

a global pharma multinational leader
achieves efficient elimination of
risk of non-compliance
with Randstad India's end-to-end
model of workforce consolidation.



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partner for talent.

client

Our client is a 125+ year old American multinational leader in the areas of medical devices, pharmaceutical, and consumer packaged goods. Regarded as one of the world's most valuable

companies, this corporation comprises 250 subsidiary companies with operations in 60 countries and products sold in more than 175 countries.

requirement / challenge

Deeply committed to compliance, the client's greatest challenge lay in drawing up a meticulous data reporting system. They looked to consolidate their specialist staff in this area under a national player to ensure a single source of effective compliance and reporting. This, they believed, would lead to efficient consolidation of multiple vendors across different

regions in the country and ensure 100 percent compliance with smaller vendors.

Our ongoing global relationship with the client, and our knowledge and expertise in compliance gave our client the confidence that Randstad India was the right and trusted partner to fulfil their objectives.

randstad solution

We leveraged our depth of knowledge of the compliance function, our strong understanding of the Indian talent market and recruitment industry, and our extensive presence in the country (28 states and 199 metro, Tier-1, -2, and -3 cities) to fulfil our client's vision and goals.

Closely collaborating with the client, we took a strategic and end-to-end approach of managing the client's

contingent workforce, across sales, back office and administrative functions. We built on the inherent cultural alignment we shared with our client in the manner of managing people, and customized it further to mirror our client's equal opportunity policies and principles. We deployed Fieldglass to capture, consolidate and manage all CW-related data.

As trusted partners, we developed winning people engagement programs, thereby strengthening our client's brand value.

Through weekly and monthly reviews, and quarterly regional and country-specific QBRs, we established

seamless synchronization between the client and our teams. The executive sponsorship from the leadership teams of both organizations played a key role in successful implementation of this project.

business impact and outcomes

Our consultative approach and execution have ensured efficient consolidation and elimination of the risk of non-compliance. Key outcomes include

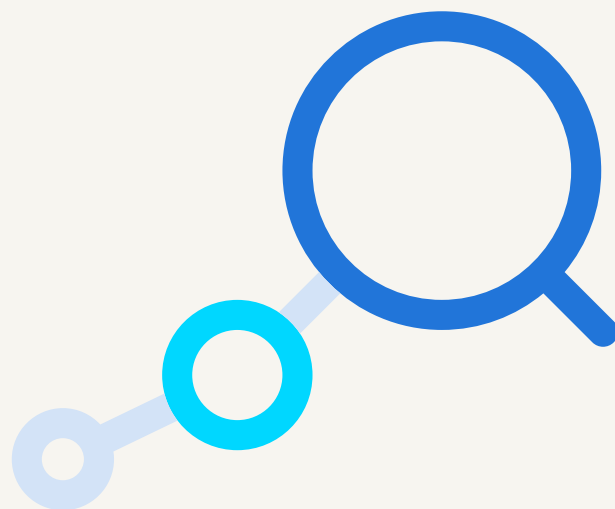
- An increase in the strength of temp staff from 300 to 1100 in just one year

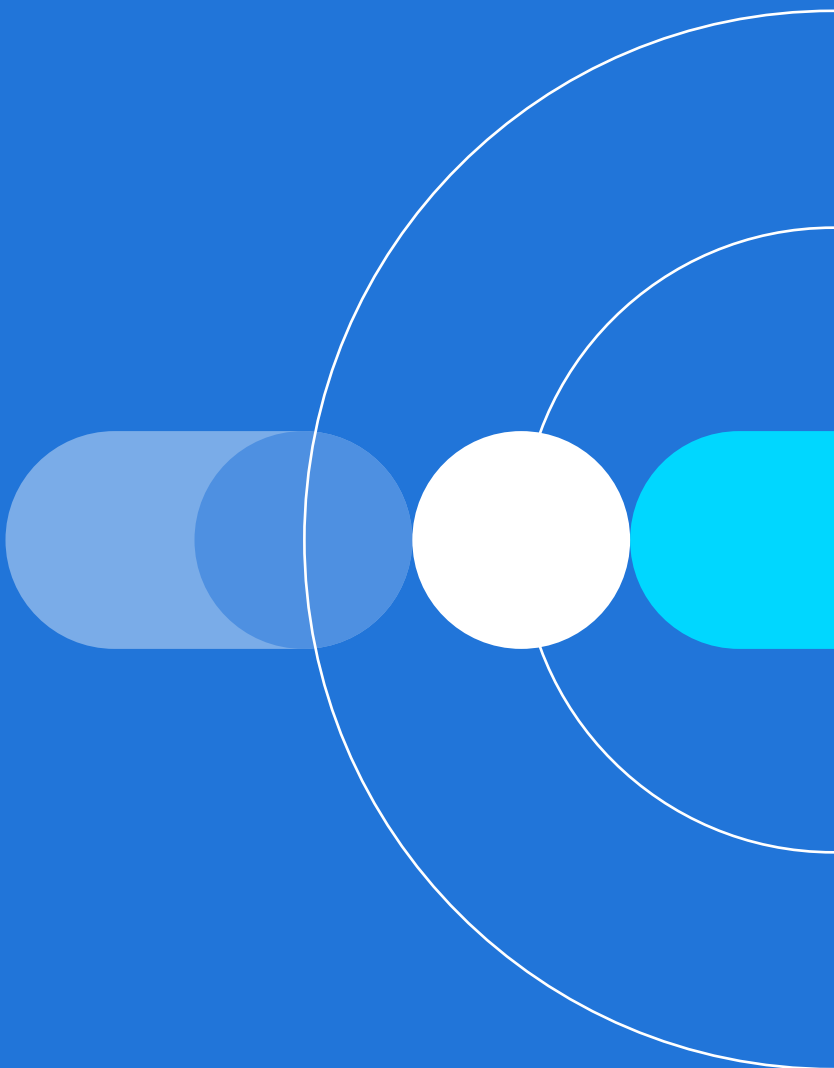
- A 3x increase in wallet share
- Creation of a single source of truth on all CW-related data
- High level of manager satisfaction

client acknowledgement and recognition

Our consultative approach has earned us high appreciation and further

strengthened our global partnership.





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