

IT'S BETTER TOGETHER



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“People™ is the leading HR outsourcing firm in the Middle East and South-Central Asia with two decades of specialized experience. We build value-based relationships with our clients by providing reliable staffing solutions for human resource management, technology, and outsourcing.”

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Contact Us

Unwavering service excellence through 7 regional and international offices.

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CEO PROFILE

Gohar Sharif Butt, the founding partner of the firm and its Chief Consultant, is a professionally qualified Systems Analyst and an MBA, with over 30 years of diversified and accredited experience in various fields of management with world-class multinationals. His key competencies include: Human Resource Management, Organization Development, Banking Operations, Project & Change Management, Business Process Re-engineering, and Systems Planning. Prior to establishing People™, Mr. Gohar held key positions in the banking sector.

Since its establishment two decades ago, People™ has led several large scale organizational development, change and HR management projects for private and public enterprises. It is now one of the largest HR and process outsourcing platform for prestigious clients country wide. Over the last 22 years, Mr. Gohar has successfully established and is running several other businesses including a real estate development firm in collaboration with Orix Corporation, an acclaimed design house and advertising company as well as a green house farming and natural products business. He also serves on the boards of several companies.



OUR HISTORY

2001



Established under the name of **Equity, Exchange & Trust** in Karachi.



2002

Outsourcing arm established under the name of **“Professional Employer Services”**.

2003



Expansion of Operations to **Lahore & Islamabad**.



2007

Introduction of **Verification and Executive Search Operations**.

2008



Successful Setup of People™ **Perfect Advisory** in **Dubai**.



2010

Launch of people payroll card in compliance with **UAE WPS**

2014



Expansion of services to clients in more than **20 Countries**



2018

Establishment of People™ **London office**.

2019



More than **100,000** Employees Recruited and Outplaced Worldwide.



2022

Establishment of **Afghanistan office in Kabul**

CORE VALUES

Conventional wisdom & relentless research

We believe the past should be remembered and the future should be embraced. People™ takes pride in its knowledge base encompassing the mastery of traditional HR processes as well as the most contemporary theoretical and technological solutions.

01

Multiple solutions for every challenge

We believe that by devising and presenting as many ways of managing challenges as possible, we enable our clients to choose the most informed, effective and thoughtful direction for the future. We never settle for an answer unless alternatives have been researched.

02

We are our People™

We believe people are the life and blood of an organization, which is why we tenaciously work towards building an enabling environment to attract and maintain only the best professionals with an incomparable reward system.

03

Our success lies in the success of our clients

We believe the true test of our abilities lies in the results we achieve for our clients. We believe that lasting relationships are built on a foundation of shared success. Alongside consultant advice, we also engage with our customers throughout the change process and measure its impact as an integral part of our service.

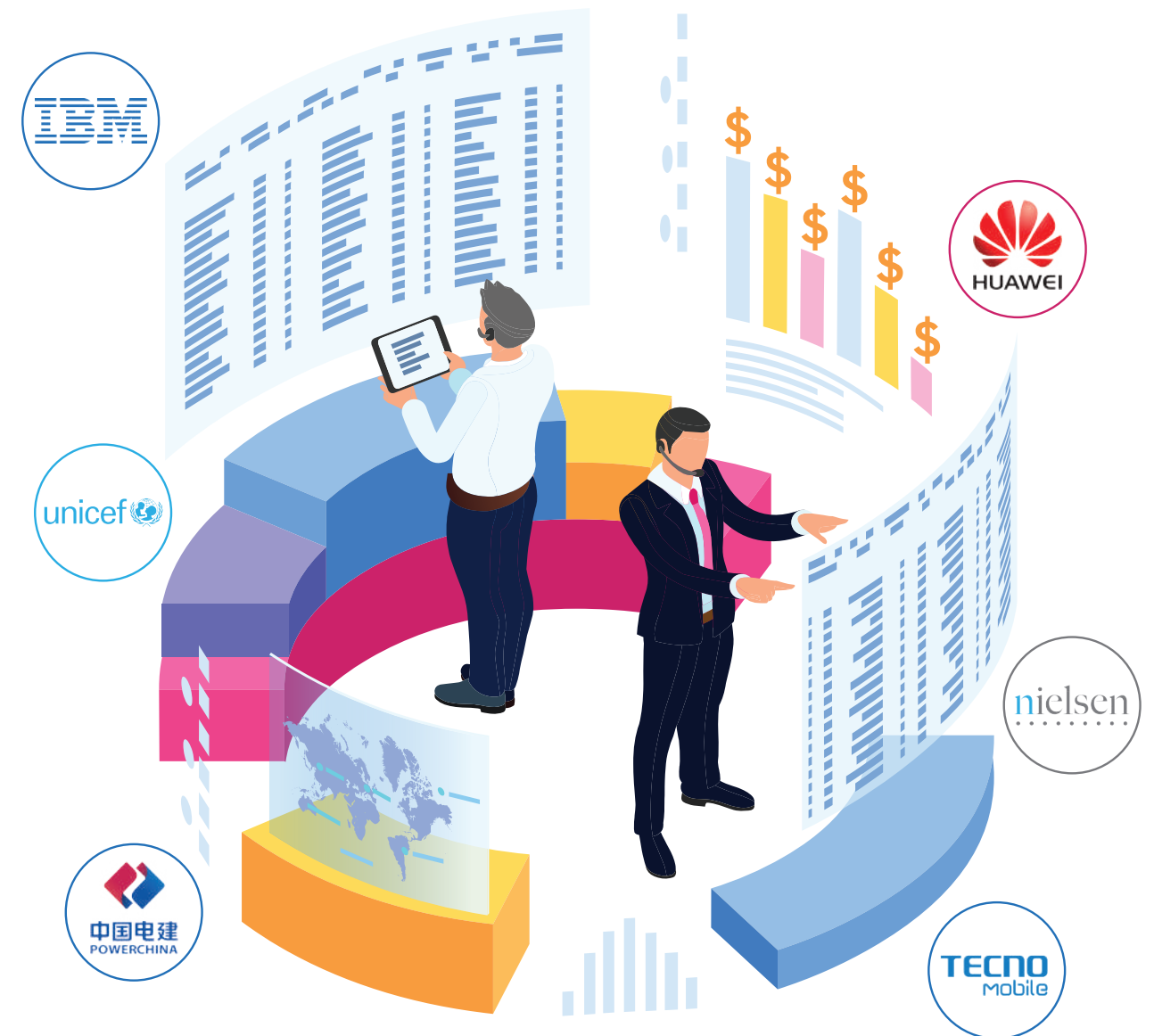
04

Our social profile

We believe our actions reflect the success of our clients, our partners and the communities in which we operate. Alongside commercial priorities, our actions are evaluated for a lasting social impact. We work for a win-win solution in every situation for all, and do not favor one over the other.

05

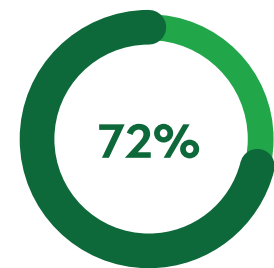
People™ processes more than
12 Billion PKR of Payroll in
Pakistan every year



Find out why the country's biggest companies
outsource their Staff to People

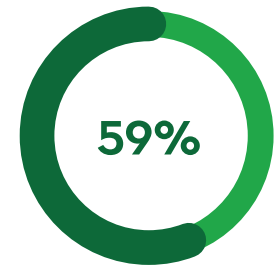
STAFFING SOLUTIONS

For the past 20 years, Staffing Solutions has remained the most popular service provided by People™ across a diverse range of industries.



Employers are having a hard time finding skilled candidates.

— Man Power Group 2018



Businesses use outsourcing to reduce their expenses.

— Deloitte



People has consistently demonstrated technical and professional expertise in the performance of contracted work.

— Mr. Davide Terzi (Chief of Mission)



Quality of provided resource base, supplier responsiveness and customer services are excellent.

— Mr. Hafiz Abdul Majeed (CEO)



We have no hesitancy in recommending People™ as a reliable HR business partner

— Ms. Ambreen Zehra (Head of HR)



People™ has recruited and out placed more than

100,000

employees worldwide.

With People™ Staffing Solutions, clients are effectively relieved from employees' day-to-day HR operations, saving them valuable time and enabling them to focus on more value adding initiatives.



Recruitment



Payroll Management



Medical & Group Life Insurance



Letters & Certificates



Uniform & Equipment



Statutory Registration & Payments

Did You Know?

People™ provides drivers for the Lahore Metro Bus that carries 180,000 passengers daily.



Front line workers for Polio Vaccination across Pakistan are outsourced by **unicef** to People™.

“All HR applications and processes of your staff including attendance, payroll, loans and appraisals are managed through our signature platform People-i.”



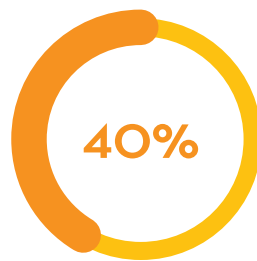
TRAINING & DEVELOPMENT

People™ develops and conducts customized corporate training workshops for courses specific to our clients requirements; which can be determined by the client themselves, or by People™ through a training need assessment.



Higher profits are generated for companies that invest in training and development.

– Huffington Post



Higher employee turnover is due to poor training.

– GoZHR



It's all to do with the training: you can do a lot if you're properly trained – Queen Elizabeth II



An organization's ability to learn, and translate that learning into action is the ultimate competitive advantage – Jack Welch (Former CEO, General Electric)



Train people well enough so they can leave. Treat them well enough so they don't want to. – Richard Branson

The only thing worse than training your employees and having them leave is not training them and having them stay.

– Henry Ford (Industrialist, Business Magnate)



For 20 years, People™ has been providing training to staff of clients across a variety of industries. Our approach to training differs from other training providers due to the fact that we do not consider a training program to be successful unless there is a demonstrable and measurable impact on employee performance in the area of focus.

Benefits Of Staff Training



Increases Productivity



Allows Internal Promotions



Increases Company Capability



Reduced Need for Supervision



Makes Employees Happy



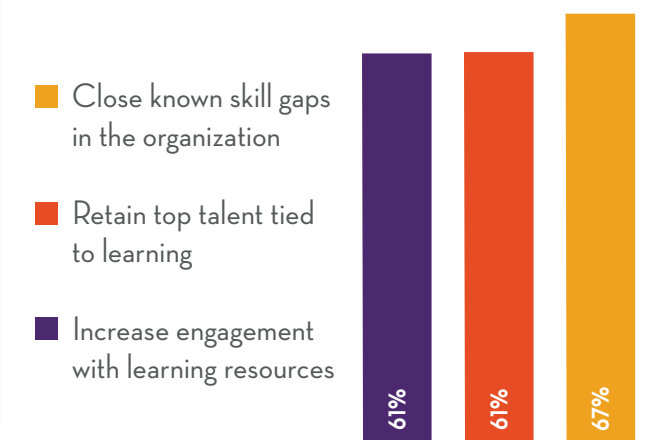
Unlocks Staff Potential

In 2020, People™ trained over 50 under-privileged women to set up a home-based restaurant that would operate through the foodpanda App.

Did You Know?

People™ worked with to provide skill training to Afghan Refugees in Sindh.

Top Ways Trainers Demonstrate Success of Training Programs



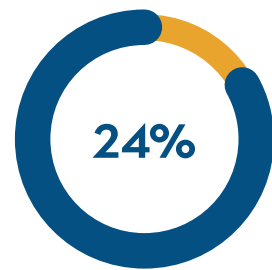
People™ also provides comprehensive training manuals that include all the contents required to independently conduct staff training programs.



Once equipped with a training manual, your staff can independently conduct trainings for the mentioned area as many times as needed.

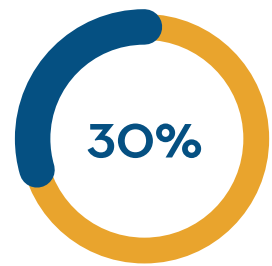
STRATEGY & CONSULTING

People™ has been a market leader in the HR industry for more than 20 years. Clients can now benefit from this expertise through a variety of HR consulting services offered.



Resignations result from inadequate performance feedback policy.

— Global News Wire



Employees said that they are more likely to stay at their organization if they saw a clear career path ahead.

— Mercer



Did You Know?

People™ helped transform SNGPL by designing new Performance Management and Compensation Policies.



People™ helped transform PICIC Insurance by developing an HR management function in a service delivery mechanism.



People™ allocates industry experts to provide transformative consulting in three main areas.



Organization Structure and Design



HR Policy Framework



Performance Management System

A well established HR Department residing on the back of a strong set of HR policies is essential to eliminate wastage and inefficiencies. People™ provides the skill set required to address these areas effectively.

Think About It...

How much time could your HR Department save if your policies were clearer?



Benefits of HR Policies Offered by People™:



Fairness



Consistency



Structure



Control



You don't build a business, you build people & then people build you business. — Zig Ziglar (American Author)

PROCESS OUTSOURCING

Outsourcing works when you find a partner that can do the same tasks your company is doing, quicker and at a lower cost.



Organizations claim that the top reason for outsourcing is cost reduction. – Deloitte



Small businesses plan to outsource business tasks in 2022. – Clutch.co



Did You Know?

People™ manages inventory & maintenance of thousands of laptops and office equipment of Huawei.



Association of Chartered Certified Accountants only deals with People™ directly for local vendor payments on a day-to-day basis.



People™ conducted cash disbursement to Afghan citizens living in remote areas of Pakistan on behalf of IOM.



People™ distributed more than 5,000 water bottles to UNICEF polio vaccinators across Pakistan.



After 20 years in the outsourcing industry, People has developed robust systems and networks that allow us to execute regular processes faster and more efficiently to help you dramatically reduce the cost and efforts you are currently spending.

Think About it

How much bigger could you be if you focused only on your core objectives?

Advantages of Outsourcing Include:



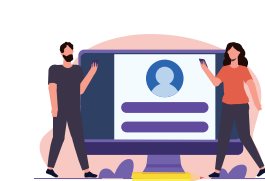
Cost Reduction



Time Saving



Minimizing Wastage



Leveraging Specialized Talent



Getting Expert Input



B2B decision-makers said they have given key tasks to third parties to accomplish their goals. –YouGov

“We manage dozens of offices and commercial properties across Pakistan with a guarantee to reduce utility bills, wastage and environmental impact.”



We choose People™ because they are efficient, fast & modern. That's exactly what CRSC needs from a business partner.

– Mr. Chang Jiang (Project Manager – CRSC 中国通号)

TECHNOLOGY SOLUTIONS

People-i is a self-service HR platform with the power to give structure to & streamline all your HR processes. It also allows People™ to provide support & services to your staff to ensure employees of all capabilities can benefit from HR Technology.

20,000+ users access People-i regularly

\$100 million+ payroll is processed through People-i

20+ countries use People-i for HR operations

7 comprehensive modules that cover all aspects of HR management



Through People-i users can:

- Mark attendance from anywhere, using geo location.
- Create applications for leave, expense, travel and loan via smartphones.
- Create rosters and manage shifts dynamically.
- Conduct performance appraisals and systematically disburse increments.
- Much more.....

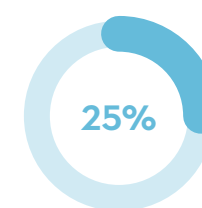


Integrated with a variety of softwares

Cloud based access through tablet, mobile or desktop

Completely customizable

Quick and easy deployment



Did You Know?

On average, a connected workforce leads to more than 25% increase in productivity
McKinsey Global Institute



People-i also allows People™ to deliver strategic HR consulting through a digital platform. Services like org structure design, HR policy creation & performance management system implementation are all executed through People-i.

CLIENTS

Listed below are just a few names of the organizations we have helped streamline their HR function by adding the distinct expertise and execution required to make your corporation People™ Perfect.



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