



## Case Study: *HR process Outsourcing* [HRO]

## Client

A major player in IT Infrastructure, having all India presence, service provider to top 500 corporate & Government division

## Challenge

Talent acquisition [at remote & rural areas including Tier I & Tier II cities across India], Resource Augmentation & Manage Employee Life Cycle covering all statutory compliances

## Solution

Opportune established an instance of '**OPTHRO**' which is an offering from its HR Process outsourcing division of Opportune Technologies Pvt. Ltd [Opportune]. OPTHRO effectively automates HR processes using state of art software solution '**Opportune HRMS**' a web based enterprise HRMS application.

Opportune delivered this offering based on three capability pillars 1) Process 2) People and 3) Technology. Opportune executes its proven capability deployment methodology to make successful delivery of the solution.

## Process

OPTHRO defined following key processes –

1. Talent Requirement forecasting
2. Talent Market survey & setting benchmarks.
3. Talent Acquisition budgeting & planning
4. Process Initiation and detailed analysis
5. Identification and Sourcing suitable resources as per budget
6. Status tracking & Customer MIS
7. Follow Ups with resource for documents & verification
8. Execute Talent Acquisition & Joining process
9. Activate Employee self service [**Opportune HRMS**]
10. Manage Time, Attendance & leaves
11. Payroll Processing & disbursement into salary account
12. Manage & maintain compliances records for all its employees
13. Monthly Audit meeting with the customers
14. Have all required statutory licenses as per rules to operate in multiple states of India
15. Exit formalities – Reliving & experience letter, PF processing & Full & final settlement

## Benefits

*The above described solution has helped the client recruitment division meet the target of no of employees to be hired & deployed at client side, which directly helped the company in meeting their Sales target & SLA committed to the client*