

Grow your Start UP, the Husys way!!!



Husys[®]

HR Function Management Company

10
YEARS

Celebrating Decade of Empowering SMEs

Hi,

Greetings from Husys!!

As one of the pioneers in HR Function Management for SMEs, we strive to give our clients the most innovative and customized HR services for business growth. In line with our mission to deploy and deliver high quality and time sensitive services, we are pleased to inform you that we are now offering specialized Start up HR Solutions for growing organizations to initiate and streamline the HR Policies and Systems which will lead to building a excellent and productive Human Capital for Organization's growth.

Best of all, the Start up HR Solutions is derived after the extensive study of 160 Small and Medium scale and Start Up companies across India. As part of Start up HR Solutions, CEO or Founders will have menu card of model to choose, considering the size of the organization, growth plan and budget constraint.

For your kind perusal, we have mentioned three different models for Start Ups and tried to answer few frequently asked questions to build clarity in the next pages. We look forward to meet you at your convenient time to present the same and take it further.

You can reach our regional SPOCs to discuss and understand the model, alternatively you can send your inquiries to reach@husys.net.

Thank you and we hope to hear you soon.

Hyderabad: +919948078937 (ashvin.s@husys.net)! Bangalore: +919964312637 (vikram.b@husys.net)!

Delhi NCR: +919718691726 (naresh@husys.net)! Mumbai: +919967678664 (arti.a@husys.net)

Corporate Head Quarters at: Husys House, Lakeview Enclave, No.1-8-505/E/D/A, Prakash Nagar Extn., Opp: Begumpet Airport, Hyderabad – 500 016.

Regional Offices: Bengaluru | Delhi | Mumbai | Pune | Nagpur | Ahmedabad

Husys Start Up HR Services

(V 1.0)

FEATURES	Startup: Classic (Best for Startup with Founders)	Startup: Growth (Best Value for growing up to 10 Team)	Startup: Next League (Best-Value up to 18 people team)
Defining the People Strategy & HR Goals	X	X	✓
HR Orientation to Individual CEO (4 Hours) (Along with Administration of the People Matrix Questionnaire & Feedback).	X	X	✓
HR Orientation to CEO (Pooled with other CEO's scheduled at certain frequency)	✓	✓	✓
HR Remote/Email/Phone Support	✓	✓	✓
Organizational Design (Used for Role Structure, Role & Responsibility Drafts etc.)	X	X	✓
Organizational Structure (Organogram update every Quarter)	✓	✓	✓
Employee Agreements	✓	✓	✓
Salary Structure (As per the Income tax regulations)	✓	✓	✓
Employee Joining Kit (To be administered internally)	✓	✓	✓
Employee Joining Formalities (Onsite/Offsite)	✓	✓	✓
Induction Module for Employee Joining	X	✓	✓
Recruitment of Staff (Each Valued @ Rs.10000 if hired externally)*Less than 3 years of experience professionals (Or CTC less than Rs. 2 lakh) only.	1	2	4
Additional Recruitments @	8.33% of CTC	7.5% of CTC	7% of CTC
Requirements Promoted on Husys Website/Postings with company logo/name.	X	X	✓
Recruitment Support (No. of profiles Screening & Interviewing-Telephonic only) (*Sources to be charged separately or provided by the Organisation.)	24	48	75
Employee Joining Negotiations	2	10	As per hiring plan
Customized Interview Rating Sheet	X	✓	✓
Policy /Processes (Choose from the list provided separately)	1	3	5
Statutory Obligation Advice	X	X	✓
ApHusys-HRIS Online Version (Base Value : 1.5 K p.m up to 20 people & Additional Value of Rs.50/ per Employee/month)	X	X	✓
Allowed to place our sr. profile on your website as HR Head/Advisory Role.	X	✓	✓
HR Representative Visit onsite (Hours)	20	36	60
Assigned HR Representative	X	X	✓
Employee Orientation once in 3 months	X	✓	✓
Pre-Paid Price (For 6 months)	Rs.30000/- (Rs.5000/-Per Month)	Rs.66000/- (Rs.11000/- per month)	Rs.120000/- (Rs.20000/- per month)
Option(If Paid in 2 PDC's : 1 st at Start, 2 nd at beginning of 3 month)	Rs.33000/-	Rs.72000/-	Rs.130000/-

Key Terms

- * Above prices are inaugural and designed for the development of Start-ups. Subjected to revision at the sole discretion of Husys.
- * Any policy would be customised as per the needs and business objectives of organization. The organization can choose from the list of policies as per the need.
- * Additional Hours of visit by HR Representative would be charged separately (Fee based on the Associate or Sr. Consultant Level). Time Sheet would be provided for the effort.
- * Service Tax applicable as per Govt. of India Rules.
- * Any additional efforts requested would be charged as per the agreed fee and confirmed by the CEO through written mail. Recorded through a Time Sheet.
- * Fee is non-refundable once paid. Any change in the requests can be confirmed and agreed in writing by email.

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Your Questions Answered Here!

Q. Why Start-up HR Solution?

Ans: Many Start-ups struggle to hire the right set of people and retain with a right set of programs within the organization. It also helps the prospective employees to choose them as an interesting way to grow their career (How do they mitigate the lure of a large organization). Further this HR Solution is to help the start-ups to project a better confidence to the prospective clients/customers in delivery.

Q. What are the Areas a Start-up should look at HR Issues?

Ans: **HR systems** always have to be implemented based on the **stage of business cycle**. Start-ups require support primarily in the areas of building the first set of employees who are going to define their existence for future. Hiring the best people and giving them the right set of salary structure and benefits to keep them engaged. Also they need to focus on the culture building from the day-one. HR programs help in building that initial clarity of Vision, Mission and culture with fundamental values that the initial teams want to establish. Basic HR Processes, Hiring, Training for better output and preparing for multi-tasking would be the job of HR at start-ups.

Q. What is the Uniqueness in this model?

Ans: The experience of 10 years by Husys is a big plus. Today every start-up needs not to re-invent any wheel for quick growth and multiply business. Husys experience is a fundamental force in building and managing people based practices for better business deliver and faster way to reach to market.

Q. How is this Value for my Money?

Ans. Hiring an experienced HR Head or HR Consultant would be very costly and also hiring full-time HR resource to support also may not bring the value to the business. Husys unique combination of the HR Advisory coupled with Hands to deliver on ground with support IT makes it invaluable for startups.

Q. Where are these services delivered?

Ans: All the services are delivered from Husys BackOffice. There would be some onsite visit to help to translate and implement some of the documentation and employee interaction for expectation management. Most of the works delivered through the email/phone/Skype communication.

Q. Whom are these services targeted?

Ans: a. Startup entrepreneur with an Idea b. Team of Founders c. When beginning to Hire a single Team member d. Start-up looking to grow from 2 employees to 20 employees.

Q. Is this service specific to any Industry?

Ans. First things first: A start-up is a start-up in any Industry. Husys has the capability of building HR for more than 10 different industries. Who knows there are better start-up practices that you can draw with Husys experiences.

Q. How is it useful to Husys with this Model?

Ans. We want to catch you young. We are here to share your difficulties and enjoy the benefit of growing. We grow if we help you to grow. After all we are in business, it works when we make you successful. Building profitability for Husys through a long-term partnership

Q. Why 6 months lock-in?

Ans: To understand and appreciate mutual benefit would take time initially. The shorter the terms it becomes costly in allocating resources from our side which means high cost to you. Hence we would like to pass on the cost benefit over period with a certainty of support.

We look forward to build the Human Synergies at Start-ups to live our Vision: "**Synergizing Human Potential for Business & Society**"

Visit for more HR Tips & Experiences for SME's

www.hrsme.blogspot.com

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