

# Exclusive Talent Management Specialists.



HR Process



Executive Search

Aligning RPO



Corporate Training



Payroll



Temp Staffing

## “ Square Pegs in round holes and Round Pegs is Square below



This is the dichotomous situation most of the organizations through out the world find themselves in. If this is a quandary then this needs to be solved. Pike Solutions as HR Catalysts can provide an effective solution to most of your puzzles because we have to see problems. An organization has two sides viz., business and people, By leaving the business side to you for tackling we take care of the people side.

Pike Solutions is a complete HR solutions provider headquartered at Hyderabad. We'd love to be known as Facilitators then anything else. So, as an HR Facilitating entity we focus on five key areas of human resource management:

- Establishing efficient and systematic hiring and selection practices.
- Aligning recruitment strategies with business expectations.
- Creating effective learning tool to ensure that training and development has a positive impact on organizational performance.
- Developing clear two-way communication between employees and management,.
- Ensuring human resource objectives are properly aligned with organizational priorities.

Organizations that pay attention to these key factors and do the well can create a positive and productive environment for their employees that will drive financial performance and long-term success.

We provide our clients with the flexibility to meet to different needs of HR Outsourcing and Staffing services, Recruitment consulting, Training and Development with its businesses aligned in Industry specific practices viz.

Automobiles, FMCG, ITES, Pharmaceutical, Engineering & Process, B.F.S.I, Garments & Textiles, Life Sciences, Travel & Hospitality, Infrastructure, Education, Information Technology, Manufacturing, Retail, Media & Telecom.

## What we do

- ✓ Executive Search
- ✓ Recruitment Process Outsourcing
- ✓ Temp Staffing
- ✓ HR Processes
- ✓ Corporate Training
- ✓ Assessments
- ✓ Campus Connect



## Why we

- ✓ Our size enables us to be quick but methodical in our searches.
- ✓ Our focus on specific sectors means that we understand your industry well.
- ✓ We like to develop broad, long-term relationships with a select few clients.
- ✓ We are extremely thorough in our execution.
- ✓ We do not cut corners.
- ✓ We provide personalized service
- ✓ What you see is what you get.



## In Hiring

The staffing process is nothing like it used to be. That's why we aren't like any other staffing company. No matter what the position is, junior level, middle or senior level, we identify and hire with an efficient and organized hiring process. We will show you how we effectively screen and interview candidates to hire talented staff that "fit" with your organization.

Pike Solutions works in the process that will best suit your long-term needs. With a commitment to quality and customer stratification, our associates initiate the process by knowing your organizational requirements and goals and provide your with tools your goal by getting right choice at your work further and resources to

### EXECUTIVE SEARCH AND SELECTION PROCESS

Prior to commencing any recruitment activity we invest time in getting to know your operations by visiting your factories and offices when appropriate. We will work closely with you to plan and define priorities in our researching needs. We will then break down the overall researching needs into deliverable projects and recommend the best approach for each case.

### EXECUTIVE SEARCH AND NETWORKING

Our research will target appropriate organizations and industries in order to identify the ideal candidate for each role. Based on our discussions with the client, it may appear that the search focus can be wider than just direct competitors within the client's industry.

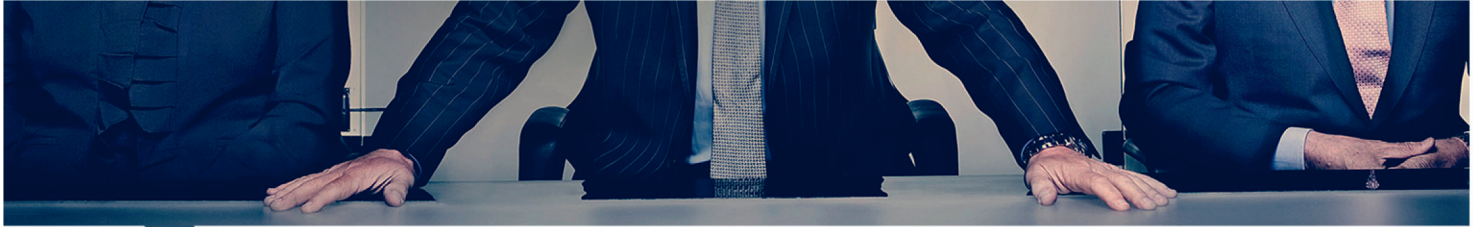
Our scope may then cover any closely related industry, market or corporation and / or unrelated companies with the same corporate culture, production process. Hence, we will draw up a list of potential targets which we will discuss and agree on with the client prior to commencement of the assignment.

We will also draw on our international network, wide range of contacts previous similar projects and our research resources to ensure that this approach identifies those individuals who possess the required professional and personal characteristics.





## In Recruitment Process Outsourcing



When you outsource your Recruitment Process to us it doesn't mean losing control of your recruiting function, it's gaining a partner whose sole focus is to strengthen it. Pike Solutions RPO is the combination of Value Proposition (Quality) & Recruitment Metrics (Quantity) & we thrive to enhance both.

Services from Pike Solutions RPO division are flexible and customized to every industry, demographic, social & economic needs. We strictly follow Recruitment policies of our clients & ensure value addition & cost saving within these parameters. We provide Onsite and/or offsite services as required by clients. We also offer flexible staffing service where, during peak recruitment months, we deploy additional Recruitment staff to ensure smooth Recruitment in the organization. This substantially impacts our client's bottom line since we could work the minimum number of Recruiters during lean months.


### Benefits

- Reduce operating costs
- Focus on the core business
- Create a variable cost structure
- Improve quality of recruiting process
- Expedite speed to market
- Foster Innovation
- Access to 'Best in Class. Expertise & Technoogy
- Simmer Recruitment Team

### We Guarantee...

- Enhanced Hire per Recruiting staff
- Direct cost saving of Online Job portal services
- Exhaustive Reports addressing all the recruitment functions & Personnel including cost per hire
- Reduce Recruitment process time substantially

**Being experts in this, we go for fastest recruitment process and honour the timelines.**










## In Temp Staffing

Temporary staffing is the new strategy in today's corporate world



Though temporary staffing is not a new phenomenon in the global corporate scenarios, it is a relatively new concept in India and with more and more MNCs Starting Operations in the country, the trend is growing rapidly. Pike Solutions is managed by principals with a combined corporate and consulting experience in various, IT and ITES disciplines. Undoubtedly, On Demand provides a win-win situation for the employer and employee.

- 
 Consultant provided on demand usually just-in-time staff for any of your requirements.
- 
 Professionals mobilized as per the client requirement could be withdrawn as soon as the project is over.
- 
 Market-specialist consultants with first-hand experience and knowledge of the sectors they represent.
- 
 Will act as HR Partner for our clients to overcome the HR issues faced by permanent staffs.
- 
 Guarantee to get the best candidates with all required skill sets "Quick & Cost Effective".
- 
 Candidates can also be hired after reviewing the performance in the tenure as a consultant, later can be hired by the client at a nominal cost thus avoiding recruitment failures.
- 
 This service will help you meet your goal with control on cost and timely delivery by bring right skills at right time.



## In Campus to Corporate

With our Comprehensive Campus Recruitment Training programme our endeavour is to make Campuses a breeding place for "ready-to-employ" talent. We are socially obligated in this regard. Pike Solutions takes pride in its connectivity with the best of Universities, Professional Colleges and Graduate Colleges all over India. Pike Solutions Technologies can get the required number of candidates by conducting the campuses and off Campus also all over India. The candidates can be pooled according to the requirement i.e., Technical and Non Technical.





## In Developing

How efficient is your operation ????? ?



An organization's training and development activities are effective only if they have a measurable positive impact on the organization's performance. We at Pike Solutions believe that be it an Organization or an individual which refuses to learn ceases to earn.

### Here is what we can do to help

- Help you to develop effective performance measurements to more objectively evaluate individual performance.
- Create performance evaluation and careers advancement programs that foster genuine employee development and learning
- Design management training to teach your supervisors how to effectively manage their staffs.
- Train managers and employees on preventing sexual harassment and other key workplace issues to promote a healthy and productive organizational environment, and to avoid costly litigation.
- Provide one-on-one management and executive coaching to help specific individuals in your organization become more effective leaders.

## In Communications

Employees need information they crave it-and an organization that doesn't provide it is missing a great opportunity. Effective two-way communication between employees and management can help promote a healthy and productive work environment.

### Here is what we can do to help

- Coordinate focus groups with employees to address important organizational topics.
- Conduct employee satisfaction surveys to get more specific details on organizational strengths as well as areas that need improvement.
- Develop employee handbooks and written policies.
- Prepare presentations for management to use when communicating to employees on important organizational issues.
- Design and conduct staff and management retreats to facilitate focused discussions on, and solutions for, key organizational issues.

An icon of a teal airplane flying upwards.

## In Aligning



How specifically do your human resources programs support your organizational objectives? Is the connection between the two clear and strong, or is it somewhat vague and lacking focus?

### Here is what we can do to help

- Assist in developing clear and concise mission, vision and value statements.
- Help create linkage between the mission, vision and value statements and specific operational objectives.
- Conduct an assessment of how well your human resources programs support operational objectives, identifying any gaps or disconnects.
- Develop a strategic human resources plan - a blueprint for how all human resources initiatives and programs can be linked to the achievement of operational objectives.

## In Communications

An increasing number of major businesses are outsourcing their human resource operations today.

### Here is what we can do to help

- Benchmarking of HR Strategies & Practices
- HR Audit, Change Management to Climate Survey.
- A request will start the process and we put you on the right professional to understand the uniqueness of your industry and requirements, tackle the possible issues and hurdles and deliver the results to your satisfaction and our pleasure.





## In Assessments



Research demonstrates that there is no substitute for objectively observing and systematically measuring how people actually perform on the ground.

### Here is what we can do to help

- ▶ We provide a complete range of Assessment Centre design and delivery services.
- ▶ We design and manage the whole process from scratch using either our own established procedures and assessment tools, or designing entirely new and highly organizationally relevant systems and exercises.
- ▶ Our Assessment Tests appraise you not just the status and potential of the candidates but addresses the crucial issues of where and how they have to be led to reach the desired goals personal and organizational.




## In Harmony & Symphony

Pike Solutions has a proven track record and a long list of established client key corporations, both large and small, that understand our dedication to their business and our crucial role in their successes, partnership, as we see it is a respectful and fair exchange of values. We invest in understanding your business and goals, becoming a true participant in your growth. We take time to build lasting partnerships with our clients ensuring cooperation and open communications.

Recruitment is more than finding resources-it's also about marketing. Every phone call and interview has the potential of putting your company in a good light. At Pike Solutions, the partnerships we foster with our clients also extend to our candidates. We treat everyone with utmost respect and professionalism ensuring a positive experience for all involved in the selection process.

To spell "SUCCESS" we both need "U"

We look forward to work with your organization for a mutually rewarding and long term value added relationship.



## Our Clients



## Pike Solutions

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