



## MANPOWER



**RESOURCE  
AND  
OUTSOURCE**

innovative workforce solutions



## About Zee Star (P) Services:

Zee Star (P) Services ([www.zeestar.in](http://www.zeestar.in)) is a company committed to the advancement of MANPOWER & HR solutions to growing companies. Zee Star (P) Services has investments concentrated in the Telecom, Call Center, Real Estate, Infrastructure and Outsourcing Spaces and is fast diversifying into other areas.

Zee Star (P) Services is focused solely on enhancing the performance of your organization. We do this by leveraging our very best in talent, tools, and processes in Human Resources.

## Our Vision:

To be amongst the top 10 quality Staffing Companies.

## Our Values:

- Proactive & professional approach to our clients
- Receptive to organizational need
- Deliver with Integrity
- Knowledge & Information Sharing
- Focused and committed towards excellence

## Our Services

Zee Star (P) Services 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	Recruitment Solutions	Facilities Management
<ul style="list-style-type: none"><li>• Temp / Contract Staffing</li><li>• Payroll &amp; Benefits Outsourcing</li><li>• HR Operations Outsourcing</li><li>• Project Resourcing</li></ul>	<ul style="list-style-type: none"><li>• Recruitment Process Outsourcing</li><li>• Senior management headhunting</li><li>• Sourcing Strategy</li><li>• Recruitment &amp; advtg campaigns</li></ul>	<ul style="list-style-type: none"><li>• Care Taking</li><li>• Operations &amp; Maintenance</li><li>• Project Management</li></ul>

## Our Advantages:

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. Zee Star (P) Services 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 synchronizing 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 internalized. 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 behavior 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 them.

**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.

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**Website: [www.zeestar.in](http://www.zeestar.in); E-mail: [admin@zeestar.in](mailto:admin@zeestar.in)**



With all these advantages and more, we are sure our Clients find working with Zee Star (P) Services a pleasure. Zee Star (P) Service stakes their customers seriously, making them partners first.

We are team of dedicated professionals with years of experience in providing quality MANPOWER & 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.

<b>What we offer Clients:</b>	<b>What we offer Employees:</b>
<ul style="list-style-type: none"><li>• Strong HR support.</li><li>• 24 x 7 x 365 helpline to handle queries.</li><li>• Pan India Presence.</li><li>• Domain expertise across industries.</li><li>• Guaranteed and Quality service.</li><li>• On demand services.</li><li>• Robust technology and infrastructure.</li></ul>	<ul style="list-style-type: none"><li>• Web Based Portal</li><li>• Online attendance system</li><li>• 24 x 7 x 365 Help line Number</li><li>• Comprehensive Insurance Coverage</li><li>• Assistance in employability</li><li>• Professional counseling</li><li>• On time payment</li></ul>

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## Our Strength:

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

**Integrated HR System:** An integrated HR 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:** Organization built on ethics, values and integrity.

**Our PAN-India Presence:** Service branch network that is 100% COMPANY OWNED in over locations: Patna and Delhi and plans to open operations in Bangalore, Hyderabad, Kolkata, Mumbai, Pune, Ranchi, Bhubaneswar in the next one or two year.

**Our Deployment:** Over 500 staff across 2 deployment zones

**Process Reliability:** ISO 9000 Certification in process

**Team:** Professional Team of 15 HR professionals and recruiters with 10,000 active candidate databases

**Jobseek (Online job portal)** – Integrated with our website [www.zeestar.in](http://www.zeestar.in)

**Staff Benefits:** Full cover and benefits to our employee, including 24 x 7 x 365 helpline.

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

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## Staffing and Temping Solutions:

### 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

To The Employers	To The Employees
<ul style="list-style-type: none"> <li>• Just-in-time workforce</li> <li>• Easy recruitment and demobilization</li> <li>• Control over long-term costs</li> <li>• Outsourcing of invisible costs</li> <li>• Specialists with wide experience</li> </ul>	<ul style="list-style-type: none"> <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 organizations to:

- Follow strict policies and procedures as per Labour Act, and Contract Act, Minimum Wages Act, Provident Fund Scheme, ESI Act, 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 they are a public limited company

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## 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.

## Recruitment and Sourcing Solutions:

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 endeavor 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

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## Commitment and 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. 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.

## Our Clientele:



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