STARS DO NOT SHINE IN THE DAY, KNOW WHOM TO PLACE WHERE AND WHEN

NI CONSULTING SERVICES (P) LTD.

BUSINESS ADVISORY | HUMAN RESOURCE | INFORMATION TECHNOLOGY

INFO@NICS.IN　　|　　WWW.NICS.IN

HUMAN RESOURCE CONSULTING PROFILE

CHENNAI HEAD OFFICE

81, Peters Road,
Royapettah,
Chennai – 600 014.

+91 44 4261 1486
+91 720 003 1432

BANGALORE OFFICE

LPS Complex,
2nd Floor, 118/8,
Harlur Main Road,
Bangalore 560102
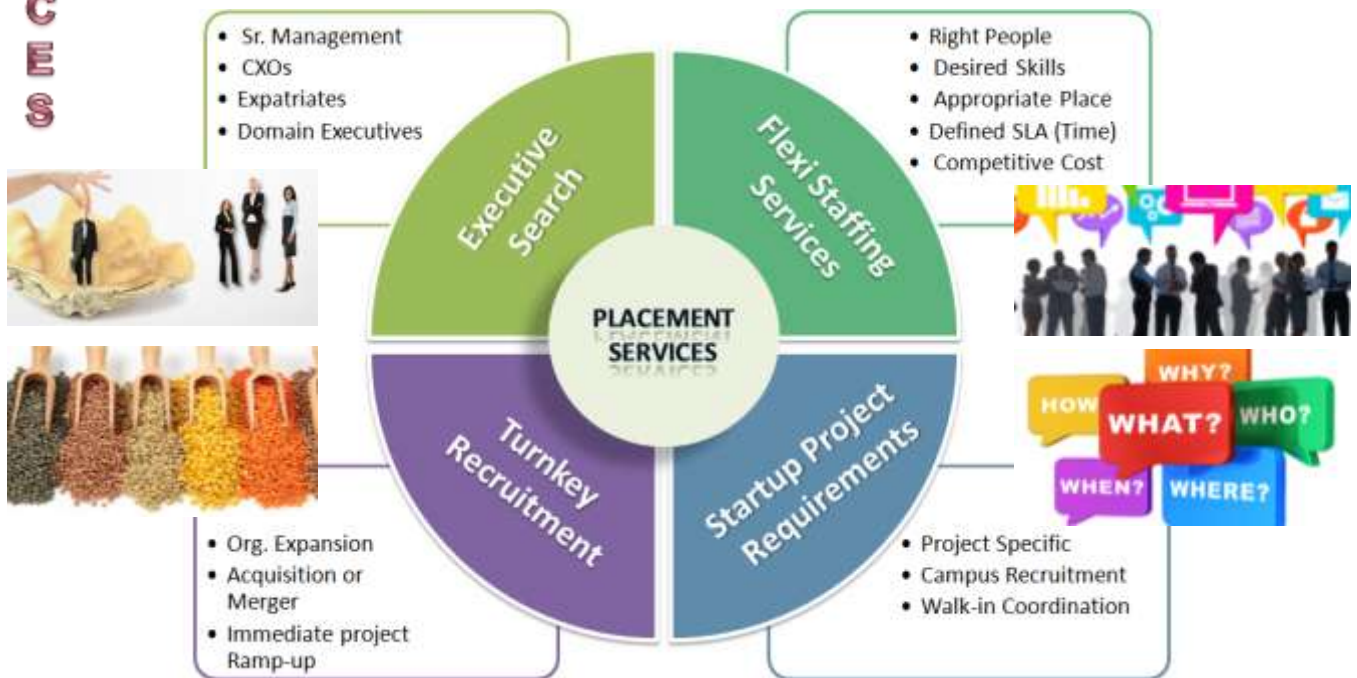
+91 789 991 8460
+91 953 828 9178

CHENNAI | BANGALORE | HUBLI | HYDERABAD | KUALA LUMPUR

01. HR – Recruitment

OUR SERVICES

At NICS our target is to provide the right candidate for the role. In order to attain the capability to provide any solution, Attitude, Skill and Knowledge ought to be there. We have a well versed and proficient team which is essential to classify the potential candidates not only on the basis of their attitude but also on the domain knowledge – this leading attribute would indeed differentiate and also assists us in ensuring the clients get the best fit resources for their roles

PLACEMENT SERVICES

Executive Search
- Sr. Management
- CXOs
- Expatriates
- Domain Executives

Flexi Staffing Services
- Right People
- Desired Skills
- Appropriate Place
- Defined SLA (Time)
- Competitive Cost

Turnkey Recruitment
- Org. Expansion
- Acquisition or Merger
- Immediate project Ramp-up

Startup Project Requirements
- Project Specific
- Campus Recruitment
- Walk-in Coordination

We use our own developed innovative placement methodology called "<u>SEVA</u>" for our hiring process to ensure;

High potential with
Niche skills are
Appropriately placed adhering to the
Committed SLAs at a
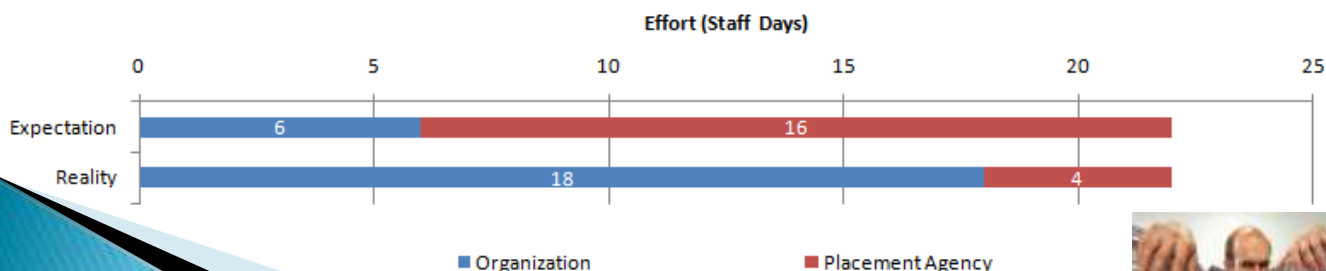**C**ompetitive cost"

OUR RESEARCH

Standing by the 4th Vision; **"Be the trusted consultant to build and protect your most precious commodity – Human Capital"**, NICS is committed to provide the solution through a suitable cost effectiveness process model called "SEVA®". NICS researchers identified the gaps in the existing process and came up with a structured approach which is derived in SEVA® model

To explain the outcome of our research on the existing hiring process we discovered that – most of the organizations are involving placement agencies for hiring right candidates with the expectations that;

◦ The end to end recruitment process can be speedup

◦ Effort spent by hiring managers to identify the most suitable matching profile for the position can be minimized

◦ Human Resource executive can spend minimal effort to filter out the profiles for hiring managers

◦ Probability of hiring a suitable candidate on time would be very high

However, the problem statement is explained the reality

"Hiring manager / Technical experts spends more time and effort to screen a CV and select a candidate than that of placement agency, therefore the cost of hiring a suitable candidate becoming costlier"

Effort (Staff Days)

	0	5	10	15	20	25

	Organization	Placement Agency
Expectation	6	16
Reality	18	4

■ Organization   ■ Placement Agency

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"It is more important to reach the people who count us than to count the people we reach"

Our Robust search research function creates an environment in which we continuously recruit high potential teams by design. Our SEVA Methodology is an example of that.
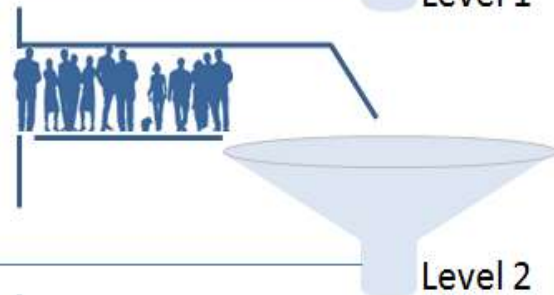
Screening

S

- **Resource Requisition Analysis and Planning Procedure**
- **Head hunting procedure**
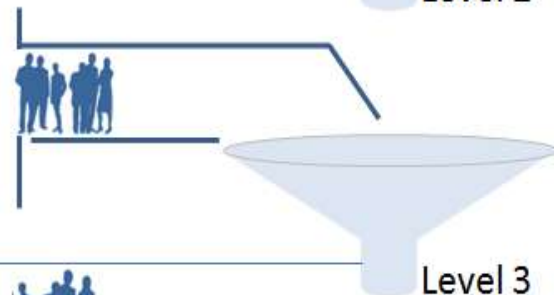- **Filtering for Profile Accuracy Procedure**

Level 1
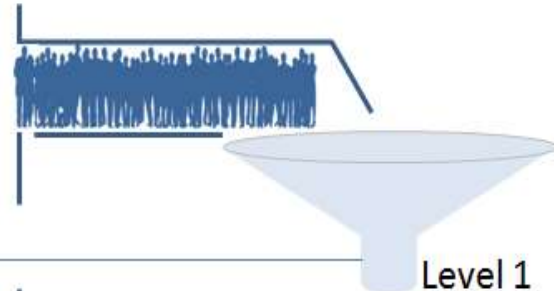
Evaluation

E

- **Profile screening procedure by NICS Techno-Management Experts**
- **Qualifying round Interview by NICS Techno – Management Expert Panel**

Level 2

Verification

V

- **Psychometric Test Procedure for Selected Candidate**
- **Educational Verification Procedure**
- **Experience Verification Procedure**

Level 3

Administration

A

- **Client Interview and Feedback Procedure**
- **Costing and Sign-off procedure**

Sign-Off

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- **Banking and Financial Services**

- Relationship Manager

- Branch Manager

- Fraud Control Manager

- Credit Manager

- Accounts Manager and Executives etc,,,

- Manufacturing and Engineering

- CxO / Finance Controller

- CA / CS

- Operation and Management

- Mechanical / Electrical Engineers

- Marketing Manager / Executives

- Software Development and Testing

- Programmer / Sr. Programmer
  (JAVA, PHP, Python, HTML5/CSS3, Android /iOS , Hybris, IoT, Cloud
  Computing, Big Data/Hadoop)

- Database Designer and Administrator
  (Oracle, MSSQL, MySQL, NoSQL, PostgreSQL, MangoDB)

- Project Management and Delivery
  (Conventional and Agile Coach)

  - Software Testing, Test Automation (Web Services and Application)

    - Security Scanning and Penetration Testing

      - Performance Testing

        - Mobile Application Testing

02. HR – Advisory Services

OUR SERVICES

As businesses increase, the complexity and costs increase in negative jaws for adequate management of these systems. We offer HR Advisory services customized to the needs of the client. We offer the services of Payroll processing, end-to-end module bagging world class technology and ensuring confidentiality of data. We provide effective budgeting that help to strengthen the employee work force while maintaining cost

"Our services are governed by a service level agreement and delivered with 100% accuracy and timelines"

Compliance	Organization Structuring	Payroll Processing	Credential Verification
☐ ESIC	☐ Employment Policy	☐ Customized to the needs of the client.	☐ Address check
☐ EPF	☐ Organization Chart Structuring	☐ End-to-end automated module	☐ Court cases check
☐ Shop & Establishment Act	☐ MIS set up on HRC	☐ Compliance of all acts	☐ Background verification
☐ Profession Tax		☐ Variety of monthly reports	☐ Educational verification
☐ Labour Welfare Fund		☐ Complete confidentiality of data.	
☐ Contract Labour Act			
☐ Other miscallaneous acts			

Structuring　　　　Advisory　　　　Audit
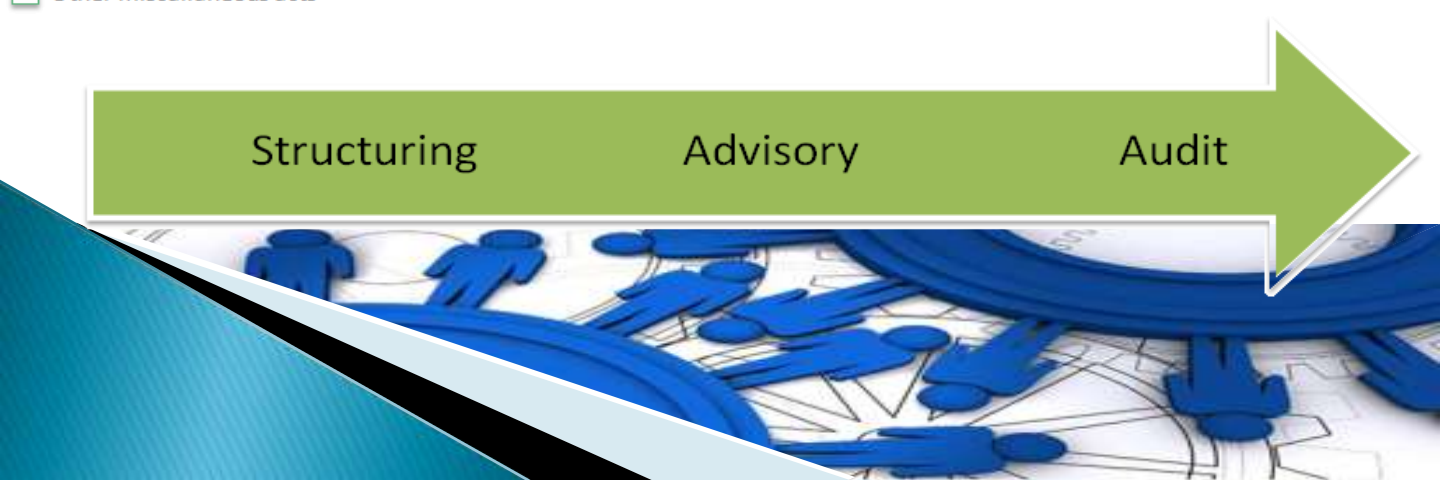
03. HR – Training & Development

OUR SERVICES

Investment in training and development is generally regarded as good management practice to maintain appropriate expertise now and in the future

Software Training

— Python

— Mobile Technologies (Android & iOS)

— Software Testing (Manual, Selenium)

— Data Science (Big Data, Hadoop)

— Programming languages (Python, Java)

— Web Technologies(JQuery, Angular JS)

— Internet Of Things(IOT), Matlab, Labview

— Software Security and Performance Testing

Android | Selenium / Testing | Big Data / Hadoop | JQUERY M / Angular JS | iOS / Swift

Personal Attributes & Skills Development — Personality Development — Soft Skills Program, Communication Skills, Neuro Linguistic Program

Psychological training, Stress Management, Collaboration and Interpersonal Skills — Personal Management — Leadership Programs, Mentoring Programs

Training & Consulting Programs conjoined — IT & Related Trainings — Statistical Process Control Programs, Specific Language / program / code training, Latest Developments, Big Data, Hadoop

Change Management, Introduction to Finance for Non-finance professionals, Project Management Skills — Technical Management — Practical Case study based training

skills goal LEARN program

A-Campus to C-Campus   (Academia Campus to Corporate Campus)

Modules, Topics and Duration		

People	– Standard HR Policies and Procedures
	– Work Place Harassments and Discrimination
	– 3 Etiquettes
	    • Workplace
	    • Meeting
	    • Communication (Phone, email, social media)
	– Soft skills
	    • Interview skill
	    • Presentation skill
	    • Personality Development
		36hrs
		(6hrs *
		6days)

Process	- Software Development Lifecycle - Software Estimation - Software Architecture and Design - Coding Standard - Software Testing - Agile Philosophy and Project Management Methodology - Configuration Management	36hrs (6hrs * 6days)
Technology	*Pick any one from either of the group*	40hrs + 20hrs

Technocrat	Testocrat
Core JAVA	Test Automation (Python with Selenium)
Python	Security Testing
Java Script	Performance Testing
HTML 5 & CC3	CC & IoT testing
Android and iOS development	ETL & BI Testing
PHP scripting	Mobile Application Testing
Business Analytics	Risk Based Testing

Theory to Case Study   (Capsule Course for Industry Readiness)

Topics and Duration	
Advanced Python with Djngo Rest Framework	20hrs
Advanced Python with Analytics	20hrs
Advanced Python with Selenium Web Driver	20hrs
Wordpress and Joomla (Web Development)	20hrs
NodeJS & Angular JS	20hrs
Android and iOS development	20hrs
HTML 5 & CC3	20hrs
Business Analysis (Requirement Engineering)	20hrs
Business Analytics	20hrs

THANK YOU

NICS

NI CONSULTING SERVICES

Driving "ITISM"(TM)