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## *COMPANY PROFILE*

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# Company History



**Sunshine Manpower Solution & Services (SMSS)** was established with a vision to provide world class workforce solutions to organizations and individuals alike. **Sunshine Manpower Solution & Services (SMSS)** is a one stop shop for providing entire gamut of high impact HR Solutions to organizations and candidates seeking growth, performance & satisfaction.

Over the years, we have built our credibility & have emerged as a service partner of choice with many multinationals & Indian organizations alike.

Our competitive advantage is simple, we have a dedicated team of HR professionals having significant industry experience. Our only aim is to provide a human edge to our clients in a competitive market like India (Bharat).

**Sunshine Manpower Solution & Services (SMSS)** strongly believes in delivering quality. We have put in place robust processes to ensure quality with consistency in every assignment that we undertake. We exist as an organization to offer the right People Solutions at the right time and enable our clients to do better business every day. We build enduring relationships with our clients and candidates in a spirit of partnership and continuously seek insights through our work to deliver value. This approach empowers your people and enables your company to meet and exceed your business goals, as we commit **"Our Business is to Grow Yours"**

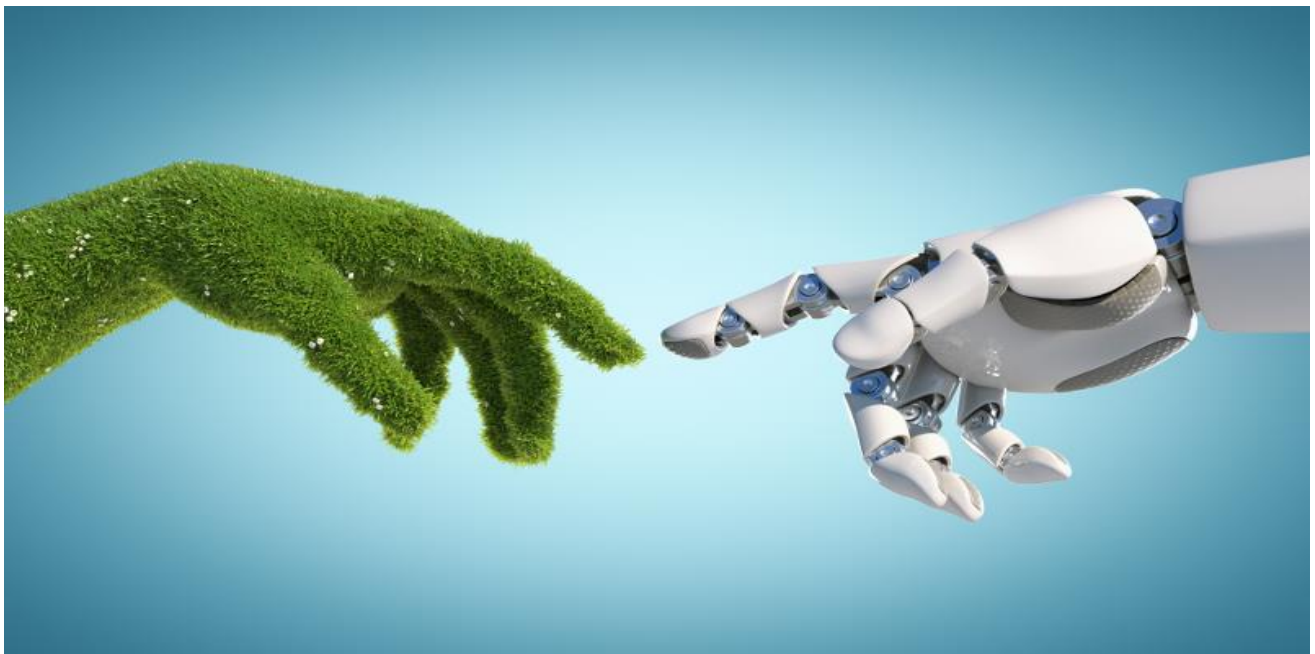


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## *COMPANY PROFILE*

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### Life @ SMSS



We @ **Sunshine Manpower Solution & Services (SMSS)**, help our clients in identifying and hiring the best of the professionals. In order to achieve this, we have to follow the same practice ourselves.

In order to provide superlative services to the clients, we need to have a team wherein every member is highly motivated. To ensure this, we provide an open, transparent and positive environment. Our environment is synonymous to creativity and knowledge sharing.

Transparent relations within the team and two way communication across the levels and locations defines internal environment. Work life balance, training and development, rewards and recognition programs, open door policy, superior compensation, lucrative performance linked plan, are some of the highlights of **Sunshine Manpower Solution & Services (SMSS)**.



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## *COMPANY PROFILE*

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# Our Services



### **Executive Search**

We help world-class organizations build leadership teams that succeed. Leadership requirements continue to evolve....



### **Recruitment Solutions**

The growth of any organization depends on the talent it has. That again, rests on the processes it follows for recruitment...



### **HR Advisory & Consulting**

You are Good at your business & we are at ours. HR is a specialized function & its best left to...



### **Campus Hiring Solutions**

Our Campus Placement & Pre-Placement Training vertical provides unique and unmatched services aiming to benefit...



### **Contractual Staffing & Payroll**

If it's outside your scope, it's probably within ours. When your business needs extend beyond your core com...



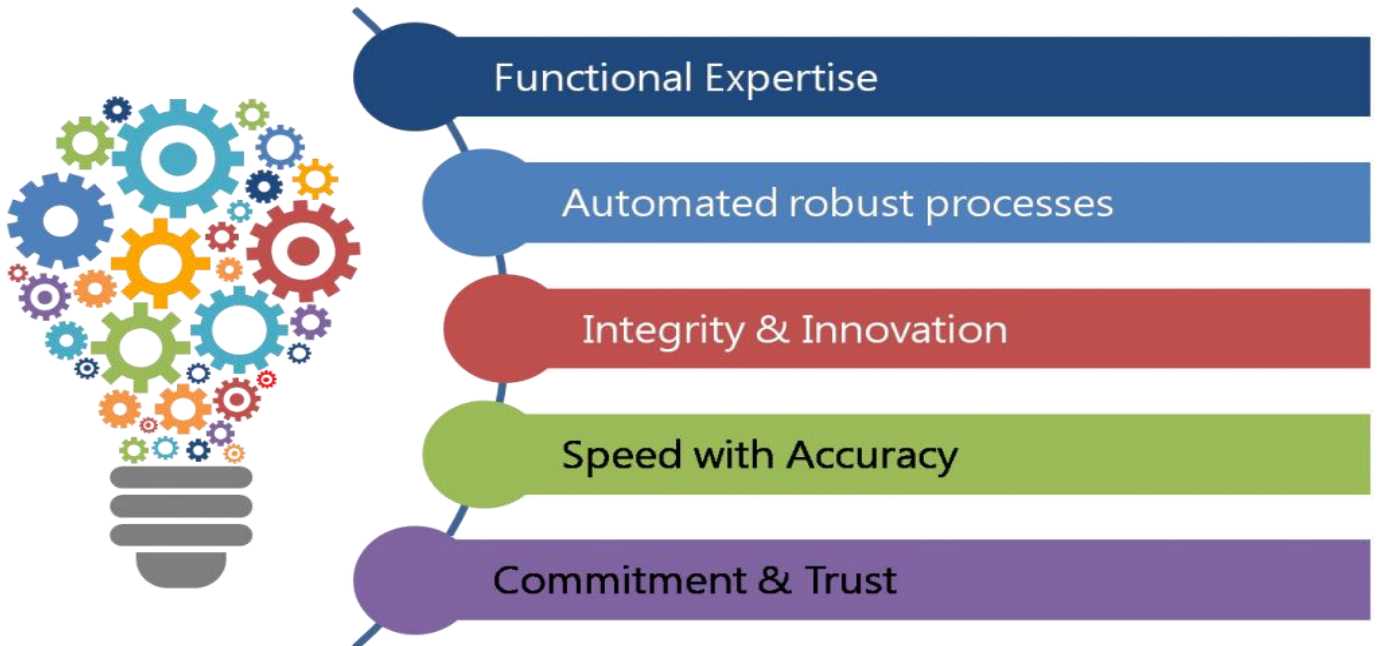
### **Training & Development**

In times when technology is de-skilling 75 % of the population especially for countries which are in the threshold...



## *COMPANY PROFILE*

# Recruitment Solution



The growth of any organization depends on the talent it has. That again, rests on the processes it follows for recruitment. Get the recruitment process right, and you virtually eliminate the risk of hiring the

wrong person for the job. Get the process wrong, and you won't even attract applications from suitable candidates.

**Sunshine Manpower Solution & Services (SMSS)** offers specialist recruitment solutions across wide ranging business functions. Our recruitment process is simple, yet value adding. It involves the understanding of your business and its

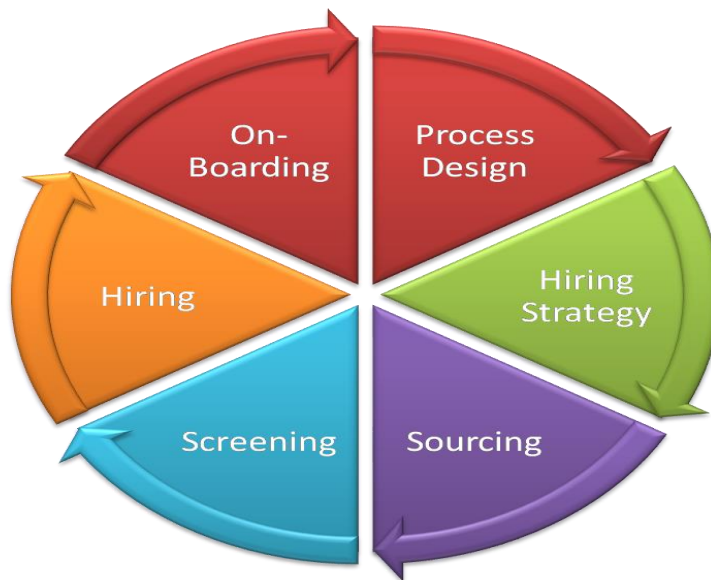


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## *COMPANY PROFILE*

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hiring needs and based on the same, designing our search plan, perform the initial screening of the candidates and validate the credentials of the selected candidates by way of reference checks.



### **Recruitment Process Outsourcing (RPO)**

**Sunshine Manpower Solution & Services (SMSS)** provides full outsourced recruiting solutions for the entire company, individual business units or specific recruiting projects. We take a holistic approach including headcount planning, recruitment process design,

employment branding, cutting-edge sourcing, hiring manager training, applicant tracking systems, compliance, vendor management and detailed reporting and measurement. Ultimately, recruiting and hiring accountability resides with us, and we ensure our clients meet their headcount objectives within budget.

Through our RPO services we ensure client to build a Cost Effective, Right Quality, In-Time delivery recruitment Organization.

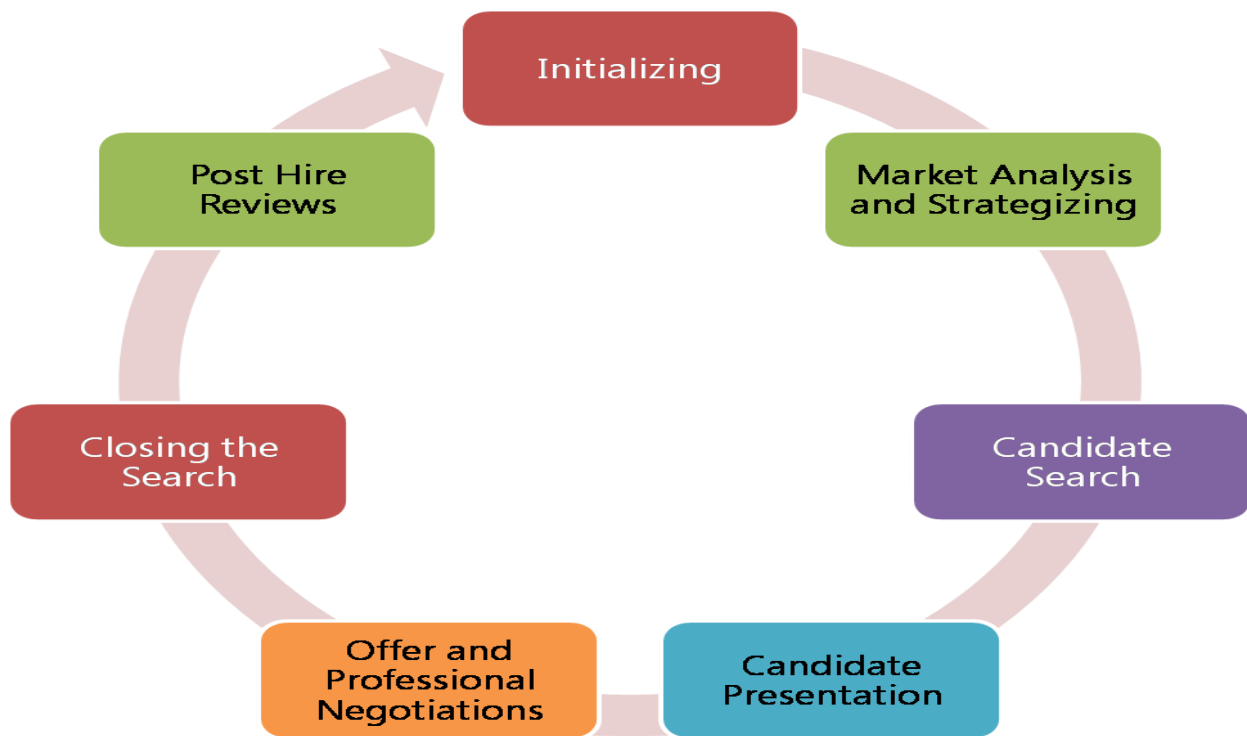


## COMPANY PROFILE

# Executive Search

## Leadership Matters

We help world-class build leadership teams that succeed.



Leadership requirements continue to evolve, but the need for high-performing executives remains constant. Identifying and attracting this talent requires a rigorous approach, a thorough understanding of different industries and functional roles, unrivaled access to senior executives and impeccable judgment. **Sunshine Manpower Solution & Services (SMSS)** apply real insight into clients' strategic requirements and proven assessment tools to recruit leaders who have the necessary skill, experience and personal qualities to advance company strategies and achieve outstanding results.



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## ***COMPANY PROFILE***

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- We have a far-reaching network of relationships with top executives across all industries. Executives trust us to bring them opportunities that represent a good fit with their capabilities and ambitions.
- Our clients value us for our deep expertise, valuable insight, honest advice and commitment to the success of clients and candidates.
- We consistently assess client satisfaction after assignments to evaluate ourselves and improve our performance.
- We have a range of tools and proprietary techniques to conduct a rigorous assessment of candidates' track records, knowledge and abilities most relevant to the position.

Facing unrelenting competitive pressures, shifting market conditions and ever-increasing customer expectations, organizations today can ill-afford to be complacent about leadership decisions. Drawing on deep insight into today's business challenges and the qualities that define the most effective leaders, our consultants apply a disciplined approach and sound judgment to every search.

### **Executive Search Process**

- Initializing
- Market Analysis & Strategizing
- Candidates Search
- Candidate Presentation
- Offer & Professional Negotiations
- Closing the Search
- Post Hire Reviews



## *COMPANY PROFILE*

# Hr Advisory & Consulting



You are Good at your business & we are at ours. HR is a specialized function & its best left to those who understand the nuances of employee behavior.

Startups are different corporate animals each having a different vision & a different way to do business. Some of the challenges they face are non existent for established players. It can be difficult to hire, decide on compensation strategies, understand the compliance issues & much more. We help you to build “a today” for tomorrow. We proudly enjoy a 100% customer satisfaction ratings with our existing clients.





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## ***COMPANY PROFILE***

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HRO with **Sunshine Manpower Solution & Services (SMSS)** helps an organization to gain cost and time efficiencies and provides cutting edge over their human resource strategies and improves service improves services to their employees.

As a part of the Outsourced HR offering, we take complete ownership for all systems, activities, processes, practices, initiatives, and most importantly decisions taken in managing the HR function for the client.

- Focus on Core Activities.
- Cost and Efficiency Savings
- Reduced Overhead
- Operational Control
- Staffing Flexibility
- Unbiased, Committed & Trusted HR Partner.
- Continuity & Risk Management.
- Develop Internal Staff



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## *COMPANY PROFILE*

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# Campus Hiring Solutions



Our Campus Placement & Pre-Placement Training vertical provides unique and unmatched services aiming to benefit Corporate, Institutes/Colleges and Students equally.

We take an exhaustive but intensive approach right from evaluation of graduating students to recommending pre-placement training ensuring students getting their dream job during campus recruitment, recommending & ensuring availability of best Campuses to organization enabling them to get required talented qualified pool well on time with minimum cost and working along with College to increase & improve the overall Campus Placement scenario resulting into more quality admissions.

To support its strategic growth and scaling up to a new heights an institute need high expertise in planned inventions ensuring overall evaluation and recommending development plans of its graduating students resulting into higher qualitative & quantitative Campus recruitment. It is important to ensure preparedness in the students in cracking their dream job during campus or off-campus recruitment.



## COMPANY PROFILE

**Sunshine Manpower Solution & Services (SMSS)** understand & respect the needs of all three entities "Organization-College-Students" and takes a holistic approach in full-filling their respective objectives.

We ensure to deliver following unique value proposition for each one of them:

For Institute/College	For Organizations	For Students
<p>The best measure of success of a college is the success of its graduated students in various spheres of life – Personally &amp; Professionally both. An alumni base of successful professionals, entrepreneurs, researchers and academicians is the true reflection of the quality of holistic education imparted by the college.</p> <p>This is possible, when the college upgrades the level of inputs to its students to develop them as true intellectuals, knowledge workers, great leaders and socially responsible citizens. This kind of student development results into participation by the best of companies for campus recruitment, high degree of on-the-job success of these students, and above all their ability inspire the next generation of students. This results into best of the students applying to the college for admissions. And the cycle continues.</p> <p>To support its strategic growth and scaling up to a new heights a college need high expertise in planned</p>	<p>With the changing times, the face of corporate world is also changing, wherein the need-of-the-hour is to have professionals who are agile enough to meet the growing demands of the industry. Up until now professional qualification was enough, but in contemporary times, besides having a superb degree one also needs to have an extraordinary personality and the right attitude.</p> <p>Today more and more organizations are concentrating on developing their talent pool by picking up young talent through campus recruitment. However, with the limited bandwidth, the organizations do not have the opportunity to explore too many institutions- limiting the probability of getting a larger, more qualitative talent pool at lesser cost.</p> <p>Our process allows the organizations to pick the required candidates as &amp; when needed &amp; also reduces time.</p>	<p>Pre-Placement Training to graduating students aims at providing a comprehensive development plan to succeed in on-campus and off-campus corporate selection process, through an interactive, practical and innovative methodology.</p> <p>The Pre-Placement Training aimed at sharpening the skills of individual's for success in placement tests. From Personal Interviews, to Group Discussions and resume building, Effective strategy, focused preparation and loads of confidence are just a few tools required to face and win at campus placements. This Program aims at covering all the aspects involved in various campus placement processes of different companies. A perfect blend of soft skills and relevant information ensures that the students develop confidence and are ready to face the selection process.</p> <p>Similarly, the students, personally as well as professionally, benefit a lot from these programs. These benefits are not merely restricted to 'getting a job' but much</p>



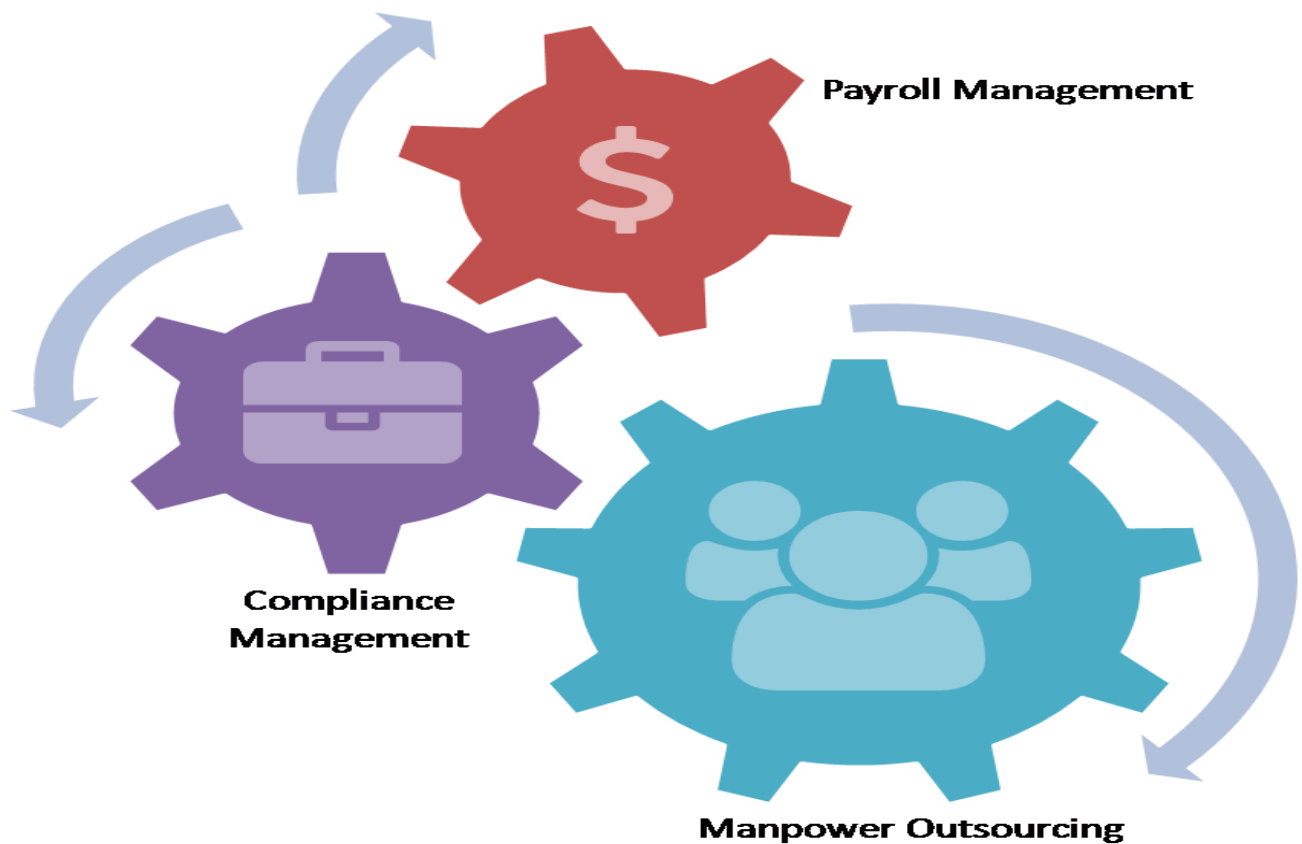
## *COMPANY PROFILE*

<p>interventions ensuring overall evaluation and recommending development plans of its graduating students resulting into higher qualitative &amp; quantitative Campus recruitment.</p> <p>A College / Institute can expect following benefits by our services:</p> <ul style="list-style-type: none"> <li>• Unique Value Proposition for attracting students.</li> <li>• Positive feeling among students and Parents.</li> <li>• Higher Market recognition as Career Oriented College.</li> <li>• Better placement record – Qualitative &amp; Quantitative.</li> <li>• Value for Money Proposition.</li> <li>• Stronger base of future alumni.</li> <li>• An identity as a professionally managed college.</li> <li>• Better connect with industry experts.</li> <li>• Fruitful 'Campus-Corporate' relationship.</li> </ul>	<p>A hiring organization can expect following from our services:</p> <ul style="list-style-type: none"> <li>• Campus recruitment is an extremely cost-efficient activity as it saves a lot of time for the employers. Campus recruitment is time saving as well.</li> <li>• The selection ratio is much higher in campus recruitment as compared to other forms of recruitment activities.</li> </ul>	<p>beyond. Leading a life and a career with good clarity gives high level of comfort and happiness to a student</p> <p>Our programs are designed to address the career success through a much larger picture of career &amp; life. The benefits to the students are listed as follows:</p> <ul style="list-style-type: none"> <li>• Development of a Holistic Personality and unique Career Direction</li> <li>• Clarity in career objectives.</li> <li>• Confidence in securing a job.</li> <li>• Courage to face competition.</li> <li>• Motivation to perform better &amp; Maturity to face the corporate world.</li> <li>• Insight, feedback &amp; consultation on:             <ul style="list-style-type: none"> <li>• Aptitude</li> <li>• Communication skills</li> <li>• Interview skills</li> <li>• GD skills</li> <li>• Presentation skills</li> <li>• Strengths &amp; Weaknesses</li> </ul> </li> </ul>
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## *COMPANY PROFILE*

# Contractual Staffing & Payroll



If it's outside your scope, it's probably within ours. When your business needs extend beyond your core competencies, let the industry's expert in temporary staffing services help you to regain your focus. At **Sunshine Manpower Solution & Services (SMSS)**, our world revolves around your business.

**Sunshine Manpower Solution & Services (SMSS)** temp staffing approach includes assisting clients in analyzing and improving their service delivery models, and identifying where temporary staffing can bring real business benefit. Our temporary staffing business solutions can help you in



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## ***COMPANY PROFILE***

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**Sunshine Manpower Solution & Services (SMSS)** also understands the sensitive nature of the business of Temporary Staffing. Organisations often suffer because their contractors either do not understand or do not comply with complex statutory requirements of Indian Law.

With our growing scale of operations, we are developing a strong infrastructure, expertise and robust processes that are designed to handle large scale and diverse compliance requirements of our clients across locations. At an operational level we have a dedicated team of professionals with significant experience and relevant academic and practical know how, operating from different locations across the country.

Our ability to negotiate and liaison with the regulatory authorities and our initiatives also enable us to offer you a credible and strong service offering in this field.

**Sunshine Manpower Solution & Services (SMSS)** offers its clients a unique temping solution which is convenient, compliant & customer focused.

- The ROI of your HR investments
- Lower and control costs
- Reduce compliance risk
- Improve delivery
- Free up time to focus on strategic HR



## *COMPANY PROFILE*

# Training & Development

In times when technology is de-skilling 75% of the population especially for countries which are in the threshold of development, Training is necessary for the individual development and progress of the organization. There are data which speaks that out of the available pool of talent only 20 % fit the expectation of the job. When we speak about holistic development we have to focus on both Technical as well as Behavioural training.

Training or rather learning and development which is more appropriate phrase is also a very powerful motivational tool. "Money" is not the sole motivator in the 21<sup>st</sup> century. People who work with organization seek more than just employment! They look at holistic development of self. Behavioural training plays a key role in bringing about "self-awareness". This is a pivotal factor in self development which triggers organizational development.

**At SMSS** we provides full outsourced L&D solutions for the entire company, individual business units. We take a holistic approach including the following process:-





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## ***COMPANY PROFILE***

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- Discovering the client's need
- Enquire and study more to link the training to the specific need
- Set the objective and design the input
- Impart the training
- Help the organization raise the performance to the next level
- Set a feedback and progress approach for learning environment

### **Some of our offerings in Training**

- Team and collaboration
- Influence and Negotiation skill
- Leadership and Managerial excellence
- Conflict Handling and resolution
- Learning in the outdoor
- Psychometric Analysis (MBTI)



## COMPANY PROFILE

# Why Choose Us

**Sunshine Manpower Solution & Services (SMSS)** has emerged as one of the most trusted name in providing complete gamut of HR Solutions to their clients irrespective of their sizes, industries & locations. We have successfully managed Recruitment Solutions & HR Services of our clients based out at India & outside India like Dubai, Singapore, USA & Kuwait.

Our services includes Permanent Staffing, Contract Staffing, Recruitment Process Outsourcing (RPO), Human Resources Outsourcing (HRO), HR Consulting & Advisory Services, HR Policies & Process Formulations, Payroll Outsourcing/Management, Compensation & Benefits Restructuring, HR Projects & Assignments and Statutory Compliances & Management.

We believe in Human Resources, We also believe that “Human” comes before “Resources”.

Our Tastes are very simple; we easily get satisfied with the “Best”.



**Sunshine Manpower Solution & Services (SMSS)** supports organizations & individuals to develop competencies, build efficiencies in systems & processes combined to achieve an optimum balance between opportunities & capabilities.

**Sunshine Manpower Solution & Services (SMSS)** strongly believes in delivering quality. We have put in place robust processes to ensure that we deliver quality with consistency in every task that we undertake. We exist as an organization to offer the right Human Resource Solutions at the right time and enable our clients to do better business every day.



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## ***COMPANY PROFILE***

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**Team of HR Professionals:** Team **Sunshine Manpower Solution & Services (SMSS)** comprises of Committed, Dynamic & Enthusiastic HR Professionals who are backed up with requisite Qualification and Experience and are commitment to deliver Best in Quality & Quantity in a very short Span of Time.

**Functional Expertise:** Recruitment is what we do – so we do it well, and we do it fast. Our consultants have a real passion for what they do and they know how to do the best possible job in the quickest possible time.



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## *COMPANY PROFILE*

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### Employer

Sunshine Manpower Solution & Services (SMSS) are proud progress partners for many organizations in industries like

- Pharmaceuticals & Health Care & Hospitals
- IT-Software & Hardware
- F.M.C.G.
- Medical Transcription.
- Retail,
- Hospitality & Hotels
- Telecommunication,
- Education
- Agriculture
- Dairy
- BPO / ITES/ KPO (Research Analysis),
- Logistics & Supply Chain
- Engineering/Production



We request you to give us an opportunity to serve your organization and we promise we will prove ourselves best to your expectations.

Send us your requirement through. [Contact Us](#)



## ***COMPANY PROFILE***

### **Our Presence**



### ***Sunshine Manpower Solution & Services***

#### **Head Office (Udaipur)**



100 Feet Road, Shobhagpura, Udaipur, Rajasthan 313001



91- 76653 31687; 91- 94628 46557



0294- 356 0144

#### **Branch Office (New Delhi)**



Jamia Nagar, New Delhi 110025



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[www.sunshinemanpower.co.in](http://www.sunshinemanpower.co.in)



<https://www.linkedin.com/company/sunshinemanpower>

<https://www.facebook.com/Sunshine.Manpower.solution.services>





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## ***COMPANY PROFILE***

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We owe you **“Sincere Thanks”** for  
our **Success & Growth**

