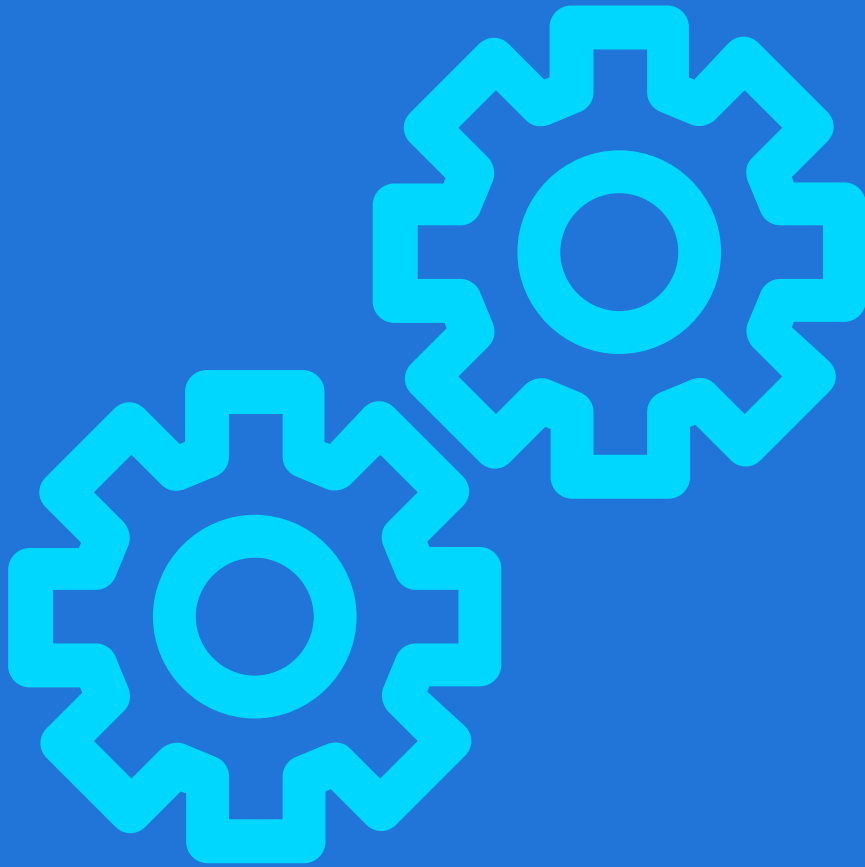


a leading global manufacturer of
information products achieves high
efficiency of volume
hiring and onboarding of
skilled manpower with
Randstad's expert partnership.



partner for talent.

client

Our client is a world-renowned manufacturer of information products and provides state-of-the-art information- and

communication-related product design, manufacturing, services and systems.

requirement / challenge

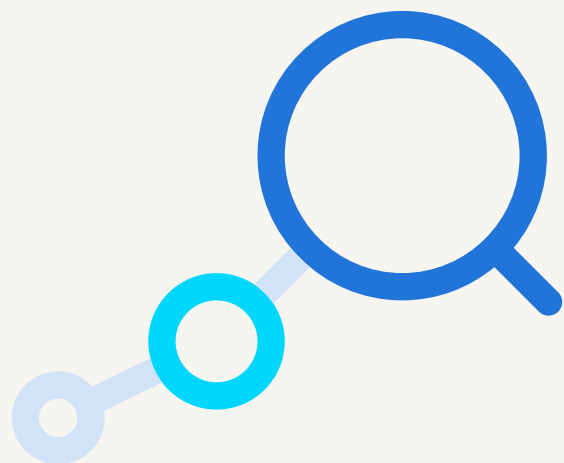
The client needed to quickly ramp up contractual manpower to fulfill their production demand.

They wanted RIPL to onboard candidates in their contractual

employee management software and create their biometric IDs, issue ID cards, uniforms and implement the department handover process.

the challenge lay in the following aspects

- Fulfilling volume hiring of skilled talent amidst competition
- Designing and implementing onboarding for the client, who was in a remote location – about 60 kms from the RIPL office
- Managing blue collar EWs and efficiently addressing their queries such as attendance, shift allocation, absenteeism, documentation compliance
- Handling the requirements of the labor department and other local authorities
- Managing our overhead cost and protecting our margin owing to the thin margins involved



randstad solution

We were selected as their partner because of our knowledge of their domain and our strong and versatile expertise in the recruitment industry, especially with respect to volume hiring. Plus our proven experience across all Indian locations in managing compliance, payroll, and EW personnel and support made us a strong partner in achieving their desired outcomes.

We leveraged our excellent database, and strong processes to achieve quick turnaround times to develop a tailor-made EW life cycle management

for the client. We were able to proactively identify and act on the client's volatile business needs and fulfill volume hiring of high quality. Plus, our process expertise ensured smooth onboarding, while a dedicated project team effectively managed the EW-client relationship to provide satisfying experiences.

In fact, we are implementing a tailor-made attendance app that facilitates efficient monitoring of attendance and management of employment documentation.

business impact and outcomes

The entire workforce was entirely recruited by us. Our strong end-to-end recruitment and onboarding process enabled the client to focus on fulfilling their production demand and achieving their organization goals. Key outcomes include:

- A quality workforce of 840 EWs with an estimated GP of INR12.55 lacs after all costs
- Better control on workforce management and Covid protocol management
- High efficiency in attendance, over time and shift management
- Effective grievance redressal and employee relationship building
- 57% of female to male ratio – the highest fulfilment of gender diversity objectives
- Timely payout with zero error.

client acknowledgement and recognition

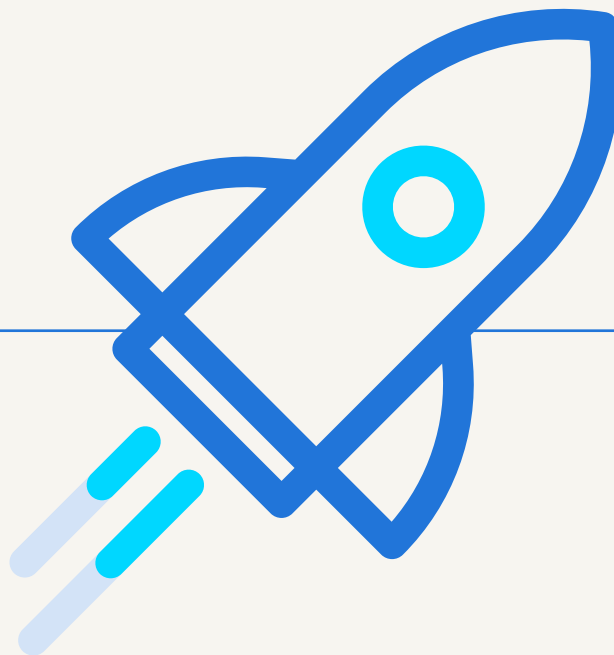
We have received an extremely high satisfaction score from the client for achieving the highest KPI scores month on month, and have been ranked as their most preferred partner among our

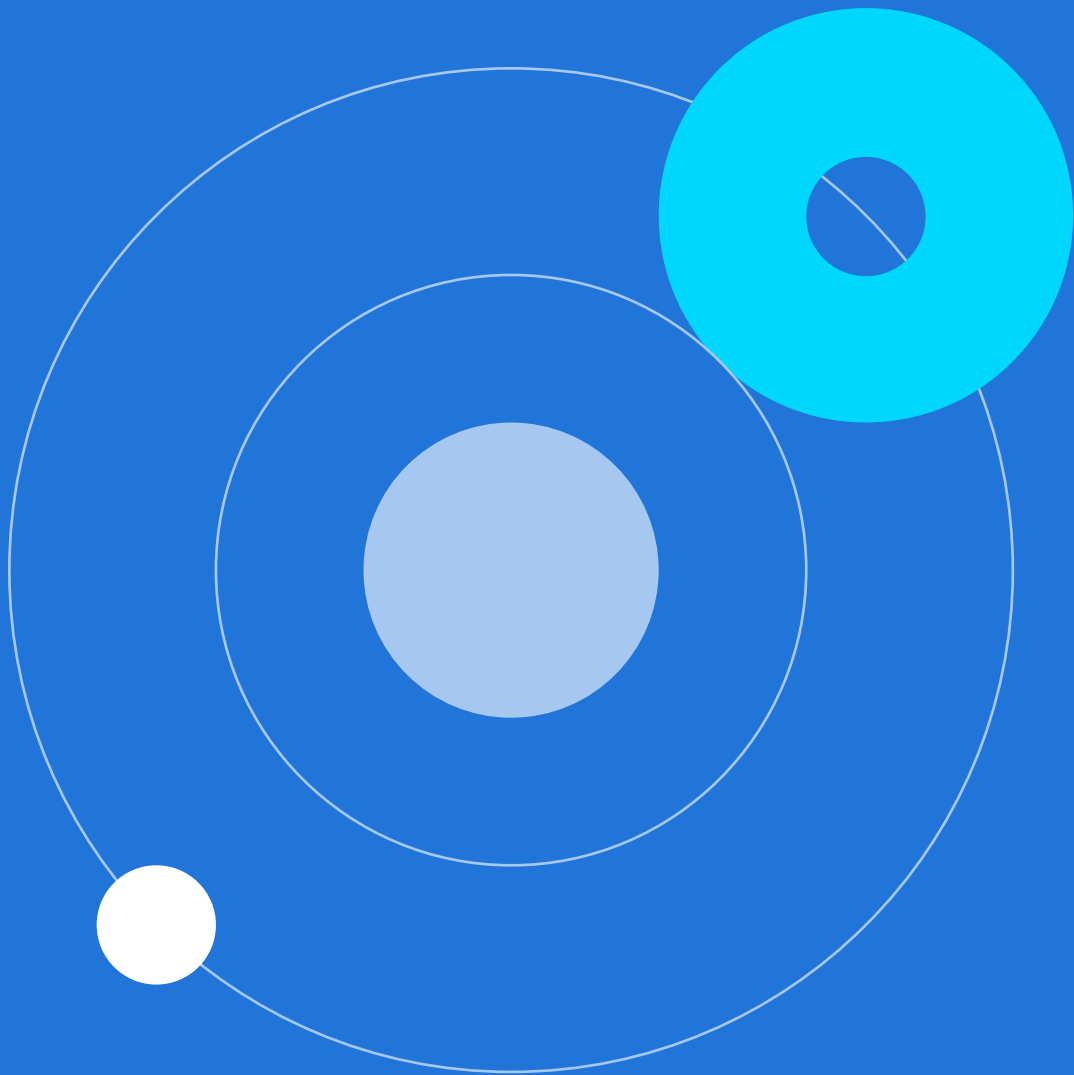
five competitors. The client's unstinted support has resulted in winning greater number of recruit and payroll assignments.

one account where the entire workforce is 100% recruited with us.

current EW nos. are at 840 with estimated GP after all costs at INR 12.55 lacs.

Over & above 57% of our EWs are females. This is highest female to male ratio in any of our clients.





randstad

partner for talent.