

Randstad India's expertise in recruitment and HR practices enable a multinational professional services network of firms to more than triple their EW count and achieve high levels of productivity and profits.



partner for talent.

client

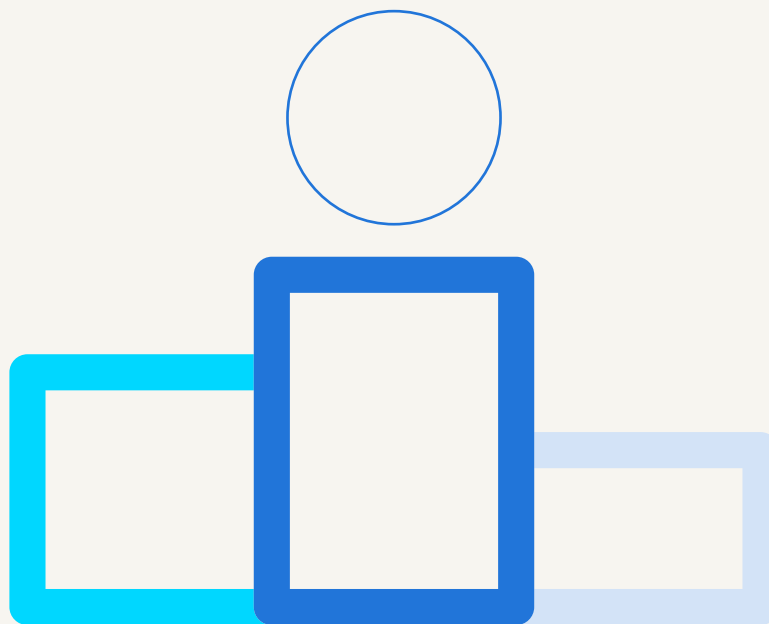
Our client is a multinational professional services network of firms, ranked as the second-largest in the world, and one of 'Top 4' accounting firms. Operating as

partnerships under their main brand, the organization has operations in 155 countries with more than 284,000 people.

requirement / challenge

Owing to the nature of the work they do, it was imperative for our client to hire the best talent, provide the EWs a superior on-boarding experience, and provide the best experience, while ensuring efficient and effective processes for effective governance. The client was facing specific challenges in recruiting the right EWs, managing their onboarding and complete lifecycle, and TAT adherence of all EW-related reports.

Specifically, they looked at us as a dependable partner with proven expertise and experience to grow their EW count in a wide range of roles in a short span of time – project management, back-office support, advisors, consultants. They also wanted to leverage our capabilities in managing their complete employee life cycle, including quick and comprehensive redressal of all EW issues.



randstad solution

Using a program management approach, and a good understanding of our client's operational needs, we developed an effective SOP for our deliverables. Leveraging our excellent database, efficiency in mapping across target sectors, quick turnaround times, and our presence across all Indian locations (28 states and 199 metro, Tier-1, -2, and -3 cities), we sourced the right candidates and implemented a

well-planned hiring process customized to the client's requirements. This enabled us to roll out offers in a short period of time.

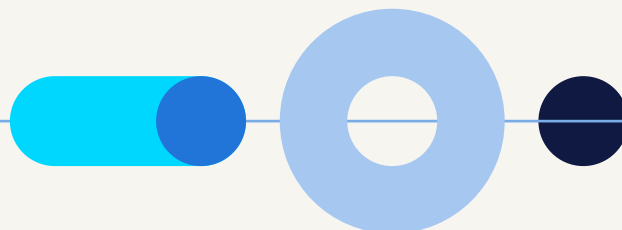
Based on our experience and a good understanding of the client's environment, we put in place appropriate processes and governance measures for managing EWs through their employment life cycle.

business impact and outcomes

Our efforts increased the EW count from 45 to 154 in 8 months and supported client with on time resource deployment to kick off their client projects and avoid penalty / revenue loss.

Our comprehensive and end-to-end management of the EW lifecycle with on-time fulfilment has enabled the client to successfully implement their projects with increased productivity and

profitability. Our regular open house with EWs to address their queries and concerns have resulted in a happy and satisfied workforce for our client. As a value addition, we have offered our L&A implementation, our 'Your Dost' program and COVID-19 insurance cover, which have been well-appreciated by the client.

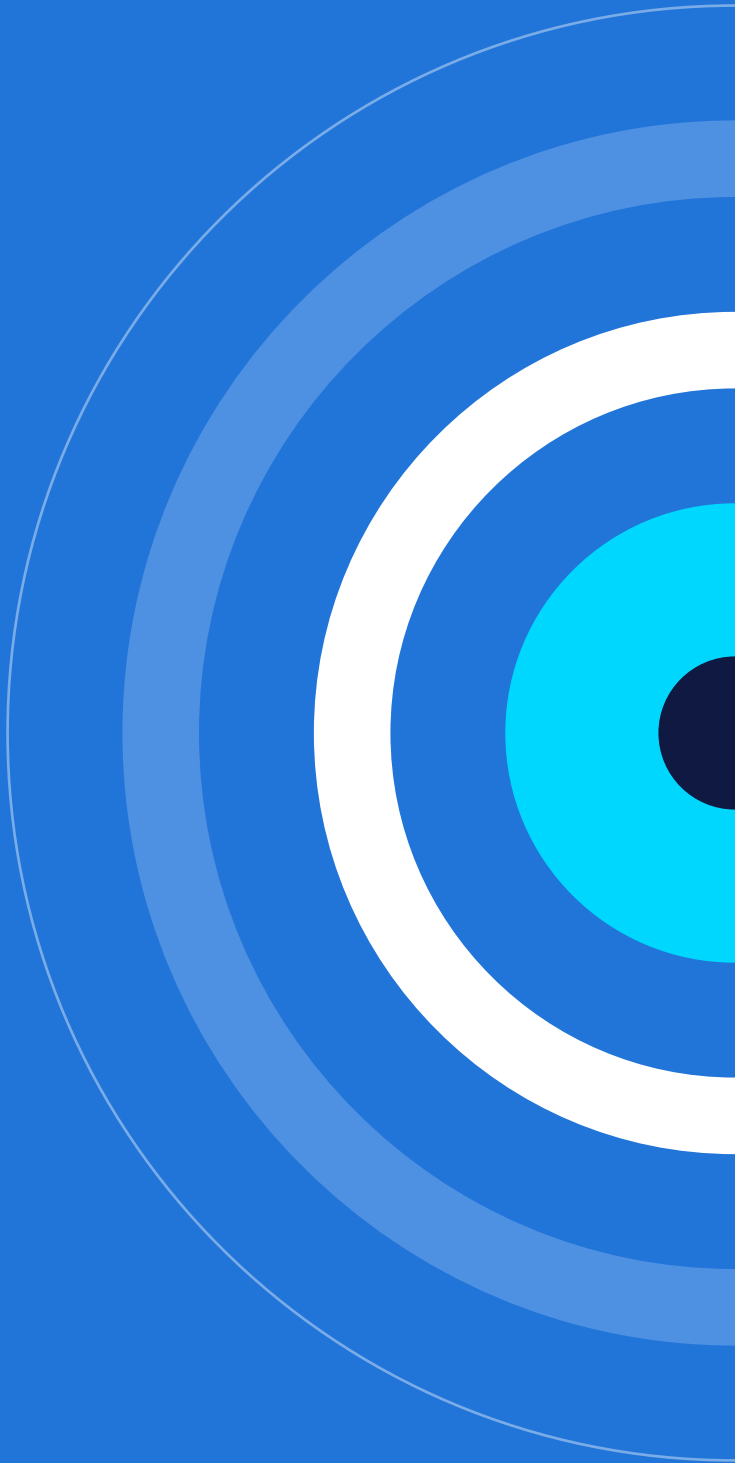


client acknowledgement and recognition

Our performance won the client's appreciation and confidence, and in their words, they are "happy with your commitment and hard work". Our business with them has grown more

than 100% Y-O-Y, and more business has opened up due to our seamless excellence of service delivery.





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