



YOUR PEOPLE MATTER

Ensure your people are doing the right thing for you. Wholehearted leadership and authenticity is what drives and empowers a high performing team. Our purpose is to help your business understand your people better and unlock their potential. We add value by truly understanding your voice and we mould to your unique culture. Building long-term relationships is how we like to operate. Strategic partnerships creates meaning for us and the businesses we partner with.

THE PERFECT BLEND

Our work spans many industries and business types, so we have insight into current trends across the market. We leverage our network of specialists to add further value – offering a breadth of knowledge and expertise across employment law, change management, strategy, leadership, talent and recruitment. As a SME ourselves we understand the challenges growing businesses face. We give advice that is suitable for the size, scale and type of business you run.

WHAT IS OUTSOURCED HR?

Our outsourced HR service, centres around day to day advice and guidance for all staff. Support is available to suit you, this might be a regular onsite presence or ad-hoc, it is designed to flex up or down as needed. Providing both regular visits and on-call remote support and advice, our service covers entire spectrum of HR related activities.

OUR FORTE

- General HR Advice
- Performance Management
- Dispute Resolution & Employment Relations
- Change Management
- Restructuring & Organisational Design
- Management Toolkits
- Leadership & Executive Development
- Remuneration & Benefits
- Talent Management
- Reward & Recognition
- Recruitment
- Outplacement & Career Transitioning
- Health, Safety & Wellbeing
- Strategy
- Diversity & Inclusion

RECRUITING
Industry Best

COMPLIANCES
End to End

PAY ROLL
Confidential

REGISTRATION
All Kind

SKILL DEVELOPMENT
Govt Compliant

For more information contact us

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“You cannot mandate productivity; you must provide the tools to let people become their best.”

— Steve Jobs

PUT YOUR HR ON AUTO PILOT

With the help of your dedicated HR Manager, Elementz puts your HR on autopilot to streamline your HR, and automate your onboarding, policies, and even employee training.

WHAT IS THE ROLE OF HR IN STARTUPS?

Without an HR strategy in place for your startup, you risk allowing negativity and toxic work habits, leading to reduced employee morale and low employee retention. Main roles of HR that keep your startup running smoothly are

Talent Acquisition: Elementz will help you hire the right employees and ensure there are structured onboarding procedures in place.

Employee Training: Training new employees not only helps you beat your competition, it is also a major factor in employee retention. According to LinkedIn's 2020 Workplace Learning Report, a full 94 percent of employees would stay with an employer longer if they invested more in career development.

Record Keeping: HR departments are responsible for keeping business records, resumes, sensitive information, performance evaluations; for tracking sick time, vacation time, and workplace accidents; and for keeping other records.

Policy Creation: HR policies provide employees with a structured work environment. Elementz help you create policies on tardiness, benefits, employee evaluations, discipline, internet policies, dress and grooming standards, holiday leave, and more.

Company Culture Development: One of the roles of HR in a startup is to make sure the company lives up to its values by hiring people that align with the company's vision.

Legal Protection: One of the primary roles of HR is to make sure your startup is complying with central and state state and laws and regulations.

OUR APPROACH

We support you to get each link of the Employee Lifecycle working like a well-oiled machine. This includes all stages during Attraction & Selection, Onboarding, Coaching & Development, Performance, Career Planning & Succession and becoming an Alumni.

These core stages of the Employee Lifecycle are underpinned by the most important elements of Employee Experience – Communication & Engagement and Infrastructure.

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