

# Comprehensive HR support helps UK pharma company to take better care of their employees in India.

Expert HR support | 100% adherence to compliance | Error-free payroll

## Industry

Pharmaceuticals

## Location

Chennai, India

## Number of employees

30+ Across India

## Client Since

4 years

## Overview

By partnering with OBOX, the UK pharma company could handle the demands of a rapidly growing industry (onboarding remote employees, employee taxation, managing HR compliance, and streamlining operations through HR technology), without having to build their own HR system.

## Challenge

Being a startup in India, finding a human resources partner who could deliver a turn key, scalable HR solution and be able to keep pace with the company's expansion was imperative.

## Services Used

1. Payroll Management
2. Handbook
3. HR Compliance
4. Labour Law Registration
5. Virtual HR Manager - Shared
6. HRMS
7. POSH Compliance
8. HR Advisory

## Their challenge

While expanding to India, they knew from the beginning that their company needs an HR partner in India. Being a new entrant in such a rapidly growing industry, they knew that they could only scale their operations successfully if they were freed up to focus on their core business competencies, rather than having to set up their own HR infrastructure.

## Our solution

With OBOX early in the process, the company was completely prepared to cope with its explosive growth without having to go through the usual growing pains in HR. In order to keep pace with the company's changing human resources needs, OBOX was able to scale its service offering and streamline operations across multiple facilities. As the company's human resources need to be evolve, OBOX was able to expand its service offerings and streamline operations as a **single-window service provider**

## Business impact

One of the biggest challenges that pharma startups face is hiring employees to staff new locations while retaining their current workforce. OBOX made it easier for the company to recruit, onboard, and manage their day to day HR administrative function by facilitating the new hire onboarding process and providing access to **high-quality, affordable HR services** along with health insurance.

Managing **labour law and HR compliance** in a new country like India is complex. As their HR partner. OBOX assisted in drafting employment contracts, employee handbooks, and registering for labour laws licenses which enable the client to comply with all federal, state, and local laws.

Perhaps, the most significant impact was the tax savings for employees. By using OBOX's expert **payroll knowledge and comprehensive payroll system**, employee was able to save 15-20% on their annual taxes. Additionally, as the company expanded, it became increasingly important to track employees hours efficiently especially when they were spread out across different locations which was possible with **OBOX HR technology (HRMS)**.