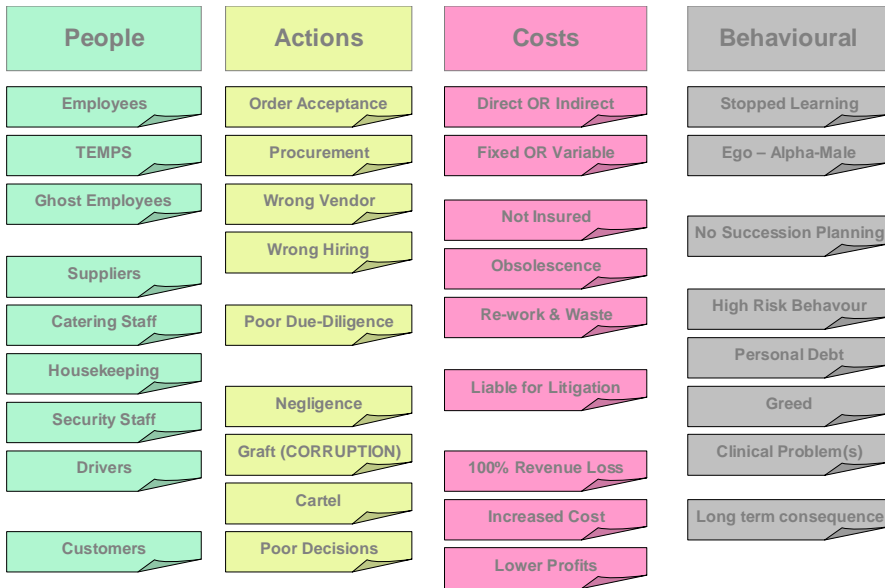




The Model

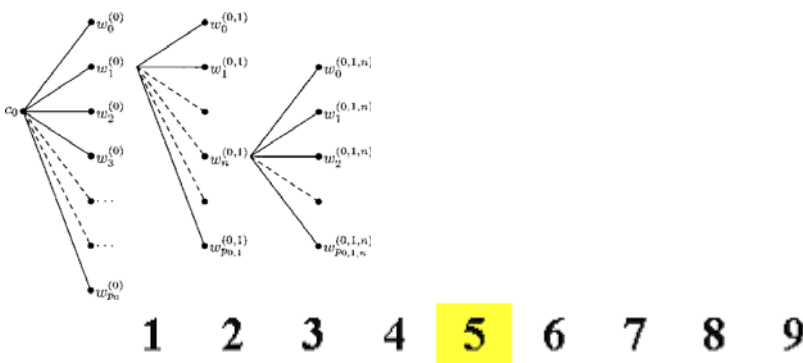


Impact	Risk Management Actions		
	Low Likelihood	Medium Likelihood	High Likelihood
Significant	Considerable management required 7	Must manage and monitor risks 8	Extensive management essential 9
Moderate	Risks may be worth accepting with monitoring 4	Management effort worthwhile 5	Management effort required 6
Minor	Accept risks 1	Accept, but monitor risks 2	Manage and monitor risks 3

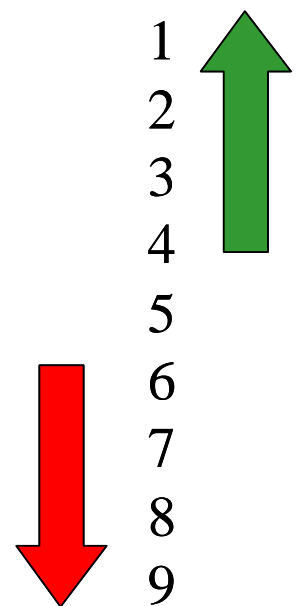
Derived

= PERCENTAGE

- ... 1% Zero
- ... 2-3% Marginal
- ... 4-6% Low
- ... 7-13% Acceptable
- ... 14-22% Average
- ... 23-34% Exists
- ... 35-50% High
- ... 51-72% Very High
- ... 73% or more Dangerous



We capture 120 odd parameters related to People Risk with a 3-tier model. At the 2nd it has Industry-Specific Parameters and is customizable at the 3rd level. Using a 9-point scale to obtain an Individual, Group or Enterprise Level 'PRAY' Rating & Ranking. Quarterly or Annual. Trends. Hot-spots; Cool-areas.



People Risk Assessment & Yield

The Tool



Modify Employee Master Record

Assigned Employee ID: 1000145
 Employee Name: Chitra Unnikrishnan
 Employee alias: 0016
 Designation: Sales Executive
 Main Task Type: 564 - Commerce clients, brokers, agents and other intermediaries and ...
 Gender: Male
 Date of Birth: 1964-05-03
 Date of Joining: 2003-11-20
 Location: 7 - KRANA AZOHR1 : Corporate Office ... Multiple Locations
 Associated Corporate: Zilog India Electronics ... 100100507
 Type of Involvement: Permanent
 Batch: 200311
 Grade: 7
 Educational Level: NOT SPECIFIED
 Certifications: SETI
 Years of Experience prior to this: 3.4
 Overwrite Compensation Set?: Yes
 Select Compensation Set: Set 2: for Grade 2
 Date of Leaving: 0000-00-00
 Reason for Leaving: Lack of individual respect
 Team: B4 - Profit Centre (Team BR170)
 Household: NOT SPECIFIED
 Superior: Anup J. Tapsee : 1000000
 Tech. Head: Anishak Agarwal : 1000007
 HR Head: NOT SPECIFIED
 Corporate Role: S882 - SAP - FICO Functional
 CRIP Centre: NOT SPECIFIED

AB: Portfolio Management
 AC: Return on Investment
 AD: Total Cost of Ownership
 AE: Profitability
 AF: IPR and Wealth Development
 B: IS and ORC
 BA: Safety Management
 BB: External Security
 BC: Internal Shrinkage
 BD: Policy Administration

3 Ensure Profit, Cost, Revenue and Investment Centers.
 4 Ensure ROI
 5 Investment Inflows
 6 Ensure TCO on all CRP Centres
 7 Ensure adequate Shareholder Return
 8 Ensure adequate Staff Salaries
 9 Patents, Copyright, Trademarks.
 10 Intangible Balance Sheet
 11 Market Value
 12 Ensure Statutory Requirements
 13 Ensure Internal Safety and Hazards Management
 14 Ensure least external threats
 15 Ensure no internal support to external threats
 16 Protection against Dacody, Terrorism etc.
 17 Force Majeure Causes Protection
 18 External IPR Theft
 19 Negligence Factors
 20 Violation Theft, fraud
 21 Internal IPR Theft
 22 Availability of Policy in Fiscal Management

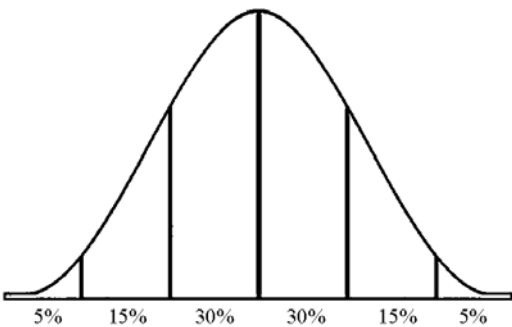
256 1000138 Anshuman Singh	B7-1	3	2	1.74	255	Least 5%
256 1000197 Robinson Raju	B-1	2	1	1.16	256	Least 5%
257 1000219 Shobhik S. Alva	G7-1	3	1	1.80	257	Least 5%
259 1000052 Narendra Kumar B S	C6-1	9	1	0.29	258	Least 5%
259 1000118 Suman Sarkar	V7-1	8	2	0.14	259	Least 5%

Least 5% Less 15% Less Mid 30% High Mid 30% High 30% Highest 5%

50	Over-Staffed	3.0	0.17
51	Poor Management	3.0	0.17
52	Order Acceptance Process and Signatory Approvals	4.0	0.11
53	Statutory Payments - Penalty Payments	4.0	0.11
54	Management of Receivables	3.0	0.67
55	Management of Payables	3.0	0.33
56	Regular monitoring of Cashflow	2.0	0.22
57	Order Acceptance Process and Signatory Approvals	2.0	0.22
58	Exposure Reduction	2.0	0.44
59	Consolidated and Comprehensive Insurance Cover	2.0	0.22
60	Litigation and Liability Management	3.0	0.33
61	IPR Protection - Patents, Trademarks etc.	4.0	0.44
62	Penalties, Fines, Claims Management	4.0	0.44
63	Thought through Demand Planning	8.0	1.75
64	Just-in-time Planning and Process	8.0	0.88
65	Vendor Management and Rating Systems	8.0	0.88
66	Goods-in Quality Control	8.0	0.88
67	Periodic book and physical audits	9.0	3.00
68	Plan for periodical disbursement and books updation	9.0	2.00
69	Sound Job and Order Costing	2.0	0.44
70	Ensure profitable value-addition	4.0	0.44
71	Adequate Capacity to meet demand	3.0	0.33
72	Current Occupancy and Capacity utilisation	2.0	0.22
73	Regular Make or Buy decisions	1.0	0.33
74	Contractor Management	3.0	0.67
75	Ability to draw Quality Talent	3.0	1.00
76	Ability to hold Achievers-Performers-Talent	4.0	1.33
77	Ability to weed-out - rebench non-Performers	5.0	1.67

Search & Group by more than 20 keys

Single Alpha Shift Grade
 Designation-wise CRP-wise
 Location Designation-wise Qualifications-wise
 Search, Select, Click to List ...
 • Group or Sub-Group wise
 • Designation-wise
 • Qualifications-wise
 • Geographic Location-wise
 • Age-Band wise
 • Experience-Band wise
 • Shift-wise
 • Grade (or Compensation) wise
 • Batch wise
 • Superior 1,2 or 3 wise
 • User-defined Campaign wise
 • Skills Sets wise



Use as a 'silo'. Or integrate with existing HRMS
 Performance Appraisal, 360 degree optional. Expand to Finance, Legal, Compliance & Governance Risk. Online always on; cloud or local.

Corporate Contacts
 E: info@riskpro.in
 W: www.riskpro.in

Delhi
 Rahul Bhan, Director
 C-561, Defence Colony, New Delhi-110 024
 M- 98680 05042
 E- rahul.bhan@riskpro.in

Mumbai
 Manoj Jain, Director
 B-44, Gtewo Building, Near Mt. Mary's Steps, Bandra (W), Mumbai 400050
 M- 98337 67114
 E- manoj.jain@riskpro.in

Bangalore
 Casper Abraham, Director
 No. 62/B Modi Residency Millers Road, Benson Town Bangalore 560 046
 M- 98450 61870
 E- casper.abraham@riskpro.in

Branch & Member Offices
 Ahmedabad | Agra | Chennai | Gurgaon | Hyderabad | Jaipur | Ludhiana | Pune

<http://riskpro.in>

