

how an Indian subsidiary of  
the largest global technology  
employer achieved the  
'right-resource-at-the  
right-time-and cost' efficiency  
with Randstad India's services.



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partner for talent.

## client

Our client is the Indian subsidiary of the largest technology and consulting employer in the world. Their end-to-end solutions span the range of software

and systems hardware to infrastructure, cognitive, cloud and consulting services.

## requirement / challenge

The client was looking for quicker and smoother onboarding of new hires. Salary negotiations were long and tedious with a lot of back-and-forth exchanges between us, the client managers and candidates. This was impacting their project deliverables and timelines.

The client wanted us to take over the complete post-selection process, including salary discussions with candidates, negotiation of salaries, document verification and offer releases.



## randstad solution

Our relationship with the client has been built on close rapport and trust, and our strong understanding of their business needs. With our extensive experience of managing the end-to-end hire-to-exit process for EWs, we took on this responsibility with our 'Human Forward' philosophy.

Our salary discussion and negotiation with candidates was aimed at simultaneously ensuring that quality

candidates selected by the client did not back out due to salary dissatisfaction, and that client assigned budgets were adhered to. We designed the right candidate engagement practices assigned dedicated points of contact to reduce turnaround timelines. We also succeeded in increasing internal referrals that helped to get quality hires in quicker time.

## business impact and outcomes

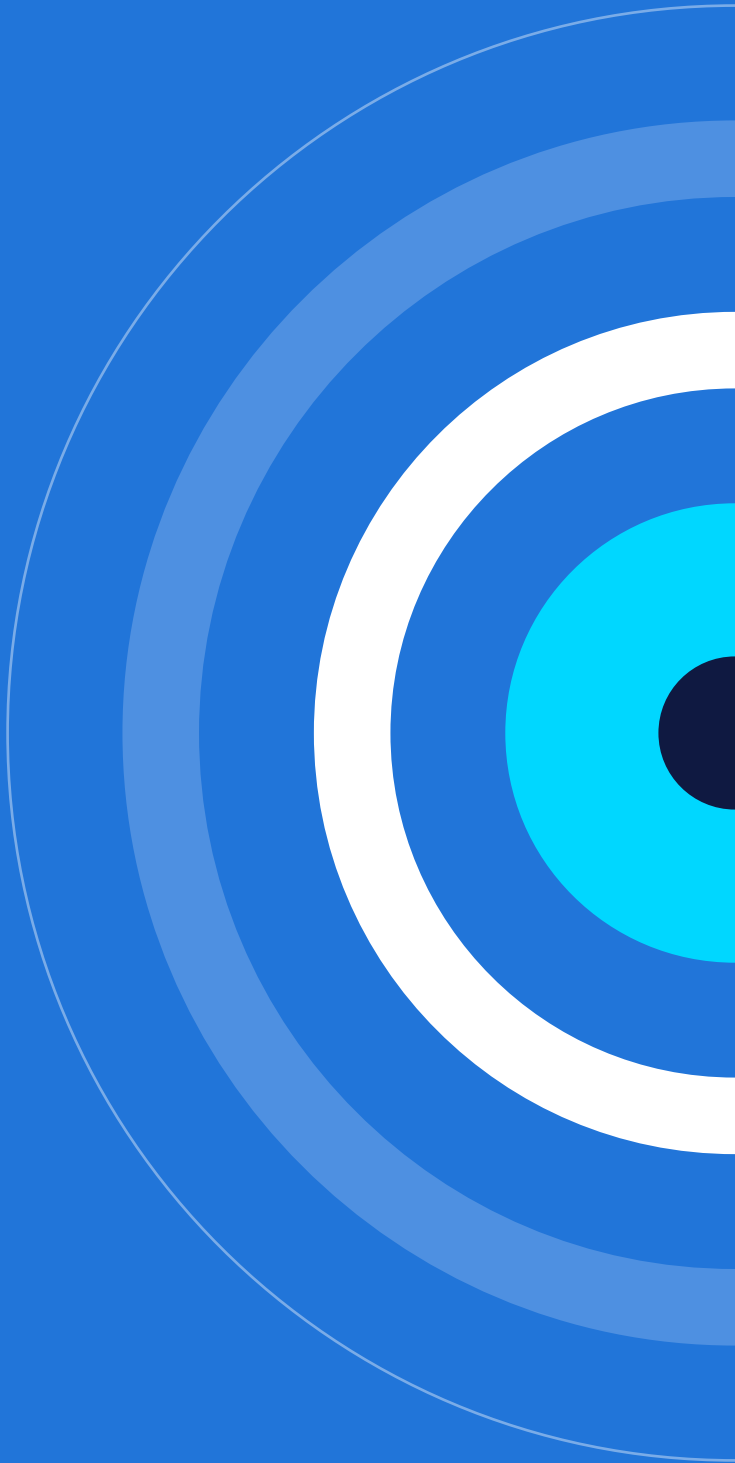
Our services enabled the client to

- Close their business needs in line with SLAs and adhere to their project timelines
- Eliminate negotiation time with candidates, while ensuring the right resource is onboarded
- Quicker onboarding of new hires
- Higher candidate satisfaction
- Increase in internal referrals for better quality hires

## client acknowledgement and recognition

We received an extremely high satisfaction score from both the client and the candidates for our performance. With increased confidence and trust, the client has

entrusted us with responsibilities for new business lines and senior positions, and we are today their 'Preferred Partner'.



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