

# HR Outsourcing Proposal



## Your Challenges

- Do you recognize the need to dedicate more effort on HR matters?
- But find it hard to justify employing HR personnel?
- Do you find that your HR personnel spend most of their time engaged on administrative HR issues rather than focusing on those critical matters that are of strategic value-adding to your business?

## How we can help

Human resource management is an issue for all employers, irrespective of size or specialization. **McTimothy Associates Consulting** can be your partner to ensure that matters related to your most important asset-your people are being addressed in timely and effective manner.

**McTimothy Associates Consulting** can help you through our HR Outsourcing services. There are two options available for you:

### ●HR Process outsourcing

### ●People Outsourcing.

You can choose to outsource your entire HR activity from Recruitment, HR Administration and Payroll through to performance management and advisory services. Alternatively, we can tailor-make our offering specifically to your needs including the following services:

1. Recruitment, assessment and selection;
2. Learning and Development, (L&D)
3. Payroll and benefit administration;
4. Administration of the whole employment lifecycle e.g. employment contract development, onboarding, exit interviews;
5. Performance management;
6. Rewards and benefits;
7. Meeting the employment legislation requirements; and
8. HR Policy Development.

Our HR outsourcing team will consider your requirements and expectations, and come up with a proposed action plan. We will provide you with service/solutions that fits your needs.

With **McTimothy Associates'** HR outsourcing, you will benefit from our experience and know-how, delivered to you from our offices or directly on your premises.

Outsourcing  
Your  
HR

## Benefits of Outsourcing your HR to us

1. Dedicated and Quality service
2. Simplification and standardization
4. We Support your future growth and strategy
5. Allows your management to focus on core business
6. Access to best workplace practices and thought leadership.



## HR PROCESS OUTSOURCING

There are many reasons and benefit derivable when you outsource your HR Functions to us, some of these are:

**1. Risk Management:** Our HR outsourcing is aim to help businesses minimize risk. Employment and labor laws changes regularly, and it can be difficult for employers to remain up-to-date on regulations that affect the workplace.

We employ HR professionals whose purpose is to stay abreast on a variety of federal and state employment laws.

**2. Cost Savings:** A fully functional human resources department requires additional office space and highly trained and experienced HR staff. You need not incur these costs.

**3. Efficiency:** Maintaining an efficient and productive workplace is critical. Outsourcing HR functions create greater efficiency within human resources system. Advanced human resources technology utilized by us help streamline important HR functions, such as payroll benefit administration, and compliance management.

**4. Employee Development:** Outsourcing HR functions help businesses manage employee performance and development. We implement performance management plans to ensure em-

There is no  
Limit when  
we are Involved

### Reasons To Outsource your HR Functions

1. Risk Management
2. Cost Savings
3. Efficiency
4. Employee Development

### Why McTimothy Associates Outsourcing?

**1.** Our firm is the leading and reputable professional HR outsourcing organization in Nigeria, providing industry-focused HR outsourcing, Recruitment, Training & Development, and Management Consulting services to enhance value to clients.

2. We are differentiated by our ability to combine top-tier consulting expertise with the HR strategy and learning & development expertise that have become critical aspects of our HR programmes.
3. We utilize competency-based recruitment process to hire and retain top talent for our clients.
4. We strive to constantly raise the bar and innovate our service offering and solutions to develop fresh perspectives and practical advice.

## PERSONNEL OUTSOURCING

**W**e outsource and manage professionals, skilled, technical and unskilled personnel at all levels on a short to long-term basis. We can take over/acquire your exiting employees into our organization and if you do not have enough, we will provide a great choice from our robust database of skilled manpower.

Our service frees our clients from stress and labour union hassles and assures them of high capacity utilization and productivity at all times.

### The Services Provided are as Follows:

#### Recruitment, Selection, and Placement.

We effectively manage clients' recruitment, selection and placement through a seamless process to fill available openings. For clients' strategic positioning and performance, we take-over/acquire, place and nurture staff under our employment to meet the client's expectation.

With this tool, our clients are focused to deal with change and to sustain good succession management.

#### Training & Development.

We assess your staff's skills, identify and recommend training needs in relevant areas to keep their skills/competencies updated and aligning them with the client's goals to drive performance expectation.

**We  
Outsource  
and  
Manage**

#### Accreditation/Partnership

*IMC, IPRC,  
APRC (UK), NITAD, CMD  
ITF, HuCaPAN  
Federal Ministry of Labour  
& Employment*

## Performance Appraisal Management.

We manage your staff performance through regular reviews using key performance indicators (KPIs) to help set and direct their efforts, motivate them to achieving the client's business goals.

## Reward Management.

We are ethical in our dealings thereby ensuring adequate staff rewards to motivate performance and keep them happy to drive the achievements of client's goals.

## Compliance With Statutory Obligations.

We provide expert industry knowledge and statutory advice through our consultants and professionals, keeping you abreast of changes as they occur in your industry.

Talk to us  
Today

We  
Can Help

## Contact Details



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