mimansa
RESEARCH & ADVISORY

TOOLKIT · HR IN RUPEES KIT

One-Slide HR P&L



Fill this in, then copy it onto one slide.

THE PEOPLE NUMBER
e.g. 22% attrition in field sales

TIME PERIOD
e.g. April 2025 to March 2026

WHAT IT COSTS
e.g. ₹70 lakh a year

SHARE OF PROFIT
e.g. 7% of last year's profit

YOUR GUESSES, IN PLAIN WORDS

WHAT YOU ASK FOR
e.g. ₹15 lakh to coach area managers

DECISION NEEDED
e.g. Approve the plan by 15 May

OWNER
e.g. HR head and sales head

CHECK DATE
e.g. After two quarters

BEFORE YOU PRESENT

- [ ] The CFO has seen the numbers.
- [ ] Each guess is written down.
- [ ] The ask costs less than the problem.
- [ ] There is one clear decision.

Say the rupee number first. Say the rate after.

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