

## A Profile of



## Global Innovsource Solutions Private Limited

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## About Global InnovSource

Global InnovSource, incorporated in 2004, is a venture of the GHC Group, spearheading one-stop HR solutions to the mid-large companies. Global InnovSource has operations in 14 locations across the country offering Temp Staffing Solutions, Recruitment Solutions, HR Outsourcing Solutions, and Training Solutions. Professional teams behind each of these businesses make Global InnovSource a preferred HR Solutions Partner for many of its customers. More information is available on [www.globali.in](http://www.globali.in).

Global Asset Holding Corporation (GHC Group), is a Rs.6000 Crore group holding two listed companies, GTL Limited ([www.gtllimited.com](http://www.gtllimited.com)), and GTL Infrastructure Limited ([www.gtlinfra.com](http://www.gtlinfra.com)), and several other unlisted ventures in the telecom, technology, realty, and HR space.

### ***Our Vision:***

To be amongst the top 5 quality Staffing Companies.

### ***Our Values:***

- *Proactive & professional* approach to customers
- *Receptive* to organisational need
- Deliver with *Integrity*
- Knowledge & Information *Sharing*
- *Focused* and *committed* towards excellence

## Our Services

Global InnovSource is an End-to End HR-Solutions company, focused on enhancing the performance of your organization by leveraging our experience in managing your talent and HR processes.

### **Staffing Solutions:**

- Temp / Contract Staffing
- Payroll & Benefits Outsourcing
- HR Operations Outsourcing
- Project Resourcing

### **HR Outsourcing:**

- HR Outsourcing & deployment
- HR Strategy
- Compensation & Benefits planning
- Competency Mapping

### **Recruitment Solutions:**

- Recruitment Process Outsourcing
- Senior management headhunting
- Sourcing Strategy
- Recruitment & advertising campaigns

### **Training Solutions:**

- Management education
- Personality enrichment
- Communication & Culture building
- Outdoor management development programs

## Global InnovSource Advantage

Management and HR have a lot of theory and concepts as a backing. Theory and concepts are always available at our disposal. However, not many are in a position to reap the benefits of these concepts when it comes to simple, practical, usable and cost effective implementation. Global InnovSource brings to you this unique advantage.

*Knowledge Advantage:* Our consultants bring in a great deal of knowledge with them. Having grown up serving HR areas in both operating and consulting capacity, we have acquired the depth and practical experience of exploring and practicing newer HR concepts. We constantly update our knowledge synchronising ourselves with the latest happenings in the world. This takes us steps ahead and gives us the advantage of picking and choosing the right technology for your requirement.

*Simplicity Advantage:* Our consultants are equipped to understand your problems and use complex concepts and yet offer solutions that are simple. We work with you in comprehending complex management concepts into terminology that is easily understood by you. Every theory is based on simple underlying principles that need to be understood and internalised. And that way the gap between understanding and implementation of the solution is overcome easily.

*Down-to-Earth Advantage:* We do spend adequate amount of time in working at the ground level activities if need be, to identify the root cause of problems or situations. Being consultants, we have no airs about that.

*Practicality Advantage:* We believe in management concepts. We believe in theory. We believe that there is science behind every action, every behaviour and every effect. This doesn't restrict us from being practical, from mapping theory to practice, and from adapting the theory to local and current situations rather than blindly applying them.

*Hand-Holding Advantage:* Recommending newer systems and policies is going to be our objective. However, we are going to stand behind our clients so that they learn newer practices and are trained to manage and operate and modify these themselves.

*Dynamism Advantage:* Customer requirements are sometimes rightly identified. In some cases, the symptoms are wrongly read. Though in our proposal we have given our plan of action for specific needs, we are flexible and dynamic enough to change our methodology and ways of working if need be. Besides, newer areas may crop up during the course of projects, and that would not deter our approach.

With all these advantages and more, we are sure our Clients find working with Global InnovSource a pleasure. Global InnovSource takes their customers seriously, making them partners first.

We are team of dedicated professionals with years of experience in providing quality HR services to our clients. It is this dedication and focus helps us empathize with all our associates and clients. We believe and act on the premise of "Putting Client First" and ensuring quality delivery every time.

### What we offer Clients:

- Strong HR support.
- 24/7/365 helpline to handle queries.
- Pan India Presence.
- Domain expertise across industries.
- Guaranteed and Quality service.
- On demand services.
- Client Web Interface self service
- Robust technology and infrastructure.

### What we offer Employees:

- Web Based Portal
- Online attendance system.
- 24/7/365 1-800 Help line Number.
- Comprehensive Insurance Coverage.
- Assistance in employability.
- Professional counselling.

## Our Strengths

We bring to you our strengths, and ensure that you benefit from all our strengths to better your business.

### Integrated HRIS System

An integrated HRIS system helps us manage employee database, handling over 50,000 employee records and history, with an inbuilt document management system and client access for better control over information.

### JobEx – Recruiter Extranet

JobEx, our recruiter extranet helps manage the recruitment process ever smoothly, apart from providing us access to candidates not listed on portals.

### Our PAN-India Presence

| Ahmedabad | Bangalore | Chennai | Chandigarh | Delhi | Gurgaon | Hyderabad | Indore | Jaipur | Kolkata | Lucknow | Mumbai | Navi Mumbai | Pune | and more coming up soon.

## Staffing & Temping Solutions: *Addressing your dynamic staffing needs*

*Our Mantra: 'Providing ON time Quality delivery EVERY time'*

### What is Staffing / Temping

Staffing, or better known as Temping, is primarily outsourcing of Manpower on a skill requirement basis or project completion basis for a limited period of time. Staffing may be desired when there is a dynamic requirement of people, or there is a requirement of skilled staff, or the requirement is for a limited period.

### Benefits of Staffing

<i>To the Employers</i>	<i>To the Employees</i>
<ul style="list-style-type: none"> <li>• Just-in-time workforce</li> <li>• Temp to perm possibility</li> <li>• Easy recruitment and demobilisation</li> <li>• Control over long-term costs</li> <li>• Outsourcing of invisible costs</li> <li>• Online access to HRIS system</li> <li>• Specialists with wide experience</li> </ul>	<ul style="list-style-type: none"> <li>• Entry into blue-chip firms</li> <li>• Work for respected company</li> <li>• Dignity of employment</li> <li>• Social security benefits</li> <li>• Enhanced employability</li> <li>• Temp to perm possibility</li> </ul>

More importantly, to compete in the global and competitive market, it is important for organisations to:

- Follow strict policies and procedures as per Labour Act, and Contract Act, Minimum Wages Act, ESI Act, Payment of Bonus Act, Gratuity Act, etc.
- Ensure that employees get all the benefits proposed by Law and are not paid on vouchers or cash. This provides better audit and prevents pilferage of money.
- Follow strict corporate governance, internal audit, and disclosure procedures, especially if it they are a public limited company

Why Temping is good for your company

- Lets you focus on core business activities
- Address headcount limitations

- Just in time workforce
- Control over long-term costs
- Improved competitiveness
- Shrinks hidden HR and administration costs
- Ease of handling planned & unplanned absence
- Retain and attract talent

Our range of services includes Talent search, Deployment, Payroll & Benefits Management, Statutory compliances, Process management & consolidation.

### **Recruitment & Sourcing Solutions: *Addressing your Talent sourcing needs***

*Our Mantra: 'Choosing the right person, for the right job at the right time'*

Hiring new recruits is a time-consuming and expensive process. Making the right choices can be the difference between long-term success and failure. We understand this difference and endeavour to give our clients the right person at the right time.

Recruitment services across industries and sectors for sourcing solutions.

- Recruitment Process Outsourcing
- Candidate career mapping, placements & 'value-added' talent acquisition
- Requisition assessment & comprehension
- Strategy deployment for staffing solutions
- Candidate profiling & screening for match
- Candidate interview, assessment, compensation fixing
- Coordination and rigorous follow-up till joining
- Candidate background & referral checks.

### **HR Outsourcing:**

*Our Mantra: 'Streamlining HR systems to enhance organisational effectiveness'*

HR is something that every organisation needs. This is a function of strategy, age, size and other aspects of an organisation's business. We bring-in our years of HR experience to design and build robust HR systems that you can operate and benefit from.

Our services include work in all these areas:

- HR Operations Outsourcing
- Competency Mapping
- Compensation & Benefits Planning

### **Training & Education Solutions: *Addressing your talent development needs***

*Our Mantra: 'Providing customised training solutions to address organisational needs'*

Every organisation recognises that its growth strongly depends on the growth of its employees. An employee is identified on the basis of his/her potential to perform. Our team of experienced trainers play a vital role in enhancing skills, and identifying areas of development leading to overall growth. We believe that training is

an Investment in HR with promising returns in future. After all an organisation that learns is often the one that grows.

Our Training Services:

- Continued Management Education programs
- Individual Employability training programs

### **Your Commitment, Your Success**

Top management commitment is key to the success of large scale HR outsourcing activities. If the top management and the key decision makers are not totally committed to make it happen, it never will. We know and reiterate that the top management and key decision makers are totally committed to this approach.

### **Value for Money**

We promise complete value for money. The investment you make will return more than invested in a short while. If at any stage, you feel that you are not deriving value for money, you may terminate the contract with reasonable notice. No obligations.

We are committed to delivering quality work. During the course of the project, we expect honest feedback about the way the project is progressing, which will help us improve or correct ourselves, and deliver better quality of work.