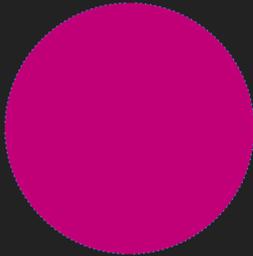


Manpower outsourcing —
simpler and more productive

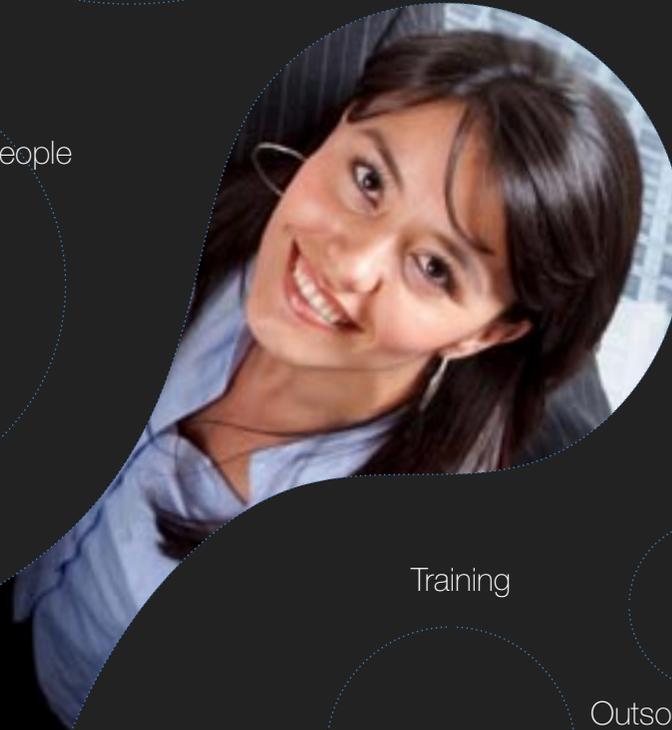




Experts finding experts.

Store Operations

People



Placement Services

Manpower Supply

Training

Outsourcing

Temporary staffing

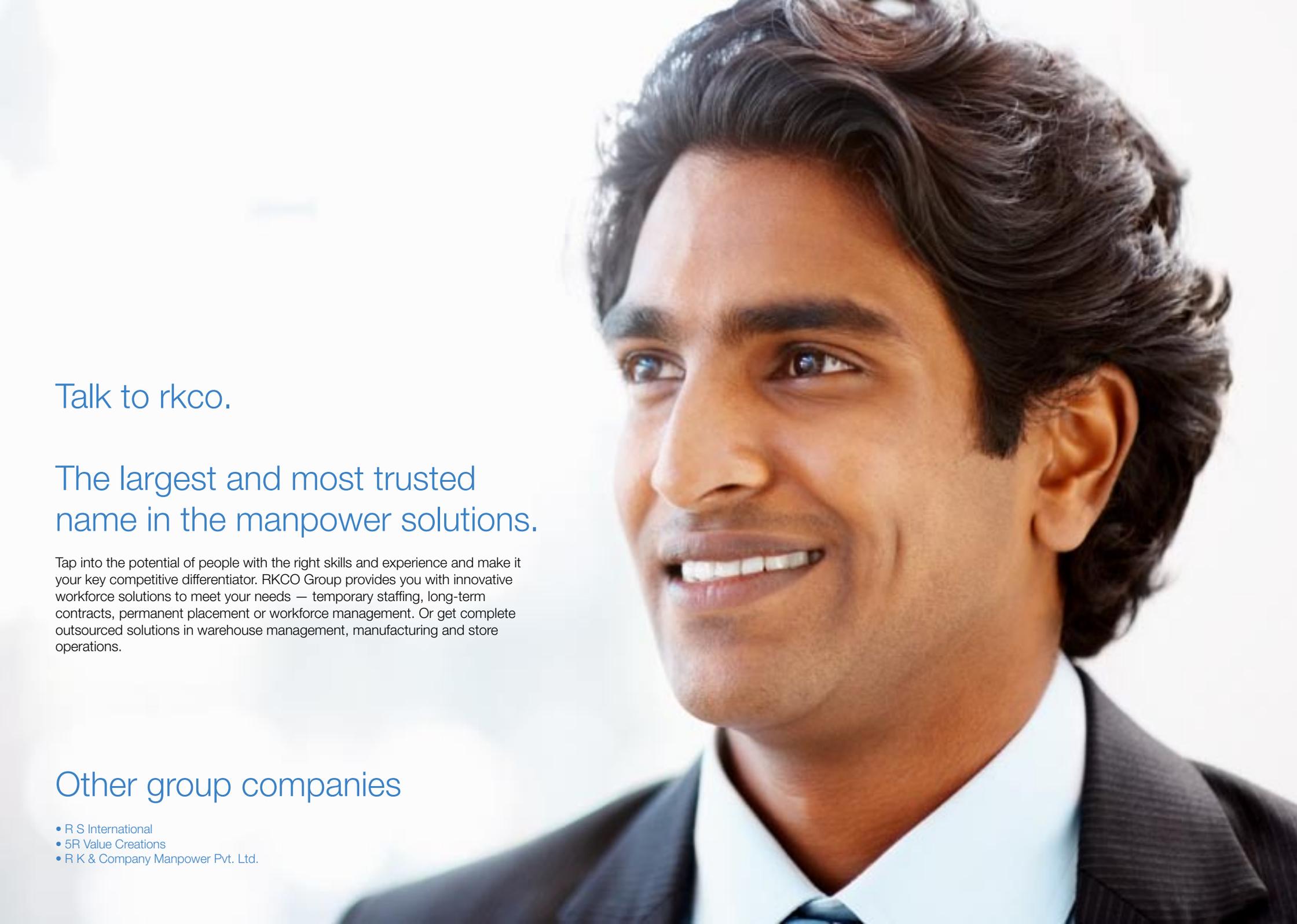
Warehouse Management

Payroll



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In this ever fluctuating and highly volatile manpower industry, whom do you look forward to for your needs?



Talk to rkco.

The largest and most trusted
name in the manpower solutions.

Tap into the potential of people with the right skills and experience and make it your key competitive differentiator. RKCO Group provides you with innovative workforce solutions to meet your needs — temporary staffing, long-term contracts, permanent placement or workforce management. Or get complete outsourced solutions in warehouse management, manufacturing and store operations.

Other group companies

- R S International
- 5R Value Creations
- R K & Company Manpower Pvt. Ltd.

Looking to recruit professional human resources from India?

India's leading government recognized Manpower Consultant, RKCO Group is the ideal choice of leading companies

● industries we cater to

Auto, auto ancillaries, manufacturing - general, retail, pharma, telecom, agriculture and food, export, logistics, IT and ITeS and many more.



Get better access to people and processes and better business results.

Since 1997, RKCO Group has been instrumental in making human resource more customized to the needs of various industries.

Our services ranges from consultancy to turn-key project implementation and operation.

We take pride in our deep expertise in Operations and People management. Our team of experienced professionals give their best in terms of both, productivity and services. The keen testimonial is the high morale and low attrition rate of employees.

Trust our dedicated teams with talented individuals from across the industry. This means we can match the right people to your job openings. We also offer a full spectrum of human resources services, from recruiting and pre-screening to testing and interviewing to reduce your hiring timeline and your costs.



areas of expertise

Among the manpower solutions that RKCO has to offer, the following are the areas of our expertise.

Products

WORKERS

Unskilled	Semi skilled	Skilled	Highly skilled
<ul style="list-style-type: none"> • Simple duties • Requires little or no experience • No independent judgement • High physical exertion • Eg. Helper, Loader 	<ul style="list-style-type: none"> • Routine operations with limited scope • Stress on execution than on judgement or skill • Physical exertion less as compared to unskilled • Eg. Fitter, Machine operator, Picker 	<ul style="list-style-type: none"> • Efficient execution with considerable independent judgement • Thorough and Comprehensive knowledge of the trade, craft or industry • Eg. Tailor, Line supervisor 	<ul style="list-style-type: none"> • Efficient execution with completely independent judgement • Can handle a team of skilled workers • Eg. Master Tailor, Assembly supervisor

Services

Payroll outsourcing	Temporary Staffing	Manpower Supply	Complete outsourcing solutions	Compliance Management	Placement Services
<ul style="list-style-type: none"> • An act of delegating payroll administration to third party having expertise in payroll process • Manage diverse functions such as calculation of wages and salary, leaves management, PF and income tax calculation, and direct deposit of net pay into the bank accounts of employees. 	<ul style="list-style-type: none"> • Temporary employees are hired to assist employers to meet business demands • Project basis/Part time basis/ Contractual basis • Could also be as a substitute to permanent employee 	<ul style="list-style-type: none"> • Primary line of business • Provide manpower ranging from unskilled to semi-skilled to skilled workers to clients from across diverse industries • Supply manpower. Manage their payroll process, attendance to disciplinary issues 	<ul style="list-style-type: none"> • In addition to all we would also partner with client on the productivity issues • As a part of growth plans for the organisations we would look in the building expertise in a) Manufacturing, b) Warehouse Management, c) Store operations 	<ul style="list-style-type: none"> • Handle all compliances on clients behalf • Statutory compliances & deduction, challans, forms for TDS, PF, PT, ESIC and LWF amongst others • TDS Calculation, eTDS file generation, Tax payable report, Form 16 etc. 	<ul style="list-style-type: none"> • Provision of staff solutions in specific timeframe with quick execution of formalities and statutory compliances • Dynamic team of qualified and experienced experts • Exhaustive nationwide database of qualified candidates • Highly productive and cost effective

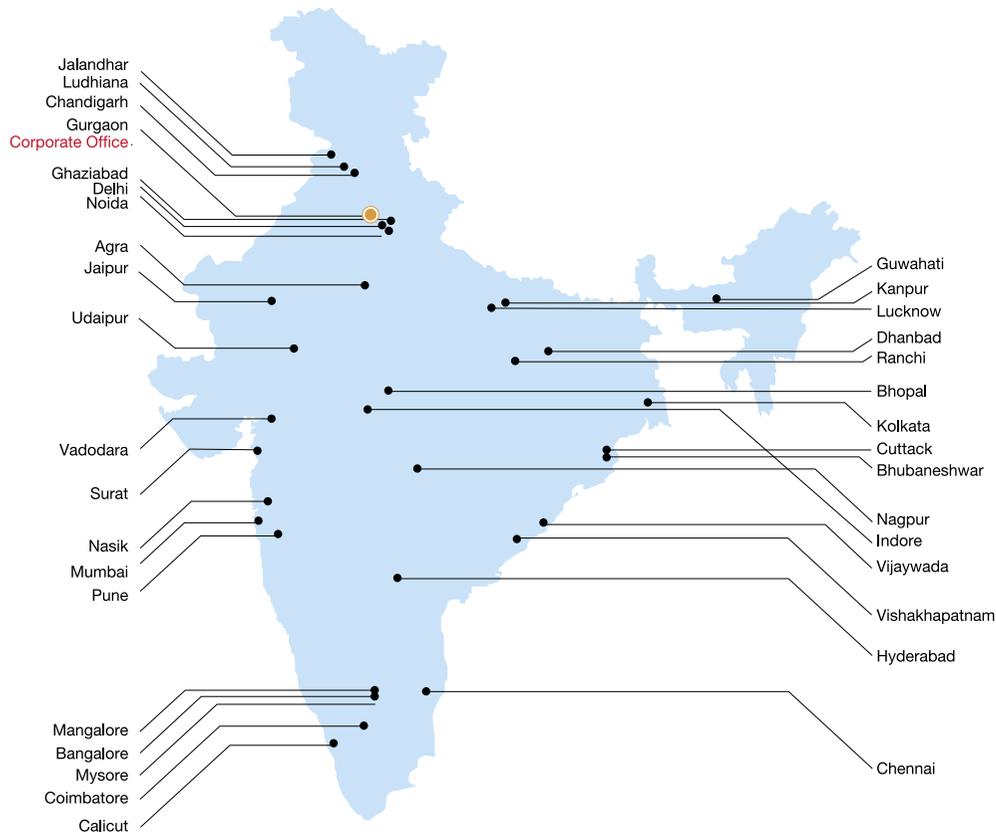
CTC components

Minimum Wage	Market Rate	Availability	Other CTC Components
<ul style="list-style-type: none"> • The minimum amount of compensation an employee must receive for performing labour • Minimum wages are typically established by contract or legislation by the government 	<ul style="list-style-type: none"> • The amount of compensation of an employee which is determined solely by the value of that workers location as well as product 	<ul style="list-style-type: none"> • The amount of exceptional compensation of an employee which could be greater than market wages and solely applies to places where supply is less than demand • Eg. During seasons, Remote locations 	<ul style="list-style-type: none"> • Statutory compliances <ul style="list-style-type: none"> - PF & ESI - Bonus, Gratuity, Leave, HRA • Ethical compliances <ul style="list-style-type: none"> - Environment, Health & Safety (EHS) • Efficiency components • Performance Based Incentive

Value Added

Services

Attrition Analysis	Inventory Management	Training	Certification
<ul style="list-style-type: none"> • Identify all reasons for attrition <ul style="list-style-type: none"> - Absence of regular leave arrangement - Nature of the work - Poor working conditions - Low level of wages - Sickness and accident - Family reasons - Transport Facilities - Unsocial Activities - Overtime • Providing a solution set to client to overcome challenge 	<ul style="list-style-type: none"> • Managing <ul style="list-style-type: none"> - Velocity - FIFO, LIFO - Damages - Shrinkages • Controlling dump actions 	<ul style="list-style-type: none"> • EHS Training and Awareness • Behavioral Training • Skill set specific training 	<ul style="list-style-type: none"> • Certify existing manpower from recognised institutes • Leads to definition of skill level and subsequent career growth



reaching out to the corners of the country

Get the right manpower that keeps your organization advancing. Any place, any time!

Over the years RKCO has positioned its objectives strategically. Today RKCO Group is able to provide its services across the length and breadth of the country.

With this extensive network comes several operational and administrative advantages. RKCO has forged a healthy rapport with the labour department, relevant government agencies and local administration and police as well. In addition, RKCO Group is registered with all government agencies as well.

This translates into more seamless operations for our clients wherever manpower based solutions are concerned.

A concerted effort is made not to leave anything ambiguous by making visits to client locations. This not only gives us a deeper understanding of our clients' needs but also ensures an open communication across all levels.





High levels of service, higher emphasis on quality

At RKCO, our attempt always has been to find the right manpower that keeps your organization advancing. We understand your business and know how to tap into human potential. With our extensive network and accurate assessment methods, we provide you with workers that precisely match your needs.

With RKCO workforce solutions, get an increased flexibility in those seasonal highs and lows, typical of certain industries. With processes that deliver on-the-job success for the long term. And you will never be worried about making the wrong hiring decision.

The RKCO advantage

-
- A pan India reach
 - Strong and extensive sourcing database
 - Amazingly low attrition rate
 - Quick response time
 - Ideal interface between industry-training institutes - workers
 - Focus on productivity for both Clients & Workers
 - Personal connect with workers
 - Close coordination with clients – premise and product
 - Turnkey and Greenfield processes

THE RKCO MANPOWER

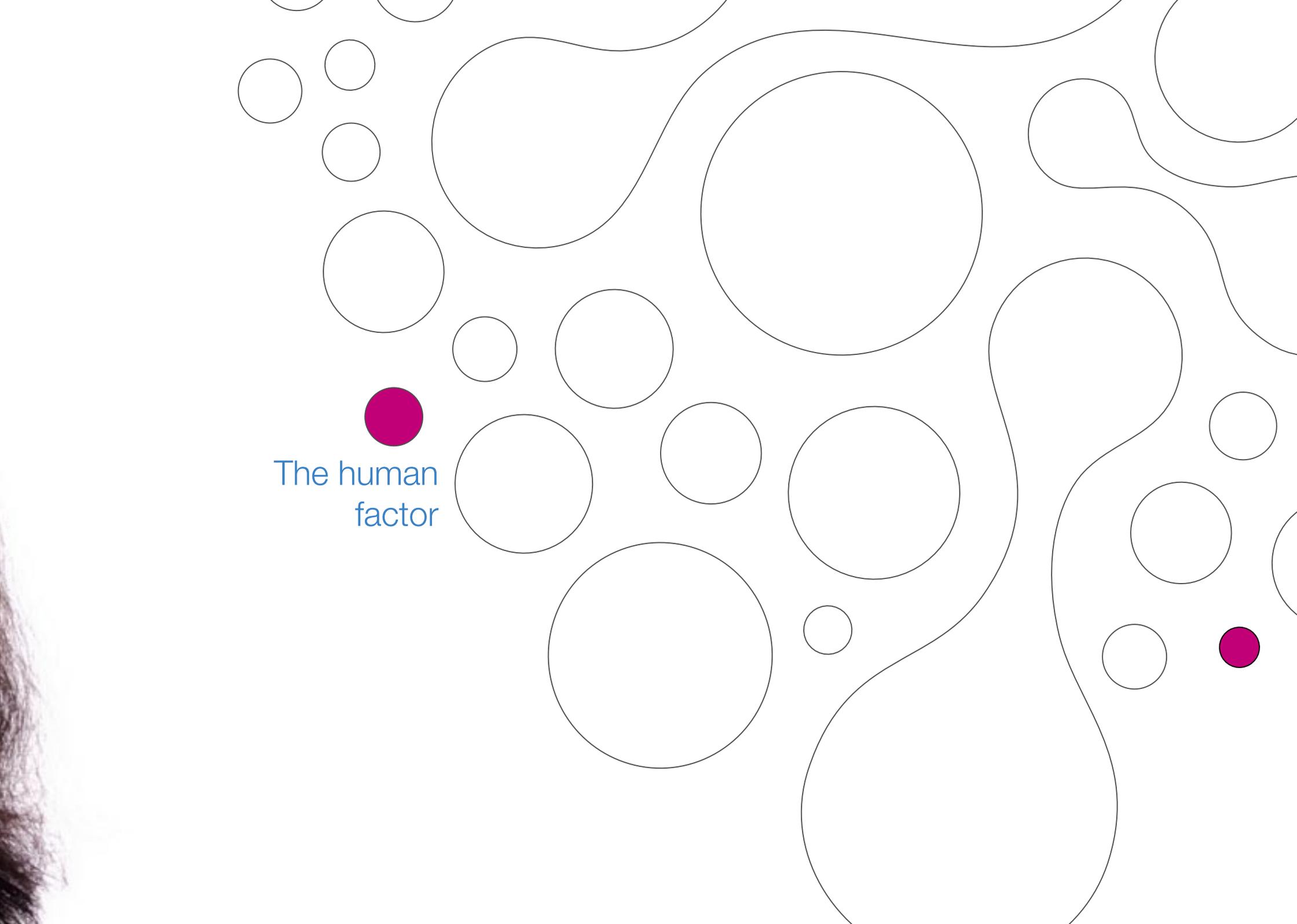
LOW ON

Attrition
Absenteeism
Damages
Shrinkage
Losses

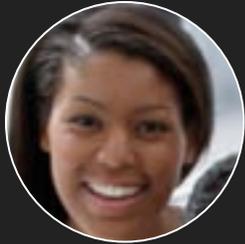
HIGH ON

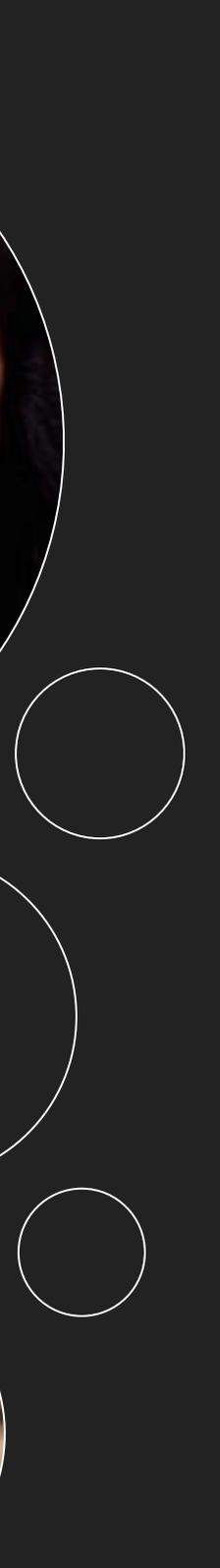
Productivity
Discipline
Bonding between - people, product, infrastructure and clients
Management of – inventory, people, finance and workplace



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The human
factor





People First

We have always put the people first. As a people organisation, for us personal relationships matter. RKCO has a personal relationship with almost all the manpower that is sourced through it. We believe that motivation along with compliances are the key drivers which enable higher levels of engagement with workers resulting in a productive workforce.

Total transparency is another key driver throughout our processes at RKCO Group. We encourage clients to strive to meet the statutory compliances and also the ethical compliances and efficiency components. This helps improve productivity levels and also encourages the workers to perform better and control attrition amongst them.



3PL Logistics – Retail Operations & Product Logistics

With a deep expertise in both Retail Operations and Product Logistics Management our 3PL services combine people, technologies and logistics to help business make the most of their existing distribution needs maximising their supply-chain. What you get is a mix of benefits including:

- Supply chain engineering
- Source procurement and Material management
- Distribution Centers, Warehousing, Fulfillment Centers
- Retail
- Manufacturing and Packaging Operations

With our formidable purchasing scale and our massive ordering ability allows us to optimize shipment and pass on the savings while preserving the operational independence and confidentiality of our customers.



RKCO has been recognized as one of the best operators in the industry for last few years providing Distribution Centers, Warehousing, & Fulfillment Centers.

We combine people, technology systems and logistics methodology to help businesses. For a maximum Supply-Chain efficiency, we also manage warehousing and total distribution and last leg delivery.

Strategic result oriented focus. Delivering measurable results

Once we align and customize our services to resolve bottlenecks and improve efficiencies, this invariably results in:

- Increased product fill rates
- Reduced inventories
- Decreased costs per case
- Reduced mis picks
- Improved on-time deliveries
- Enhanced customer service
- Improved profits and return on invested capital

What RKCO offers is

- Upstream (Grocery & Retail)
- Downstream (Food/Beverages/CPG)

- Fulfillment Centers
- National DC Networks
- Fully automated
- Dedicated Facilities
- Multi-customer Environment
- Ambient & Temperature Controlled
- Cross Dock Operations

Where traditional 3PL expertise ends at the factory doors, our supply-chain has a solid background in production disciplines, regardless of the scope of work we perform for you. We also offer:

- Primary Packing
- Secondary Packing
- Design/Engineering
- Food/Beverages/CPG
- Contract Manufacturing
- Dedicated Facilities
- Multi Customer Environments
- Field Production Terms





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