



**GreenHRM** Solutions  
*Breaking Stereotypes*

A brief about us

# Ground Rules

(Building organizational culture)



Safety Pause

**P**AUSE before you start   **A**SSESS possible hazards   **U**NDERSTAND how to proceed safely   **S**HARE your plan with others   **E**XECUTE the activity safely



Keep your mobile on vibrate



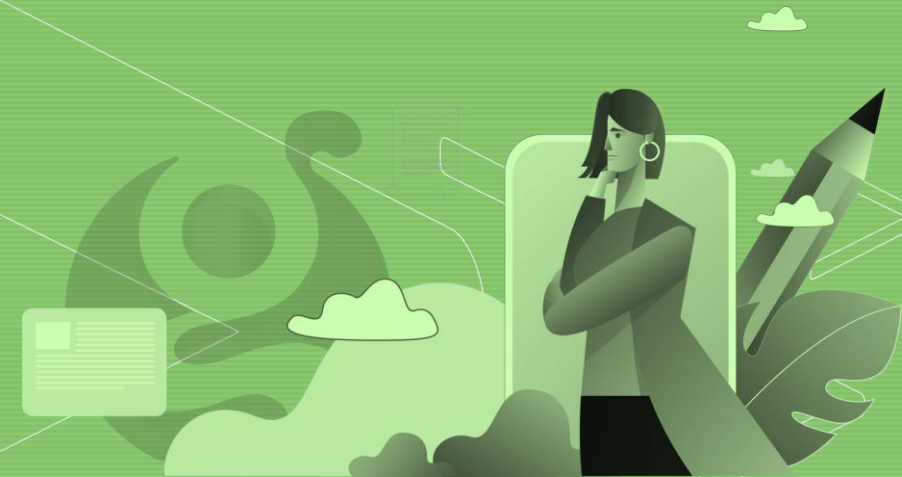
One conversation at a time



Self/Time discipline

# Content of the Presentation

- Why GreenHRM Solutions
- Who we are
- Our Mission, Vision & Core Values
- Market Segmentation & Understanding of Business Model & Plan
- Summary of Individual Business Verticals
- Summary of Business Horizontals & Strategic Collaborations
- People Focus, Management & Leadership Practices
- Strategic Advantages to Clients
- Our Esteemed Clients
- Our Founder & Co-Founder
- Our Team



# Why GreenHRM Solutions?

## Problem Statement

We all are well aware of the ongoing global climate change, people have started to realise the impact on nature and the disasters it may bring as a response of our negligence. Human attitude, behaviour and habits, are one of the main contributor of this global situation.

## Solutions

**GreenHRM Solutions** intend to connect with all the HR Professionals to contribute in its own way for sustainable growth of the organisation. Our unique proposition will help in revisiting and recrafting HR Policies, Practices and Systems which sensitizes employees of the organisation towards green and sustainable use of resources for the benefit of all the stakeholders.

**GreenHRM Solutions** is a full stack HR Consultancy organization which strongly feels that **“Natural Resources, like Air, Water, Mother Earth & Sun Light is what we all have in common”**, hence it's our collective responsibility to avoid any dent & scars.

# Who we are

**GreenHRM Solutions** is a new start-up company, established on 10.08.2022, is uniquely equipped to provide environment-friendly, innovative and disruptive HR Products and Services. We intend to bring a fresh perspective to the HR Domain. Both, **Founder & Co-Founder of GreenHRM Solutions** have driven various Strategic HR Initiatives and people agenda during the most dynamic phase of the organization, they have served, contributing to the business growth. We strongly believe that business must be a part of solution, a business will have to change the way it is run.

**We have realised very early that there is no Business as usual anymore.**

**GreenHRM Solutions** will be managed by a team of Talented & Experienced Professionals who have worked with reputed Corporate Houses and have the capacity, capability & passion to sensitize our clients to adopt environment-friendly HR Policies, Practices, and Culture in their organization.



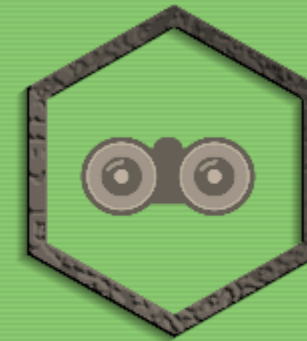
# Our Mission & Vision

We at GreenHRM Solutions feels that Mission and Vision Statements provide direction for everything that happens in the organization. They keep everyone focused on where the organization is going and what it is trying to achieve.



## Mission

Stimulate the field of HRM to expand its role in the pursuit of environmentally sustainable business venture.



## Vision

Provide innovative, path breaking, cost-effective and environment friendly HR products and services by adopting new age digital platforms to delight 1000 customers by 2030.

# Our Core Values

We at GreenHRM Solutions feel that values lay the culture foundation for what the company cares about most. It provides a common purpose that all employees should understand, work towards, live by and also it guides how employees are expected to behave with all the stakeholders :

## SIMPLICITY

Be Simple and provide simple solutions to Complex Problems. Impossible word won't exist. Be a Lean, efficient & professionally managed enterprise which enables decision making at all levels.

## PASSION

Listen to your heart and mind. Be willing to suffer for what you love doing. Follow your Passion to live a fulfilling life. Put yourself out of the comfort zone. Change the rules of the game.

## INNOVATION

Embed Imagination, Creativity, Ideas, Suggestions, into your working. Continuously innovate products, services and bring on table the very best HR policies and practices.

## COLLABORATION

Be ever willing to explore more options and be open to collaborate with individuals, HR/SHE/CSR/IT /Procurement professionals, organizations & service providers.

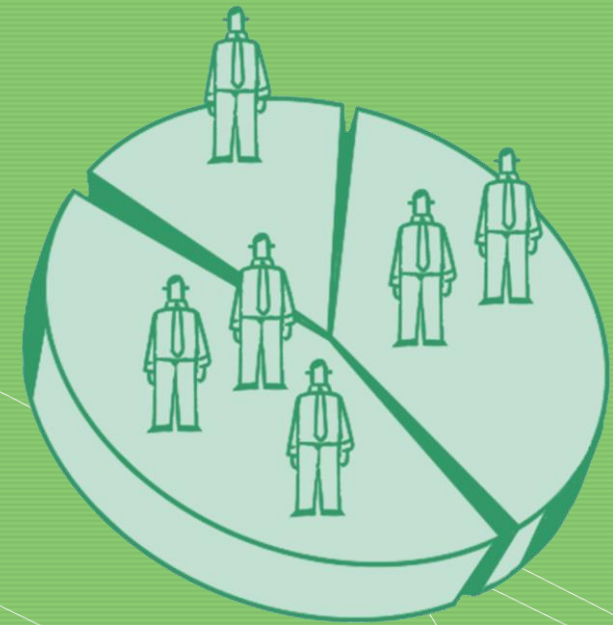
## ENVIRONMENT

Break stereotypes, understand future blind spots and realise the importance of Environment over Economy. Consider Environment as a survival strategy. Walk the talk in true sense.

# Market Segmentation

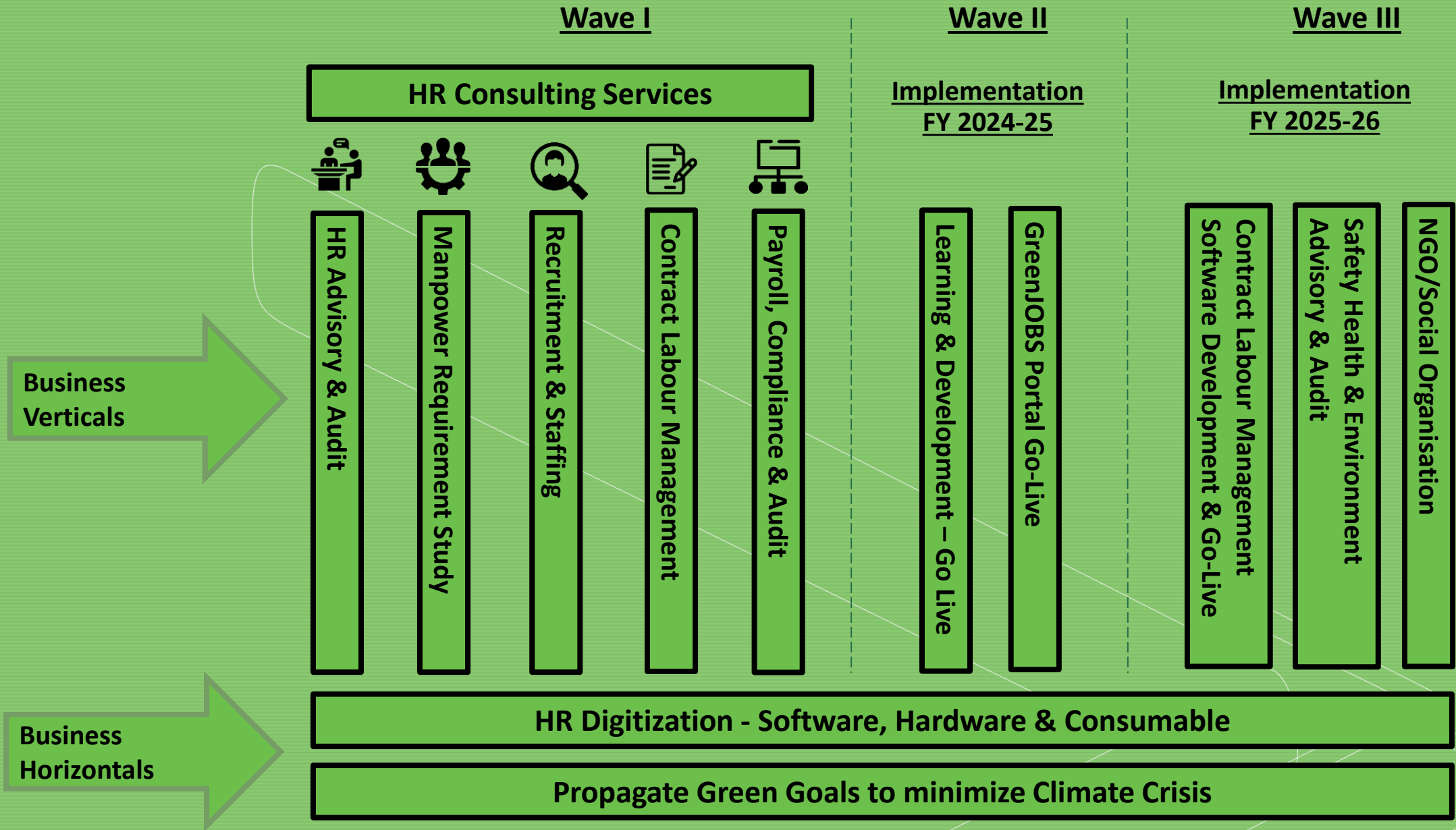
We look at our market in six different segments and we are ready to cater to their needs looking at their size and capacity :

- Iron & Steel
- Power
- Cement
- Mines
- Chemical
- Automotive
- IT
- Support Function
- GreenJobs





# Business Model & Plan



# HR Consulting Services



## HR Advisory & Audit

Each client's needs are unique. Therefore, the solutions developed are not “off the shelf”, but that are tailored to each client's unique requirements, and aligned with their specific business objectives. We go the extra mile to ensure that our client's business needs are met, even if it means going beyond the scope of what is strictly HR. We welcome challenges, and consider ourselves as true **Business Enablers**.

We help establish an HR infrastructure that will effectively support your business needs **from Day 1**. Some of the areas we customize to effectively and efficiently cover are listed below :

- **Study the existing HR Systems, Process & Policies**
- **Revisit Vision, Mission, Core Values & HR Policy (If required)**
- **Determine HR Strategy and Philosophy and deploy systematically**
- **Design Organization Structure including creating of Job Descriptions for all key roles & Grade Ladders**
- **Develop HR Policies and Employee Handbook**
- **Develop Key Processes & Systems – From Hire to Retire and Review and bring focus on Manpower Cost Management**
- **Suggest management on Reward and Recognition Programs best suited to their environment**
- **Periodically Audit HR Processes and Systems and highlight the gaps to the management and suggest areas of improvement**
- **Determine the scope of Digitization and advise the management for gradual adoption.**
- **Suggest HRIS which are critical to business success.**

The key to the success of any solution is its **effective implementation**. Recognizing this, we not only provides advice, taking into account the organization scenario, but also *aids in the implementation* of the solutions proposed.

# HR Consulting Services



## HR Advisory & Audit

***One of the major HR Advisory Services includes Talent management, which*** remains a top business and HR issue, an organizations faces. Talent Management is a constant process that involves attracting and retaining high-quality employees, developing their skills, and continuously motivating them to improve their performance. The primary purpose of talent management is to create a motivated workforce who will stay with your company in the long run. The exact way to achieve this will differ from company to company.

Talent Management Vertical understands the complexity and many organizations are finding it difficult to navigate the way forward. Technology, globalization, and growing government regulation are reshaping the way people work, learn, collaborate, and lead. New, innovative HR programs are becoming essential to attract and keep critical talent in an increasingly demand-driven talent market.

Our expert team will ensure that your people strategies enable your business strategy designed just for your company to gain optimal results. Our team is capable of understanding your business & will customize below:

1. Building High Performance Work Culture Framework
2. Performance Management
3. Compensation and Benefits
4. Learning & Development
5. Leadership Development
6. Succession Planning
7. Diversity & Inclusion and
8. Talent Analytics.

# HR Consulting Services



## Manpower Requirement Study

Manpower Requirement Study is one of the most sought-after specialization which helps organization in manpower assessment and planning, manpower study, cost effective manpower model and manpower optimization of complex processes, systems, improving and implementing integrated systems of people, money, knowledge, information and equipment. Industrial engineering is central to manufacturing operations.

**We take it forward from:**

- **Knowing Client Business & Various Processes**
- **Identify Management Concern / Pain area for Business Excellence**
- **Define Scope of Service & Potential Improvement**
- **Spectrum of Industrial Engineering & Management Study**



# HR Consulting Services



## Recruitment & Staffing

Helping Organizations Match Great Talent with Great Opportunity

**Recruitment Services for Leadership and middle management positions:** The ability to attract and retain desired talent is critical for achieving business goals. We are an end-to-end recruitment solution provider to integrate and transform hiring across business units and can provide the best-in-class recruiting support, who will drive your organization's growth and success through the following services.

**We make hiring your growth accelerator.** We understand that your company's journey, recruitment challenges and goals are unique. Our recruitment process outsourcing (RPO) solutions ensure that you have the right people and processes in place to deliver results/targets. That's why our RPO solutions are customized to suit your business challenges :

- Source talent using models best suited for achieving your specific hiring goals and in response to economic demands
- Developing our own Job Portal (**Under Construction**)
- Unique & Innovative Concept to enrich our data bank - **Referral Program - Let's grow together**
- Robust Candidate Screening
- Boost the output of your in-house talent acquisition team
- Support negotiation process (**if desired by our client**)

**Our Unique Proposition (Focus Area) :** We exclusively provide employment platform/opportunity to the undermentioned pillars of the society who needs a little support and handholding from the corporate world:

- **Physically Challenged**
- **Transgender Community**
- **BPL background**
- **Ex- Defense Personnel**
- **Professionals with Career Break**

Its not just about D&I mix, but about appreciating each section of our society who are willing to contribute to the growth of our country.



# HR Consulting Services



## Recruitment & Staffing

**Mass Recruitment Services for Junior Executives & Non Executives:** We provide start to end solution for Mass Recruitment by providing enough matching profiles/candidates for interview on the desired date of event. We support our clients to meet ever increasing demand of junior management & non staff requirements in a very innovative services and we are the pioneer service provider.

**Following activities are undertaken at our end:**

- Understanding of Scope of Work
- Plan for conducting Interview
- Target organization for sourcing candidates
- Use of own website, recruitment portals & social media platforms for Inviting prospective candidates
- Shortlisting of Candidates
- Communication to Candidates for inviting them for interview
- Booking of Venue for stay of panel members and for organising the Event



# HR Consulting Services



## Recruitment & Staffing

Mass Recruitment continues.....

<b>Scope of GreenHRM Solutions</b>	<ul style="list-style-type: none"><li>➤ Engagement of dedicated 5 member team for one day of Mass Recruitment.</li><li>➤ Shortlisting of relevant Candidates against the requirement.</li><li>➤ Communication to the relevant candidates for attending Interview.</li><li>➤ Arrangement of Interview Cabins for panel members, waiting hall for Candidates, Registration counter, Travel Reimbursement counter, etc</li><li>➤ Interview Assessment Forms and Formats will be provided.</li><li>➤ Arrangement of Break Fast, Tea/Coffee, Biscuits, Lunch, Snacks, etc.</li><li>➤ Close coordination with Panel members as well as Candidates.</li><li>➤ Travel reimbursement for outstation candidates.</li><li>➤ Local Liaison to ensure smooth running of recruitment activity.</li><li>➤ Handover of all the Documents, Resumes, Forms &amp; Formats to the client for onward action.</li></ul>
<b>Scope of Client</b>	<ul style="list-style-type: none"><li>➤ Finalization of Vacancy with Age, Education, Experience &amp; Monthly/Annual CTC, additional benefits over and above CTC.</li><li>➤ Share about the organization and there competitors.</li><li>➤ Finalization of Dates, Panel Members &amp; HR Team.</li><li>➤ Above details to be shared at least 12 days prior to the date of interview.</li><li>➤ Arrangement of Panel Members travel to venue and back.</li></ul>
<b>Value Proposition to our Clients</b>	<p>We propose to close 50+ Candidates each day. We assure our clients to invite 3-4 candidates matching profiles at the venue for physical round of interview. This activity provides multiple benefits to our clients in terms of cost and speed of recruitment.</p>

# HR Consulting Services



## Recruitment & Staffing

**Staffing Services** is a great option which provides hiring flexibility to companies where the headcount moves in accordance with Organizational Need/Performance and Business Environment. GreenHRM Solutions will be responsible for the professional handling of processes like Flexi /Temporary Recruitment (those will be under our payroll) by our dedicated team.

GreenHRM Solutions will hire and align as per your staffing requirements so that you can focus on your core business. Some of the benefits are outlined below:

- **No Legal Hassle**
- **Easily respond to fluctuating workloads**
- **Stay Agile & Flexible**
- **Quickly fill open positions**
- **Keep Manpower Cost Low**

The client may also outsource the critical contractual staff or temporary staff or Fixed Term Contractual staff to our roll.

GreenHRM Solutions will manage the payroll of these employees, starting from Onboarding, receiving attendance to disbursement of salary to separation process. GreenHRM will comply with all statutory requirements, like :

- GPA & GMC : Value to be decided by the Client
- Maternity cover : Value to be decided by the Client
- EPF, ESIC, PT & LWF : As per Government norms.
- Salary Account : In any government bank.
- Employee's online portal (ESS – Employee Self Service) and issue ID Card



# HR Consulting Services



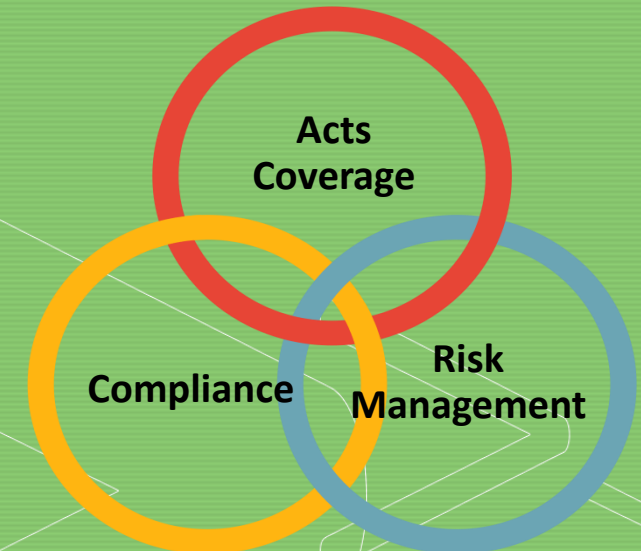
## Contract Labour Management

### Our Solution

An organization level, start to end, centralized, real time solution giving complete visibility covering entire scope of Contract labour lifecycle management. Will be supported with Software, Hardware, Consumables & Monthly Management. Software Customizations & Integrations with SAP / ERP systems will be provided to ensure seamless services. Implementation, Installation, Configuration, Training will be facilitated at your location.

#### Scope of Contract Labour Management Services are as under:

- Know your Customer & Know your Contractor
- Build Clarity on the Scope of Service/Work,
- On Boarding of Contract Labour
- Attendance Management of Contract Labours
- Payroll Management
- Statutory Compliance
- Off Boarding of Contract Labour
- Daily Management & HR-IS and
- Minimize your Business Risk.



# HR Consulting Services



## Contract Labour Management Services

### Break-up of our Solution

Contractor On-Boarding	Contract Labour On Boarding	Attendance Management	Pay-Roll Management	Statutory Compliance	Contract Labour Off Boarding	Contract Labour Management & HR-IS
Incorporation of Vendor Details	Uploading Contractor Labours Data	Shift Schedule	Management of Attendance, Leave, OT, Holidays, Weekly Off etc.	Compliance to contract labour (R&A) Act.	All Voluntary/Non-Voluntary Separation	Daily Management & periodic Reporting of any abnormalities/risks found
Form 5, Labour Licence, etc	Upload relevant documents & certificates & its verification	Attendance, Late Coming, Early Going, Prolong Absence, Absconding Case	Consent from Vendors before finalization of Pay-roll	Compliance to Factories act, Child Labour Act, Inter state migrant worker	Restriction beyond 60 years and its F&F settlement.	Periodic Meeting with Contractors and sharing of any changes in the law pertaining to statute
PF, ESI, PT, LWF, GST, PAN, Bank Account Registration/Status	Police Verification, UID Verification, Bank Account, Safety Induction & Medical Examination Report	Leave, Holiday & Weekly Off Management	Processing of Monthly Pay-roll	Compliance to Payment of Minimum wages & Payment of wages & Equal Remuneration Act	Absconding cases, who are absent without intimation for a defined period	Guiding Management for putting clauses in the work order pertaining to labour law compliance and safety compliance, Periodic Audits and Report submission
Vendor Code Generation & User ID & Password	Generation of ID & Punching Enrolment	OT Management and its analysis	Statutory payments & deductions for each individuals	Compliance to Payment Bonus Act	Appropriate action, Separation due to violation of company norms	Periodic Awareness Program for Contractors, ensuring compliance and protecting clients interest
Work Order Details	Management Approval for Enrolment.	Web Based Attendance Dash-Board	Generation of Pay-Slip of individual	Compliance of periodic record & returns and status	Blocking of absconding and long unauthorised absence	Ensure Discipline & Grievance Management of Contractors & its Labours and evaluate annual individual performance and submit report
Orientation Program for Contractors	Orientation Program	Management of MIS Report	Timely payment through bank & Salary Slip sharing	Monitoring & Verification of all records & licenses	Black listing, block entry of such candidature/vendor	Advice management in responding to letters from statutory bodies, Report for any deviation against WO
Creation of Contractor Master Data – Know Your Contractor	Compliance to companies CLM Policy, Creation of Contractor Employee Master Data and status as per work order	Availability of Contract Manpower and report any major deviation & Blocking abnormal cases	Contract Manpower Cost Dynamics and report any major deviation	Compliance Status as per risk analysis and suggest remedial action	F&F Settlement, Attrition analysis and talent loss analysis	Reports & HR-IS to be linked with 5C Model, Data Management & Data Analytics with real time Dash Board will be available periodically for management action

# HR Consulting Services



## Payroll, Compliance & Audit

**Payroll Services** - We expertise in facilitating and advising on Payroll Outsource Services and understand the pain areas. We highlight lapses and suggest corrective measures. We also do periodical review of records and create an audit trail. The detailed features of our services are as follows :

- Explain Systems, procedures and requirements to be complied with by the contractors engaged by the principal employer as specified in the work orders.
- Enable organizations to focus more on strategic and core business activities.
- Maintenance of Master Data
- Payroll Management of all employees
- Timely Compliance to ESI, PF, PT, LWF, etc
- Ensure timely payment and compliance, month on month and in case of any deviations report to the principal employer
- Any deviation by the contractors from the statutory norms, report the same to the principal employer
- Monitor the payments made by the contractors to their workers, including compliance to Minimum Wages through effective payment distribution management/process. In case of any deviation from the norms the same to be reported to the principal employer.

We understand the challenges faced by organizations in meeting statutory requirements, having dedicated resources and investments needed for the same. Our services are directed towards addressing all those needs and assist your organization to be 100% high risk compliant organization.

# HR Consulting Services



## Payroll, Compliance & Audit

**Statutory Compliance Services** which means following the rules and regulations laid out by the appropriate government departments. The ever-changing compliance landscape and increasing contract management have made it very challenging for organizations and startups to keep up with statutory compliance. Many organizations tend to overlook the importance of Contractors & Service Providers statutory compliances or fall short to keep themselves update with the latest developments happening with contractors area of operations. The lapses may lead to penalties and fines or even long-run litigations.

### **We expertise in Facilitating, Evaluating, Audit and Advising under HR Outsource Services**

We highlight lapses, do risk assessment and suggest corrective measures. We do periodical review of records and create an audit trail. The detailed features of our services are as follows :

- Explain Systems, procedures and requirements to be complied with by the contractors engaged by the principal employer as specified in the work orders.
- Audit the records of contractors every month and report the same.
- Obtain/amend/renew all applicable registrations/certificates/approvals and maintain records, registers, display notices, submit returns for Principal Employer and Contractors.
- Review all contracts and advise the management
- In the event of any deviation by the contractors from the statutory norms then report the same to the principal employer
- Procure & Display applicable statutory abstracts and notices in the premises of Principal employer
- Monitor the payments made by the contractors to their workers, including compliance to Minimum Wages through effective payment distribution management/process. In case of deviation from the norms, same to be reported to the management.

Our services are directed towards addressing those needs & assist organizations to be 100% high risk compliant organization.

# Business Horizontal

It will run alongside all the waves

## Digitization - Software, Hardware & Consumable

### Strategic Collaboration between GreenHRM & HRMates



# Business Horizontal

It will run alongside all the waves

## Tangible & Intangible Benefits of being associated with GreenHRM Solutions

By associating with our Products & Services, you are benefitted with many tangible & intangible benefits which ultimately reduces your cycle time & minimizes cost and above all minimizes your business risk. While enjoying our value added Product and Services you are also collaborating with us towards our commitment of providing environment-friendly innovative and disruptive HR Products and Services.

To mention a few, like:

- **Use of New Age Tools for Competitive Advantage, like, Innovation, Collaboration, Digitization, etc**
- **Optimum utilization of Resources through Aggregation**
- **Reduction in Carbon Foot Print and reduction in consumption of Energy & Fuel**
- **Reduction in Water, Air & Noise Pollution**
- **Adoption of 10R Concept (Rethink, Refuse, Reduce, Reuse, Repurpose, Replicate, Recycle, Repair, Refurbish and Recover)**

**Zero Harm to People & Planet, Zero Waste of Natural Resources & Zero Discharge within Globally Acceptable Limits**



# Business Horizontal

It will run alongside all the waves

## Driving GreenHRM Mission through various Business Verticals

While enjoying our value added Product and Services you are also collaborating with us towards our commitment of providing environment-friendly, innovative and disruptive HR Products and Services. To mention a few, like :

- Paperless Office
- Reduction in Carbon Foot Print
- Optimum utilization of Resources
- Reduction in Water, Air & Noise Pollution
- Reduction in Consumption of Energy & Fuel
- Use of unconventional vehicles for all official work
- Incorporation of Green Goals into KRA & KPIs of individual employees
- Aggregation of numerous activities to form a single meaningful entity
- Adoption of 10R Concept (Rethink, Refuse, Reduce, Reuse, Repurpose, Replicate, Recycle, Repair, Refurbish and Recover)

# People Focus

**We at GreenHRM** are striving to build performance-driven work culture where employees are motivated to perform at their best and achieve the organization's goals while embracing our organisational Core Values, Policies, Practices and Rules.

To create miracles we encourage Diverse & Inclusive work environment and bring in balanced mix in our total employment opportunities by onboarding people from :

- Diverse Social & Educational backgrounds,
- Having new age Knowledge, Skills & Abilities, from
- Diverse Ethnicities, Transgenders, Especially abled people and
- Professionals having Career Breaks and Ex Defense Personnel
- We have adopted people friendly HR Policy & Practices and tried to break the stereotypes. Since the entire HR function is IT enabled, so all the employees are mandated to use the platform.





# People Focus

Organisation Structure	- Will have Flat, Efficient & Professionally managed organization structure.
Appointment	- Appointment Letter, Onboarding, Email, Laptop, Job Clarity on the day of Joining.
Working Days	- Monday to Saturday (Sunday off).
Office Timing	- 10am to 6:30pm (Late coming / early going to be intimated to reporting manager to avoid disruption of work).
Lunch Timing	- Flexible (we encourage employees to enjoy having food together).
WFH (As per org. need)	- During the period of Motherhood/Fatherhood/Monthly Cycle/Unavoidable circumstances.
HRMS for Employees	- Digital Platform to be used for managing employment life cycle and move towards paperless office.
Payroll & Compliance	- Payment is made on 1 <sup>st</sup> of every month, employees are covered under ESI, PF, PT, IT, Annual Leaves as per relevant Act
Social Security	- Employees are covered under GPA, Medclaim, Gratuity, Maternity benefits, etc
Festival Holidays	- National & Local Festivals (Fixed & Flexible), will be declared by the Management for each calendar year.
Celebrations	- Employees Birthday, Marriage Anniversary, Festivals & Childrens Special Achievement.
Outstation Travel	- Company will arrange Travel & Stay and Local Travel will be based on Self Certifications at the site.
Retirement	- No age bar

Daily Performance Review by HoD	- Every working day at 10am and set the daily expectations
Weekly Performance Review by COO	- Every Monday (5:30pm – 6:30pm), based on Individual/Team Performance.
Monthly Performance Review by CEO	- 1 <sup>st</sup> of every month (4:30pm – 6:30pm)
Performance based Monthly Incentive	- 20 <sup>th</sup> of every month, based on individual and teams performance in the previous month
Annual Performance Review By Apex Team	- Between 25 <sup>th</sup> - 31 <sup>st</sup> of March, evaluate Annual Performance Bonus, Increment & Promotion
Job Rotation & Career Progression	- Periodic job rotation to meet Organizational Need, Cross Functional Learning and Career growth

# Management & Leadership Practices

**GreenHRM Solutions** will be managed by a team of Talented & Experienced Professionals who have worked with reputed Corporate Houses and have the Capacity, Capability & Passion to sensitize our clients to adopt environment friendly HR Policies, Practices and Culture in the organization.

We all know that we are living together in a shrinking Globe where technology is reinventing our lives in multiple ways. The Buzzwords (SMAC - Social, Mobile, Aalytics & Cloud) have perhaps become central to all aspects of organisation, and we can not ignore it in our organisation.

Apart from addressing SMAC, we will also keep an eye on (VUCA - Volatile, Uncertain, Complex & Ambiguous) business scenario and to mitigate that we have adopted our Core Values from Day One. We intend to strengthen our Core Values with every passage of time. Our management & leadership practices will revolve around and ensure its deployment at all the levels of the organisation. We will strive to reinforce these core values into our life to **SPICEup** clients business and bring new flavour on the table.

The culture foundation of **GreenHRM Solutions** is a framework which we call it as **SPICE** which revolves around Simplicity, Passion, Innovation, collaboration and Environment.

We have further adopted **5C Model, to strengthen our management & leadership practices in all our decision making:**

- Capacity                      - Manpower Number,
- Capability                    - Skill & Competence,
- Cost                            - Manpower Cost,
- Connections                - Communication and Digitization &
- Compliance                - Statutory & Moral Responsibility

# Strategic Advantage to Clients

Our unique Business Proposition may result in

- |                          |                             |                               |
|--------------------------|-----------------------------|-------------------------------|
| ➤ Greater Efficiency     | ➤ Reduced Carbon Footprints | ➤ High Employee Satisfaction  |
| ➤ Processes Improvements | ➤ Waste Management          | ➤ High Employee Engagement    |
| ➤ High Productivity      | ➤ Brand Building            | ➤ High Employee Participation |
| ➤ Cost Reduction         | ➤ Help in Attracting Talent | ➤ High Employee Involvement   |
| ➤ Energy Conservation    | ➤ High Employee Retention   |                               |

*Breaking Stereotypes*



# Some of our Esteemed Clients



**TATA STEEL Downstream  
Products Ltd.**



**TATA STEEL Utilities and  
Infrastructure Services Ltd.**



**Jindal (India) Limited**



**COLORSHINE**  
Steel That Delivers Trust



**Rungta Steel & Mines**



**Evonith**

Evonith Group, UK



**JAMIPOL**

Formerly Jamshedpur Injection Powder Limited

**Jamipol, Tata Group**



**Safal Group, Africa**



**AMALGAM  
STEEL**



**TATA HITACHI**

Reliable solutions



**ARJAS STEEL**

**ARS**

**STEEL**



**Liberty Steel Group, UK**



**Ashley**  
FURNITURE HOMESTORE



**Bright Tech Industrials  
India Pvt. Ltd.**



**kotak life**



**AKC Projects & Contacts  
Pvt. Ltd.**



**NATRAJ IRON & CASTINGS Ltd.**  
ISO 14001 and ISO 9001 approved Foundry with CNC Machine Shop.

**Mahendra Engg &  
Consultants**



**GreenHRM**  
Solutions



**AMIT SAHAY**  
Founder & CEO

## About the Founder

A versatile HR/IR professional with 27+ years of rich experience in Manufacturing Industry. Has embraced many challenging assignments within and outside his domain and got recognized for his contribution.

Was a part of Senior Leadership Team since 2006 having rich experience in the areas of HR Transformation, Organizational Restructuring, Strategy Development, Merger & Acquisition, NCLT, BIFR, Green & Brown Field Projects while working in different states like, Jharkhand, Orissa, West Bengal, Chhattisgarh & Maharashtra. Has worked in Group Companies like RKFL, Tata Group (TSDPL & ISWP), Jindal Group (JSPL & JIL), Uttam Galva, Liberty Steel and others and rose up to CHRO Position.

He is a certified external assessor and have done many Internal & External Assessments within Tata Group and beyond.



**JAYDEEP SARKAR**  
Co-Founder & COO

## About the Co-Founder

Have 20+ years of hands on experience in the field of Human Resource & Industrial Relations. Having major strength in the areas like, manpower planning and cost management, formulation of innovative HR policies, recruitment, contract labour management, Statutory Compliance and digitisation of HR function.

Has worked in a professionally managed corporate houses like Somani Group, Adhunik Group, Visa Steel, Tata Group, Jindal Group and others and rose up to HR Head position.

His major competencies lies in driving HR Excellence, quick decision making, Drive for Results and Implementation skills.





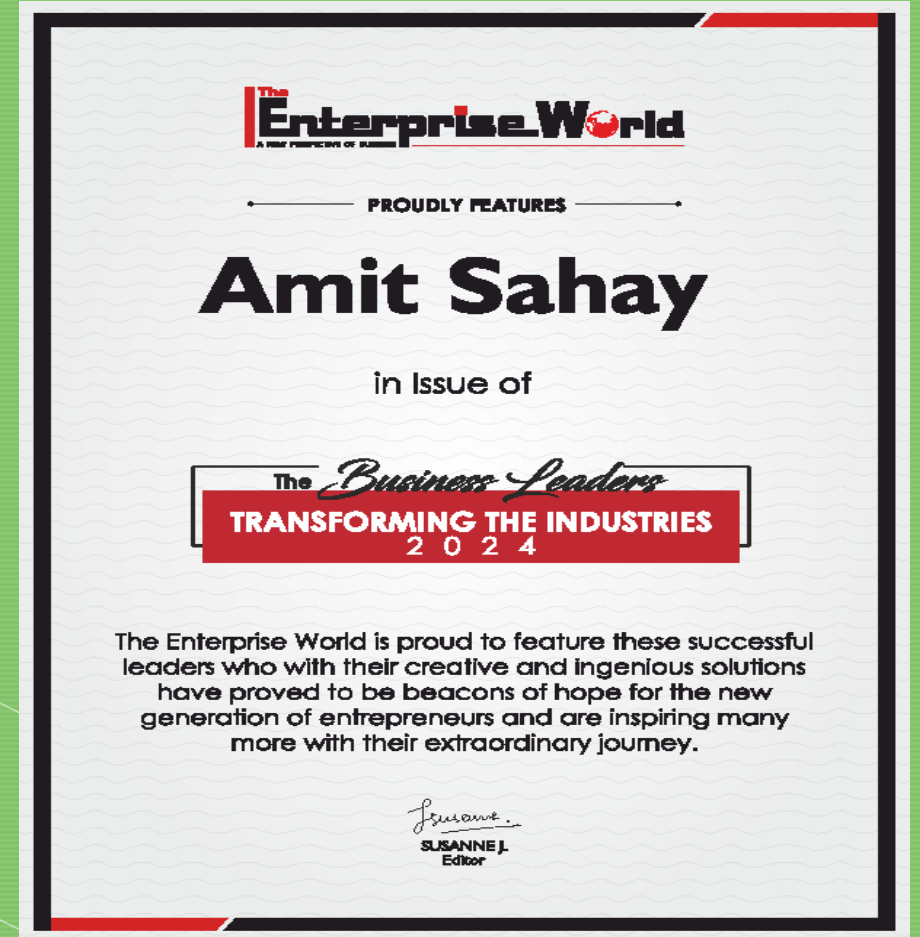
**MANISH MISRA**  
Principal Consultant

## Principal Consultant

An alumnus of Xavier Institute of Social Service (XISS), Ranchi-1990-1992 Batch, Manish is an experienced HR professional with 25 plus years of experience and a strong track record in HR business operations, HR process consulting, talent acquisition, and strategic HR leadership. He has a proven ability and expertise to streamline operations, implement digital transformations, and lead organizational development initiatives. With extensive experience across various industries, Manish excels in driving employee engagement, union management, and workforce optimization.

Manish has been associated with companies like PwC, DHL, The Statesman, Suzlon & Crompton Greaves. He brings a wealth of experience in HR leadership, process optimization, and strategic planning to enhance organizational effectiveness. Manish also excels in driving positive change and achieve results across diverse industries.

# Recent Achievement of GreenHRM Solutions



**CEO Insights** TOP 10  
CORPORATE LEADERS  
IN JHARKHAND - 2024





# Support Matrix

## Reach us



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## Matrix Levels

### Level - I



Customer Support



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### Level - II



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*Thanks*