

RECRUITMENT PROCESS OUTSOURCING



RPO

INTEGRATED PERSONNEL SERVICES LTD.



**WE RAISE, LEASE & MANAGE
HUMAN CAPITAL**

ISO 9001:2015 CERTIFIED

www.integratedpersonnelservices.com

ABOUT IPS GROUP

Integrated Personnel Services Limited, is a listed company on the Indian NSE National Stock Exchange, and preferred partner for providing human resource services to the best of the industries all across India since year 2004.,

THE BEST HR OUTSOURCING COMPANY



With over 400+ active clients, IPS Group operates closely with the top 30 companies in the Indian Stock Market Index, including Reliance, TCS, L&T, Tata Projects, Tech Mahindra, ITC, Bajaj Finance, and Kodak Bank. IPS works jointly with various industry sectors including Oil & Gas, Power, EPC and Infrastructure, Heavy Engineering, Automotive, Petrochemical, Logistics, BFSI, Hospitality, FMCG, and Healthcare. IPS is a leading provider of Executive Search (CXO Hiring), Recruitment Process Outsourcing, Lateral Hiring, White Collar Recruitment, Blue Collar Recruitment, Contract Staffing, and Hire, Train, and Deployment Services with a deep commitment to offering exceptional customer service, outcomes, and most importantly customer satisfaction.

360 Degree HR Aspects



65000+ Managed Associates in India



400+ Active Clients



Our USP

99% Client Satisfaction



350+ Professionals Team



500+ Locations Served with Excellence



13 Branch Offices at Pan India



Knowledge Base Update



13 Different Specialized Verticals



INDUSTRIES WE SERVE



Integrated Personnel Services Limited

OUR BRANCHES

INDIA

Mumbai	Pune	Surat	Ahmedabad
Jaipur	Delhi	Ludhiana	Bhopal Patna
Chennai	Hyderabad	Bangalore	Kolkata



INTERNATIONAL PRESENCE:

Doha- Qatar, Atlanta - USA. Saudi Arabia



UNDERSTANDING RPO

(RECRUITMENT PROCESS OUTSOURCING)



Recruitment Process Outsourcing (RPO) is a strategic partnership in which a company transfers all or part of its recruitment functions to an external expert. An RPO provider acts as an extension of the internal HR or talent acquisition team, taking responsibility for the entire hiring process—from sourcing and screening to onboarding and compliance.

By leveraging industry expertise, advanced technology, and scalable recruitment models, RPO helps organizations **improve hiring quality, reduce time-to-hire, and control recruitment costs** while ensuring a consistent and compliant talent acquisition process.

IPS has brought a new Asset - free model of RPO with lots of benefits adding value to your business and saving cost at the same time.

KEY BENEFITS OF RPO FOR A BUSINESS



01

Reduce your hiring cost by 25% to 30%

02

Do Bulk hiring within a specific time period

03

Hiring on PAN INDIA Location

04

75% to 85% Matching profile

05

1st level interview and assesment with detail reports
(It is optional to reduce the facutly time)

06

Markert report & Analytics for Resource availbility

07

No administrative efforts required for candidates followups ,
interview scheduling etc.

08

No investment in salary or portals for hiring people



Our RPO Approach / Methodology



1. Understanding Your Organization

- Deep dive into your business model, culture, and workforce dynamics
- Identifying exact job requirements and workforce planning needs
- Offering strategic hiring recommendations based on market trends



2. Industry & Competitor Mapping

- Conduct talent benchmarking and competitor analysis
- Identify active and passive talent pools from targeted industries



3. AI-Powered Talent Sourcing & Screening

- Use of AI tools to scan large candidate databases
- Filter profiles with 80–90%+ skill match accuracy
- Leverage real-time availability data for faster candidate shortlisting



4. Talent Mapping & Engagement

- Proactively map suitable candidates aligned with role requirements
- Directly approach high-potential candidates through multichannel outreach



5. Candidate-Client Coordination

- Schedule interviews and bridge communication between both parties
- Offer pre-interview insights to clients and candidates to improve outcomes



6. Selection Mediation & Offer Management

- Mediate negotiations and expectations to align candidate and client
- Assist with offer rollout, documentation, and closure



7. Joining & Post-Offer Engagement

- Regular follow-ups to ensure offer acceptance and smooth onboarding
- Reduce drop-off ratio through candidate engagement until joining



8. Transparency Through Reporting & Insights

- Provide clients with real-time dashboards and recruitment progress reports
- Track key metrics: TAT, source effectiveness, candidate pipeline, skill match %

How is RPO different ?



Sr. No		RPO	Contract Recruiter(s)	Contingent Firm
1	Recruiters representing your brand	✓	✓	
2	Recruitment Marketing Resources	✓		✓
3	Advanced Technology Suite	✓		✓
4	Management Oversight	✓	✓	✓
5	Onsite Support	✓	✓	
6	Accountable for filling positions	✓	✓	
7	Hiring Event Support	✓		✓
8	Culture-Based Hiring	✓	✓	
9	Scalable & Adaptable	✓		
10	Proven Processes	✓	✓	✓
11	Guaranteed Results	✓		



YOUR RECRUITER VS. RPO REPRESENTATIVE

	Your Recruiter	RPO Representative
Training to the Recruiter	May be some time	regular
Monitoring of performance	Limited	regular
Dashboard for hiring monitoring	Usually not available	Detailed Dashboard available
Higher level recruitment expertise	Limited	All recruiters are well trained and experienced
Database accessibility	Limited	All available recruitment platform & Huge internal db
Investment during no hiring period	salary cost+ Portals cost+ admin cost continues	Contract can be put on hold by giving 5 days notice

IPS RPO DELIVERY MODEL



IPS Deliverables to its client:

- Full Time resource deployment for carrying out RPO at clients place.
- IPS will be using its own resources and data base for sourcing candidates.
- IPS will be Using its in-house application Sparta to track entire process flow
- To coordinate interviews with candidates and business heads.
- To coordinate till offer release and onboarding of the candidate.



Clients Obligation:

- To provide dedicated space to work for IPS Resource at its premises.
- To provide computer system along with internet connectivity.
- To introduce coordinator with various SPOCs of client along with their numbers and designations (if required).
- Exclusivity of requirement till minimum 7 days.



OUR CLIENTS:





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Mumbai Mh.



Thank You

