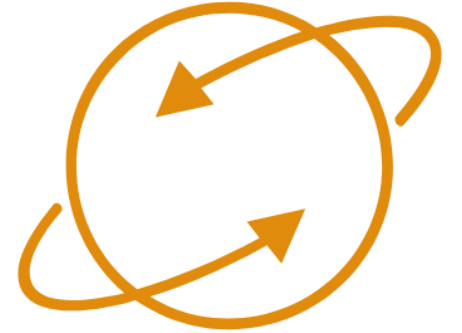




INSOURCEINDIA

Insourcing Services Case Study

- Human Capital
- Compensation & Payrolling
- Business Set-up
- Infrastructure Support





Denmark based Fintech Company

Problem Statement

We started working with a Demark Based company which provides intelligent process automation solutions for large corporates and banks.

Since the client was based in Demark they were unaware of the recruitment landscape in India i.e. skillset availability, market standard salaries.

The client needed a trustworthy partner to advise them on industry best practices.

The client needed skillsets like SAP ABAP, SAP Fiori, Data scientist, PHP developers, Solution architect etc.

The client needed help with Entity registration in India and didn't know where to start from.

The client was not compliant with Indian labour Law and required assistance.

Client needed support in payroll processing, compliance, accounting and audit as per Indian Laws

Denmark based Fintech Company



Solution

- InsourcelIndia drafted a recruitment plan of action after conducting a market map , hiring strategy , interview scheduling , follow-ups , Salary Negotiations , Offer letter Creation & successfully recruited & Onboarded 30+ candidates so far.
- We successfully filled the required positions by clients and the candidates are still with the client
- We have been successful with the entity registration of our client, although there were many challenges faced as the client was from Denmark
- Labour law – we have helped the client with the entire documentation, like offer letter, H R policy, leave policy and they are currently very compliant under labour law
- Since the Entity wasn't registered as yet. InsourcelIndia took the ownership of the payroll for all their employees. All Statutory Compliances such as TDS/PF/ESI is managed by InsourcelIndia.
- InsourcelIndia has helped them liaise with accounts & audit partners in India



Contact Us



Vachi Ventures LLP,
InsourceIndia.

#103, 2nd Floor, Bull Temple Road,
Bangalore 560019



info@insourceindia.com



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