

Man Power Outsourcing Services Presentation

By Osource (India) Private Limited – An ISO 9001:2008 Certified Organization

Models Of Staff Augmentation

2 models of Staff Augmentation:

- ❖ Manpower Resourcing Services.
- ❖ Manpower Supply Services.

Manpower Resourcing Services

- ❖ Sourcing of resources based on JD
- ❖ Recruitment of candidate
- ❖ Takeover of existing employees on Dedicated Separate payroll
- ❖ Creation and maintenance of Employee P- file
- ❖ Payroll processing & legal compliance
- ❖ Employee life cycle management
- ❖ Salary Funding for resource by Client
- ❖ Employee exit management

Manpower Supply Services:

- ❖ Sourcing of resources based on JD
- ❖ Recruitment of candidate for project
- ❖ Induction of employee on Osource's payroll
- ❖ Creation and maintenance of Employee P- file
- ❖ Payroll processing & legal compliance
- ❖ Salary paid by Osource as per its policies
- ❖ Employee engagement and life cycle management
- ❖ Collection of billing amount from Client as per agreement
- ❖ After completion Movement to other projects
- ❖ Take over option with one time charge

Responsibility Matrix

| Activity | Manpower Resourcing Services | Manpower Supply Services |
|--|------------------------------|--------------------------|
| Recruitment | Osource /Client | Osource/Client |
| On boarding | Osource /Client | Osource |
| Payroll Processing | Osource | Osource |
| Employee Life cycle management | Osource | Osource |
| Engagement and Movement to other project | Client | Osource |
| Salary Funding | Client | Osource |
| Exit Management | Osource | Osource |

Comparison of the two services

| | Manpower Resourcing Services | Manpower Supply Services |
|--------------------------|--|---|
| Duration of requirements | Generally Long term | Short ,Medium as well as Long term |
| Inter Project Movement | With Client | With Osource but done after client consultation |
| Payroll Funding | Before Disbursal | As per billing cycle |
| Payroll disbursal | Flexible | On 7 th of next month |
| Leave Entitlement | As per advise of Client | Osource Leave Policy |
| Employment | Begins and ends with Client engagement | Independent of Client engagement |
| Our Charges | Fees based | Margin or Range |
| Legal Liabilities | Osource/ Canterburg - reimbursed | Osource Responsibility |

Billing Model – Manpower Resourcing Services

Components of billing

- ❖ % of the CTC charged per month + applicable taxes
- ❖ Service fee is calculated on basis of total number of employees

Billing Methodology

- ❖ Billing Amount = Total Billable CTC * Service Fee (%) + applicable taxes
- ❖ Service fee is based on the Range / chart
- ❖ Alternatively – Fixed charge per employee as Management Fee

Billing Model – Manpower Supply Services

Components of billing

- ❖ CTC of resources + (%) margin on CTC per month
- ❖ CTC Range based Fixed rates per month

Billing Methodology

- ❖ Billing Amount = CTC of deployed resource + Agreed margin plus applicable taxes
- ❖ Fixed Rate per employee – Range based on CTC

THANK YOU

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