



M&HR Solutions Pvt. Ltd.

One Stop Solutions for All HR Needs



M&HR SOLUTIONS PVT. LTD.

M&HRSPL provides a wide range of services to individuals and businesses in a variety of industries. At M&HRSPL, we strive to meet each client's specific needs in planning for the future and achieving their goals in an ever-changing Organizational environment.

Our process has been proven since 2011 (Formerly known as Niratanka Management Services). For the last few years, we have grown in placing professionals across multiple industries with varied skills. We provide Payroll Services & all types of Recruitment Services that includes Contract Labour, Placement Services, Manpower Recruitment, HR Consultancy, and Staffing Solutions. We provide end-to-end solutions for start-ups, small and medium organizations.

CALL US FOR MORE INFO

 **8073067542**

 **hrniratanka@mhrspl.com**



NIRUTA PUBLICATIONS

We are primarily an academic publisher with focused publishing in the areas of HR, Social Work, Social Sciences and Humanities for students and academics in higher education.



MHR LEARNING ACADEMY

This is where MHR Learning Academy can help. We offer an online application that helps you conduct classes for students without any need for physical infrastructure.



NIRATHANKA

It is a Non-Governmental Organisation with a registered office in Bengaluru. Nirathanka providing services of deputing expert external members for Internal Committees under PoSH law for more than 55 organizations across India.

» Table of Contents

About Us 1

List of Services 3

M&HR Solutions Private Limited

• Find Freelance Jobs 5

• MHR Learning Academy 6

Nirathanka

• Prevention of Sexual Harassment at Workplace 7

• HR Kannada Conference 8

Niruta Publications

• Leader's Talk 10

• Translation & Typing 11

About Ramesha M.H. 12

Our Team 13

Our Clients 14

LinkedIn Recommendations & Google Reviews 15

Photo Gallery 16

Join Our Online Groups 19



4+
YEARS

50+
CLIENTS

2000+
PEOPLE TRAINED



List of Services

HUMAN RESOURCE

- Organisational and Job Designs
- Process and Policy Formulation
- Recruitment Services
- Staffing – White & Blue Collar
- Contract Labour Licence & Consulting
- Compliance Support
- HR and Compliance Audit
- Domestic Enquiry
- Drafting of legal documents
(appointment letters, contract, etc.,)
- Legal Assistance
- Payroll
- Licences and NOCs from Fire, Agriculture, State Excise departments
- Standing Orders Certification
- MSME Registration
- Shops & Establishment Registration
- Drug Licence

TRAINING & DEVELOPMENT

- Labour Law, IR, PoSH
- Retirement & Financial Planning
- Disciplinary Proceedings and Domestic Enquiry
- Prevention of Sexual Harassment at Workplace (POSH) Online Training
- Microsoft Excel
- Certificate course on Prevention of Sexual Harassment at Workplace (POSH)
- Any training based on the Clients requirement

PRINTING & PUBLICATIONS

- Translations (Kan-Eng, Eng-Kan)
- Book Alignment & Publications
- All types of Printing Services
- Kannada & English Typing
- Website Designing

PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

- PoSH Policy preparation and implementation.
- Formation of IC under PoSH law.
- PoSH awareness programme for employees.
- PoSH training programme for IC.
- External Committee Member for IC.
- Quarterly Meeting of IC.
- Audit, documentation and compliance reports.
- Handling of PoSH complaints.
- Legal support.
- Online Certificate Course on Prevention of Sexual Harassment at Workplace (PoSH) (Legal Aspects, Procedures and Compliance Skills)

NGO & CSR

- Apartment Association Registration
- Society / Trust / NGO Registrations
- 80G
- Daycare Centre for the Aged
- Counselling
- Trademark
- CSR Projects
- FCRA



Find Freelance Jobs

M&HR is the best platform for Freelancer and Employer to work on Freelance Jobs. M&HR provides best Freelancing Jobs, Work from home jobs, online jobs and all types of Freelance Jobs by proper authentic employers.

If you want to work as a Freelancer on following areas kindly contact us:

- Trainers [PoSH, POCSO, MS Excel, Soft Skills etc.,]
- Translators
- Typists
- Spoken English Tutors
- HR & Labour Law Consultants

We will also provide freelancers based on the employer needs.

For more details: www.mhrspl.com





MHR Learning Academy

Do you have a desire to teach online but are unable to do so because of the lack of online teaching infrastructure?

This is where MHR Learning Academy can help. We offer an online application that helps you conduct classes for students without any need for physical infrastructure.

Here's how it works:

- You create your live lessons which the student attends before the class begins.
- During this time, if they want some clarification on what they're learning or would like to ask questions, they can send their queries through chat or email respectively.
- They can give unlimited tests and quizzes.

Courses Offered:

- CERTIFICATE PROGRAMME ON LABOUR LAWS - **by K. Vittalarao**
- PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE - **by Govindaraju NS**
- GUIDED RELAXATION - **by V. Aswatha Ramaiah**
- JEEVANADA MOULYAGALU - **by V. Aswatha Ramaiah**
- SWOT ANALYSIS & SMART GOAL SETTING - **by N.K. Sundaram**
- POSITIVE MENTAL ATTITUDE AND TIME LEVERAGING SKILLS - **by N.K. Sundaram**
- PERSONALITY DEVELOPMENT - **by N.K. Sundaram**
- HOW TO SUCCEED AS AN INTROVERT & EXTROVERT ! - **by N.K. Sundaram**
- HOW TO RETIRE BEAUTIFULLY - **by N.K. Sundaram**
- HOW TO GET SELECTED FOR A JOB - **by N.K. Sundaram**
- CAREER COMMUNICATION SKILLS - **by N.K. Sundaram**
- CAREER REBOOTING - **by N.K. Sundaram**

Get it on Google Playstore:

**MHR Learning
Academy**



Scan the QR code
to download our APP

Prevention of Sexual Harassment (PoSH)

Even though the concept of sexual harassment is as old as the history of mankind, its implication at the work place has received attention in recent times. In fact until the verdict in Vishaka Vs. State of Rajasthan (1997) case by the Supreme Court of India in 1997, there were no official guidelines to deal with the subject. Thereafter the central government has enacted Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, under which the employer is duty bound to protect the women at workplace.



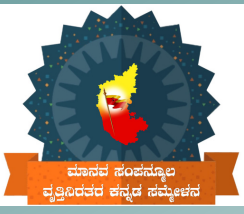
15+
YEARS

50+
CLIENTS

5000+
PEOPLE TRAINED

Our Offerings

- Drafting of PoSH Policy as per client requirement
- PoSH Policy preparation and implementation.
- Formation of IC under PoSH law.
- PoSH awareness programme for employees.
- PoSH training programme for IC.
- Empanelment of external members on IC committee.
- Conducting skill building workshop for all members of the IC Committee to apprise them of new techniques, methods of investigation and best practices.
- Conducting orientation training for employees, third party, vendors etc.
- Set up of grievance redressal box / complaint box at workplace.
- Proactive risk assessment by assessing trends / patterns of sexual harassment at workplace and assessing risks which organization faces.
- Annual review of policy to ensure that policy is updated with changing culture and legal scenario.
- Investigation and advisory pertaining to sexual harassment at workplace.
- Filing of annual legal compliance report before appropriate authority.
- Preparation of minutes of board meeting / board report.



HR Kannada Conference

An Initiative of Nirathanka NGO

**ಎಲ್ಲಾದರೂ ಇರು, ಎಂತಾದರೂ ಇರು,
ಎಂದೆಂದಿಗೂ ನೀ ಕನ್ನಡವಾಗಿರು.....**

Influenced by the poetic inspiration of National poet Kuvempu, Nirathanka has been organizing the State Level HR Professionals Kannada Conference annually since 2017.

Objectives of Conference

- Promote the usage of Kannada through Human Resource Professionals.
- Create and promote the HR Literature in Kannada.
- Create opportunities for young HR Professionals with the support of seniors.
- Recognize and felicitate the HR Professionals, who have been contributing significantly for the profession.
- To create the awareness & remodelling of HR Professionals.

For more details:

www.hrkancon.com

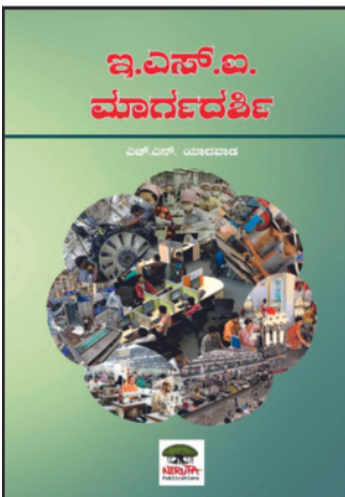
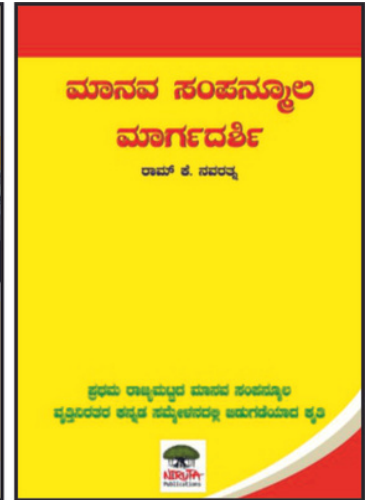
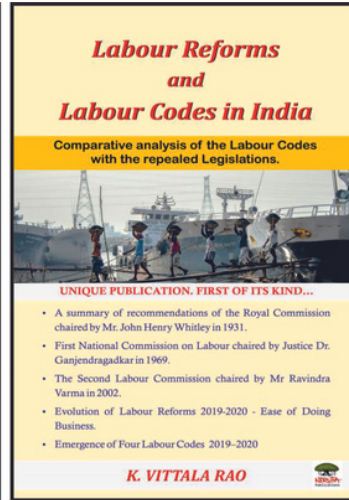
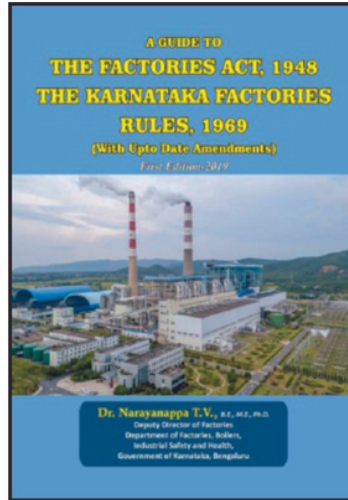
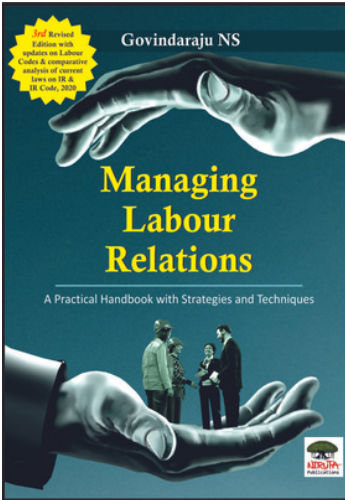


One Stop Solutions for All Printing & Publication Needs

We are primarily an academic publisher with focused publishing in the areas of HR, Social Work, Social Sciences and Humanities for students and academics in higher education.

Do you have a dream to Publish your Own Book?

We will promote your books through popular e-commerce & e-books platforms. Such as AMAZON, FLIPKART, KINDLE, BOOK BRAHMA, MYLANG & also in our ONLINE GROUPS (Facebook, Google Groups, Whatsapp Groups, Telegram Groups & LinkedIn Groups).



An initiative of Niruta Publications.

Niruta Publications, Bangalore, launched the “Leaders Talk” initiative.

As part of this initiative, We will be interviewing great leaders in the industry, publishing the interviews on Niruta Publications website, LinkedIn, and sharing them on various social media platforms. In addition, we are planning to combine all the interviews in book form and we will publish.





Translation

We are specialized in all categories of Translation Services. We have a good team of talented & experience professional translators. We deliver quality translation services with fast turn around time. We help our clients in effective translation of the requirements. We offer most accurate translation services all over India. We follow well organised translation procedure so that the translations are delivered well within the specified time frame.

We Specialized in the Translation of Various Services Like:

- Articles
- Agreements
- Standing Orders
- Financial Documents
- HR Policy Documents
- DTP & Kannada, English Typing
- Domestic Enquiry Procedures
- Other Company Related Documents

About Ramesha M.H.



Ramesha M.H.

CEO : M&HR Solutions Pvt. Ltd

Founder Secretary: Nirathanka Trust (NGO)

Publisher: Niruta Publications

Editor : Social Work Foot Prints

Founder President : Niruta Sauhardha Credit
Cooperative Society

M.H. Ramesha is an ordinary young man with extraordinary commitment to social work. He completed MSW (Human Resources) from Bangalore University in 2004. In about ten years , his contribution to Human Resources is outstanding.

He started Niruta Publications which is primarily a publisher of social work books & HR books, perhaps the only such publishing company in India. In less than a decade, Niruta has published more than 125 books in English and Kannada. The books are marketed by Amazon.in, flipkart and other distributors.

Awards:

- National Association of Professional Social Workers in India (NAPSWI) Young Achievers Awardee-2019
- Received the award of Dr. Marthuvkudi R Venkatamma's memorial prize for proficiency in highest in Sociology from National College, Bengaluru in the year 2003.

Achievements as Author:

- Editor of Social Work Foot Prints journal from year 2010.
- Authored the book of "Karnataka NGO's Directory" in the year 2010.
- Co-authored the book of "UGC Net Book – Social Work" in the year 2014.
- Co-authored the book of "Vyakthigatha Samajakaryada Parichaya (Introduction of Social Case Work)" in Kannada in the year 2018.

My Contact

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☎ 9980066890

Our Team



Ramesha M.H.



Dr. G.P. Naik



N.K. Sundaram



Dr. Janet Parameshwara



Gauthami S Bhandary



Anitha S



Sreelakshmi M.V.



Anitha B



Gayathri



Mahadeva Swamy



Shivakumar



Harshitha



Sumitra



Govindaraju T



Lakshmana



Siddaraja

Our Clients

M&HR CLIENTS

- ABH Infrastructures
- ARK Cloud City Owners Association
- Biesse Manufacturing Co. Pvt. Ltd
- KK Wind Solutions Pvt. Ltd
- Sandhar Automotives (Bommasandra)
- Sandhar Components (Attibele)
- SEG Automotive India Private Limited
- Sapphire Engineering
- Sarvajit Heights Residents Welfare Association
- Sidvin Grace Residents Welfare Association
- Winnercom Sandhar Technologies Pvt. Ltd.
- Volvo Group India Private Limited
- Wipro Infrastructure Engineering, Peenya

NIRATHANKA / POSH CLIENTS

- Acuprint Systems
- Allied International Shared Services Pvt. Ltd
- Aster Medispro Pvt Ltd,
- Brady Company India Pvt. Ltd.
- Cataler India Auto Parts Pvt. Ltd.,
- Comer Industries India Pvt. Ltd
- C&A Sourcing International Limited
- Debit & Credit Services
- Filtrex Technologies Pvt. Ltd
- Focus Edumatics Pvt Ltd & Scribe EMR systems Pvt Ltd - Mohua Sen
- Frausher Sensor Technology India Pvt. Ltd
- Garuda Polyflex Foods Pvt Ltd, Jigani
- Hemmersbach
- Inox Leisure Ltd
- Innosolv Consultancy Services Pvt Ltd, Indiranagar
- Kern-Liebers (India) Private Limited
- Kottaram Agro Foods
- Laurus Infosystems (India) Pvt. Ltd
- Madhus Garage Equipment Pvt. Ltd
- Mag Engineering (Sandhar Technologies)
- Marmoon Food & Beverage
- Motherson Automotive Technologies & Engineering
- Majmudar & Partners, International Lawyers / MBB Labs Private Ltd (Majmudar)
- Mindtek India
- Niovue Technologies India Pvt. Ltd
- OneIndia BSC Private Limited
- Ocwen Financial Solutions Pvt Ltd, Bellandur
- Renewsys India Pvt. Ltd
- Sandhar Automotives (Bommasandra)
- Sandhar Components (Attibele)
- Sandhar - Hosur Plant
- Sandhar Han Shin Auto Technologies
- Solize India Technologies Pvt. Ltd
- Surgical Sutures (Healthium)
- Suretex Prophylactics (India) Pvt Ltd, Jigani
- Teilkametrics India Pvt. Ltd
- Tigermed India Data Solutions Pvt. Ltd
- Triveni Aeronautics Pvt Ltd
- Veepee Graphic Solutions Pvt Ltd
- Zuventus Health Care Ltd

LinkedIn Recommendations & Google Reviews

Ramesh Nirathanka is one of the most effective professionals to work with. Very Proactive, ambitious, committed and broadminded perfectionist. Ramesh Nirathanka is a organized and customer-service oriented perfectionist, has no problem to work hard when necessary. Energetic and broad-minded social work professional - that's him! Detail oriented team player. For Ramesh Nirathanka the job is always the most important thing to do. Very positive attitude towards work. He absolutely shines in a fast-paced environment. Definitely worth recommending.

PRAKASH RM, *Head HR-SOLIZE India Technologies Private Limited.*



Mr Ramesh is passionate professional working very hard for values and dignity of HR profession through NIRATANKA, the organisation he established for this cause.. hats off to his organising and networking ability .. his contribution to literary world is truly great bringing out so many good books both HR related and books on other subjects .. wish him all the best to continue his great job..

SANTHOSH RAO, *Associate Vice President-HR at Toyota Industries Engine India*



Ramesha evokes all that ethical social work is about. As an astute publisher, he sets aside his time energy and resources to carry out his social responsibility beyond doubt. He is undoubtedly one of our social work and human resource management practitioner that is committed to the profession. His leadership in Karnataka social work and HRM sector is second to none. It has been a pleasure working with him and mentoring.

DR. VENKAT PULLA, *Breisbane Instittue, Australia*



I know Mr. M H Ramesh for the past 15 years. He is a person who has contributed significantly to the cause of promoting Social Work Education and Research, by publishing a Journal and several books. He is an entrepreneur with deep concern for the society. His business model is humanistic. He practices inclusiveness and diversity. He focuses on customer service and quality.

G P NAIK, PH.D, *Principal Consultant at Talent Avenues*



Niruta Publications Photo Gallery



HR Kannada Conference Photo Gallery



Nirathanka Photo Gallery



Join Our Online Groups

You can also join and participate in our group discussions.



We are happy to announce that 30,000 HR Professionals are connected through our Nirathanka HR groups. You can also join and participate in our group discussions. The members of the group are permitted to share HR Articles, HR Job Postings and Announcements on Seminars / Workshops / Training Programmes .



***Scan Here to
Join Our Online Groups***



3,000+
MEMBERS



10,000+
MEMBERS



3,000+
MEMBERS



4,000+
MEMBERS



1,000+
MEMBERS



5,000+
MEMBERS



1 STOP SOLUTIONS FOR ALL HR, IR & CSR NEEDS

Human Resource

- Contract Labour
- Recruitment Services.
- Training and Development.
- HR and Compliance Audit.
- Domestic Enquiry.
- Freelance Jobs
- Trademark
- NGO / Society / Association Registration

NGO & CSR

- Prevention of Sexual Harassment at Workplace (PoSH)
- CSR Projects
- Protection of Children from Sexual Offences (POCSO)
- Counselling

Niruta Publications

- Printing & Publication
- Translations.
- English & Kannada Typing Support.
- Website Design
- Book Proof Reading

MHR Learning Academy

We are inviting video lectures from the following subjects:

- HR & IR
- Labour Law
- Social Work & Psychology
- Personality Development
- Health, Wellness & Fitness
- Time & Money Management
- Skill Development
- Career & Retirement Plans etc.

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For business queries, please contact: 9980066890



M&HR Solutions Private Limited
Nirathanka / Niruta Publications

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