

HR STAFFING SERVICES IN INDIA- OPPORTUNITIES AND CHALLENGES

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ABSTRACT

A temporary worker is a person with an organization who is on a third-party (staffing company) payroll. A well-accepted norm in global companies, many large Indian organizations are now hiring a part of their workforce from employee leasing firms. The reason is not too difficult to guess, as organizations focus on their core business strengths in a highly competitive environment, the non-core functions are outsourced. The manpower for the latter is provided by the employee leasing company. The contracts can range from three to six months, and there are no hassles normally associated with recruiting and retaining people.

The project report analyses the potential of the temporary staffing in India and also provides an insight into the Indian Staffing industry overview. India being second highest populated country in the world having over 1.25 billion population has to deal with the employment issues and meanwhile this huge human resource can be a boon to India's dreams of being an economic superpower. This study undertaken at Randstad India, has analyzed the real challenges and opportunities for the company to grow and be competitive. Professional staffing, recruitment process and flexi staffing trends are still in infancy stage in India. But now these concepts are being welcomed by many industries as they have started to realize the importance of professional staffing needs. There are good signs of manufacturing sector growth so it is the right time for professional HR solution providers to hit this hot rod and make the most out of it.

There is lot of challenge ahead for staffing companies in India. In this regard the report has analyzed the client satisfaction level for Randstad India (North Karnataka region), which will provide deeper insights into the practical challenges and issues during the staffing contracts. Also the report has information on what clients expect from staffing companies and efforts have been done to address these challenges by giving recommendations and new initiatives.

KEYWORDS: HR Staffing Services, Flexi- Staffing, Contract Staffing, HR Solutions, Strategic Role of HR