

Mirai® is Human Resource solutions provider based out of Chennai. Founded in 2012 by a senior Industry professional Srikumar. Backed by a team of highly accomplished consultants, **Mirai**® offers a wide range of services in the area of HR Outsourcing.

P.S. Srikumar brings over 22 years of experience in Sales & Marketing. He has held senior positions across Financial Services, and HR Services Companies. He has handled multiple assignments in the HR Industry / Services, of which he spent close to nine years as the Chief Operating Officer of Randstad Team HR.

At **Mirai**® we offer a variety of HR Services that can support all types of organizations that are looking to either outsource their HR service requirements, or need assistance in specific HR areas / projects , or just require specific support and guidance. We deliver a range of highly professional and tailored services to meet the needs of our increasingly diverse customer base. Our professional team of specialist consultants has a broad range of experience covering the private, public and voluntary sectors, and is committed to delivering fast and effective high quality services. We are committed to quality and integrity.

Organizational structuring :

- ❖ Interventions for determining the organizational structure
- ❖ Identifying and drawing key reporting relationships for each position/s
- ❖ Manpower plan and structuring. Planning recruitments.
- ❖ Methodology :
 - Workshop
 - Business brainstorming sessions

Employer branding

- ❖ Determine the Employee positioning strategy
- ❖ Outlining employee philosophy, policies and practices
- ❖ Creating employee handbook and other collaterals
- ❖ Creating employee presentations, induction and other presentations.
- ❖ Finalize strategy that includes media strategy for recruitment campaigns, advertisements, online strategy, website, applicant tracking and monitoring.

Compensation & rewards :

- ❖ Write down job descriptions, identify unique positions
- ❖ Determining job weight in an organization using job evaluation
- ❖ Use job evaluation as basis for broad banding of compensation
- ❖ Compensation structuring, Variable pay incentive structuring
- ❖ Assist in finalizing payroll outsourcing arrangements / software

Recruitment Process Outsourcing (R P O)

- ❖ Manpower planning , estimation of manpower requirements
- ❖ Manage the process of on boarding employees
- ❖ Vendor management - recruitments
- ❖ Selection assessment and filtering
- ❖ HRMS finalization, implementation assistance
- ❖ Vendor negotiations

- ❖ HR Collaterals creation (various formats : Appointment letters, confirmations, promotions, termination, warning etc.,)
- ❖ Exit interviews and feedback mechanism

Competency design and framework

- ❖ Creating competency framework with benchmark proficiency levels defined and behavioral descriptors indicated
- ❖ **The competency framework will be elicited through:**
 - Identifying critical ingredients of each HR job Job Analysis
 - Identifying elicit behavior that differentiates performance levels on the job
- ❖ **Behavioral Anchors**
 - Defining the scales for each descriptor in context Proficiency Level
 - Integrating each of these elements to arrive at a Competency Matrix for each competency
- ❖ **Proficiency Matrix for each position**
 - Defining the factors for success in jobs (i.e., work) and work roles within the organization
 - Assessing the current performance and future development needs of persons holding jobs and roles
 - Assigning compensation grades and levels to particular jobs and roles

Methodology

- ❖ One on one interactions with Key representatives in the function
- ❖ Repertory Grid Construct: The repertory grid is a powerful instrument not only for the study of the individual in idiographic detail, but also for the comparison of different respondents or of the same respondent on different occasions. Each individual can be ranked as against another team member based on performance and styles adopted.
- ❖ Rank Sort process for key behaviors
- ❖ Critical Incident: Sample testing the behaviors against selected number of good and poor performers on the roles

Assessments & fitment

- ❖ Understanding Jobs to be Assessed
- ❖ Content Analysis of Job Responsibilities
- ❖ Assessment Centre Design
- ❖ Conducting the Centre
- ❖ Output of Exercise
- ❖ Action on the 'Assessment Centre' reports

Performance Management System

- ❖ Comprehensive performance management systems with room for customization
 - Business Alignment: Vision, Strategy, Core Capabilities, Scenarios
 - Rollout, Ongoing Performance Management: Communication, continuing assessment & development
 - Project Planning: Purpose, Application and tools, Steps, Information Systems
 - Model Development: Performance data, Benchmarks, behavioral descriptors, Validation

- ❖ Defining Standards of Performance
- ❖ Observation & Feedback
- ❖ Performance Appraisal
- ❖ Performance Development

Employee retention strategy :

- ❖ Identification of drivers of attraction
- ❖ Identification of drivers of retention
 - Employee Engagement Survey
 - Job equivalence exercise
 - Identification and creation of opportunities for lateral growth
 - Best practice benchmarking
 - Corporate reward strategy

Training & Development Framework

- ❖ Induction training for each employee
- ❖ Training Manual and policy
- ❖ Online learning for technical skills or generic skills

Coaching & Mentoring

- Coaching top layer in the organization to for enhancing the strategic thinking & decision making abilities
- Coaching for mid layers to groom them into becoming better leaders than mere managers
- Use of effective psychometric assessment tools
- Generate individual coaching reports which would help individuals to understand their strengths, target areas for development, set goals, and plan action steps to enhance their leadership styles.

Summary

- ❖ HR Outsourcing is not necessarily for costs only. It is very often to ring in quality
- ❖ HR outsourcing applies to various facets of an organization. An independent third party or outside view can be significantly useful to the organization
- ❖ It can be used as a tool for un biased valuation of an existing problem or area that requires intervention
- ❖ The ability of a vendor to provide onsite and offsite support is very critical
- ❖ At **Mirai**®, we are hands on. We talk HRO from a practical point of view and not a hypothetical assumption.

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