

CLIENT CASE STUDY

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The EOR Advantage

Building an Entity-Free India Operations Hub

How Spectrum Consultants enabled a global travel-tech leader to build high-accuracy data operations and compliant backend workflows without local legal incorporation.

Industry

Travel-Tech & Shared Mobility

Engagement

Employer of Record (EOR)



Overview

A global leader in shared mobility and leisure travel partnered with Spectrum Consultants to establish and manage an operational hub in India. The engagement focused on creating a dependable support function to enhance backend operations, data quality, and tech-driven workflows in alignment with the client's global standards across multiple continents.

Challenge

The client wanted to operate in India without establishing a local legal entity — while maintaining full compliance and operational control.

They required **Spectrum** to:

- Manage end-to-end HR operations and statutory compliance.
- Offer guidance on local labor laws, employment norms & compensation structures.
- Deliver payroll in local currency with invoicing in international currency.
- Manage asset allocation, procurement & tracking.
- Administer employee lifecycle processes aligned with global policies.
- Provide market intelligence on skills and salary benchmarks.
- Support performance governance, incentives and HR documentation.

The **client required a team** with:

- Strong Excel proficiency for reporting and data management.
- Lead research & generation capability to support global sales funnels.
- Ability to maintain data accuracy and CRM hygiene.
- Skills in high-volume operational processes with strict turnaround targets.
- Strong communication for cross-timezone coordination with global managers.



Our Solution

Spectrum Consultants deployed a comprehensive HR hosting and talent operations model, ensuring seamless execution and compliance ownership -

- **Workforce hiring** for roles involving data entry, lead qualifications, CRM updates & operational coordination.
- **Employee lifecycle management** — onboarding to exit with complete transparency.
- **Salary structuring** aligned to statutory requirements and global benchmarks.
- In-depth **HR policy localization** while maintaining consistency with client standards.
- **Performance-based incentive** framework aligned to accuracy and productivity.
- **Payroll operations** in INR & international invoicing for smooth reconciliation.
- **Asset & IT logistics** including distribution, recovery and inventory controls.
- **Leave and attendance** governance with client-level approvals.
- **Market insights reporting** on hiring trends and talent availability.

Consistent collaboration *ensured smooth communication with client HR & functional teams located across multiple time zones.*



Outcome

Client successfully **built a trusted and high-accuracy backend operations** function in India.

Improved data quality and ensured error-free CRM updates supporting global customer workflows.

Delivered strong lead enrichment and qualification support, enhancing funnel efficiency.

Enabled cost-efficient, compliant operations without the need for a local entity.

Developed an agile operational foundation enabling scale-up during peak business demands.

Improved employee engagement and retention through structured performance governance.



Impact

The partnership empowered the client to:

- **Establish** a sustainable and compliant **India presence**.
- **Enhance productivity** through accurate data and timely backend execution.
- **Maintain global control** over performance, policies, and governance.
- **Lower operational burden** on core HQ teams across regions.

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*For **Spectrum Consultants**, this engagement strengthened our leadership in:*

- *HR Hosting & Compliance*
- *Data Operations Support*
- *Workforce Scaling for Global Companies*

SPECTRUM CONSULTANTS

Empowering Global Enterprises Through Intelligent Talent Solutions since 1995

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30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.