



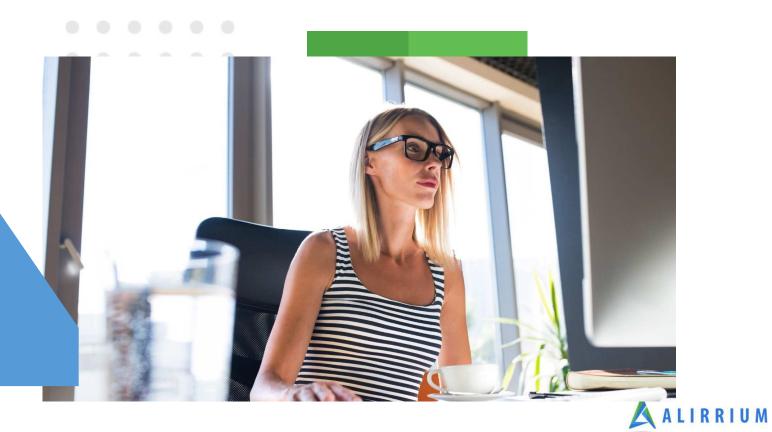


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Human Resources

Full Heat Maps



Heat Maps – Human Resources

Hire to Manage Manage to Engage Engage to Retire Create HR Strategy Train and Develop Manage Reporting Employees and Processes **Recruit and Onboard** Manage Employee Manage HR **Employees Performance** Helpdesk Compensate and Manage References Manage Payroll **Reward Employees** Manage and Maintain Manage Employee Manage Offboarding **Employee Data** Movements Manage Life-Time **Manage Organization** Offboard **Events and Special Management Data Employees** Requests

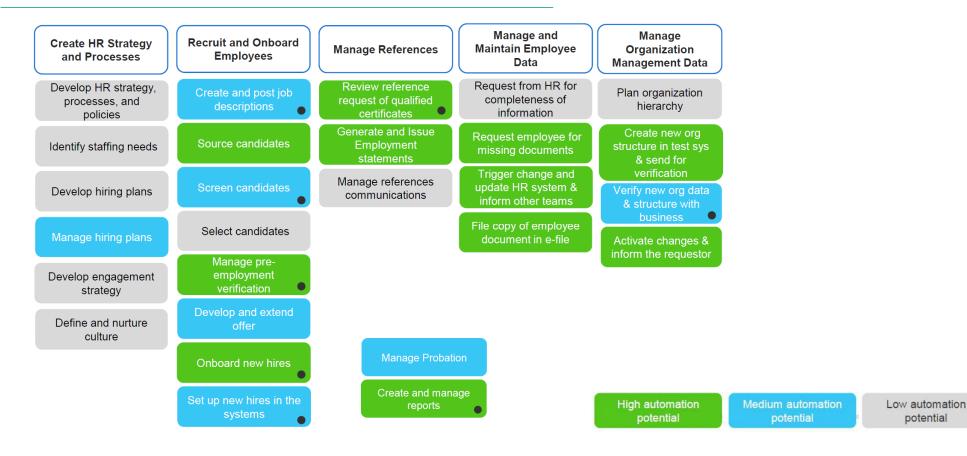








Heat Maps – Hire to Manage



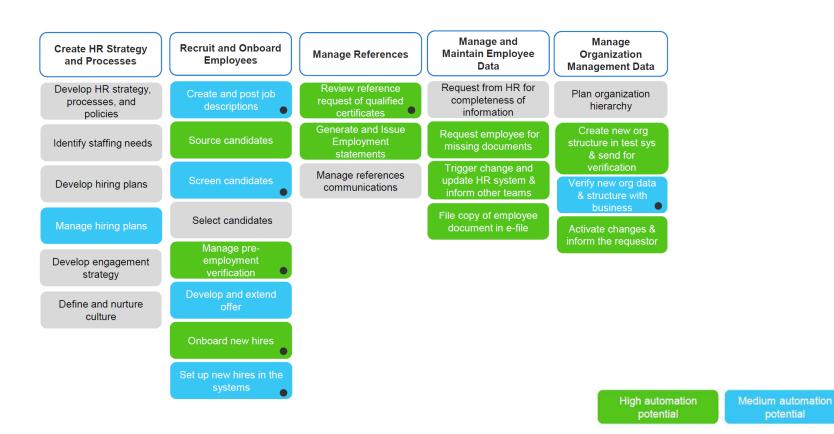




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Heat Maps – Manage to Engage







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Low automation

potential

Heat Maps – Engage to Retire

Manage HR Offboard Manage Payroll Manage Offboarding Manage Reporting Helpdesk **Employees** Develop offboarding Develop HR helpdesk Develop HR helpdesk Process payroll Create reporting strategy, and strategy, and interfaces for pension strategy, and calendar & send for processes processes contribution & loan repayments Manage employee off-Categorize and Service employee Monitor the reporting classify request Provide reporting schedule to identify Manage employee which report needs to Check employee Solicit employee placement services run in given period details in HR system. feedback Perform data assign request validation & recon Generate reports & PF, ESOP Transfer Service employee Exit Checklist tracking Identify data errors & quality check against the specs notify client of Form 16 - request **ID** Deactivation Solicit employee **Create Summary of** feedback the report Full and Final payment **Attrition Reports** Update knowledge Reliving letter base database **Exit Reports** Create and manage

> High automation potential

Medium automation

Low automation potential





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