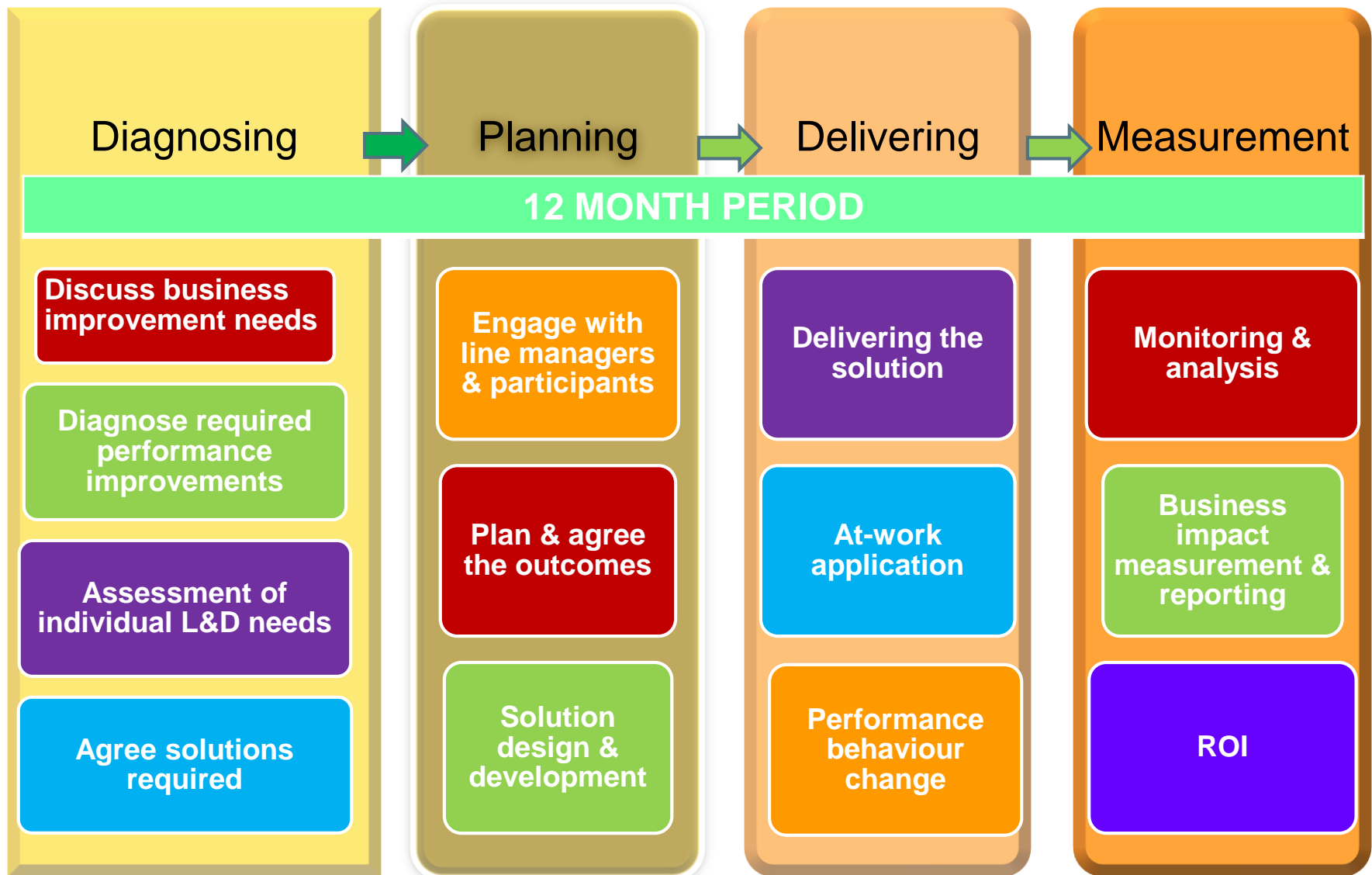
TRAINING

Train the internal resource till the processes mature

EXIT

Hand over and Exit the Company after ensuring seamless integration and validation of all the processes.

How does it work ?



BENEFITS TO CLIENTS

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- ❖ Processes based on Company's specific business requirements. Since Meridian is responsible for execution of the processes, they become fully accountable for all the processes that they initiate in the Company.
- ❖ A time bound action plan based on an agreed and approved annual HR calendar.
- ❖ All interventions focussed on Increase in Revenues, Reduction in Costs and Increase in Effeciencies.
- ❖ A very cost effective solution since it is based on a monthly compensation plan. At an average cost of a professional's monthly salary, the Company gets an entire Firm's back up support in execution of its core HR processes.

SAMPLE ACTIVITY CALENDER

Activity Calendar

OD INITIATIVES	HR CALENDER FOR 2014											
	January	February	March	April	May	June	July	August	Septemb	Octobe	Novemb	Decemb
Organization Structure		Approved Structures for the Company and all										
PMS 2014	Performance Appraisal for 2013 and Goal Setting for 2014 for all						Half Yearly Review of				Annual Performance	
Training & Development	TNI & Conduct One Training Program or Workshop per month covering all employees											
Authority Matrix								Propose, Discuss & Finalize				
Grading Matrix				Propose, Discuss & Finalize								
Performance Linked Incentive Plan							Propose, Discuss & Finalize					

SERVICE LINES



Meridian
ميريدان
Placement Services Pvt Ltd
الخدمات التوظيف الخاصة المحدودة

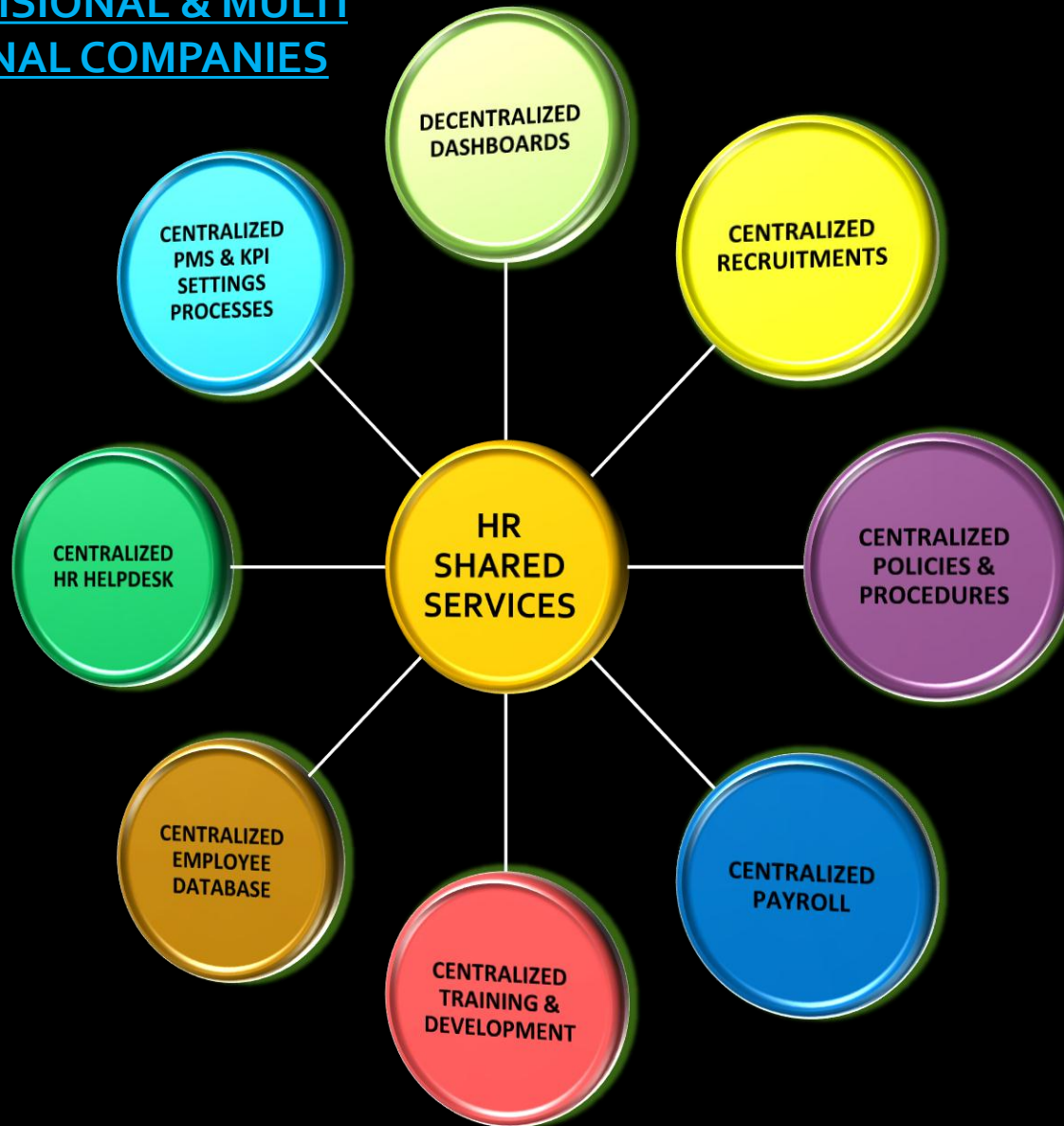
www.hrmeridian.com

1.HR SERVICES

2.360⁰ WORKFORCE MOBILIZATION MODEL

3.TRAINING

HR SHARED SERVICES SOLUTIONS FOR MULTI-DIVISIONAL & MULTI LOCATIONAL COMPANIES



360° WORKFORCE MOBILIZATION MODEL

MOBILIZATION STAGES

STAGE
1

STAGE
2

STAGE
3

STAGE
4

STAGE
5

Mobilization
Planning
Documentation

Overseas
Selection &
Recruitment

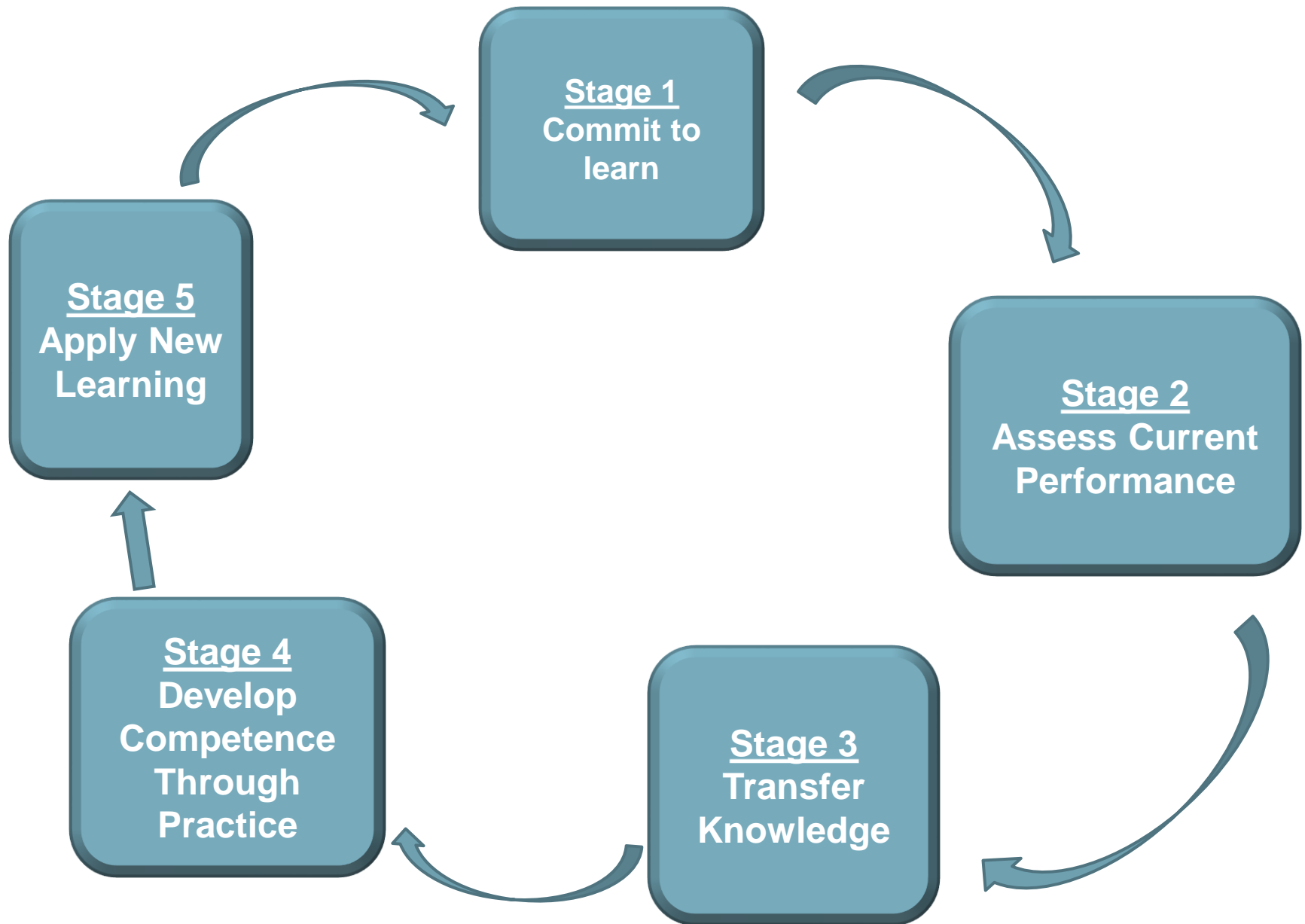
Work Visa
Processing
GP Ticketing

Arrival
Formalities
(Home
Country)

Induction
Training

END TO END PROCESS OWNERSHIP BY MERIDIAN

TRAINING:



FEEES

❖ Our Fee level is based on :

- Functional expertise and skill levels of professionals assigned for the project
- Estimated time required for completing the engagement.
- Complexity of the engagement