

A Profile of



Innovsource Private Limited

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About Innovsource

Innovsource is a leading manpower outsourcing company ranked among the top 5 staffing companies in India. Established in 2004, we offer a gamut of Staffing services to our customers. In the past years, we have emerged as a preferred Staffing service partner of several leading companies in India.

With our corporate office in Mumbai and full-fledged offices in Delhi, Bengaluru, Chennai, Kolkata & other cities, we have a national footprint with presence in 29 locations across the country manned by 550 people. Our vast network of offices across the country enables us to be within reach of clients and associates.

Offering a spectrum of services that include temporary staffing, infrastructure services, facilities management, and caretaking services, we are the only integrated HR service providers, offering our customers more than just Staffing services.

Today we have emerged as a powerful brand in the HR industry, offering integrated HR solutions to our customers.

Our Values:

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

Our Services

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 Services

Temporary manpower outsourcing and management

- Temping / Contract Staffing
- Payroll & Benefits Management
- HR Operations Outsourcing
- Statutory Compliances

Facilities Management

Housekeeping, facilities maintenance & speciality services

- Housekeeping & Cleaning
- Office Support Services
- Pest Management Services : (Through Vendor)

Security Services

Management of unmanned passive facilities

- Manned Security Solutions
- Customized Protective Services
- Parking Services & Toll Plaza Management
- Investigative & Security Services
- Technology based Security Solutions

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. 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 Innovsource a pleasure. 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.

Background: Respected Company built on ethics, values and integrity

Our PAN-India Presence: With our corporate office in Mumbai and full-fledged offices in Delhi, Bengaluru, Chennai, Kolkata & other cities, we have a national footprint with presence in 34 locations across the country.

Our Deployment: Over 32000 staff across 480 deployment zones

Process Reliability: ISO 9001:2008 Certified processes

Team: Professional Team of 580 HR professionals and recruiters with 700,000 active candidate databases

Staff Benefits: Full cover and benefits to our resources, including self-service and 1-800-helpline

Verticals: Strong focus on key verticals – IT, Telecom, Banking Financial Services & Insurance, Engineering, Pharma, Construction, Retail, Education, etc.

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

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
- Improved competitiveness

- Shrinks hidden HR and administration costs
- Retain and attract talent

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

Facilities Management: Addressing your facilities needs

Integrated Facilities Management involves management and maintenance of business and industrial facilities with quality standards along with commitment of upkeep under our IFM brand. We provide an array of services including Housekeeping & Cleaning, Office support services, pest control. We bring to you the best industry practices and meeting your expectations of 24 x 7 operations.

A dedicated helpline, state-of-the-art equipments, mechanization and technology, ability to manage the assets of next-gen Intelligent Buildings, the delivery structure has been built keeping in tune with quality commitments and expectations. Efficient and detailed reporting will keep you abreast with events as they happen and control and establish an efficient Service Level Benchmarks.

Our Services

- Housekeeping & Cleaning General house-keeping, mechanized cleaning, specialized cleaning, façade cleaning, pest control, business support services

Security Services: Addressing your security needs

Security services are designed to manage unmanned facilities and passive infrastructure, which is a unique combination of staffing, facilities management and vendor aggregation. Our strength lies in:

- Skilled manpower to cater the needs of the Industry
- Need based customization of service offerings
- Commitment to lower TCO (total cost of ownership)
- Pan India foot print to spearhead multiple locations and operations.

Our Services

- Manned Security Solutions
- Customized Protective Services
- Parking Services & Toll Plaza Management
- Investigative & Security Services
- Technology based Security Solutions

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.