



# The Complete Placement Guide

# Table of Contents

Avail the services of a human resource agency: Get the best candidates for your company.....3

Placement agencies: Providing valuable services to employer organisations & job aspirants .....4

Why avail the staffing services? .....6

## **Avail the services of a human resource agency: Get the best candidates for your company :**

Talented and dedicated employees are a valuable asset for every company. They offer a competitive advantage to a company and contribute largely to its success. This is the reason why every company has a separate department, called the human resource (HR) department.

The HR department in an organisation is primarily responsible for staff recruitment. Other services offered by them include staff training, maintaining employee records, keeping attendance, evaluating employee performance, their incentives, deciding the rules and regulations of the company, and lot more.

However, there are quite a few companies that avail the services of a human resource agency for staff recruitment and other services. A human resource agency offers professional recruitment services that best meet the needs and requirements of its corporate clients.

Basically, the **human resource agency** has a team of highly qualified and experienced human resource consultants who manage the entire recruitment process on behalf of their clients in a quick and efficient manner. The human resource agency gets in touch with its clients to have in-depth understanding of its client's business. They find out their work culture, their business objectives and plans, and based on that, they carry out executive search.

The **human resource consulting** firm is well aware of industry practices too. They know who the right candidates are and who can add value to their client's company. The **human resource consultants** enjoy access to some of the best professionals in the industry and get in touch with them to find out if their skills match the needs and requirements of their clients.

The human resource agency adopts comprehensive recruitment strategies. They carry out competency based interview with the short listed candidates, find out their professional and personal attributes, their leadership qualities, abilities to meet challenges, past experience and performance, and if satisfied, they hire them for their clients.

As well as helping employers, the human resource agency helps employees too. The human resource consultants help interested professionals find the right job at the right time. As they have contacts with the best and the top industries and corporate clients, the human resource consultants help the candidates get the opportunity to work with them.

For their services, the human resource consultancy firm charges a fixed fee that is generally agreed upon between the clients and the consultants.

If you wish to avail the services of the best human resource consultancy firm, just explore the website.

## **Placement agencies: Providing valuable services to employer organisations & job aspirants :**

Whether you are an individual looking for a promising job in a company of repute or a company who is looking for the best professionals in the industry, placement agencies can be of great help to both of you. The placement agencies are the special organisations that best meet the needs of both employer organisations and job aspirants.

For the uninitiated, the placement agencies have a database of resumes of thousands of job aspirants. At the same time, they have contacts with several companies including those in the field of science and Information technology, finance and banking, telecommunications, health, marketing, and others. This helps the placement company source the best professional talent for its corporate client and at the same time, help develop the career of the job aspirant.

For the individual job applicants, the placement agencies usually classify various resumes under different heads based on their qualifications, experience, industry skills, and more. This helps placement consultants disseminate the resumes of candidates to prospective clients. The placement agencies provide a quick and easy way of finding jobs. The job applicants are not required to waste their time looking for jobs over the Internet or through newspapers. The placement companies leverage both online and off line resources not only within a country, but across other countries as well. This allows job seekers to explore job opportunities in the widest possible manner.

Similarly, for the companies, the placement agencies offer streamlined recruitment services. Their experienced placement consultants get in touch with their clients to understand their business, their goals, and staffing requirements. The placement consultants find out the particular qualities and features that their clients wish to have in their employees. This helps the placement agency find out the right candidate for their client.

For executive recruitment, the placement firms tap the best candidates in the industry. They then carry interviews with those candidates, obtain details about their education, experience, future goals and objectives, personality traits, and the compensation that they are drawing currently. The placement consultants then find out if the particular candidate meets the requirements of their client. If satisfied, the candidate is then appointed and other recruitment formalities are completed.

The placement agencies help save a lot of time and energy of their clients. As the clients are not required to involve themselves in traditional recruitment process, they utilise their time for other productive purposes. There are many companies that do not have their own human resource department. They prefer to outsource the entire service to the placement consultants.

Generally, the fee charged by the placement agency is an agreed percentage of the employee's compensation payable by the employer. And in case of job applicants, the placement agency charges some nominal amount of fee from them.

So, if you wish to get the best for you, don't look anywhere. Just look for a renowned placement company to help you realise your dreams.

For information on the placement agencies, placement consultants, and more, explore the website.

## Why avail the staffing services?

Whether you have urgent openings to execute a short term project or you wish to increase your work force to meet long term business goals, it is advisable to avail staffing services from a staffing agency of repute. Staffing agencies can help you find the right candidate for your company in a quick and efficient manner.

No doubt, the market is flooded with professionals who hold specific industry expertise and skills. But tapping the best human resource and getting him/her placed in your company is a challenging task. You need to have extensive market knowledge, know about industry trends, decide upon your individual recruitment needs, and based on that, find out the candidate whose skills match your staffing requirements. In a way, you would have to invest a good amount of time and energy to select the candidate who can be of value to your organisation.

Staffing agencies, on the other hand, can find the right candidate for you without actually involving you in the entire recruitment process. To avail the staffing services, you just need to give the staffing agency the description of the job position that needs to be filled and what are your requirements with respect to the candidate. The staffing agency would then act on your behalf.

Basically, the staffing agencies maintain and manage resumes of thousands of job seekers. To find the best candidate for you, the staffing agencies would filter out those job applicants from their database whose professional skills do not match your staffing requirements. They would then interview the left out potential job candidates to know more about them. Many a times, the staffing agencies carry out skill test to judge the capabilities of the candidate. Through a mix of several recruitment strategies, the staffing agencies are able to match the right candidate with the right job.

Once selected by the staffing agency, the candidate then appears before the employer. If the employer too is satisfied with that particular candidate, he hires him/her. In such a case, the employer pays a certain amount of fee (usually a percentage of the employee's compensation) to the staffing company for their staffing services.

Staffing services are equally beneficial for job aspirants. They can avail the staffing services to get the job that best meets their skill and experience. Staffing agencies can leverage wide resources to get you your dream job. Staffing services become all the more crucial if you are looking for job opportunities outside your country. Some staffing agencies help selected candidates with work permit, visa, and other formalities that need to be fulfilled to get jobs in the international market.

To know more about the staffing services, staffing agencies, and more, just explore the website.