



**Empower Consulting**

9, Sital Apartments, Near Hariniwas Circle,  
Panchpakadi, Thane (West) 400602

Ph : 022 25452585 / 87

Website : [www.empowerconsulting.in](http://www.empowerconsulting.in)



**Empower  
Consulting**

**Brief profile**

*Management Consultants of  
Selection of Personnel, Assessment  
Services, Learning and  
Development, Human Resource  
Outsourcing*



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Empower Consulting is a Management Consultancy Firm based in Mumbai, of young and dynamic Professionals in the field of Human Resources, Marketing, Finance IT, & Engineering providing personalized professional services to our privileged clients all over the globe. It is a leading HR staffing Solutions Company providing PAN India, providing high quality services to a cross section of multinationals across all over the country.

Empower consulting provides following portfolio of services each vertical managed independently by professionals from various streams. HR Staffing Solutions Services, like Screening, Search & Placements, Flexible/Temporary staffing ,Employee Verification, HR Consulting, Payroll Management & Learning and Development.

We have professional expertise and have on offering the complete range of Human Resorce services from conceptualization to execution & maintenance in various industry verticals along with HR expertise in hiring, head hunting and transactional services.

Empower Consulting is into end to end HR Solutions like recruitments, Training of various soft skills and behavioral skills etc., employee engagement , performance management systems , payroll softwares , psychometric tests and all other functions of HR.

We have a list of prestigious clients in following Industry domain.

Industry Base:-

- Construction and Infrastructures.
- Travel & Hospitality.
- Real Estate.
- Power & Energy.
- Insurance / Banking / Finance.
- IT and telecom
- Logistics / Ports.
- Oil & Gas.
- Urban Development & Transport.
- Engineering project Construction company.
- FMCG and Consumer Durables.
- Pharmaceuticals and Chemicals.
- Textile and Retail



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## **Selection of Personnel**

We select Personnel for corporate world at all the levels of Management, through Advertising, Head Hunting, and our Data Bank. Depending of Categories, we administer aptitude and inclination tests, trade tests, and other assessment Tools. We have so far selected many professionals for the corporate world.

### **TERMS AND CONDITIONS FOR SELECTION OF PERSONNEL**

1. Selection through our Data Bank we charge the following: -

- We charge on Annual Cost to company (CTC) basis of each individual selected through us.' Cost to company (CTC)' means Basic + D.A. + H.R.A + Conveyance Allowance + all other allowance, including P.F., Bonus, LTA, Medical, Ex-Gratia, Incentives & Car etc.
- Our professional service charges are 8.33% of the annual Gross CTC+ Service Tax (This is levied by GOI on all the services depending on the category they fall into, we are in the bracket of 10.3% )
- In the event of house being provided by Company HRA will be deemed to be 100% of the Basic Pay in the case of 4 Metropolitan cities.
- Our professional services fees should be credited to us within 7 days of the candidate joining.
- All payments to be made in favor of 'Empower Consulting'

2. In the event of an advertisement being released for your Company through us, Your Company shall bear the expenses of the advertisement on actual. For Screening the resumes, preparing comparative statement interviewing and short-Listing the candidates, all our terms and conditions remains the same as Clause 1 Above.

3. We are charging Service Tax (As per GOI norms) of the Cost to company (CTC), over and above our professional fees. Government of India has levied this tax on all service industry.



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4. For need based assignments we will charge the negotiated amount.
5. We provide 3 months' free replacement guarantee. This guarantee becomes not applicable if the payment is delayed or if terms and conditions mentioned to the candidate in writing or verbally are not met. We do not head hunt from your organization.
6. TIME LINE: Empower Consulting has an excellent track record in keeping the Time –Line as per the requirements and mutually agreed time frame with the clients.

### **Requirements from Client side**

To ensure the Quality and Customer satisfaction Empower Consulting requires following information from the client organization to give the best services possible.

1. Job description and Job specification of the position.
2. Salary and other Particulars.
3. Specific area of interest (Geographical location of the position).
4. Client to forward to Empower Consulting a copy of offer letter given to the candidate.  
(To avoid any ambiguity that might arise as mentioned in clause 6)



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## **Assessment Services**

We, offer consulting, software, tools and training covering personality, interest and values, aptitude and ability tests that can be used in selection, assessment, promotion, vocational guidance and staff development. All Psytech tests are available on-line and off-line formats and have a very high reliability as laid down by British Psychological Society (BPS, a global governing body for psychological testing).

**Psychometric testing** provides a powerful way of ensuring the best candidates are selected by assessing their ability and preferred behavioral styles.

- ✓ **Improves the efficiency** of the recruitment process
- ✓ Results in **more informed recruitment decisions** being made by providing additional objective information about a candidate
- ✓ Enables **an individual's potential** to be gauged rather than just skills that have been acquired retrospectively
- ✓ Can test **all levels of staff** from Directors / Senior Leadership teams to middle and junior levels of management. They are also used to give career guidance to students.
- ✓ **Development tool** for the identifying the gaps from the ideal traits required for the role

They are likely to lead to considerable cost-benefits in the long term. Whether it be for selection of new staff or development of existing staff, the expenses involved in psychometric assessment are minimal when compared with the costs of **high turn-over, under-performance** or **mis-deployment** of staff.



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## Learning and Development

Empower Consulting L&D philosophy is based on the principle: *My Success – My Responsibility*. We believe that the way one takes responsibility of one's own success in college life, in the working life too everyone should take responsibility for their own personal growth. All employees need guidance and facilitation on how they can approach their own professional development with a strategy and a plan and take initiative in managing their careers. This is achieved when an organization clarifies the competencies and discovers the personality traits of individuals and teams.

## Human Resource Outsourcing

### Our HR Outsourcing Services

We work with our clients as their extended arms. Our pedagogy is a unique 5 step approach which structures around the organization vision and strategy. Our approach is 'Do' vis-à-vis 'Tell'. We work on a BOT model thus '*enter with an exit strategy*' wherein we in-plant a skilled HR professional to Build & Operate HR strategy, systems and processes commensurate to your organization and industry and at appropriate / pre-agreed timeframe, we Transfer the know-how and then exit. Service is a cornerstone of our long term plan, as we choose to build long term relationships with our clients. If you are considering outsourcing all or part of your human resource function, here is a list of what we do:

HR Systems & Processes	Recruitment Process Outsourcing	Learning & Development	Performance Management
<ul style="list-style-type: none"> <li>Streamlining HRPolicies, Systems &amp; Processes</li> <li>Documenting Employee Handbook</li> <li>HR Audit &amp; Review</li> </ul>	<ul style="list-style-type: none"> <li>Sourcing to Selection</li> <li>Development of Recruitment Process using state-of-the-art recruitment tools</li> <li>Resource Management, Manpower planning &amp; budgeting</li> </ul>	<ul style="list-style-type: none"> <li>Behavior &amp; Skill Enhancement training programs</li> <li>Leadership Development Programs (LDP)</li> </ul>	<ul style="list-style-type: none"> <li>PMS</li> <li>Competency Framework</li> <li>Job description and goal setting</li> <li>Performance Appraisal process &amp; administration</li> </ul>



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**Our Office :**



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