



TURNKEY SOLUTIONS FOR A LARGE CONGLOMERATE



The Client

The Client is a conglomerate giant with a turnover of more than \$2 billion. Headquartered in the South, this client has been in business for more than a century and has diverse interests in Engineering, Precision tools, Finance, Agro products, and Biotechnology.

HR Challenges

One of the client's businesses in the consumer segment had issues in hiring the plant's front-end sales teams. The positions had been open for more than 8 months and the client saw bleakness in the chances of them getting filled.

Engagement Highlights

The Client had to be convinced to adopt an integrated approach. It was found that different expectations were set by multiple stake holders that resulted in a disparity between what was required and what was being mandated. Bridging this gap was vital for the prolonging issue. A time-based turnkey assignment was suggested with one implanted resource in the client location to understand the nuances of the client's shortlisting and interviewing processes apart from framing the job descriptions based on the client's workflows. The resource would also rationalize the stakeholder's expectations.

Duration

It was a 12 week process

Value to the Client

The time bound assignment resulted in, efficiently, closing 80% of the positions within the stipulated time. 20% of the positions are still open owing to dynamic job spec parameters.





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