

Human Resources in an organisation are not "commodities" or "resources", but are creative and social assets in a productive enterprise. Successful organisations are those that see their resources as such and spend time, effort and selecting the right resource for right job. In organizations, it is important to determine both current and future organisational requirements for both core employees and the contingent workforce in terms of their skills/technical abilities, competencies, flexibility and most importantly their attitude asides of their aptitude. The analysis requires consideration of the internal and external factors that can have an effect on the resourcing, development, motivation and retention of employees and other workers. The external factors are those largely out-with the control of the organization and include issues such as the economic climate, current and future trends of the labor market e.g. skills, education level, government investment into industries etc. On the other hand internal influences are broadly within the control of the organization to predict determine and monitor, for example the organizational culture underpinned by management behaviours (or style), environmental climate and the approach to ethical and corporate social responsibilities.

Increasingly, for securing the best quality candidates, almost all organizations rely substantially on external recruitment services. This may involve a range of support services, such as; provision of CVs or resumes, recruitment services, candidate response handling, shortlisting, conducting aptitude testing, preliminary interviews or reference and qualification verification.

Organizations have also identified a strategic advantage in outsourcing complete responsibility for all workforce procurement. Our organization provides such resource secondment arrangements and we not only physically locate, or 'embed', our resourcing team(s) within the client organization's offices but will work in tandem with the senior human resource management team in developing the longer-term HR resourcing strategy and plan for the organisation.



**COMPANIES DO NOT SUCCEED
PEOPLE DO**
WE PROVIDE RESOURCES WHO BRING
SUCCESS TO YOUR OPERATIONS

OUR HR SERVICES

- » EXECUTIVE SEARCH
- » RESOURCE SECONDMENT
- » RESOURCE OUTSOURCING
- » RESOURCE INSOURCING
- » SHORT-TERM CONTRACTS
- » TEMPORARY PLACEMENTS
- » HR CONSULTING
- » TRAININGS

Talk to us to see how we can help your organization

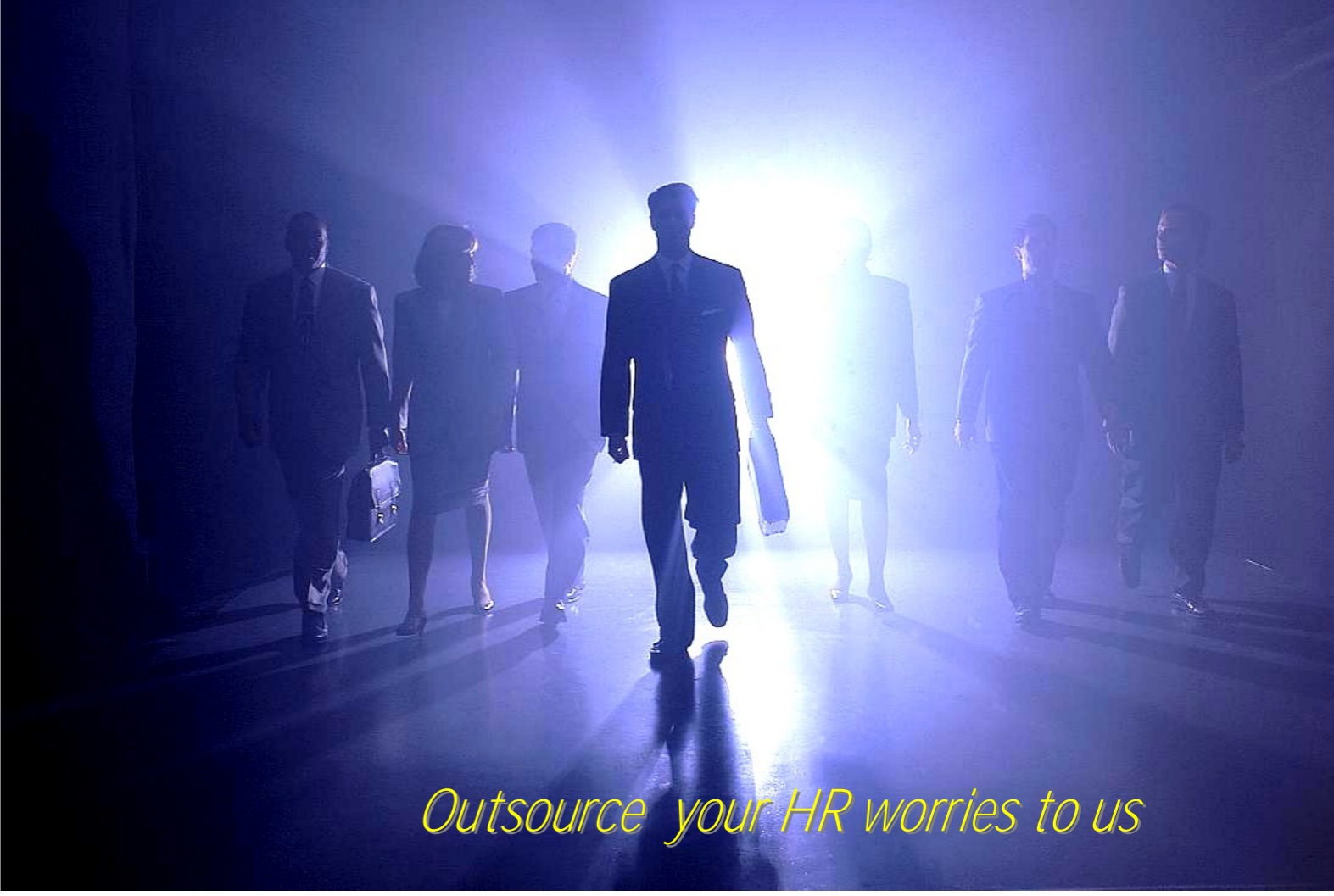


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The reason companies are successful

Helping your company Succeed



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because better is possible



Smart HR Solutions

Trust us with your requirements & benefit from the difference

*Mapping Competence to Careers
Mapping Operations to Success*



People make companies - companies do not make people. Organizations inherit their character and culture from the people that staff it. Successful companies are invariably led by successful people and resource teams who have aligned their personal goals and objectives with those of the organization they work in. Modern day organizations fully realize how important, critical and **essential** it is to have good people to meet operational goals and ensure success. *However, do companies really put serious effort in managing this task? Do they have the time to do what is required? Should they distract from their core activities to spend time for HR management?* Enterprises would much rather have their HR management "taken care of" competently while they focus on their main business activity.

This is where **ValueTech** helps enterprises through its wide range of HR services that free companies from the frustrating and time-consuming hassles and pitfalls of managing HR related issues, allowing them to devote all energies towards their business.

People are the most important asset of any organization. People are also the most difficult asset for any organization to manage - each of your staff has his or her own specific needs and requirements that need to be managed individually to keep them motivated and aligned to the operations objectives. This requires a lot of patience and time and for organizations with big people strengths is a big overhead in effort, time and cost and a distraction they

VALUETECH through its flexible and adaptive HR services takes away your HR related pains and provides you all inclusive services - be it finding and recruiting for you a key management resource, providing you experienced and competent technical resources on secondment to execute your operations, providing resources on short term contracts for temporary assignments or undertaking training for your staff - from skill enhancement to team transformation - our all inclusive yet competitive services take away your hassles of HR management and help you with resources that add to your organizations efficiency and improve your profitability - the addition of a real asset without the associated problems!

Being a turnkey technology solutions company we understand the technology needs of enterprises and the problems they face in meeting their technology staffing requirements and . We understand **IT**, Speak **IT** and get **IT** for you. Valuetech follows proven processes, utilizing our global sourcing network to place the best resource in your organization. Our selection processes are quite extensive and stringent and besides qualifying the skills and technical competence of the candidate our behavioral analysis tests confirm his communications skills, his ability to deliver under pressure, his interpersonal skills and his attitude to ensure he completely fits the bill.

Our teams experience managing this practice is vast and varied. We have performed both for the SME segment and large enterprises besides Governmental agencies, aiming to be consultants and partners of choice for our clients.

In today's competitive marketplace staffing challenges demand global solutions. VALUETECH can extend your HR horizons far beyond traditional boundaries. We approach each engagement with assignment specific original research and are proud of our ability to produce a diverse slate of superbly qualified candidates for each of our clients. Our objective is to deliver the **Right Resource for the Right Job at the Right Time for the Right Price!**

Finding attracting and retaining good talent in any field requires skill and knowledge. Our team over the years has acquired these skills and has the experience to develop a diverse, cohesive and productive workforce. We bring to our clients the advantage of this knowledge and experience to ably meet all your requirements.

We are a technology company, understand technology best and focus our services to just providing Management and Information Technology & Telecommunications Resources. Our focused approach delivers success every time enabling us to exceed client expectations.

EXPECT MORE FROM US!



RESOURCE PLACEMENT SERVICES

VALUETECH is a national provider of management and technology resource solutions for premier enterprises in Saudi Arabia. From single development resource needs to staffing entire project teams, our unique client-centric approach makes us an essential source for enterprises for delivering or supporting their key management or technology requirements on both local and national levels.

With more than 40 years of combined experience of our team managing this practice, we have a deep insight into the needs as well as the regulations of the market and this combined with our extensive global sourcing network and our proven resource selection processes allows us to deliver the right resources for our client needs at the right time in all major technology specializations, be they Functional Engagements, Development, Enterprise Data or Infrastructure Management. We also specialize in providing key business management resources that can consult, lead, guide, mentor and manage your operation to success. People are the focus of our continued search for excellence in the provision of our HR Services: Executive Search, temporary staffing, permanent placement, secondment, outsourcing, in-placement, training and consulting. All People, whatever their culture or background, aspire to a better life and a more rewarding future. We inspire individuals and organizations to create greater choice in the world of work, for the benefit of all stakeholders.



GLOBAL SEARCH CAPABILITIES

We have partner offices in India, USA, Canada, Europe and Philippines and associates in other regions - this extensive global network coupled with our experience and expertise in our core offerings of technology and management allows us to source your requirements from an extensive global database - mapping the right candidate to the requirement in the right time.

QUALITY OF SERVICE

Technology services and Management Consulting are part of our main service practice, on which we work with global leaders. The knowledge and experience gained through this is brought to our client's advantage in first clearly understanding your requirement as well as your work environment and then in sourcing, identifying, verifying, qualifying and selecting the resource that can meet the requirements of the situation in your organization fully. The candidates we provide are typically not job seekers but all rounded achievers, employed successfully who we successfully win over for our clients. **Always the Best Resources who can ensure the success of your operations** - a quality deliverable you can always expect from us.

INTEGRITY

We are a socially responsible organization that runs a financially sound and professional operation that stringently adheres to internationally accepted business ethics. Our team has over the years built an outstanding reputation that we zealously and passionately guard and rigorously maintain. We will never compromise the trust placed in us or compromise our principles of integrity, no matter what the pressure or temptation and that is a promise to all our associates, employees and clients!

CHOICE OF FLEXIBLE OPTIONS

Be it executive search where we scour our global network to get the right resource for you, or our secondment service where we search, identify, select, recruit and provide the resource under our sponsorship to work in your environment under your management for an all inclusive monthly billing (*..that includes all the HR related hassles of Visa, Man management...*), we offer you a range of flexible choices to meet your HR requirements—time and cost efficiently. Tell us what you want and how you want it and we will get it for you.

TIME & COST EFFICIENCY

Our services are designed to help you achieve your goals. HR solutions outsourced from outside help an organization only when they are delivered in time and in a manner that not only adds efficiency to the operation but helps save operation cost - our HR services guarantee our clients this advantage.

SAUDIALIZATION

As a socially responsible corporate citizen, our business aim is not only generation of profit but giving back to our nation and society. We pay special attention to development of local national talent and use knowledge transfer through our experienced global resources and specialized trainings and counseling coupled with our zeal and keenness to develop and provide local talent to meet the requirements of our clients as a method and means to meet our desired ends of being a responsible Saudi company.

Dedicated to help you achieve your Goals



**SERVICE WITH INTEGRITY
QUALITY THROUGH EXPERIENCE**