

A Business Planning & Review Manual, covering Management Strategy, Control, Systems & Reports for entire Personnel, HRD & Administration Function.

STRATEGIC HUMAN RESOURCE MIS

Including Administration



**TOTAL PERSONNEL, HR & ADMINISTRATION CONTROLS,
SYSTEMS & REPORTS (MIS) MANUAL**

SHRM HELPS IN

- ✓ HR Alignment with Strategy
- ✓ Fraud & Mistake Prevention
- ✓ Peak HR Performance
- ✓ Dynamic Organization
- ✓ Knowledge Edge
- ✓ Efficient HR Systems & Processes
- ✓ Creativity & Innovation
- ✓ HR Cost Management
- ✓ Business Integration
- ✓ HR Automation

The success of any organization depends upon its Macro Strategy along with execution and effective review system. Most of failures of organizations can be linked to poor planning or ineffective review systems.

Strategy International is pioneer in developing Innovative solutions based on natural laws to complex problems of individuals as well as organizations. Its pioneer program of CSM (Core Strategy Manifestation) assists to develop right strategies to unleash a spiral of growth and success in harmony with society and environment. Strategy International assists organizations in formulating effective **Strategy, Systems & MIS for entire organization and its functions such as Marketing, Finance, HRD, Supply Chain and Operations.**

Most of Information Systems (MIS), suffer from following limitations:

- Too much Information which may not be needed.
- Critical Information not segregated from Non Critical
- Macro Environment Factors Information Missing
- Non Tangible Information Missing
- Information from too many business review tools & methods

Strategic Human Resource MIS (SHRM) is a Business Planning , Systems & MIS System for vital function of Personnel & HRD.

The main features of program are :

- ✓ Covers Strategy, Systems , Controls & MIS for all aspects of HR & Administration function
- ✓ Aligns Macro Strategy of business with functional MIS.
- ✓ Cover both Micro and Macro MIS.
- ✓ Cover both Tangible & Intangible factors
- ✓ Integrates MIS with Audit , Budgets & other Business Management tools.

SHRM Benefits : Strategic Human Resource MIS aims to develop dynamic & flexible information systems for Human Resource and Administration function which can ensure Strategic HR Planning, Peak HR Performance , Dynamic Organization, Efficient HR Systems & Process, HR Cost Management , Fraud & Mistake prevention etc. It identifies and critical goals and bottlenecks of HR function and measures improvements in solving them.

Thanking You
For Strategy International



Rohit Nagar
(Business Head)

SMIS-HR Features

Extensive Coverage: Covers Strategy, Systems, Controls & MIS for all aspects of HR & Administration function. Coverage can be broadly classified in Three Parts - Strategic HR, HR Process & Controls & Administration.

Alignment with Corporate Strategy: Aligns HR with Goals, Plans and bottlenecks of business.

Tangible & Intangible MIS: Cover both Tangible & Intangible MIS for HR function.

Easy Implementation: Framework for Implementation provided along with MIS formats and Clear steps to be taken to implement Strategic HR MIS framework.

Macro & Micro MIS: Cover both Micro and Macro MIS for HR function.

Control Tools Integration: Integrates HR MIS with Budgets, Standards, Audits, Costing & other Business Management tools.

About Author

CMA Vivek Garg is a Management Professional with decades of corporate experience at different levels including that of CFO & CHRO. He is a qualified Management Accountant (CMA) with merit and all India Rank. Vivek is a Strategist, Author and Trainer. He is a specialist in developing Strategy, Systems & MIS for entire organization. Vivek has developed CSM Natural Law Strategy Program which is a unique program to develop correct strategies for Individuals, Organizations and Societies to unleash a spiral of growth and peak success in harmony with society and environment.

Strategic MIS (SMIS) is another product developed by Vivek. SMIS is a Business Planning & Review Framework, aligning Core Strategy of organization with Corporate MIS and covering all business functions. SMIS helps in Strategic Planning, Dynamic Review, Efficient Systems & Processes, Cost Management, HR Optimization, Dynamic Marketing, Financial Prudence, Fraud & Mistake Prevention, Risk Management & Profit Maximization.

1. HR & STRATEGY LINKAGE

- ✓ Defining Core Strategy of Organization
- ✓ Critical Factors Identification
- ✓ Bottleneck Analysis
- ✓ HR SWOT Analysis
- ✓ HR Tangible and Intangible MIS
- ✓ HR Macro Environment MIS
- ✓ HR linkage with Strategy
- ✓ MIS linkage with Audit
- ✓ MIS linkage with Planning
- ✓ MIS linkage with Costing

2. SYSTEMS & CONTROLS

- ✓ Business Systems Manual
- ✓ Creative Controls
- ✓ Checks & Balances System
- ✓ Authorization Levels System
- ✓ MIS & Systems Improvement

3. CORPORATE AFFAIRS & INTEGRATION

- ✓ Corporate Governance MIS
- ✓ Stakeholders Relationship MIS
- ✓ Communication MIS
- ✓ Inter Functional Integration
- ✓ Integration with Family
- ✓ Integration with Society
- ✓ HR in Nation Building

4. KNOWLEDGE & CREATIVITY MIS

- ✓ Knowledge Management MIS
- ✓ Creativity Management MIS
- ✓ Trade Secrets Protection MIS

5. SHRM IMPLEMENTATION

- ✓ SHRM Organization
- ✓ SHRM Process Automation
- ✓ Integration with ERP
- ✓ SHRM Implementation Steps
- ✓ SHRM Daily MIS
- ✓ SHRM Monthly MIS
- ✓ SHRM Yearly MIS

6. HR PLANNING MIS

- ✓ Manpower Planning MIS
- ✓ Factory Labour Planning MIS
- ✓ Contract Workers Planning MIS
- ✓ Job Evaluation MIS
- ✓ Time & Motion Study MIS
- ✓ Competency Mapping MIS
- ✓ HR Cost Planning MIS
- ✓ HR Zero Based Budgeting MIS
- ✓ KRA Planning MIS
- ✓ Performance Levers MIS

7. RECRUITMENT MIS

- ✓ Recruitment Management MIS
- ✓ Employee Induction MIS
- ✓ Employee Exit MIS
- ✓ Employee Retention MIS
- ✓ Labour Turnover MIS

8. COMPENSATION MANAGEMENT MIS

- ✓ Employee Remuneration MIS
- ✓ Salary Structure MIS
- ✓ Incentives Management MIS
- ✓ Variable Salary Management MIS
- ✓ Employee Stock Options MIS
- ✓ Rewards & Awards MIS

9. ORGANIZATION MIS

- ✓ Organizational Development MIS
- ✓ Team Building MIS
- ✓ Diversity Management MIS
- ✓ Culture Management MIS
- ✓ Leadership Development MIS
- ✓ Power Management MIS
- ✓ Employee Motivation MIS
- ✓ Absenteeism Problem MIS
- ✓ Employee Discipline MIS
- ✓ Grievances Management MIS
- ✓ Overtime Problem MIS

10. PERFORMANCE OPTIMIZATION MIS

- ✓ Organizational Performance MIS
- ✓ Senior Executives Performance MIS
- ✓ Middle Level Staff Performance MIS
- ✓ Labour Productivity MIS
- ✓ Idle Time Management MIS

11. EMPLOYEE DEVELOPMENT MIS

- ✓ Appraisal Management MIS
- ✓ Training Management MIS
- ✓ Career Management MIS

12. HR REGULATORY MIS

- ✓ Statutory Laws Management
- ✓ HR & Labour Laws Compliance MIS
- ✓ Regulatory Penalties MIS
- ✓ Regulatory Compliance Gaps MIS
- ✓ Regulatory Environment Changes MIS

13. HR ACCOUNTING & PAYROLL MIS

- ✓ Employee Records MIS
- ✓ HR Accounting MIS

- ✓ Payroll Management MIS
- ✓ PF Contribution MIS
- ✓ ESI Contribution MIS
- ✓ Medical Reimbursement MIS
- ✓ Travelling Expenses MIS
- ✓ Employee Advances MIS
- ✓ Employee TDS & Taxation MIS
- ✓ Leave Management MIS
- ✓ HR Accounting Reconciliations MIS

14. HR FINANCIAL ANALYSIS

- ✓ Balance Sheet Analysis for HR
- ✓ HR Ratios Analysis MIS, HR Standards
- ✓ Analysis, HR Cost Accounting Analysis MIS

15. HR IN QUALITY TOOLS

- ✓ HR in ISO Framework
- ✓ HR in Six Sigma MIS
- ✓ HR in Lean MIS
- ✓ HR in Kaizen MIS

16. ADMINISTRATION MIS

- ✓ Time Office MIS
- ✓ House Keeping MIS
- ✓ Reception Management MIS
- ✓ Security Management MIS
- ✓ Safety Management MIS
- ✓ Accident Prevention MIS
- ✓ Paper Work Reduction MIS
- ✓ Filing Management MIS
- ✓ Mail Management MIS
- ✓ Stationery Management MIS
- ✓ Canteen Management MIS
- ✓ Transport Management MIS
- ✓ Dispensary Management MIS
- ✓ Event Management MIS
- ✓ In House Publications MIS

Cost Plan

Cost of Strategic Human Resource MIS (SHRM) is
Rs **1375/-**
One Thousand Three Hundred Seventy Five Only).

How to Order

1. Cheque or Demand Draft favouring “Strategy International”.
2. Transfer Payment through RTGS / NEFT / UPI to HDFC Bank Account of Strategy International Account number 50200006714871. RTGS / NEFT IFSC Code: HDFC0000563

PRODUCT BROCHURES

Please Download Complete Catalog or Brochures for Specific products from links given below :

✓ COMPLETE CATALOG

- ✓ Strategic MIS (in Seven Volumes)
- ✓ Strategic Human Resource MIS
- ✓ Strategic Financial MIS
- ✓ Strategic Marketing MIS
- ✓ Strategic Material MIS
- ✓ CSM Career & Life Management
- ✓ CSM Strategy & MIS Journal
- ✓ Industry Specific MIS Manuals
- ✓ Customized MIS Manuals
- ✓ Industry News & Database
- ✓ CSM Training Services
- ✓ CSM Consultancy Services

Strategy International

16-B/265, Vasundhara, Delhi-NCR, 201012
0120-4130954, Ph : 9818397806 / 9582497948

Email: info@csstrategy.com
www.csstrategy.com