We work with people. To do this well, we need excellent people working with us. NGOs are able to pay competitive salaries or have substantial benefits for employees. So how can we hire and retain the people we need.

Luckily, salaries and perks are not the only way to build a talented team that will support you in creating your mission. Atma has a long history of supporting NGOs in creating processes and organisational culture that supports your team to be successful, build their skills, and advance in the organisation.

**Different types of Human Resource projects**

- *HR Audit* is a comprehensive review method to assess the presence and effectiveness of the HR policies, procedures, systems, and documentation in the organisation. This thorough review helps to identify needs for improvement in the HR function of an organisation.

- *Organisational structuring* is a structure that outlines the hierarchy, roles, and reporting lines in an organisation. The *job descriptions* are defined based on the organisational structure which details the responsibilities of specific roles. A job description provides clarity to an employee and is also used for hiring for specific roles.

- *Recruitment SOP Hiring processes and support* is a process manual to standardise the hiring practices in an organisation and make them fair and objective so that the right talent can be hired.

- *Performance management systems* are a process of defining the performance indicators, creating a system of feedback and evaluation calendar that an organisation can follow to provide appropriate rewards, and work on the learning and development of the employees.

- *Learning and development planning* is a process of identifying and enhancing the employee's skills, knowledge, and competencies to improve their performance to meet organisational goals.

- *Compensation Management* is the process of managing, analyzing, and determining the salary, incentives, and benefits each employee receives. This project aims to attract, retain, and engage employees by offering broad and competitive compensation plans within the organisational budget.

## Outcomes on the support in Human Resource that Atma provides

*Strengthening the Governance & Leadership teams*
Recruiting 4 critical leadership positions and enhancing competencies
- Owing to a stronger LT, CEO bandwidth optimisation
- 3 Advisory Board members recruited

*Invest in people & bring down the attrition rate from 30% to 15%*
Make 8 critical hires, 4 in Leadership roles
- Streamline its recruitment process & hire more & better
- Build a stronger organisation culture

## Benefits of seeking Atma's support in Human Resource

The main benefit to any NGO working on Human Resources with Atma is that the process is totally customised to your experience. We work closely with your team to ensure they shape the outcome and understand all the tools Atma develops.

Atma has extensive experience in designing HR systems with NGOs just like yours. We can guide your team with our ready templates and tools to quickly move forward on key priorities. We will leave your team more capable of implementing all the systems we work on together. Making your organisation stronger now and in the long term.

## Partner Testimonial

"The JD creation project has worked excellently well for our organisation. This has helped us recruit new team members with the right skill set and has supported us in carrying out their induction seamlessly."
***Saturday Art Class***

"The employee handbook created with the support of Atma helped develop a better understanding of how to think about HR and informed the decision to do appraisals this quarter."
***Rubaroo***

For more information, visit www.atma.org.in or contact