



**CIEL**<sup>TM</sup>

HR inspired by science



# CASE STUDY

## BACKGROUND

- US headquartered hyper-computing product company with large development centre in Bangalore
- Exploring 3rd party payroll staffing for the first time in 2017
- Had technology vendors charging premium rates for identifying and deploying tech talent.



## BUSINESS NEEDS

- Needed cost effective solution for deploying 3rd party payroll contractors identified by the Client's recruitment team.
- High end resources with high pay, sensitive handling required
- In some cases hiring support was needed as well



## SOLUTION

- Ciel created an Online Attendance and Expense claims login with GreytHR
- The customised solution had Manager logins along with employee logins for entire automated tracking of all timesheets and expenses
- All new hires by the Client Recruitment team were briefed by Ciel team as well on entire lifecycle under Ciel payroll to build confidence
- Monthly Employee Connect meetings
- Matched all the benefits given to the Full-Time employees
- Recruitment team supporting all contact hires



## BUSINESS BENEFITS

- Successfully established Temp staffing strategy for India in the company
- More than 100 temp staff now in 2 years' time
- Responsible for 20% cost savings year on year even with salary inflation
- Hired more than 100 technology professionals in 2 years

