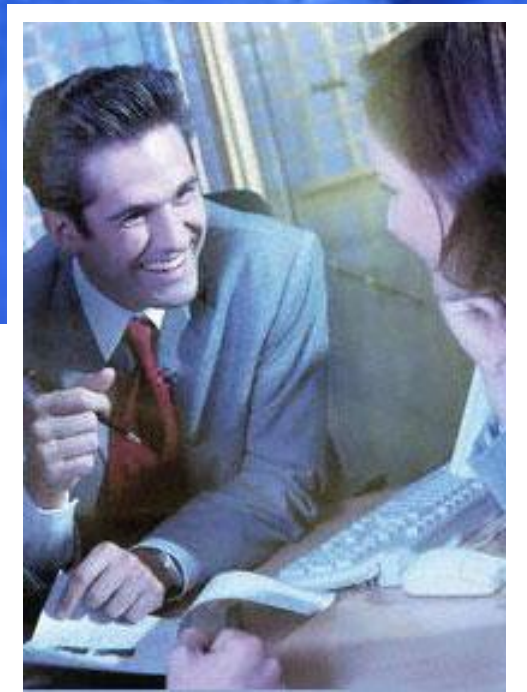


# HR PROJECT

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**R D Associates**

## Assignments



*People are the most important asset to any organisation. The growth of the organisation is linked to the extent the people within the organisation can grow.*

*Selecting, Managing, Developing and Retaining people have become predominately challenging for any organisation.*



**Assignments**



We are expertised in helping the organisations manage their intellectual capability – the people, through various organisation driven initiatives and projects.

## **HR Model**

**Retaining  
Talent**

**Developing  
Talent**

**Managing  
Talent**

**Selecting  
Talent**



Assignments



# Focus Areas...



## Selecting Talent

We are specialised in enabling organisation use psychometric tool towards their recruiting process to ensure hiring the right person for the right job.

- **16 Personality Factors (16 PF Report)** – This analysis the 16 personality factors and 4 global factors for any candidature when applied though this instrument.
- **DISC** – DISC profiling emphasizes on the following four factors of candidature – Dominance, Influence, Conscientiousness, Steadiness.



# Focus Areas...



## Managing Talent

HR initiatives and organisational development is necessary to keep people engaged and retain talent. We specialise in the field of enabling organisations in the following :

- HR policies
- Designing a Competency Framework
- Organisation Handbook designing
- Skill Inventory mechanism
- Employee profiling using MBTI, DISC
- Designing systems to integrate with HR
- Creative HR event designing
- Designing Organograms and automated headcount charts
- Designing the Performance Management System
- Designing the Reward System
- Designing organisation presentations
- Design and conduct employee climate surveys
- Team Assessment – based on Dysfunctional concept
- Design and define HR processes and systems
- Design Induction Docket



Assignments

# Focus Areas...



## Developing Talent

We are expertised in the aspect of providing Training & development on various aspects. We primary focus on the following areas in Training :

- Training Delivery
  - Conduct training workshops
- Training Solutions
  - Training Need Analysis
  - Design Training Plan
  - Develop Training Calendar
  - Training Execution
  - Training Feedback
  - Training Evaluation
- The MIS
  - Training Budget
  - Employees Mandays Record
  - Training Tracking Records

A graphic showing a close-up of a wooden desk with several paper clips and a pen, with the word 'Assignments' written in white text across the bottom.

Assignments



# Focus Areas...



## Retaining Talent

We are specialized in conducting various HR interventions within the corporate to help you retain talent. Some of these include :

- Design a Retention Strategy
- Design and develop welfare practices
- Individual career growth paths



We believe...

Valuing people ...

