

# RR GROUP OF BUSINESS SOLUTIONS

***“Your Business our service”***



RR GROUP OF BUSINESS SOLUTIONS, started in the year 2019 with a vision to make the SMEs [Small and Medium Enterprises] of the country get a proper structure for their businesses and their human resources leading them to succeed. We strive hard to achieve our mission to enable the businesses of our clients. With our dedicated and experienced HR professional team, we are now pioneers in handling the HR Function Management and HR Consulting Services in the diverse field within it. We have handled HR Function Management projects with the modernized methods for our Local, SME clients.

We are lean and agile in adapting to the dynamic changes in modernized methods of technologies. Which is a one-stop solution for complete HR solutions and this is one of its kind in the market. We are well known for providing technologically innovative solutions through an ongoing commitment to quality, and excellence in our field.



## “Words we live by”

**Vision:** We see RR Group of Business Solutions growing to help organizations expand by providing complete solution for their growing Human Resource needs.

**Mission:** Our mission is to devise efficient and cost-effective HR solutions which are tailor made for each organization. We achieve this by supporting the new wave of change in raising and developing operational standards and thereby contributing to the success of individuals and business enterprises.

**Values:** Building Impeccable relationships with clients as a key business partner rather than a talent solutions provider. Ensuring that every individual we recruit is treated fairly and offered all his basic human rights. Focus on finding a win-win business solution that satisfies the interest of all the parties.



## **Finding the best People for the Job**

Finding the precise balance between professionalism, talent, expertise, requirement, company culture & values, business objectives can be harder than it appears. With our consultative approach and industry focused expertise we partner with our customers and help them in finding the relevant talent within the given timeline. Our clients rely on us for the below mention essential services:



### **Executive search**

our consultants are fully trained in the processes of both domestic and international executive search. We are able to source senior professionals and those with rare skill sets at all levels who are difficult to attract through advertised selection and database resourcing. This approach also ensures confidentiality is maintained when dealing with sensitive senior positions. We have an in-house research team who are up to date with current market trends, and have a deep understanding of the individuals within it.

### **Contractual Staffing**

“Getting the job done for you” Sometimes the most effective solution is not to recruit your workforce directly but to take advantage of a skilled outsourcing agency to acquire flexible human resource. RR GROUP OF BUSINESS SOLUTIONS offers contract staffing where employees are on boarded as per client specifications. We also create comprehensive manpower supply solutions either by the day or for the duration of the project. Whether you are looking to have a project completed quickly or provide added support to an existing team during a busy period our temporary staffing solutions can help you complete tasks, meet deadlines and keep your projects moving forward.

## Our Services:

1. Recruitment, Training & Development.
2. Payroll Outsourcing.
3. HR Lease.
4. Analyzing organizational structure and staffing needs.
5. Performance Management System.
6. Employee Engagement.
7. Talent Acquisition.
8. Benefits administration.
9. Employee Induction Programs.
10. Build HR Business Frame Works.
11. Audit Outsourcing.
12. Outplacement.
13. Employee Productivity Management.



## HR BUSINESS FRAMEWORK

We build a strategic HR business process framework through strategic planning. An HR Business Framework designed to segment the employees with the specific objectives based on organizational Goals, Vision, and Mission. It helps the employees to get a clear idea regarding whom to report to and what will be its next stage of development in their job life-cycle.



An effective HR Business Framework of an organization must be built in a way that pleases both, the employee and the organization. HR framework and policies will act as a reference for the HR and employee to take any action accordingly.

## **EMPLOYEE ENGAGEMENT**

Employee Engagement is a HR strategy Resulting in the appropriate plan for all employees of a firm to deliver their best every single day, dedicated to their individual and organizational objectives and goals. Motivated enough to contribute to organizational success.



Employee Engagement is grounded in integrity, trust, two-way commitment to excellence and interaction between the organization and its employees. It's one of the HR strategies that develop the chances of business success, aid to organizational and individual productivity, performance and well-being.

Employee active participant in sharing their ideas, innovation, and knowledge in the development of product & services. Go the extra mile to attain company & individual success and Impart energy & positivity at a workplace. Make employee, love the work they do.

## **PERFORMANCE MANAGEMENT SYSTEMS**

Performance expectation act as a key to determine the performance of the employee throughout the year. It also helps both the employer and employee to match the performance with the expected, so that employee can be appreciated or provided some training and development programs to hone their skills.



By involving all its employees – individuals and members of an association. To advance organizational effectiveness in achieving of agency mission and goals. Performance Management ensures that all employees must know the level of performance expected from them in that role, also to achieve overall organizational objectives.

Setting the performance expectations doesn't mean the work of the employee for that role is confined to that certain limit. Performance expectations may go beyond the job description. When your employer looks for quality on the job performance, they focus on each and every aspect.

## **OUTPLACEMENT**

Outplacement Service Is the Way to Handle Retrenchment Which Covers Various Acts in India and Takes Care of The Employee Career Transition Program. Layoffs Are the Tough Decision Made by HR Because Of Their Relationship with Employees.

When employee suddenly gets laid off from the company, there may be lots of responsibilities associated with that salary. Employees get into frustration and disappointment. The outplacement service provider first emotionally builds the employee by communicating with their family members and then provides them the path to get the job of their interest.

With RR Group of Business Solutions, It's Never Been Hard for Your Next Move Exploring the Opportunities for You Outplacement Service Ensure A Smooth Exit From An Organization And Transition To Another Organization With Confidence. Outplacement Speaks About the Employer Dignity and Respect Towards Their Employees, Even After They Lost Their Jobs, Whatever May Be the Reason for The Exit.

## **HR AUDIT**

The analysis of your complete organization to find out the pitfalls in an organization, in implementing federal & labor laws and other business functions & operations. It also ensures that the firm every operation is carrying out in a competitive manner.

HR Audit is the practices which company carried out on a periodic base to ensure everything in the firm is running competitively. Human Resource audit can help the HR to explore whether HR functions are practiced according to federal & labor laws and how well they're implemented the HR practices.



It's an audit from the scratch, which covers most important aspects of the HR department. Starting from designing the organizational structure, HR policies, procedures, & Practices are reviewed. The necessary procedures and policies for Family and Health are thoroughly checked in an audit.

## **HR OPERATIONS**

Recruitment, Orientation, Maintaining good working conditions, Employee Engagement, Training & Development, and Smooth exit of the employee are the most common roles of HR that needs to execute in any organization. In small companies, they don't focus more on the (HUMAN RESOURCES FINANCIAL MANAGEMENT) HRFM needs. But it will add great impact to their firm operations



Our RR GROUP OF BUSINESS SOLUTIONS team is expert in analyzing and tackling the issues concern to the HR Function Management services. That makes the business owners run their business competitive in the market.

Our Team analyzes the ability of the organization and set up the structure of works to be carried out by the organization so that products/services to be delivered to the clients is on time with maintaining their quality. We organize the regular meetings for describing the roles and set up the communication plan.

# **TALENT ACQUISITION**

RR GROUP OF BUSINESS SOLUTIONS, professionals can utilize their expertise in finding the right talent for you. It's a very systematic procedure that has gone through many analyzing steps for appropriately fulfilling the organizational outcomes. With the Talent Acquisition, a firm can completely utilize the skills of an Employee.



The main motto of talent acquisition is not to fill the vacant position, but to find the right talent which best fits the position and which maintains the employee retention. Talent Acquisition is generally taken care of the big challenges faced by the organizations, in recruiting the rare skilled employees.

Talent Acquisition helps the firm to build their employment branding practices and hire the skilled employees following corporate hiring mechanism, to make better recruitment decisions, to advance and future-proof the workforce, Mitigate risks and Increase efficiency.

## **HR LEASE**

HR works look Simple, but actually, they are not. It will be easy to handle only if you have an effective HR management. For startups and SMEs, generally, they don't focus more on HR management and services. But for any growing company, the need to effectively plan and recruit the right talent is imperative.



Our dedicated professional team is well qualified and holds enough experience to handle the HR services to our clients without compromising on the quality of service. We are focused to reach our target at any time. It's a good option for SME's to opt HR Lease than to hire an HR of their own.

HR lease will take care of the complete administration and HR tasks starting from structuring the organization till the exit of the employees in a standard manner, you will get the highly professional HR and you need not worry about the payroll errors or may get fail in implementing any legal laws of employment.

## **AFFINITY SERVICES**

We completely analyze and protect the financial assets of our clients. We provide necessary suggestions and information to improve and maintain their health policies. We want our clients to succeed in every step of their business needs. We offer a customized solution while offering our utmost commitment to honesty, ethics, and integrity.

Our Group Medclaim and Group Personal Accident policies cover the complete medical emergency requiring the member to be hospitalized or based on the situations or according to the insurance policy guidelines. We believe delivering utmost care to the employee. On the go, employees are the one who takes care of every business operation.

We understand the needs of your business and create an innovative Cost-effective solution designed to improve the value of your program. Our policies cover the employer needs and also satisfy employees with their health insurance needs, thus, provide greater value to your business. Our RR GROUP OF BUSINESS SOLUTIONS team is ready to help you in increasing your revenue potential and meet your objectives.

**Systems:** Rare combination of systems and process orientation with entrepreneurial decision making flexibility at every stage of value chain.

**Methodology:** Well trained consultants with the approach and search methodology to deliver across sectors, industries, functions, levels and cultures.

**Management:** Dynamic management comprising of first-generation entrepreneurs, bringing complementary expertise into the company.

**Values:** Strong belief in Discipline, right Attitude and the will to Re-engineer.

OFFICE ADDRESS:

NO 01/05, Near Shaneshwara Temple, 3<sup>rd</sup> Cross, Bharani Complex, First Floor, Durgigudi, shimogga-577201.

Contact No: +91-6363565865, 7795362779



**THANK YOU**