

creating the right Chemistry

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**Integrated HR Services.
Diverse Options. Focused Solutions.**





AquaRegia HR Alchemists Pvt Ltd.



Temping

At **AquaRegia**, we understand people chemistry. Our capabilities to identify potential, design tailored solutions, provide functional, operational & logistical support, helps our clients to optimize their HR processes & deliveries, enhance HR strategies, and focus on their core business expertise.



Payrolling

AquaRegia HR Alchemists provides Integrated HR Services in temping, payrolling, recruitment, outsourcing and training. Our services encompass each of the HR functions through a comprehensive service model that is methodical, transparent and driven by technology based systems.



Recruitment

AquaRegia is promoted by professionals who bring diversified experience in international and domestic markets, and this gives us the profound knowledge base of people chemistry. Based out of Bangalore, India, with a pan-India reach, **AquaRegia** employs experienced professionals with domain knowledge and expertise. **AquaRegia** uses well-engineered processes to manage back-end & front-end operations like client management, recruitment, personnel management, training, statutory compliances, etc. **AquaRegia** harnesses the potent of technology to optimize & enhance its processes and create transparent & strong customer relationship.



Outsourcing



Training

A background image showing a blurred group of people in business attire walking through a modern office or hallway, conveying a sense of movement and activity.

People Chemistry for Business

Mission

AquaRegia provides continuum of diverse HR Services that deliver outstanding value to each and every client we serve. Our core values are practiced in our day to day work, giving our clients an experience of trust and customer advocacy that is unique in the business. We are committed to:

- ❑ Deliver in-time and quality service offerings as an Integrated HR Solutions provider
- ❑ Ensure high level of customer satisfaction
- ❑ Create a working environment that breeds ownership and encourages team spirit, learning and innovation
- ❑ Be a forerunner in the field of corporate governance and corporate social responsibilities
- ❑ Provide value addition to our clients and stake holders

Flexibility, scalability, efficiency and economies of the workforce are decisive in the HR strategies of organizations. AquaRegia's Temping Services is a highly-customizable staffing solution that allows organizations to scale their workforce head-count without having to worry about the administrative, statutory and regulatory compliances.

Focus on core competency

- ❑ Offload non-core workforce and related activities, administration and costs

Flexibility

- ❑ Temping allows you to scale up and down your head-count according to your project needs or growth plans

Efficiency

- ❑ Keep your workforce performance-driven and increase output efficiencies

Control Costs

- ❑ Reduce on HR Administration Costs (Payroll, Appraisals, Training, etc.)

AquaRegia advantages:

- ❑ Highly-customizable staffing solution
- ❑ Management and execution of the complete deputation plan by AquaRegia
- ❑ Periodic performance assessment to ensure quality and efficient manpower supply to clients
- ❑ Pool of pre-screened and verified temp candidates with AquaRegia
- ❑ Training and re-training the temp workforce by AquaRegia
- ❑ Temp-to-permanent procedures
- ❑ AquaRegia has a panel of expert HR Consultants to understand, develop and implement your temping programs.

“Your last mile runner, with out the flab”



PLACEMENT SERVICES

Recruitment should be an intricate and sustained course of development included with proficiency and in-depth knowledge of the market.

AquaRegia is a leading Placement Services provider with extensive experience, in-depth functional knowledge, industry & regional expertise and strong client focus. With its expert consultants and current & vast databases of pre-validated talent pool, we follow a structured strategy to identify and acquire the right candidates with the best skill matrices and competencies.

Our Methodology

Understanding and analyzing Client's Needs and Objectives

- ❑ Corporate objectives and targets
- ❑ Overall Organizational structure and the HR strategies
- ❑ Understanding the qualifications and expected personal attributes that must characterize the ideal professional

Development of requirement specs

- ❑ Based on client's requirements and guidelines
- ❑ Define complete job profile along with description, its purpose, related activities and responsibilities.

Why AquaRegia

- ❑ Experienced recruiters with functional expertise
- ❑ Excellent knowledge of domestic market
- ❑ Strong network of contacts
- ❑ Structured and result-oriented approach

Online Recruitment Service

Our online recruitment service provides our clients the facilities to advertise their job requirements and access our database of candidates. Visit our web site www.aquaregiahr.com to know more.

**“Identify. Attract. Engage. Acquire.
Building highly competent teams”**



HR Outsourcing solutions provide leverage. The leverage to reduce capital intensity, free up internal resources & hence, increase productivity and better focus on core business areas.

AquaRegia's HR Outsourcing services allow organizations to outsource traditional hr services in benefit administration, payroll processing, appraisal processing, recruitment, and training. Further more, AquaRegia offers advanced services like workforce administration, manpower acquisitions, etc. Our solutions enable clients to:

- ❑ Streamline processes, improve efficiency, enhance ROI and accelerate growth
- ❑ Provide client's HR Staff with the tools they need to deliver on your corporate strategy
- ❑ Align your HR infrastructure with your current and future business goals

Payroll processing

Processing of payrolls using software systems, preparation of salary statements/slips, settlements and advice notes for statutory compliance

Statutory Compliance

- ❑ Provident Fund / ESI / Leave Records
- ❑ Offers administration of the full range of statutory compliance, as well as absence management

Appraisal Processing

- ❑ Offers administration of the specific employee appraisal from design of the program needs and objectives to conducting interviews and reporting.

Outsourcing benefits:

- ❑ Focus on core business competency
- ❑ Significantly reduce capital intensity and operating costs
- ❑ Free up internal resources
- ❑ Improve quality & operating performance

“Deliver on Corporate Strategy”



Re-structuring and re-positioning is imperative to the organizations of the new-age economy. Getting lean definitely means organizations off-loading their own manpower but still continuing to utilize their services.

AquaRegia's payrolling services allow organizations to seamlessly transfer manpower without changing the composition of the human resources. The organizations can retain the authority to decide the employee's job profile, career plans, compensation and benefits. While AquaRegia assumes the responsibilities of payroll, statutory and regulatory compliances, clients benefit from the reduced expenses and administrative burden associated with managing this process. Moreover, it also mitigates some of the co-employment risks faced by organizations.

AquaRegia's payrolling services are highly-customizable and can include new recruits, existing personnel and in-transition associates (temp-to-perm shortlists).

Benefits:

- ❑ Ensure project continuity by filling short-term needs
- ❑ Benefit from the skills transfer from consultant to permanent staff
- ❑ Evaluate prospective new hires first hand
- ❑ Reduce the financial and administrative burden by outsourcing payrolling
- ❑ Minimize your financial exposure by retaining specialized talent for only as long as required

“Try before you buy”



"The paradigm shift in workforce training is for more focus on business strategy, rather than just tactical training. That's where you get a return on investment."

The assessment of employee productivity and process of appraisal usually drive towards training. Training and re-training is easily the single most key driver in enhancing the overall performance and development of the organization.

AquaRegia's Training Solutions are designed to meet the set performance goals of each employee. While developing trainings programs, we remember to keep the program individualized, personalized, and systematic - a process that will meet the goals of the organization and the career development aspirations of the individual employees.

Methodology:

- ❑ Training need identification
- ❑ Content design and development
- ❑ Training administration
- ❑ Vendor management & cost control

Benefits of AquaRegia solutions:

- ❑ Focus on strategic planning with higher management
- ❑ Working with front-line managers to better understand their specific line-of-business training needs
- ❑ Developing approaches for measurement and analytics to benchmark and track the effectiveness of training programs
- ❑ Evaluating new technologies and approaches that may improve training efficiency and/or effectiveness

Outsourcing Training Benefits:

- ❑ Reduced training costs
- ❑ Gain access to training and technical expertise
- ❑ Focus on core competencies



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