

# AVIVA TECHNOLOGY



For Global Sourcing  
You need Global Network

“Organisations now expect HR not only to be efficient in their delivery of core services but also to set the talent agenda and to drive performance and engagement.”

# Human Resources Global Sourcing



In today's competitive and rapidly changing world, HR departments are under tremendous pressure. In addition to the daily responsibilities of hiring, training and retaining employees, HR increasingly fulfills a strategic function. Meanwhile, changing employee expectations must be balanced with the need to control costs and increase productivity.

To help HR departments manage these challenges, Aviva Tech offers an array of flexible solutions. Operational HR assistance at the client's premises can cover all functionalities across the HR domain: from short-term, ad-hoc support to fully outsourced (co-sourced) solutions, staffed with HR professionals carefully selected and trained by Aviva Tech.

Almost any organization can at some point benefit from an HR Outsourcing solution. They include large or medium-sized companies, rapidly growing organizations, or non-profits looking to rapidly professionalize their HR functions.

# When is a HR Solution the right answer?

- Your organization is in transition.
- You are recruiting a permanent employee, but meanwhile the job has to be done.
- You must replace someone during an absence due to illness, maternity leave or secondment to a specific project.
- You need the on-site assistance of an HR expert to drive and implement change.
- You are setting up a new HR department or integrating multiple departments during a merger or acquisition.
- You are dealing with reorganization and crisis management, including social negotiations.
- You have a workload peak, such as a performance- review period or recruitment campaign.
- You need on-site operational assistance along with the advising consultants during a major HR systems or transformation project.
- You temporarily need specific HR knowledge for a particular operational focus.

## Benefits of HR Outsourcing

### **Speed**

As little as a few days between initial briefing and the start of the assignment.

### **Immediately operational**

Our professionals hit the ground running. They know what is expected of them and have the right skills and experience.

### **Flexibility**

Assignments can last from a few weeks up to several years.

### **Quality**

Our rigorous selection process, training, systematic knowledge-sharing and unique human capital knowledge base ensure you always have the most highly qualified people.

## A flexible plug-in solution

You may require one or several people for part-time or full-time assignments on a time and material basis.

Alternatively, our HR Outsourcing team can provide structural solutions based on a co-sourcing approach. This is a long term collaboration where together we are responsible for the success of the project. While outsourcing can suggest that a company is ceding control of its processes to an external party, our co-sourcing solutions emphasise the involvement of both parties.

# Areas of expertise



## Generalist HR profiles

Allround HR officer, HR business partner, HR manager or director, often part of the management team, who will lead an HR department and be responsible for social relations.



## Recruitment

Junior or experienced recruiter, recruitment manager, campus recruitment and employer branding.



## Talent management

Competency management, performance management, learning & development, absentee management & improvement, retention management and engagement.



## Compensation & benefits

Managing compensation & benefits activities, including implementing models and liaising with external consultants, salary benchmarking and job grading/function classification



## HR administration & payroll

Personnel administration working with commonly-used payroll systems



## HR project assistance

Liaising with the advising consultants, assistance for specific projects such as new ways of working, engagement programs, etc.

# HR Outsourcing process

You and your Aviva Tech project manager start by discussing your needs. Topics include your organization, the context of the assignment, the main tasks and deliverables, and the timing – as well as profile and experience requirements.

Suitable candidates are then selected and presented to you during an interview.

After an agreement has been reached and the assignment begins, it is closely followed up by your Aviva Tech project manager.

At the end of the assignment, feedback is collected and shared.



The logo for AVIVA TECHNOLOGY features the word "AVIVA" in a stylized, multi-colored font above the word "TECHNOLOGY" in a bold, black, sans-serif font. The "AVIVA" letters are composed of various colors: the first 'A' is purple, the first 'V' is pink, the second 'V' is blue, the 'I' is yellow, the second 'V' is green, and the 'A' is red. The "TECHNOLOGY" text is in a large, bold, black, sans-serif font.

# AVIVA TECHNOLOGY

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**For an overview of our Human Resources Globalsourcing offering, please visit:**

[www.avivatechnology.net](http://www.avivatechnology.net)