



PEPCS Management & Engineered Solutions LLP

We see what others don't

HUMAN RESOURCE

BUSINESS CONSULTING

TRAINING & DEVELOPMENT

About us:

We are one of the leading Management & Engineered Consulting firm offering innovative solutions in **OPERATIONAL EXCELLENCE** to the Corporate, MSME, startup organizations across India & abroad since 2001 (earlier known as **PEP Management Consultants**) giving them a competitive advantage "**DOING MORE WITH LESS**".

We offer the following Consulting services to our esteemed clients across India:

Mgmt. / Business / Engineering Consulting

- Operational Excellence projects, Productivity improvement / Maximization (throughput, on – time delivery, cash flow, wastage reduction, cost saving, lean Mgmt., Manuals, SOPs, Industrial Process Automation, TOC, Manpower & process optimization)
- Turnkey projects i.e., Design to Delivery – Mfg. / Engineering, Bulk Drug & Formulations, Food processing – End to end
- Industrial Engineering studies (Method study, Time study, Work measurement etc.)

HR Consulting services

- HR Audit, Competency & Skill Mapping studies
- End to end Human Resource process outsourcing, Recruitment to Retirement, HR / Organizational Policies, HR Systems, HR Automation, HR / Organizational Manuals

ORGANIZATION DEVELOPMENT, TRAINING & DEVELOPMENT

- Organization Development intervention projects and assignments, Skill development
- Training & Development Programs (Leadership, Technical, Non – Technical, Behavioural & Motivational, Soft Skills etc.)



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RECRUITMENT & ALLIED CONSULTING SERVICES

- Recruitment, Head Hunting, Talent Acquisition, Recruitment Process Outsourcing
- Manpower & Consultant's outsourcing

OCCUPATIONAL, SAFETY, HEALTH & ENVIRONMENT

- AUDITS – IMS, INDUSTRIAL SAFETY, FIRE, ELECTRICAL, ISO & OTHERS
- EMERGENCY PLAN, RISK ASSESSMENT, INTERNAL AUDITOR TRAINING ETC.

OUTSOURCE YOUR STATUTORY COMPLIANCE RESPONSIBILITIES TO US, SO THAT YOU CAN FOCUS ON YOUR BUSINESS

We offer the following **RRR** (Registrations, Renewals and Returns) Consulting services to our esteemed clients PAN India operations:

END TO END STATUTORY COMPLIANCE SERVICES – FACTORIES, SHOPS & ESTABLISHMENT ACTS

1. Labour Department
2. Contract Labour
3. Employees State Insurance
4. Employees Provident Fund
5. Employment Exchange
6. National & Festival Holidays
7. Labour welfare Fund
8. Payment of Gratuity
9. Professional Tax
10. Maternity Benefit
11. Minimum Wages
12. Payment of Wages
13. Payment of Bonus
14. POSH
15. Compliance Audits
16. Any other Act as applicable



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Why PEPCS?	Benefits to the Organization
<ul style="list-style-type: none">➤ We bring real and actionable know – how➤ We focus on world – class solutions➤ We work collaboratively with clients➤ Quick turnaround time and competitive & reasonable pricing	<p>Our scientific studies, approach, analysis and solutions will help the organization in</p> <ul style="list-style-type: none">➤ Improving throughput, productivity & profitability.➤ Reduce wastage, process / cycle time, manpower & process cost.➤ Higher customer satisfaction.

Our clients (HR / Recruitment / Operational excellence / Productivity improvement / Industrial Engg. / Optimization study / Training & Development / Audit) projects conducted:

APSRTC, Bharat Electronics Ltd., BHEL, Chargeback Gurus Fintech Pvt. Ltd., Dalmia Cement, Encase Packaging Pvt. Ltd., Furniture World, Gland Pharma Ltd., GMR / HIAL Hyderabad, Gulf Oil Corporation, Hetero Pharma Ltd., JSW Hydro Energy Ltd., Karnataka Antibiotics & Pharmaceuticals Ltd., NCL Group, Naskon Soft Pvt. Ltd., Renewsys India Pvt., Ltd., Shakti Hormann Pvt. Ltd., Super Healthy International Pvt. Ltd., Vasantha Tool Crafts Pvt. Ltd., Vishnu Chemicals Ltd., and many more (the list is not exhaustive).



T V Siva Kumar, Technical Director

Seasoned Industrial Engineering professional with 41 years of industry experience in diversified industries & sectors in the areas of Industrial Engineering, Productivity improvement, Manpower & Process optimization for PSUs, State Govt. and Corporates clients across India & abroad.

MAJOR INDIVIDUAL CONTRIBUTIONS & ACHIEVEMENTS FOR THE PAST 41 YEARS:

- Joined Andhra Pradesh Productivity Council (APPC) as Asst. Director in 1981 and retired as Sr. Director in the year 2017.
- Handled and completed assignment of staffing pattern for 19 State Government Departments in AP for preparing an Integrated Procedure Manual highlighting duties and responsibilities and fixing up norms and manpower for the Government of Andhra Pradesh to be implemented by the State level Staff Review Committee under the chairmanship of Mr. J. Girigilani, IAS (Retd) and Mr. K. Subrahmanyam, IPS (Retd.). The committee has implemented the report and appreciated the efforts of the Council.
- Independently executed reputed assignment of "Implementation of 5S & Lean Management" at 8 select steel re-rolling mills sponsored by Ministry of Steel, Govt. of India through UNDP, New Delhi.
- Under APO sponsorship visited Japan, Singapore and Korea to attend the seminar on "Application of IE techniques" for 3 weeks, by which gained the advance knowledge. The same is applied to the consultancy assignments of the APPC.
- Conducted the studies at various Engineering Industries at Oman, Sharjah and successfully implemented the projects.
- Institutions like Osmania University, IPE, JNTU, CBIT & Vasavi Engineering Colleges has considered me as resource person to handle various subjects on Industrial Engineering, Production Mgmt., Operations Research & Materials Mgmt. for their MBA & M.Tech., students.

Educational qualification:

- B. Tech (Mech) with I class distinction, JNTU, Hyderabad.
- M. Tech (Production & Industrial Engg.) with 1st class distinction, Roorkee University, U.P. (presently named as IIT)

Flat 101, Plot 56, Vikasuri Colony, S R Nagar Post, Hyderabad, Telangana – 500038. INDIA.



J. Chandra Sekhar, Director – Projects

Dynamic Industrial Engineer, HR & Organizational Psychology professional with 28 years of industry experience in diversified sectors such as Cement, Construction, Engineering, Heavy Engineering, International Airport, Information Technology, Infrastructure, Paper, Pharma, Plastic injection Mold, Power, Service, Tooling etc. in the areas of Industrial Engineering studies, Manpower & process optimization studies, Throughput, Productivity improvement, Process improvement, Change management, HCM & Development, Organizational Development, Employer branding, Organizational Policies, Performance Management System, HR / Business Manuals, SOPs, Cost control measures, Wastage reduction, Turnaround Time (TAT), Functional Consultant ERP / SAP implementation, HR automation, Employee Engagement, HR Metrics & Analytics, Rewards & Recognition programs, Leadership Training & Development, HR Audits for PSUs, Corporates, MSMEs & Start – up companies across India.

His experience has enabled most Corporate & MSMEs to improve operational efficiency, productivity and reinvigorate business strategies with concepts like “ONE FAMILY ONE GOAL”.

Contributions & achievements:

- Productivity improvement program – played major role in the increase of Group's turnover from INR 134 CR (2016) to 231 CR (2019) in 3 financial years at Vasantha Tool Crafts Pvt., Ltd., (Highly Precision Engg. Industry) at Hyderabad.
- “Revamping organizational strategy” program at Karnataka Antibiotics & Pharmaceuticals Ltd., Bangalore resulted in increase of turnover by 32% (from 247 Cr to 312 Cr) in one financial year.
- Process optimization & improvements in packaging dept. resulted in saving of 12% of process time, identified and minimized the idling time (15%) at Gland Pharma Limited, Hyderabad.
- Productivity improvement study resulted in manpower optimization (20%) at JSW Hydro Energy Ltd., Himachal Pradesh.

Qualification & Certifications:

- Bachelor's in Industrial Engineering
- MBA in Human Resource Management
- Post Graduate in Industrial & Organizational Psychology
- Lean Six Sigma Black Belt certification