

Company Introduction

In order to grow in today's business world every organisation needs highly skilled and qualified employees. It is crucial to have a consultant who truly understands your needs and gives you the candidates as you wished. Every day we communicate with our clients and provide them, consultant to come up with the innovative ideas in "Job Market" and it is our approach to provide you better options and services.

We began as a Recruitment Consultancy in 2004 and in a span of 13years; we have typed with more than 50 NGO's and having more than 100 freelancers all over the Mumbai. We have already recruited more than 80,000 Middle and more than 5000 senior placements in Pan India and overseas.

We Provides corporate clients a one stop solution for all their staffing and HR requirements offering gamut of services. Offering a gamut of services include Temporary Staffing, Payroll Processing, Recruitment, Background Checking & Verification and Compliance Management.

Permanent Recruitment

The staff of the organisation is making up the company to decide the factors of success and failure of the business. Success largely depends upon the skilled of the employees. Our main approach is to recruit a person with the high skills and confidence.

We recruit people who want to grow with the company. These employees are fully dedicated and self-motivated in their work profile. Permanent staff will be on the payroll of the company and will enjoy all benefits as provided by company and expected by Law including Tax benefits, Sick Leaves, Paid Leaves, Pension entitlement and other benefits.

Our Offering for Permanente Recruitment

The Client has to pay to Crowtech HR Services India Pvt. Ltd. on the basis of following Structure

1. Offered CTC is up to 4 Lakh's than 8.33% of CTC,
2. Offered CTC is more than 4 lakh's & up to 10 Lakh's than 10% of CTC,
3. Offered CTC is more than 10 Lakh's than 12.5% of CTC,
4. For Lateral Positions 8.33% on the Annual CTC.
5. 90 Days Free Replacement Guarantee

Annual CTC is hereby understood and accepted by both Client and Crowtech HR Services India Pvt. Ltd. as total cost to company or Gross annual compensation and shall include without limitation. Salary including fixed Allowances, value of perquisites such as Company Car, Company Accommodation, any perquisites paid by whatever name called whether paid in cash or otherwise and retrials such as Provident Fund, Superannuation, Gratuity or any other scheme.

Recruitment and Staffing (On Boarding)

- Accurate & timely online updating of Recruitment.
- Understanding the requirement and providing suitable candidate
- Selection of right candidate for the specified role
- Issuing appointment Letter
- Informing the candidate on the CTC structure & other entitled benefits.
- Maintaining standard salary structure & reimbursements.
- Capturing personal candidate data via joining kit & updating online for ready reference
- Induction & orientation of the candidate by the Supervisor (in person /telephonically)

- Welcome call to the associate from Head Office
- Providing associate handbook with worksite rules & regulations
- Issuing ID Cards
- Assisting in bank account opening
- Completing all the mandatory forms – PF, ESIC, Insurance
- To solve the problems, employees face due to issues like salary, reimbursement, attendance, F&F settlement
- Escalations and grievances handling through L1-3 levels.
- Employee Satisfaction Surveys
- Employee Contact programs
- Full and Final Settlement
- Exit Formalities

Our Offering for Recruitment & On Boarding

1. Initial recruitment Fees will be 2500 for all Executive Position (Once for 1 Position).
2. Initial recruitment Fees will be 5000 for all Lateral Position (Once for 1 Position).
3. 120 Days Free Replacement Guarantee.
4. Management Fees 7.5% on Monthly CTC.
5. Identity Card Charges Rs.50 per Card.

Terms of Payment

- Crowtech HR Services India Pvt. Ltd. shall invoice Client on the date of joining of candidate and Client shall make the Payment within 30 (Thirty) days from the receipt of invoice.

- Payment has to be made within 15 (fifteen) days from the receipt of invoice, if not paid than interest @18% P.A. would be charged on the outstanding invoice amount.
- Make all checks payable to: M/s Crowtech HR Services India Pvt. Ltd.
- GST at prevailing rate which will charge extra, as applicable.
- Discrepancies will be considered only if informed within 5 days.
- Dispute, if any, regarding this TAX INVOICE will be subject to Mumbai Jurisdiction.
- We reserve the right to change our terms and conditions without notice.

Thanks & Regards,
Jitendra Singh
Sr. Business Development Manager
Crowtech HR Services India Pvt. Ltd.
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