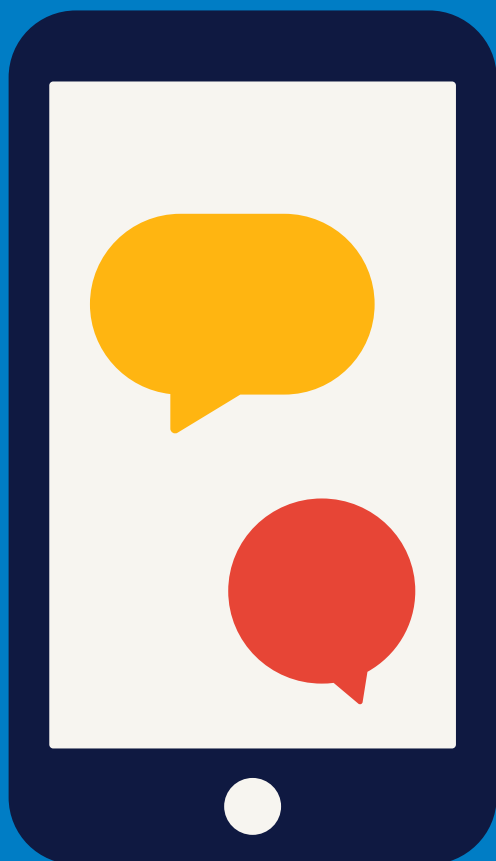




randstad India's core expertise in human resource and compliance helps achieve enhanced employee care and regulatory compliance for a large telecom company



client



Leading provider of mobile and data network services and solutions with cost-effective and fully managed tower solutions



About 2500 employees with 35,000 towers across diverse circles of operation



Provider of infrastructure like towers and fiber networks to telecommunications companies

challenge

1

Lack of specific and appropriate systems to track and address employee grievances

2

High attrition rates negatively impacting the business

3

Employee care required attention and action

requirement

1

Regulatory compliance with statutory rules and regulations

2

Recruitment and refilling of positions within minimal turnaround time

3

Robust HR systems and processes for employee management and care

what strengths did we leverage?

Pan-India presence with commendable local connect

Capacity to create a large database of skilled talent to complete recruitment in a timely manner

Proven project management capabilities

what was our approach?

- Conducted centralized compliance audits every quarter ensuring minimum 90% adherence
- Achieved higher fill ratio through randstad representative participation in the interview panel during every recruitment drive
- Balanced efficient client servicing at the local level as well as head-office governance meetings
- Cultivated high engagement levels and established rapport with the head-office and zonal office members for closer connect with the managers and contract staff



what did we deliver?

- Placement of over 1815 contract employees across relevant markets
- Greater control over the sales process through seamless management of salesforce
- Increased employee engagement and enhanced productivity through on-the-job coaching
- Improved compliance to nearly 90% by implementing standardized HR practices across the country

client acknowledgement and recognition

randstad won the client's appreciation
for smooth and timely employee
on-boarding and grievance handling

Recognized value in Randstad's specialized
team in determining pay increase based
on performance for contract staff



 randstad