

ALIGNING PEOPLE STRATEGY AND PERFORMANCE



NETERSON

A HCM SOLUTION COMPANY

Neterson Technologies Pvt. Ltd. (NTPL) was born out of a vision to provide HR solutions that will allow companies to unleash the hidden potential and latent talent of its human capital in an organized and efficient manner by aligning People, Strategy and Performance. Thus HR Align Plus, a software product suite was launched which seamlessly integrates all aspects of Organizational and Human Capital Management (HCM).

Based on a competency framework, HR Align Plus helps its clients to improve performance and accountability by providing a matrix of intelligent processes and structured workflow to accomplish a set of strategic goals.

Our Human Resource Outsourcing (HRO) division provides strategic solutions to clients by developing their internal capabilities through series of structured learning & development programs; aligning their workforce with Business Strategy through the implementation of a Business Scorecard based Performance Management System; providing Talent Management solutions; designing Career plans and Succession plans besides a whole gamut of strategic HR related services.

With the addition of HRO, Neterson Technologies Pvt. Ltd. can now provide holistic HR solutions under a single roof, combining the best of Consulting & HRO Services on an Information Technology platform.

ARE YOUR TANGIBLE ASSETS GIVING YOU A RETURN ON YOUR INVESTMENTS ?

HR Align Plus helps you to ensure that your organization has the right people in the right roles at the right time. It caters to all aspects of Human Resource Management from the most elementary Employee Life Cycle to the ultimate goal of ensuring the acquisition of talent, grooming them for performance & growth and retaining them through succession planning and clear career paths.

DEMYSTIFYING THE HR PROCESS

1

CAPACITY NEEDS

- Formulate a strategic plan based on a vision and mission of an organization.
- Create and deploy Business Scorecards and to cascade strategies down the organization.
- Link Performance Management System to the Business Scorecard and derive the individual's KRAs linked to the Strategies of the organization.

2

CAPABILITY GAPS

- Carry out Role Analysis; distinguish the unique positions and define detailed Role Profiles and derive Role Competencies.
- Prepare Competency Assessment Frameworks & fit the roles into their respective competency bands.
- Assess and review individuals for their behavioral and domain competencies thereby deriving competency gaps between the desired and actual.

3

BRIDGING THE GAPS

- Prepare Individual Development Plans and mentor / coach the individuals to close the competency gaps.
- Plot the individual's performance / competency scores in Talent Chart and identify / spot the Talent Pool.

4

TALENT RETENTION

- Develop career planning for the top talents in order to engage and retain your Talent Pool.
- Identify the critical positions in your organization structure and identify successors for the same.
- Develop Succession Plans.
- Develop Career Paths.

- We follow a practitioner approach and handhold our clients during all phases of development and implementation through client participation and partnership.
- We implement customized solutions and high impact initiatives ensuring a highly engaging and mutually enriching experience.
- Setting up measurable & quantifiable processes.
- Ensures your organization thinks strategically.
- Competency based organizational structures with weights specified to both - behavioral & domain competencies.
- Holistic approach to ensure that you have the right person for the right job.
- Takes care of all your Human Capital development and career needs.
- Re-engineering HR processes and tools to achieve your organizational objectives.

HR ALIGN'S VALUE PROPOSITION



IN TODAY'S COMPETITIVE MARKET PLACE, HR ALIGN SPELLS OUT ITS VALUE PROPOSITION THROUGH A COMPREHENSIVE & SYSTEMATIC APPROACH TO YOUR LEADERSHIP DEVELOPMENT.

HUMAN RESOURCE OUTSOURCING

Organizations need an experienced Human Resource Outsourcing (HRO) provider with skills and understanding to use technology to help resolve business challenges by:

- Optimizing HR technology investment
- Delivering on business and budget goals
- Elevating HR capabilities to a new level

END-TO-END HR SOLUTION

NTPL's HRO division provides administrative and advisory services across all HR areas. We integrate our rich experience, proven delivery model and industry-leading tools and technologies to give our customers a holistic experience.

Our HR delivery solution has the capability to deliver Workforce Analytics; Competency Framework & Mapping; Organization Structure & Job Profiling; Competency Assessment; Business Scorecard; Performance Management System; Compensation & Benefits Management; Talent Management; Career & Succession Planning; Learning & Development Needs & Need analysis; Employee Engagement and HR Operations through a personalized role-based HCM tool.

NTPL's USP is to adhere to a practitioner approach, handhold clients overcome their challenges and meet the objectives for which our services are hired.

PROVEN HRO EXPERTISE

NTPL's experience in the HR domain strongly positions us as a leading HR outsourcing service provider and a partner of choice for our clients.

NTPL can help you:

- Simplify complex HR processes
- Free your HR resources to focus on core business
- Improve service delivery model through best practices and improve HR process maturity
- Enhance employees' experience
- Transform HR's role from transactional work to strategic contributor.



HR, STRATEGY & TALENT MANAGEMENT

CONSULTANCY PORTFOLIO

1. ORGANIZATIONAL DEVELOPMENT

- Organization study & identifying the need for OD intervention
- Designing the OD roadmap
- Building organizational capabilities

2. BUSINESS SCORECARD

- Strategic plan & Strategy map
- Ascribing measures and targets
- Cascading initiatives
- Reviewing Business Scorecard

3. PERFORMANCE MANAGEMENT

- Goal setting based on KRAs or KPIs
- Performance evaluation process
- Performance benchmarking
- Performance enhancement plans
- Performance appraisals

4. COMPETENCY MANAGEMENT

- Competency framework & mapping
- Competency assessments & competency profiling
- Competency fitment report & analysis
- Competency Gap Analysis

5. TALENT MANAGEMENT

- Talent plot & 9 grid analysis
- Talent identification
- Career planning & Succession planning

6. ORGANIZATION STRUCTURE

- Validating strategic inputs for evolving structural parameters.
- Validating business process requirements against the evolved structural parameters
- Evolving optimum structure, span of control and levels etc
- Undertaking role analysis & deriving role competencies
- Delegating authorities & power

7. LEARNING & DEVELOPMENT

- Training needs identification
- Training needs analysis
- Individual development plans
- Conducting behavioral training programs and workshops

8. SURVEYS & AUDITS

- Conducting employee opinion surveys and analysis
- Customer satisfaction surveys and analysis
- Conducting HR process audits

9. HUMAN RESOURCE MANAGEMENT

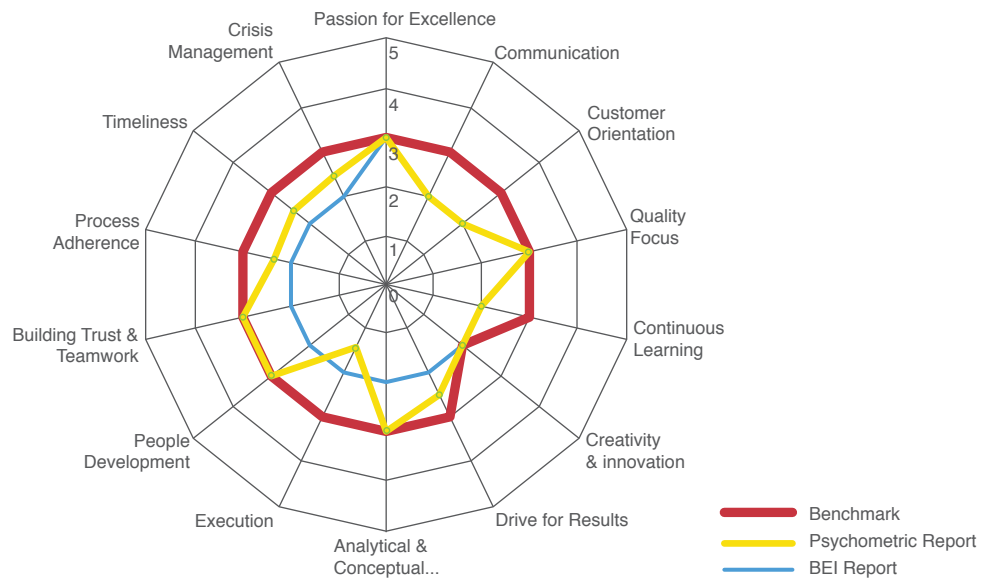
- Setting up HR systems & processes
- Preparing HR manual

ANALYTICS

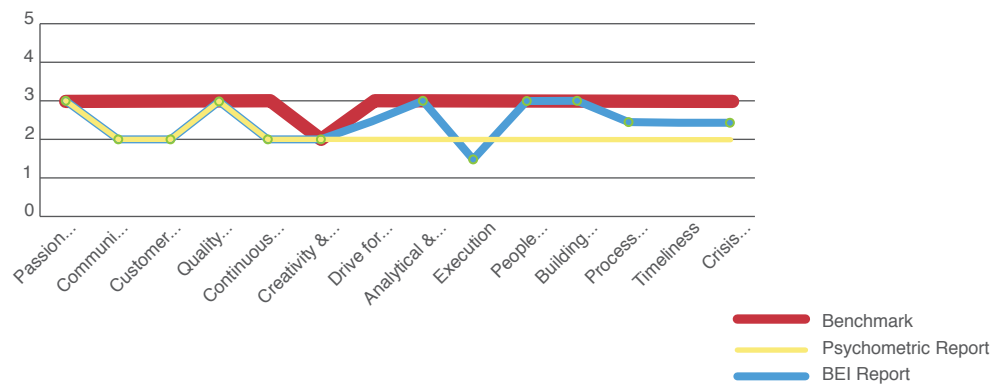
STRATEGY & BUSINESS SCORECARD

STRATEGIC GOAL	To be India's largest player in the Steel industry.			
FINANCIAL PERSPECTIVE	Long Term Shareholder Value			
	Improve Cost Structure	Improve Asset Utilisation	Expand Revenue Opportunity	Enhance Customer Value
CUSTOMER PERSPECTIVE	Price	Quality	Service	Brand
	Availability	Satisfaction	Functionality	
INTERNAL PERSPECTIVE	OPERATION MANAGEMENT PROCESS	CUSTOMER MANAGEMENT PROCESS	INNOVATION PROCESS	REGULATORY & SOCIAL PROCESS
	Supply Production Distribution Risk Management	Selection Acquisition Reflection Growth	Opportunity ID R&D Portfolio Design & Develop Launch	Environment Health & Safety Employment Community
LEARNING & GROWTH PERSPECTIVE	Culture	Leadership	Alignment	Information Capital
	Human Capital	Teamwork	Organization Capital	

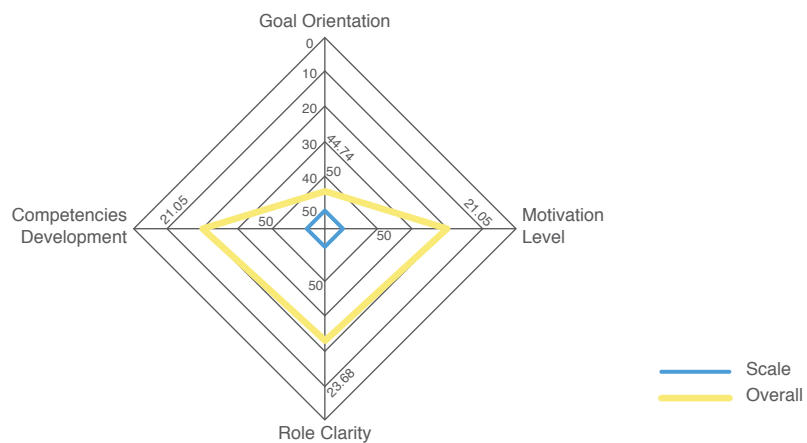
SPIDER WEB - PSYCHOMETRIC & BEI



COMPETENCY MAP



ALIGNMENT MATRIX



KEY FEATURES

- Web Enabled / Platform Independent / Database Independent Architecture
- Complete Scalable
- Employee / Manager Self-Service
- Analytical & Graphical Dashboards for CEO, HR Head & Line Managers
- Flexible Work Flow Management
- Powerful Search, Summary, Reports & Queries
- Critical MIS Reports
- Policy Configuration
- Multilingual Features
- Opinion Polls
- Field Level Configuration & Field Level Security
- Excel Upload & Download Features – Import / Export of Data
- Browser Compatible
- Alerts & Reminders on Mobile Phones & Official Email Id's
- Retrieve Archived Files
- Intelligent Auto Reminders / Alerts / 'To Do' notifications on the system
- Embedded HR Best Practices





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