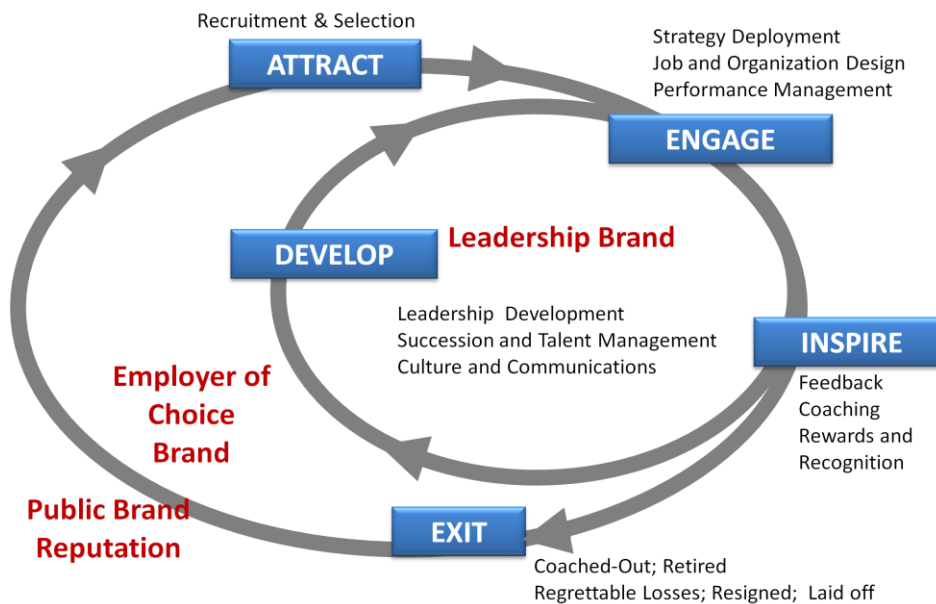


OUTSOURCED HR MANAGEMENT

Keep your focus on sustainable performance, retention of talent and long-term business value while Bioss SA supports your success with integrated end-to-end human resources services and technologies, focusing on long-term relationships, change management and world class innovation for improved organizational capability.

Outsourcing human resources to professionals makes sense in a quest to achieve high performance. Combining processes and crafting viable solutions together with a single outsourced arrangement reduces the problem of dealing with multiple providers and offers immense long-term benefits.



WHY OUTSOURCE?

Your organisation's key purpose should be building sustainable value and legacy, delivering great product and service, and generating revenue doing what you do best. It makes sense to outsource the necessary, although non-core, competence and administrative burdens and duties relating to human resource management.

If your business is a small one, can you afford the quality of HR Professional that you need to ensure reliable world-class advice and expertise?

ROI OF OUTSOURCING

Directly reduced / avoided costs of outsourcing HR includes:

- ✓ Reduced administrative costs
- ✓ Direct saving through improved recruitment and talent management
- ✓ Direct saving through reduced HR systems and data capture staffing requirements
- ✓ Avoid legal fees caused by lack of HR competency

Indirect costs abound in all aspects of integrated outsourced HR service delivery including strategies for attracting, engaging, inspiring and developing towards internal and external reputation and becoming an “employer of choice”.

BIOSS SA HR MANAGEMENT SERVICES INCLUDE

- Talent assessment and management
- Human Capital management
- Performance management systems
 - Administration of performance and appraisal systems
 - Competencies
 - Job descriptions
 - Role profiles
- Training and Development
- Management of OD and Change processes
- Career Planning services
- HR Communication and Information systems
- Reward and Remuneration systems
- Employee benefit management
- Employee Safety and Health management (EAPs)
- Data base management

SELECTION OF CLIENT SUCCESS STORIES AND CASE STUDIES

- **Africa-wide cellular service provider:** effective outsourced work analysis and job-profiling across all areas of the business, allowing focus on change initiatives and productivity instead of taking on staff to deal with this aspect of the business.
- **International gold mining organisation:** outsourced assessment centres, talent selection and acquisition after voluntary retrenchment packages lead to skills shortages in this area of work.

Our purpose is to make your enterprise successful.