



Turning Homes into Hubs of Opportunity !

Our Vision

We, BusinessSHR, stand for a new-age, performance-with-purpose model — where work-from-home meets opportunity, and dedication translates directly into success without attendance or time-bound working. Our vision is to redefine the future of recruitment by creating a stress-free, performance-driven work culture that enables women to thrive professionally from home while contributing to India's healthcare growth.

Truly Work From Home, Without Stress!

Our Mission

To build and empower a 1,000-women strong remote workforce by 2030 — creating meaningful career opportunities for women who are unable to work in conventional settings due to social, personal, or health constraints. BusinessSHR aims to help every woman regain her confidence, financial independence, and identity through flexible, performance-based work from home

Where dedication defines success, not TIME.



BusinessSHR, based in **Chennai**, is a specialized recruitment consultancy focused exclusively on the **Healthcare Domain** — connecting doctors, medical professionals, and institutions across India. With a deep understanding of the healthcare ecosystem, BusinessSHR has built its reputation on trust, precision, and people-first partnerships.

At BusinessSHR, we believe that true performance comes not from pressure, but from **purpose and balance**. Our **remote work model** empowers recruiters to operate from the comfort of their homes while staying fully integrated through our digital recruitment ecosystem, **BHRATS (BusinessSHR Applicant Tracking System)**.

*Our policies are designed with a simple goal — **maximize performance without stress**. We promote flexibility, accountability, and financial growth through **clear targets, fair rewards, and transparent performance metrics**. This structure allows every recruiter to grow at their own pace while still being part of a unified, high-performing team.*

Why a Performance-Driven Policy Works ?

- **Freedom with structure:** Recruiters enjoy full flexibility while having defined goals that keep them motivated and measurable.
- **No stress-based performance:** Fixed plus incentive models ensure that consistency and quality, not overwork, drive success.
- **Equal opportunity for income growth:** Regardless of background or location, recruiters can earn more purely based on results, not seniority.
- **Empowerment through clarity:** Transparent grading and payout systems remove confusion and politics, replacing them with fairness and self-control.
- **Sustainable productivity:** By linking rewards directly to meaningful outcomes, the system encourages long-term engagement rather than burnout.



Remote Recruiter Policy & Incentive Plan wef 15th Nov 2025

1. Objective

This policy defines the working structure, payment system, incentive plan, and compliance requirements for all Remote Freelance Recruiters associated with BusinessSHR. The goal is to ensure transparent performance evaluation, structured career growth, and fair compensation for all remote recruiters.

2. Levels & Grades

Level	Grade	Timeline	Monthly Fixed Pay
BHR Partners	A	Permanent	Guaranteed Income Program
Power Stars	B	3 rd Month	₹10,000
Emerging Stars	C	2 nd Month	₹5,000
Entry → Starters	D	1 st Month	No Fixed Pay

* For Business Development Starter is 5000/-, Emerging BD : 8500/- & Power BD:12000/- Fixed,
For **BHR BD Partner** – (Fixed Negotiated Salary + 0.50% on Revenue/Invoice Value)- GST

3.Monthly Target , Performance & Promotion Process – Only Recruiters

Recruiters Level	Monthly Fixed Target		
Level	Client Target	Joining Target	Sourcing Target
BHR Partners	As Per Process		
Power Stars	-	2 Candidate	80 Profiles / 3 Submission Per Day
Emerging Stars	-	1 Candidate	50 Profiles / 2 Submission Per Day
Staters	-	-	40 Profiles / Appx 1 Submission Per Day

* For Business Development Starter to qualify Fixed Pay – **Fixed Target 2 Clients + 2 Joining's Per Month.**
Refer : Only Clause 4(a) & Clause 4(d) applicable for Business Development Role

Promotion Performance Process - FOR SALARY UPGRADE EVERY MONTH !

Level	Promotion Performance Target	Promotion Period	Penalty
BHR Partners	As per process	Annual Increment + Incentive + Retention Bonus + ESI + PF	N/A
Power Stars	(BD & Recruiter) 2 Joining in Same Month 80 profile Sourcing - For Recruiter 2 Client For BD	3rd Month	As per Table A
Emerging Stars	1 Joining in Same Month 50 profile Sourcing - For Recruiter 2 Client + 2 Joining For BD	2nd Month	As per Table B
Staters	No Joining / 40 profile Sourcing	Eligible for C level after achieving >75% or 30 profiles per month	As per Table C
	BD : 2 Client + 1 Joining	BD : Minimum 2 Client + 1 Join	

4. Penalty & Deduction Tables

- Failure to achieve targets for two consecutive months will result in a downgrade by one level. If there is no improvement in the third month as well, he/she will be reclassified as a "Starter."
- All the level has own Sourcing Target as mentioned above in Clause 3, Underperformance will directly impact your Fixed Salary as per meeting your sourcing target.
- If candidate joins as per the set performance, then no low sourcing deduction will be applicable, and full amount to be paid.

Example:

TABLE A					
Power Star Target (80 Profiles)	Below < 45%	< 46% - 55%	< 56% - 75%	76% > 85%	>86%
Profile Submission	50.0%	75.0%	85.0%	95.0%	100.0%
Sourcing Deduction	5,000	2,500	1,500	500	-
Actual Payout (Fixed – Ded = Payout)	5,000	7,500	8,500	9,500	10,000
TABLE B					
Emerging Star Target (50 Profiles)	Below < 45%	< 46% - 55%	< 56% - 75%	76% > 85%	>86%
Profile Submission	50.0%	75.0%	85.0%	95.0%	100.0%
Sourcing Deduction	1,250	1,800	2,000	2,200	-
Actual Payout	3,750	3,200	3,000	2,800	5,000
TABLE C					
Probation First 30 Days - No Fixed (Target : 40 Profiles)	Below < 75% / Below 30 Profiles		Above > 75% / Above 31 Profiles		
Profile Submission	Next 15 Days Grace Period To Achieve		Eligible For Emerging Star		

d) No Fixed Pay Penalty Deduction for Business Development

5. Incentive Structure (Effective 1st Nov 2025)

Full incentive structure policy for Power Stars, Emerging Stars, and Staters. (ALL)

Incentive Structure				
Remote Recruiters Incentive Plan wef 1st Nov 2025				
Same Month Candidate Joining		Silver	Gold	Platinum
		Single Joining	2-3 Joining	> 3 Joining
Freelance Recruiter (Self)	Above 3 Lac - Below 5 Lac	1,500	2,000	2,500
	Below 5 lac - Below 10 lac	4,000	4,500	5,000
	Above 10 lac	10,000	10,500	11,000
Freelance Team Manager	Each Position	1,000	2,000	3,000
Freelance Business Development* (For Each Position)	BD Starter	250	500	750
	Emerging BDs	500	1,000	1,500
	Power BDs	1,000	2,000	3,000

6. Payment Terms

All payments (fixed pay and incentives) are processed after the candidate successfully completing minimum term as per policy or max 90 days which every is early and subject to meeting targets and hours logged. Payments are credited only after validation through company systems after deduction Income Tax/GST & TDS- if applicable

7. Confidentiality & BHRATS Usage Policy (Applicant Tracking System)

All recruiters must use BHRATS (BusinessSHR Applicant Tracking System) for candidate sourcing and updates. Any unauthorized access, misuse, or sharing will result in immediate termination and forfeiture of all payments and incentives.

8. Termination or Disqualification

Continuous underperformance or policy violation may result in termination or disqualification.

9. Remote Recruiter Declaration

I, the undersigned, acknowledge and confirm that I have carefully read, understood, and agree to adhere to the terms and conditions outlined in the Remote Recruiter Policy and Incentive Policy of BusinessSHR.