

# एच.आर.मित्र

मनुष्यबल वार्ता  
नवी दिशा.. नवे विचार..

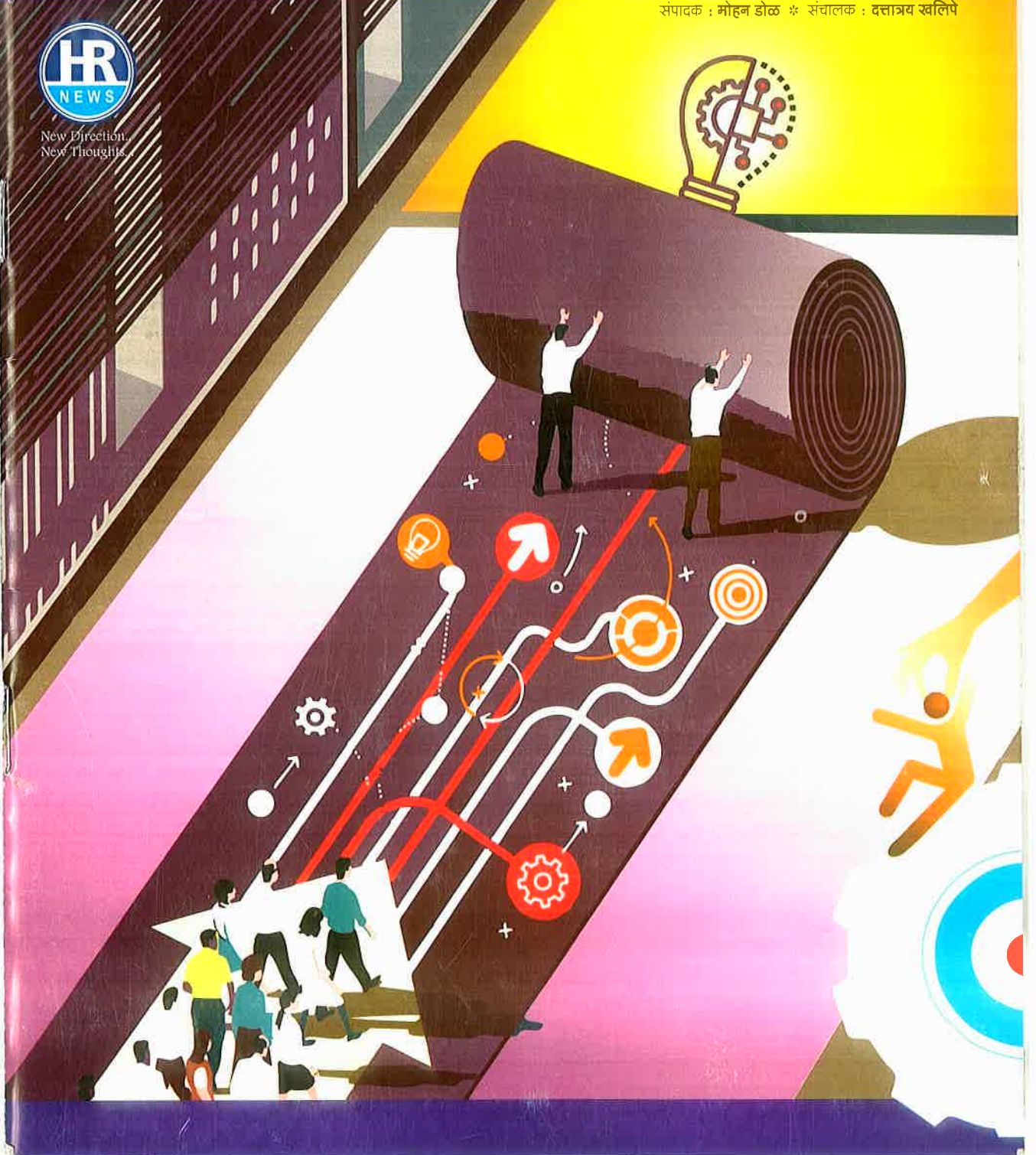
काररवानदार, एच.आर/आय.आर/पर्सनल अधिकारी, सल्लागार, कर अधिकारी, चार्टर्ड/कॉस्ट अकॉउंट, कामगार कॉन्ट्रॅक्टर, व्यापारी/कमर्शियल संस्था, कॉलेज, विद्यार्थी यांना उपयुक्त त्रैमासिक.

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New Direction,  
New Thoughts.



# COMPLIANCE GAP ANALYSIS- A MANAGEMENT TOOL



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IN today's scenario, compliance has wider meaning than Gold Olden Days (Early Industrialization). It simply means, a time bound and effective compliance reflects better picture about the Board of Directors, Managers in front of Government Authorities as well as society in totality. The compliance could be ISO, GST, INCOME TAX, HR, LABOUR LAW etc.

Now let us see what happens, if the Compliances are not done on time and in an improper way, it creates GAP (Shortfall) from the point of view of Auditors, Government as well as Management. The following example will help us to understand the concept of GAP.

In our day to day life, we go from office to home and home to office 6 days a week. Even in this journey, we notice that few buildings are of without any color and have cracks in it. Sometimes these CRACKS are filled by the Builder with the concrete. This is called as GAP in Civil engineering language and if the GAPS are filled properly then the life of the building is considered as more number of years. Similarly, to fill up the COMPLIANCE GAP one has to take lot of efforts to bring the organization on track.

If remedial action i.e. GAP Filling is not done on time then it results in to the Financial, legal damages and penalties to the organization, sometimes it goes up to the Prosecution level (No need to take the names as it comes out in public by the News Papers and channels immediately).

To understand the Compliance GAP, one has to hire professionals with expertise in these areas for finding out & resolving the same taking into account legal aspects of the same. This is called as Compliance GAP ANALYSIS with solutions.

Who can get benefited out of the GAP ANALYSIS?-

Yes, the IT/ITES Companies, Manufacturing Companies, Well established Jewelers, Hospitals, Big Hotels, Schools, Colleges, NGO's etc. can get benefitted out of this GAP ANALYSIS.

How does the GAP ANALYSIS help? - As mentioned above.

Is it a Report? - Yes, it is a Report, but not only the report that has to be filed but it is a Road Map in terms of Compliance for next one/two/three years for an organization.

Any Value Addition to the organization by having this report? - Yes, it is a analytical report which helps to the Board Directors, Top as well as Middle level Management to take certain decision in the best possible manner and legally too. (Provided these Reports are made by Experienced and Expert-Skilled Professional Advisors)

What an GAP ANALYSIS REPORT should reflect? - Basic ingredients should be as below-

1. GRAY AREAS
2. SOLUTIONS
3. TIME REQUIRED
4. COSTS

In short, it can work as a Medical Test Report to a Doctor and patient. (In this case to the Directors, Managers and especially the Advisor so that remedies can be suggested for). By looking at it, one should be able to take the effective steps in terms of GRAY/RED Area shown in the Report. The above example can help to understand the terminology of COMPLIANCE GAP ANALYSIS. Since the TOP Management, Middle Level and even Bottom Management need to execute it. It can be called as an Effective Tool of Management. Explore it for flaw less future of the organization. ■■■



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