



Solving the People Puzzle.

HR Central K.K. is in the business of helping organizations increase their profitability and competitive advantage through talent acquisition, development, and continuous learning.

Recruit.

Talent Acquisition Practice: We partner with organizations find the right people for their HR and/or mission-critical positions in less than **90 days---** **GUARANTEED** and at the same time, coach our clients in using a proven system to find, attract, and retain top talent.

Develop.

Training and HR Consulting & Outsourcing Practice: We assist businesses increase their organizational capabilities through a combination of training and HR consulting & outsourcing interventions designed to increase employee competencies, motivation, and efficiency.

Learn.

HR Learning & Publishing Practice: We provide continuing education and learning opportunities to HR professionals through our HR publications, events, knowledgebase, network, and resources geared to help advance the practice of the HR profession in Japan.



HR Central K.K.
www.hrcentral.co.jp

STATEMENT OF CAPABILITIES



HR Strategy Development

- HR strategy development and alignment with business strategy
- Employee development strategy and planning

HireRight Recruiting Solutions

- Recruitment strategy development
- Performance Profiling (Job Description)
- Recruitment resourcing
- Psychometric assessment and profiling (Harrison Assessments)
- Behavioral (FACT-based) interviewing
- Reference checking
- Offer management
- Transition and on-boarding
- Recruitment process outsourcing (RPO)
- Professional employer/employment outsourcing (PEO)
- On-Demand Staffing (Contract/Dispatch)

Leadership Development and Organizational Design

- Culture audit
- Employee pulse survey
- Outplacement support services
- Executive Coaching / Mentoring
- Teambuilding solutions

HR Evaluation System and Compensation and Benefits Design

- Job/position value evaluation and organizational analysis
- Competency analysis and competency model design
- Objective-setting and performance appraisal schemes (MBO) design
- Cash compensation design in alignment with HR strategy
- Design of long term incentives (including stock options)
- Benefit plan analysis and design in line with HR strategy

Executive Compensation Programs

- Management organization and accountability analysis and design
- Executive compensation design
- Executive employment agreement

Global HR & Expatriate Programs

- Design of HR programs for overseas subsidiaries
- Design of global HR and expatriate compensation schemes

HR Compliance

- Work Rules review and design
- Corporate Governance
- Employee dismissals/downsizing

Start Up/Japan Entry/HR Outsourcing

- Entity establishment/registration
- Filing of initial tax notices for the newly established subsidiary
- Nominee Representation
- Visa (Investor/Business Manager or Specialist in Humanities) processing
- Monthly calculation of payroll
- Employee benefits (Social & Labor Insurance) enrollment and administration
- Monthly accounting and reporting (including management accounting)
- Annual tax return preparation and filing
- Fixed assets reporting
- General administration
- HR Advisory/ Consulting services
- Interim (temporary) HR Management

Contact Us

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