



HUMAN RESOURCES

In an economic paradigm characterized by speed and innovation, effective Human Resource Management is the key to unlocking business value. HR is no longer a routine and support function. Robust and cutting edge HR practice enables you to drive your business strategically and mobilize your talent for sustainable competitive advantage. Yet, even when human resource professionals grasp this potential, many of them don't know how to take the first step towards realizing it.

Leverage your people Potential: The Quantact Way

We at Quantact Consulting can help you in the transformation of your HR function to become a strategic partner for business growth. We offer creative and innovative services for HR practice and processes of your organization. Through multiple consultancy assignments across sectors and organizations, we have developed the competency and capability to address your HR issues.

Our methodology is based on a thorough understanding of your business, its challenges and its future strategy. Our modules are designed in a way that will be customized to your specific requirements and business context. Not only this, we work closely with our clients and ensure a complete buy-in by end users at every step to facilitate implementation.

Our HR Services Spectrum

HR Scorecard: Liking People, Strategy and performance

The HR scorecard will help you to articulate and measure your strategic contribution by:

- Ensuring Alignment of HR strategy with overall business strategy
- Focusing HR initiatives on meeting strategic goals
- Evaluating the impact of diverse HR activities on your organization's long-term business objectives

Quantact Consulting

Flat 101 Anusuya Apartments" 1206 B/12 , Shivajinagar Opposite Sambhaji Park, Shivsagar Hotel Lane , Pune – 411004, India

E. mail: mak@quantactconsulting.com ,

Mr Madhav Kshirsagar Mobile : +919822037497



Organizational Restructuring: Structure to suit your strategy

Strategies cannot be implemented in a vacuum. Organization structure and controls provide the framework within which the strategy is deployed and implemented. We help organization structures to deliver their strategy effectively.

Job Description: Enable Role Clarity

We develop job description, which clearly articulate roles & responsibilities, authorities, reporting lines, knowledge and skill requirements along with KRAs for individual positions. This promotes role clarity and establishes accountability among the employees.

Development of HR Policy Manual: Building the foundation

Sound HR policies, which are aligned to the overall company objectives, provide the principles by which an organization drives its performance in a consistent manner. The HR policy manual serves as the guiding framework for the function of the HR department. As part of our services, we draft/revise and update your HR manual which will help in achieving clarity among employees as well among the HR Staff.

Performance Management Systems: Creating a High-Performance Workplace

We can help you foster a performance-oriented culture through a comprehensive Performance Management System with clearly defined:

- Performance Planning and Assessment process
- Performance Evaluation process that links individuals performance score to his/her variable pay-out
- Training & Development Process
- Career and Succession Planning process

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**Developing Competency Frameworks: Acquiring, Developing and Retaining Key talent**

Competency is defined as a behavior or set of behaviors including Knowledge, Skill and Abilities (KSAs) that describes excellent performance in a particular work context. Competency framework represents the language of performance in an organization, articulating both the expected outcomes of an individual's efforts and the manner in which these activities are carried out. Our holistic approach is based on tools like Behavioral Event Interviews and ensures development of a competency framework that reflects capabilities required to deliver the organization's business strategy.

Compensation Benchmarking Survey: Are your pay structures competitive?

The compensation Benchmarking Survey will enable you to:

- Compare your own pay structure with competitors or companies in a similar line of business
- Draft a competitive policy based on benchmark data
- Align compensation to attract, motivate and retain your employees

HR Audit: Is HR doing the right things right?

We carry out a diagnostic HR audit to understand the strengths and weakness of your current HR function and recommend corrective actions. The objective is to:

- To make HR Systems and processes more business-driven and relevant to business goals
- To ensure the effective utilization of an organization's human resource and preparedness to meet future business challenges

Do call us for a discussion on how we could look at enhancing HR practices in your organization. Let us think along.

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