



# IT STAFFING SERVICES

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## A new trend in Tech Recruitment

We majorly focus on Recruitment / Staffing Services in this Vertical, under the below parameters, as:

- CONTRACTUAL STAFFING
- PERMANENT STAFFING
- CONTRACT TO HIRE
- RPO (RECRUITMENT PROCESS OUTSOURCING)
- TRAINING & DEVELOPMENT

# CONTRACTUAL IT STAFFING

The term contract staffing (sometimes known as contract recruitment) refers to an employment arrangement, where an individual works for one company, but is actually an employee of a staffing company for a specified period of time, to complete a specific task, for a set pay rate.

# PERMANENT IT STAFFING

Permanent recruitment involves bringing in full time employees that are expected to work and grow with the company. These employees are fully on the payroll of the company and are liable to all the benefits the company is expected to provide by law including tax relief, sick pay, pension entitlements and so on.

# CONTRACT TO HIRE

Contract to hire staffing can be defined as an intermediate staffing solution where a candidate is hired for a job position on a temporary basis with an intention to hire him or her on a permanent role after evaluating his/her skills and capabilities for a specific period.

# RPO

RPO stands for recruitment process outsourcing. It is a business model where a company outsources the management of the recruitment function (in whole or part) to a third party expert to drive cost, quality, efficiency, service, and scalability benefits.



# TRAINING AND DEVELOPMENT

## ***ASSESS YOUR PAST PERFORMANCE AND SET GOALS FOR THE FUTURE!***

Our courses have been specifically designed with the aim of improving your organization's HR skills and helping you to achieve a high level of operational performance. Employees form the backbone of an organization. They are the most important resource and the most critical to deal with as well.

- Identifying employee needs
- Developing employee relations strategy
- Setting up of workflow management system
- Establishing proper channels for open communication
- Creating transparent working environment
- Measuring and monitoring productivity
- Maintaining work-life balance amongst employees

# HUMAN RESOURCE SERVICES



## Work for solutions

At Avotima, our aim is to provide easy and cost-effective solutions to our clients. We provide workforce solutions, linking human abilities to the business requirements, serving both large and small organizations across all sectors. We take great pride in providing the below HR Services to our clients.

- HRMS
- RECRUITMENT
- RECRUITMENT SOLUTIONS
- TRANSITION SERVICES
- TEMPORARY STAFFING
- FIXED PRICE PROJECT
- HR CONSULTANCY
- PAYROLL MANAGEMENT
- BACKGROUND VERIFICATION / CHECK
- LEGAL & STATUTORY COMPLIANCES

# RECRUITMENT

Recruitment refers to the overall process of attracting, shortlisting, selecting and appointing suitable candidates for jobs (either permanent or temporary) within an organization. Recruitment can also refer to processes involved in choosing individuals for unpaid roles.

## Recruitment Solutions:

- Permanent Recruitment
- Contractual Staffing
- Contract To Hire
- Recruitment Process Outsourcing

# TEMPORARY STAFFING

Here the employees are on the payroll of our company and get deployed to the client side. The client gets charged on monthly basis, for these associates.

# FIXED PRICE PROJECT

Here we take the ownership of a project & execute it based on the need of the client, with their deadlines. This assignment generally works on the fixed price.

# HR CONSULTANCY

We provide the below services:

- Recruitment
- Staffing
- Payroll Management
- Performance Management
- Background Verification / Check

# LEGAL & STATUTORY COMPLIANCES

- BGV / BGC in the services
- Registration & License under Various applicable Acts
- Calculation of all statutory dues/deductions under labour law
- Generate Challan, Statement & reports online
- Submission reports & returns in Govt. Office & Bank
- Settlement of all claims & withdrawal (PF & ESI)
- PF Transfer & Withdrawal through Digital Signature Statutory Compliance under Labour Laws & Payroll Management
- Filing of PT and TDS return

# ABOUT US

Avotima is a brand name of the parent company Landmark Blitz Pvt. Ltd. An ISO9001:2015 certified company. Avotima is committed to combining the best people, innovative technologies, creative design and methodologies to help our clients achieve their vision of delivering holistic IT solutions to our customers. We are uniquely positioned as a company that can provide end to end delivery capability, backed up by market leading technology practices. This allows us to provide the full gamut of services our clients need from design and build, deployment, training and testing. Our growth and success is testament to our innovative thinking and proven methodologies, which coupled with locations across US, Singapore and India, giving us the reach and expertise to deliver projects across the globe. From workforce augmentation to large end-to-end projects, Avotima has the people and capabilities to help you realise your true potential.

## OUR CLIENTS





# AVOTIMA

## TECHNOLOGIES

Taking the next big leap

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