



# Company Profile

## Corporate Identity

Factor Human Resources (FHR) is one of the leading names in the Human Resource arena focusing on to end-to-end HR needs of the organizations.

FHR is also trusted by many clients for their complete, efficient and accurate Data Management Services.

With Multi-Location presence, FHR stands out for their exceptional customer service and technological advantage.



## About FHR...

Factor Human Resources Private Ltd is a veteran in innovative HR solutions, connecting human capital to the benefit of the business.

Headquartered in Cochin, Kerala, FHR has its presence in almost all the major cities offering best-in-class services in Human Resource Consulting Services, Contract/Permanent Staffing, Payroll Management, Statutory compliances and Data Management Solutions.

It serves both large and small organizations across all industry sectors Viz: Retail, Telecom, Broadband, FMCG, Logistics, BFSI, Manufacturing, Healthcare, Hospitality and so on.

With the highest of ethical standards and pure dedication to excellence in all operational aspects, it aspires to exceed client's expectations

## Core Businesses

- ❑ Human Resources Consulting Services
- ❑ Staffing – Temporary Staffing  
Permanent Recruitment
- ❑ Payroll Management Services
- ❑ Data Management Services





**M S Shuhaib**  
**Founder & CEO**

Mr. M S Shuhaib, the founder & CEO of the company is a Mathematics Graduate from SD College, Alappuzha. He has done his Master's in Business Administration from National Institute of Management and holds an additional Diploma in Psychology from MGR Medical University.

He has over 16 years of experience in the core areas of Human Resource Management with an exceptional knowledge on developing and executing strategic plans for Service Excellence. He has been instrumental in breaking grounds on various new initiatives enabling the Client Organisations to move forward and solve complex business problems associated with the Human Capital.

He is also the director of MS Staffing Solutions, a sister concern of Factor Human Resources Private Limited since its incorporation in January 2008.





# Vision, Mission and Values



## Vision



To be the World's Most trusted partner for Quality Assurance and to be a leader in the Human Resource process.

## Mission



- Raise our customers expectation and provide full satisfaction in our services
- To develop and manage value added human resource policies & programs for our customers

## Values



Innovation



Integrity



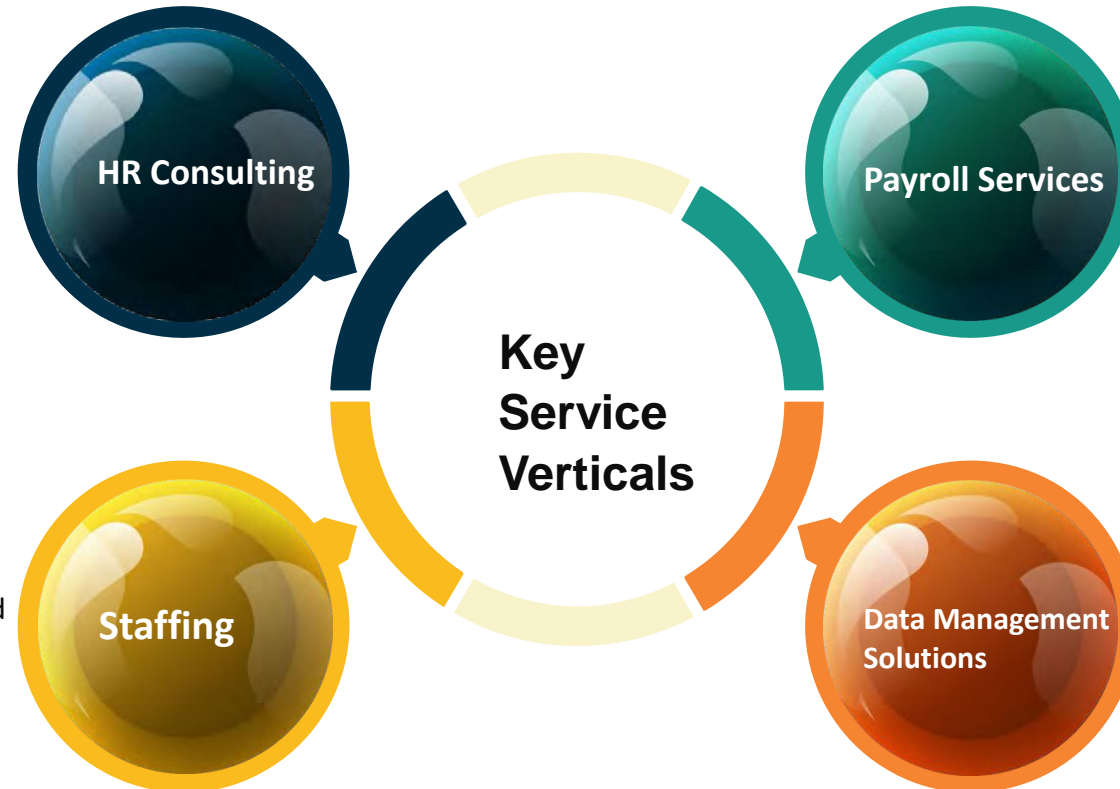
Excellence



Care

# Key Service Verticals

- ✓ **Empowering organisations** to crack complex business problems, enhance customer value and improve team performance through efficiency in HR Operations.
- ✓ **Policy preparation and implementation** setting up organisational hierarchies, reporting structure which also form part of the services.



- ✓ **Contract /Temporary Staffing** : Outsourced Manpower on our rolls and we do end to end HR activities that makes the company focus on their core business
- ✓ **Permanent Staffing**: Assist to recruit the right talent pool to the right position in a highly professional manner

- ✓ **We ensure accurate and timely processing of payroll**, adhering to the various laws and regulations such as labor law, PF, PT and other statutory
- ✓ **Organizations get rid off their tedious payroll tasks** and get an authenticated advice on Salary Output

## End to end Data Management

- ✓ Data Entry
- ✓ Scrutiny of Data
- ✓ Scanning of Data
- ✓ Soft Copy Storage
- ✓ Physical Storage
- ✓ Data Retrieval for Audits

# Why FHR...



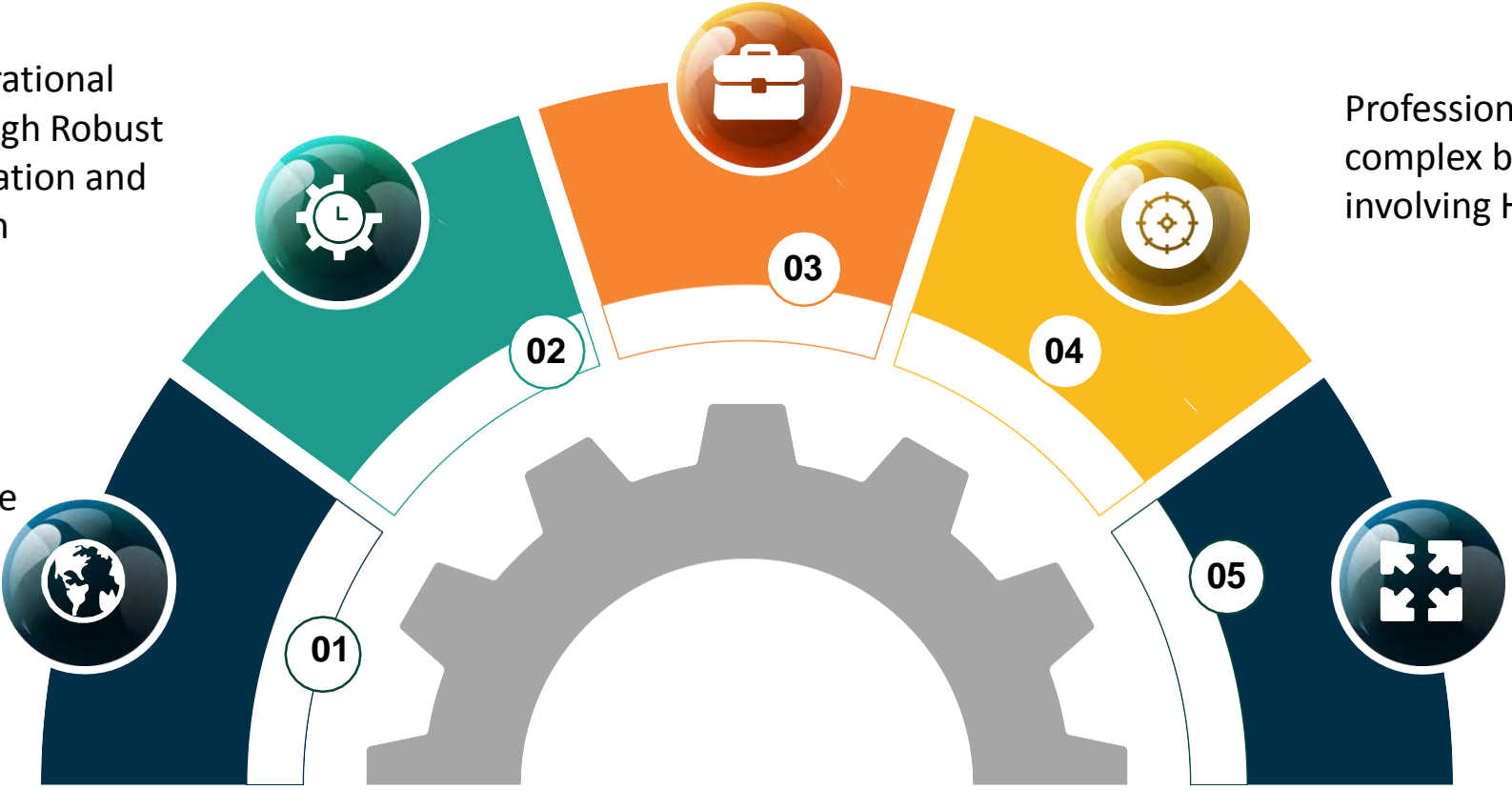
Assist in setting up the best suited Organisational hierarchy which ensures better communication and effectiveness

Increasing Operational Efficiency through Robust HR Policy Formation and Implementation

Professional Advice on solving complex business problems involving Human Capital

Customised Expert Advice on the entire HR Operations

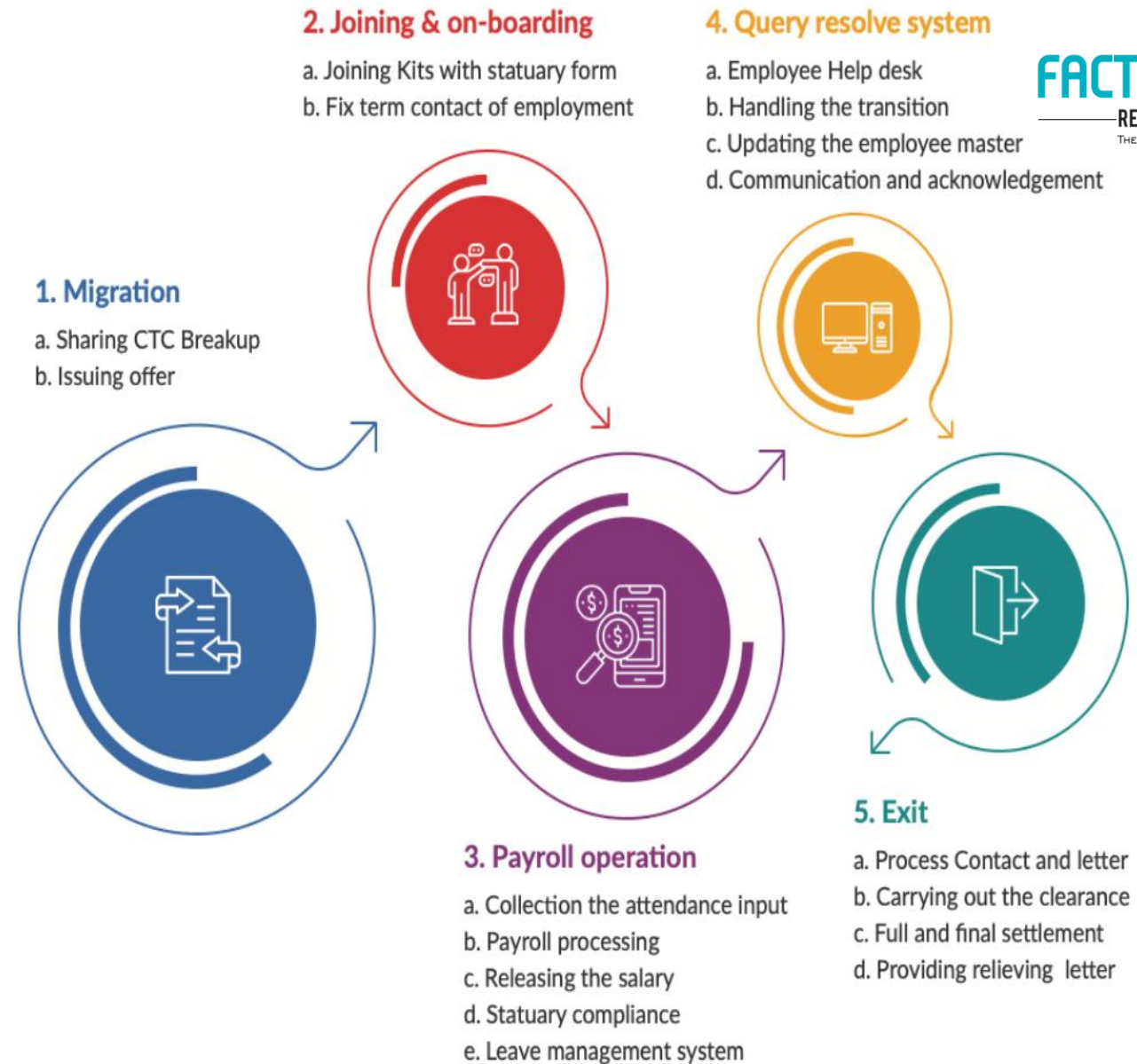
Long term Association and Handholding on any challenges ahead.



# Contract / Temporary Staffing

**Temporary Staffing** makes it a Win-Win situation for both the Company and the Employee

Factor Human Resources provides temporary staffing services for the short-term requirements of the Organisations ensuring all due processes and compliances





# Contract /Temporary Staffing

# Why FHR...



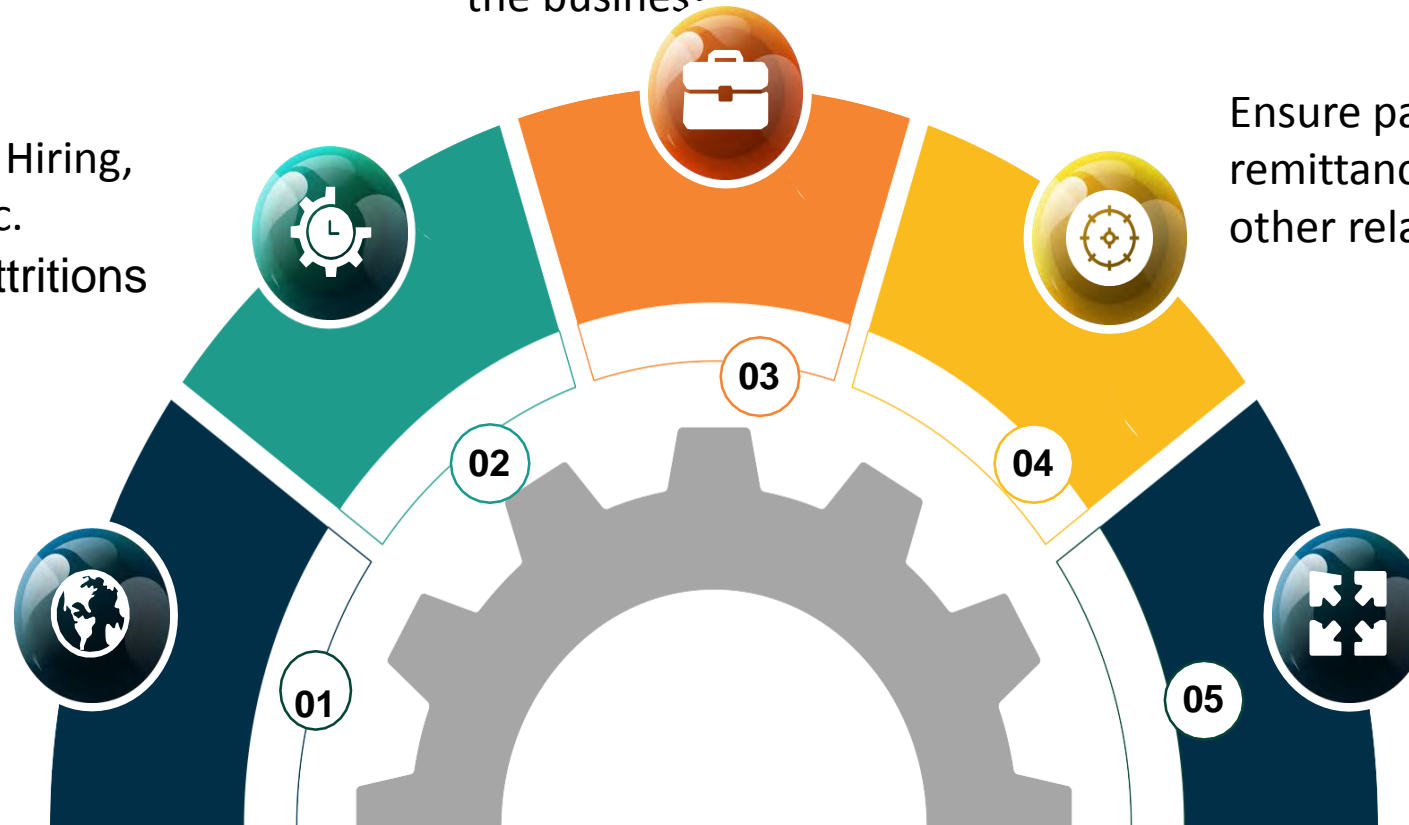
Availability of Workforce at any point of time without affecting the business

Cost Effectiveness on Hiring, Training, Retention etc.  
Worry - Free from Attritions

Ensure payroll, Statutory compliance, remittance of statutory payments other related administrations on time

Sourcing Talentpool at all levels (Technical/Non technical) on a time-bound basis

Customised Services and Highly Competitive Service Charges



# Permanent Staffing

# Why FHR...

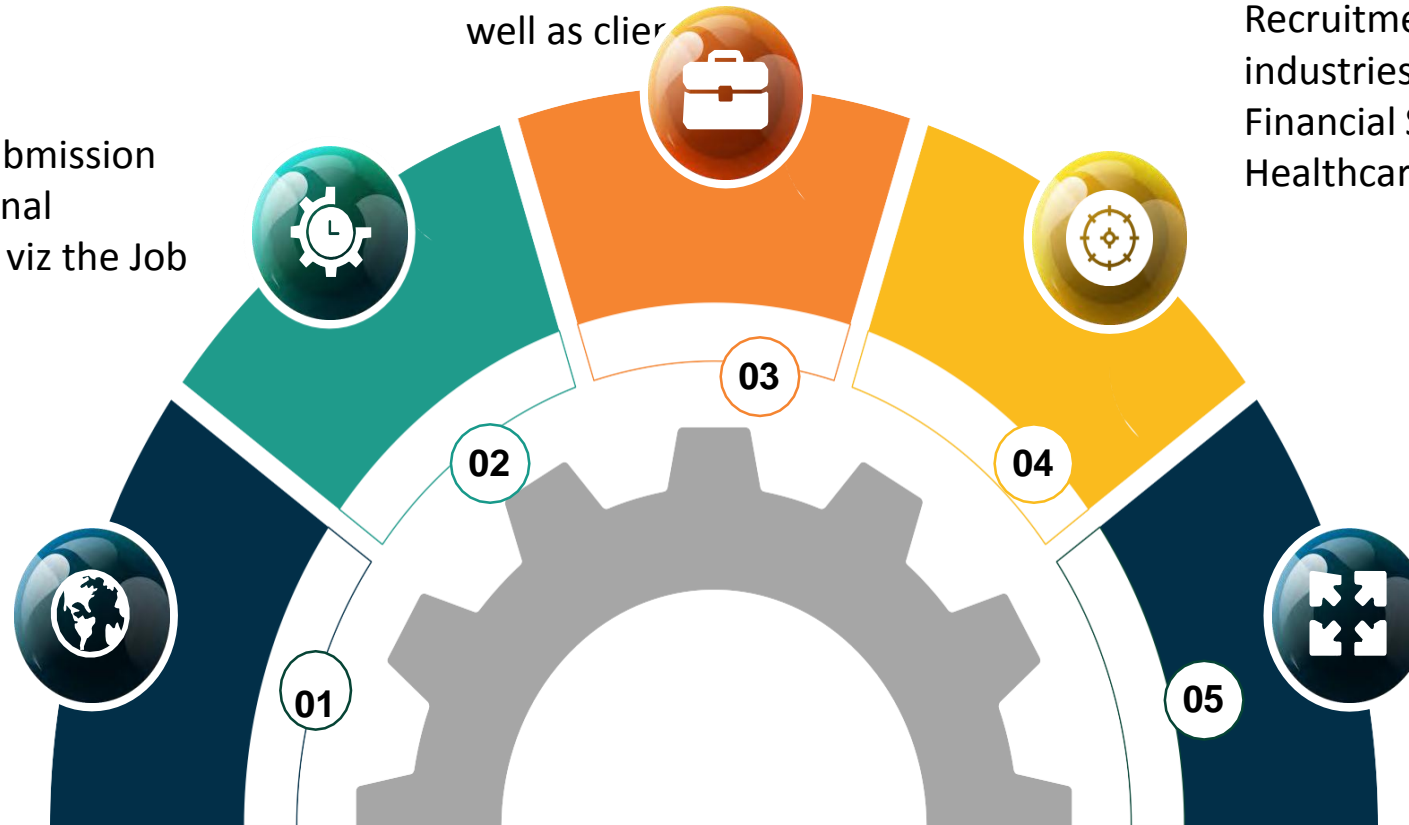


Facilitating for face to face /virtual interviews and ensure end to end communication to the candidates as well as client

Recruitment services offered to almost all the industries Viz; IT / ITES, Banking and Financial Services, Telecom, Manufacturing, Healthcare Logistics, E Commerce etc.

Works on Time bound submission of profiles post professional scrutiny of resumes viz a viz the Job Description.

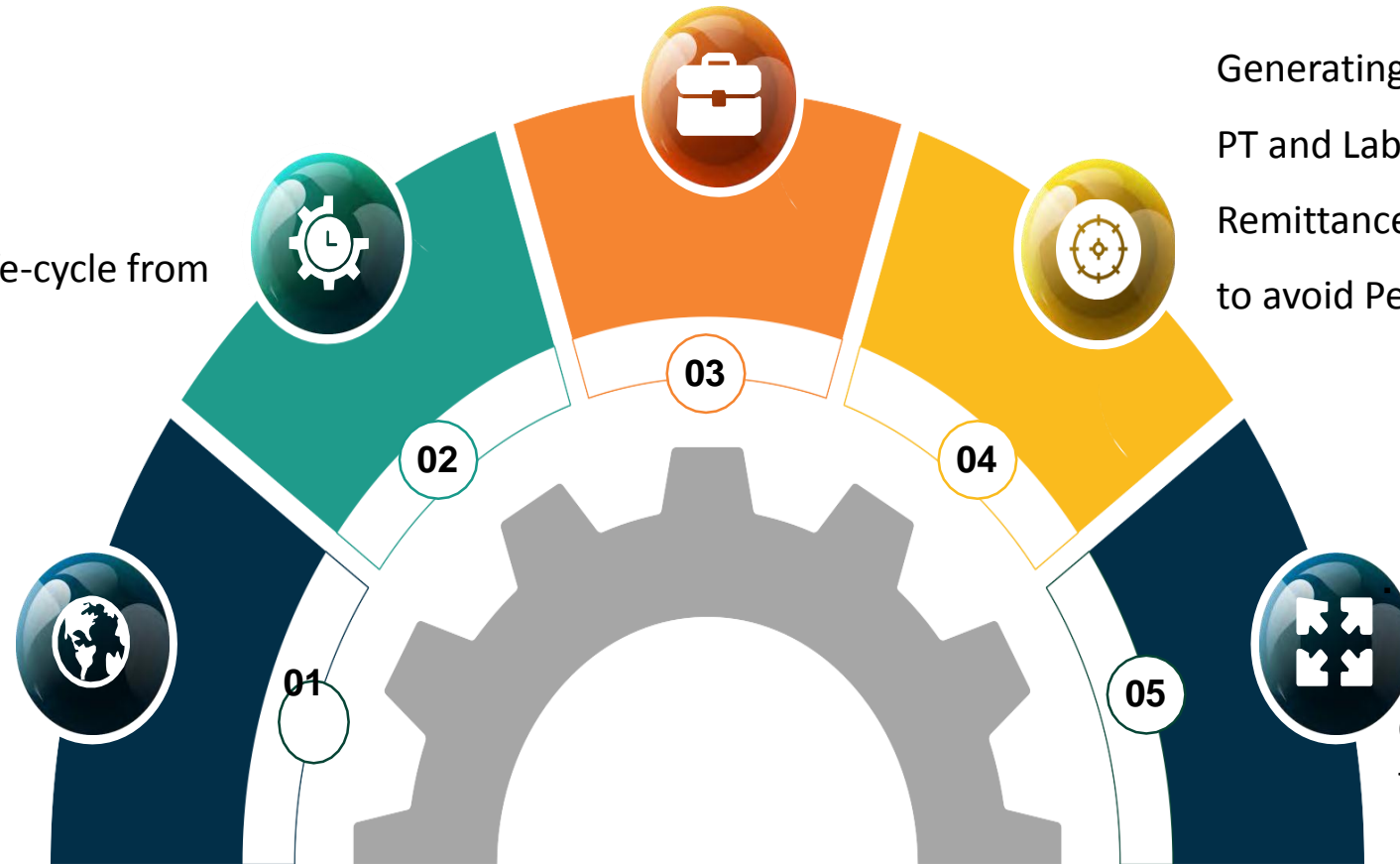
Recruitment services rendered to all levels and departments. (Entry, Middle, Higher Management)



Customised Approach and Accessibility.



Statutory Registers of employees under the Shops & Establishment Act, and Factories & Boilers Act



Support the entire employee life-cycle from the date of joining to their exit

Generating Statutory reports like PF, ESIC, PT and Labour Welfare Fund.

Remittance of PF, ESIC, PT, LWF on time to avoid Penalties

Streamlined payroll process with quick turn-around time

Customised Reports to facilitate Key HR Decisions in the Organisation



# Data Management Solutions

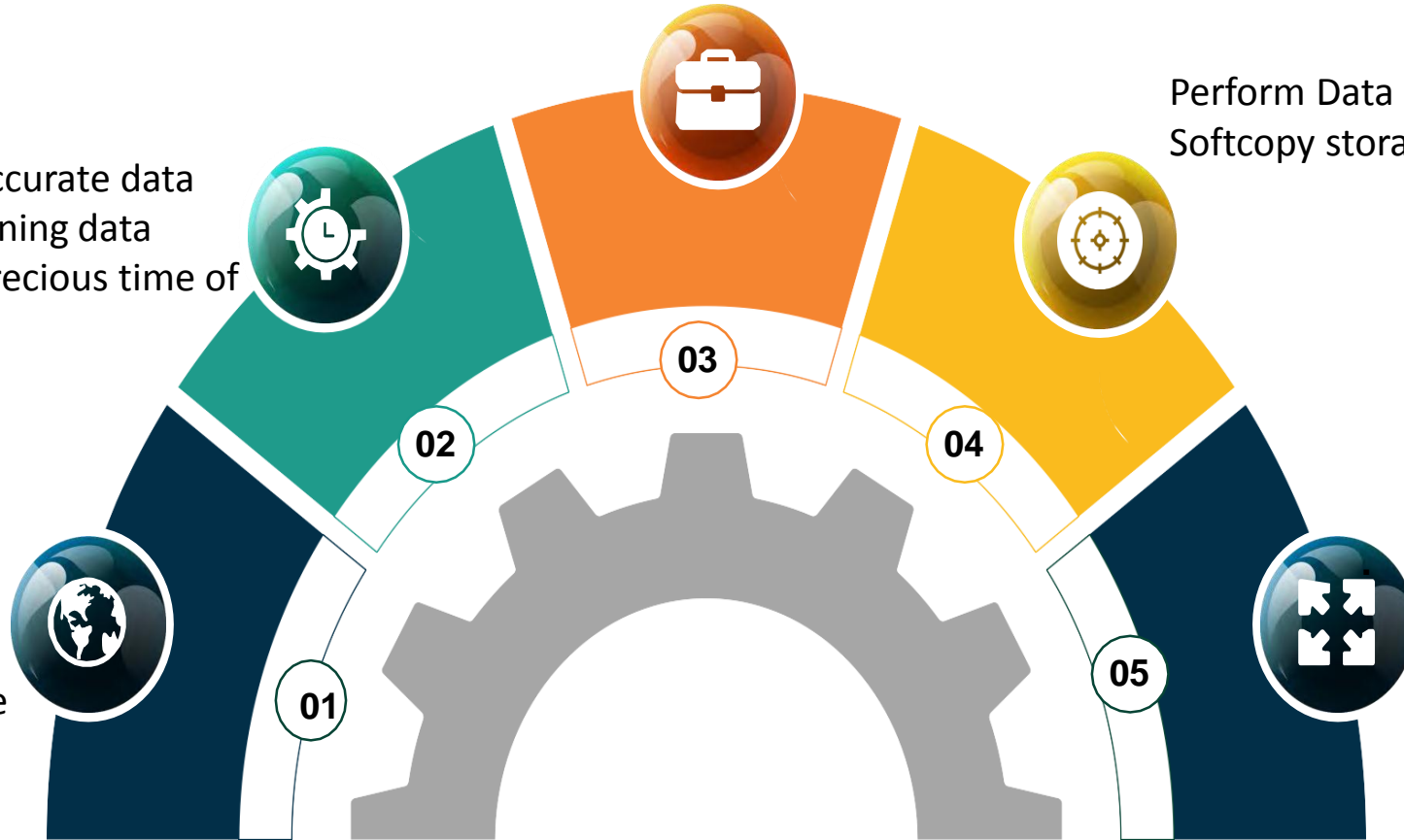
# Why FHR...



Professional, well trained Team Members capable of handling large volume of data and committed to work on deadlines

Complete, efficient and accurate data management and maintaining data consistency thus saving precious time of clients

Perform Data Entry, Data Scrutiny, Scanning, Softcopy storage and Physical storage



Assist the Client in reducing the cost associated with managing data

Retrieval of the data as per the Clients' requirements (eg: Internal and External Audit purposes)

# Factor Human Resources Benefit Proposition

**Expert Human Capital**  
Professional, Well Trained  
Manpower to handle each  
segment

**Professional Service**  
Quality Service inherits to  
years of expertise in the  
domain

**Cost Effective**  
Highly Competitive  
Service Charges

**Customisation**  
Tailor Made Services as  
per Client Needs

**Accessibility**  
Individual attention to  
client needs though  
specific SPOCs

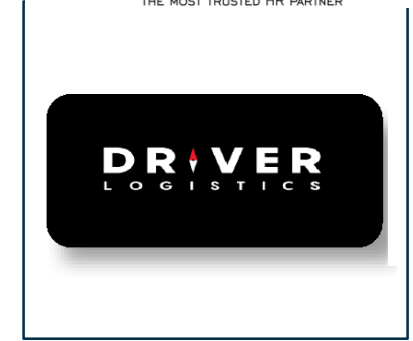
**Hassle Free on  
Statutory Compliances**  
On-time Remittance and  
Maintenance of all  
Statutory

**Confidential and Secure**  
Password Security Enabled  
MIS and  
Faster recovery of Data

**Multi Location  
Presence**

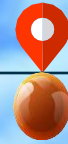


# Business Clientele





## Geographical Reach



**Multi Location Presence**



**1600 +**

**Manpower on Rolls**

### Corporate Office

**2nd Floor, Nandiyad,  
42/2254A-B3, Vennala - Janatha Road,  
Vennala, Cochin - 682028  
Mobile : 9846004163  
Tel:0484 2805163  
Email: rahul@factorhuman.in  
Visit us at [www.factorhuman.in](http://www.factorhuman.in)**

*"Genius is one percent  
inspiration, ninety-nine  
percent perspiration."*

Thomas Edison

