

# Janus Fire Systems Expansion into India with **OBOX's EOR Services**

## OVERVIEW

Janus Fire Systems, a US-based manufacturer of UL-Listed and FM-Approved special hazard fire protection equipment and ISO 9001 certified, aimed to expand its operations into India following a de-merger from the group company.

## CHALLENGE

The employees were on the payroll of a group company when a de-merger occurred. Janus USA sought a dependable partner to manage the entire people operations in India using the EOR model. Additionally, the assets (laptops, printers, computers) needed to be relocated to the employees individual residences.

Since the employees were transitioned from the group company, Janus USA wanted their benefits to remain consistent with the current structure. With this shift, Janus USA was concerned about maintaining a comparable salary and benefits structure for the employees.

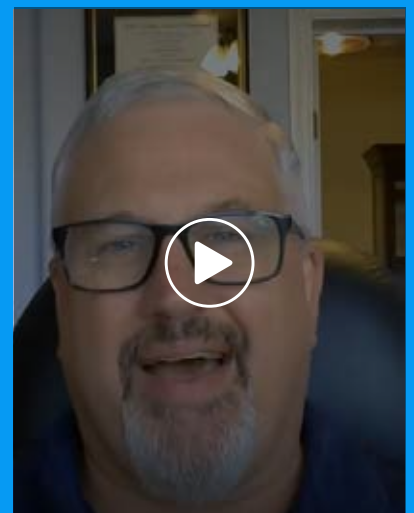
**Industry:** Fire Protection Equipment Manufacturing / Design / Installation

**Location:** Chennai, India

**Number of Employees:** 10+ across India

**Client Since:** 2 years

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# Services – EOR (Employer on Record)

## ONE TIME:

- ✔ Transfer of existing employees from Group Company to EOR (OBOX)
- ✔ Structuring Salary and Benefits
- ✔ Employee Onboarding & Induction
- ✔ Introduction to New HR technology
- ✔ Guiding the client on Leave, attendance, Holiday and other important policies
- ✔ Shifting of assets (laptops, computers, printers) from the group company office to individual employees residence across India.
- ✔ Procuring Group Health Insurance

## RECURRING:

Delivering the below services through a dedicated account manager

- ✔ Onboarding of Employees
- ✔ Payroll Management
- ✔ HR Compliance
- ✔ Tax Management
- ✔ HRMS – HR Technology
- ✔ Recruitment / Hiring
- ✔ Employee Expense Management
- ✔ Employee Insurance
- ✔ Helpdesk – for Employee Query Resolution
- ✔ Quarterly Client Reviews
- ✔ New Asset Procurement

## SOLUTION

OBOX, an expert in Employer of Record (EOR) services in India, collaborated with Janus Fire Systems to understand their specific needs and growth plans. Through initial discovery sessions, OBOX guided them through the complexities of Indian employment laws, Benefits, Tax, Hiring and best practices.

The implementation of OBOX's EOR services was done in a phased manner with a detailed engagement plan.

OBOX provided a comprehensive, all-in-one solution that mitigated employer-related risks, streamlined administrative tasks, and attracted skilled talent through enhanced benefits packages.

## Business Impact

Janus significantly benefited from OBOX's industry-specific EOR solutions. They gained access to expert advice on premium benefits plans, compliance support, efficient payroll management, and top-tier customer service through an advanced technology platform.

By partnering with OBOX, Janus Fire Systems minimized the complexities and costs associated with transferring employees, maintained employee satisfaction with no attrition, and could focus on their core business. This partnership resulted in a 30% increase in hiring over the past year.

## RESULTS

- ✔ 50% cost reduction compared to establishing a legal entity in India prompted Janus to maintain the EOR model for their team in the country.
- ✔ 28% reduction in administrative costs: The streamlined HR processes led to substantial savings.
- ✔ With a smooth transition and ongoing support for its employees in India, Janus gained confidence in the benefits of partnering with OBOX and leveraging the Indian demographics. This contributed to their expansion of the client base both within India and globally, alongside the growth of their team in India.
- ✔ The integrated HR technology enabled Janus to monitor employees seamlessly and improve management of leaves and attendance with centralized control from the US.
- ✔ Successfully identified and onboarded the right talent for their Indian operations.

## CONCLUSION:

OBOX's tailored EOR services played a crucial role in Janus Fire Systems' successful expansion into the Indian market, supporting their continued growth and operational success.

For more details, visit: [www.oboxhr.com](http://www.oboxhr.com)