

# PERSOLKELLY Korea Introduction





# OUR STORY



**KELLY**  
SERVICES

**PERSOL**

**PERSOLKELLY**

## PERSOLKELLY ASIA PACIFIC

- An evolution of the **strategic collaboration** between Kelly Services Inc. and PERSOL (formerly known as Temp Holdings).
- Marks our **commitment** to the emerging Asian market
- **Combined resources and expertise** of operations across Asia Pacific
- Positioned to be a **leading player** in Asia Pacific's growing workforce solutions market

 **KELLY**

 **PERSOL**  
IN ASIA PACIFIC

 **BTI** Executive Search

 **Capita**

 **FirstAlliances**  
vietnam's leading HR specialist

 **PERSOLKELLY**  
CONSULTING

 **PERSOLKELLY**

# PERSOLKELLY INDEX

**KELLY**

**PERSOL**

**PERSOLKELLY**  
(Joint venture in the Asia-Pacific)

	KELLY	PERSOL	PERSOLKELLY
Year of Establishment	1946	1973	2014
Global Sales (USD)	6 trillion	9 trillion	3 trillion (largest in ASIA)
Head Office	U.S.A.	Japan	Singapore
Number of Overseas Branches	34	403 in Japan 43 in abroad	14
Listing Status	NASDAQ (KELYA)	JASDAQ	
Employees	about 7,000	about 33,000	about 1,500
Additional Information	Selected as one of the Fortune 500 companies	A leading recruiting company of Japan	APAC Joint Venture corporation



# KOREA OVERVIEW

# SOUTH KOREA



Since  
**2008**



**4**  
offices



**100**  
professionals

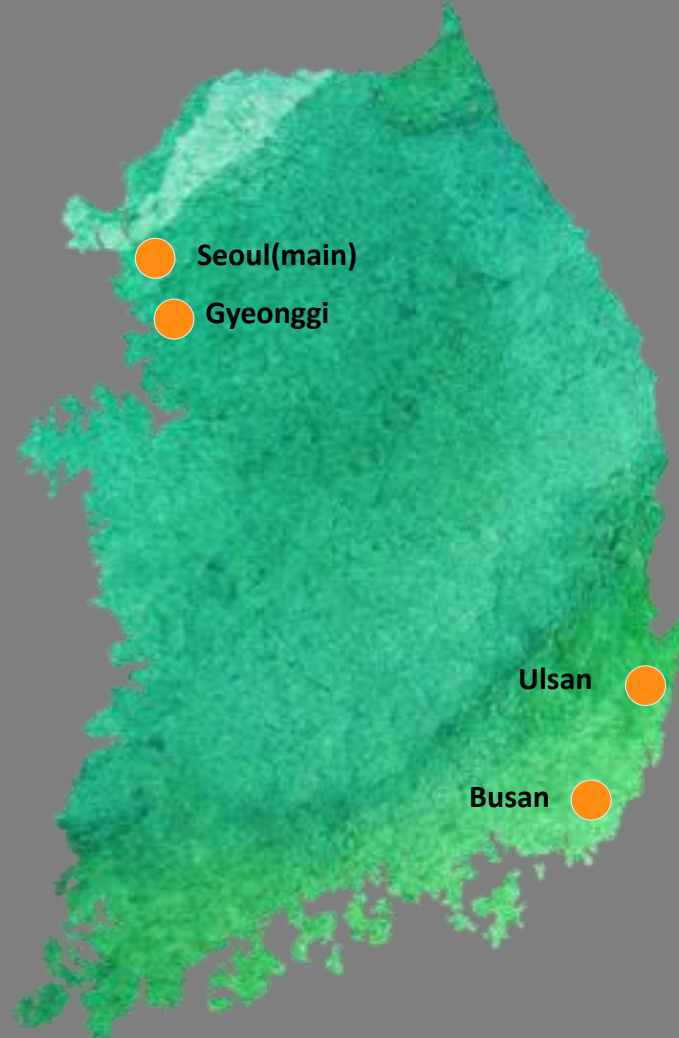


2020 Revenue (KRW)

**50B**

## Industry Expertise

- Automotive and Aerospace
- Banking & Financial Services
- Business and Professional Services
- Energy, Mining and Natural Resources
- Engineering and Heavy Industry
- Healthcare and Pharmaceutical
- Information, Communications and Technology
- Infrastructure, Construction and Property
- Manufacturing (FMCG, Chemical)
- Retail, Consumer, Hospitality



**4 Offices in South Korea**

## TALENT SOLUTIONS

### General Recruitment

- Executive Search
- Permanent Placement
- Temporary Staffing
- Contract Staffing
- On-site Partnered Staffing

### Outsourcing

- Recruitment Process Outsourcing (RPO)
- Business Process Outsourcing (BPO)
- Management Service Provider(MSP)

### HR Consulting

- HR system design and establishment
- Establishment of management system
- Penetration of organizational goals
- Developing manager/employee skills

### Government & Corporate Services

- Internship program
- Global Job support and Job-fair
- Career Transition Service(Outplacement) and leadership coaching etc.



# SOLUTIONS OVERVIEW

# INDUSTRIES FOCUS

We specialize in attracting well qualified talent across all levels and roles, in almost every known vertical



## LIFE SCIENCES

- Pharmaceuticals
- Biotechnology
- Toiletries
- Environmental
- Medical & Healthcare



## ENGINEERING

- Building and Construction
- Petrochemical
- Mechanical and Electrical
- Oil and gas
- Natural resource & Renewal Energy



## HI-TECH

- Automotive
- Telecommunication
- Information Technology
- Semiconductor



## CONSUMER GOODS & SERVICES

- Luxury Goods
- Travel & Hospitality
- Home Appliances
- Manufacturing
- E-commerce
- Professional Services



## BANKING & FINANCE

- Private and Commercial Banking
- Retail and Corporate Banking
- Insurance
- Credit agencies
- Commodity
- Securities
- Trading

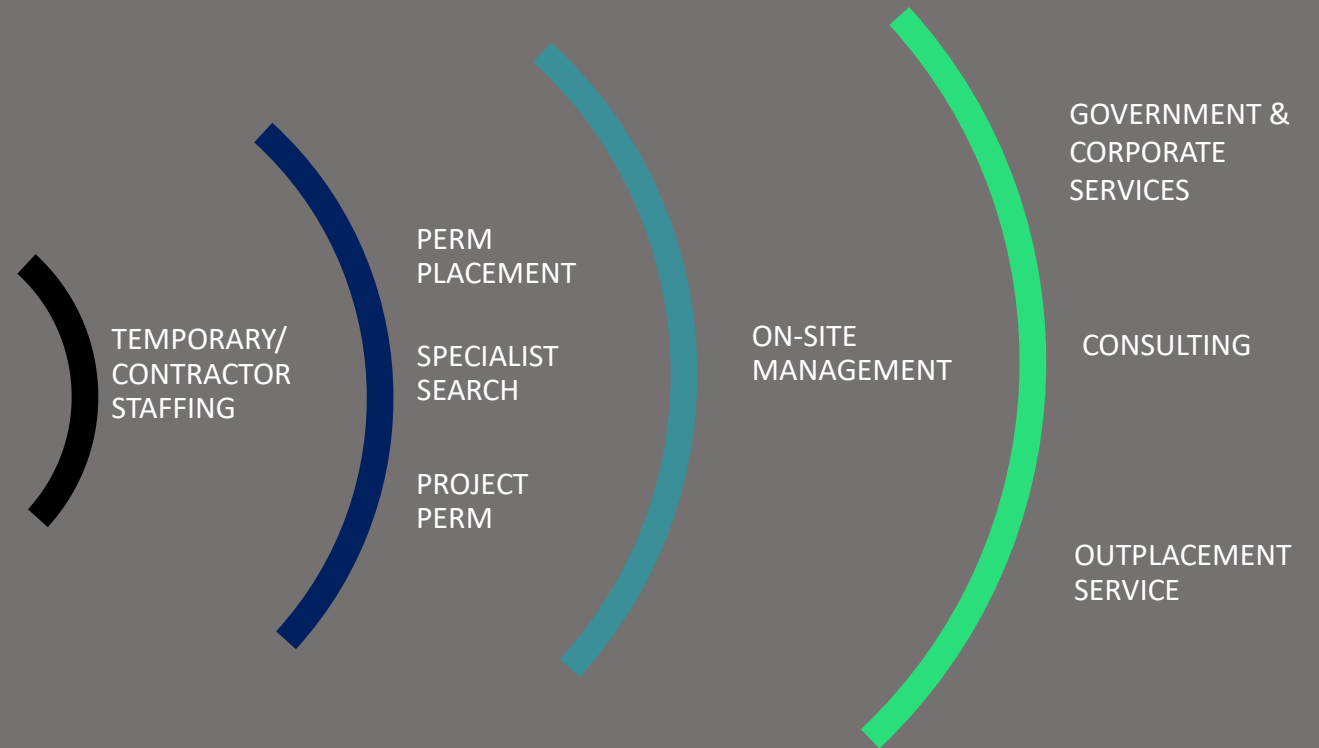


# SOLUTIONS OVERVIEW

## A FULL SCALE OF WORKFORCE EXPERTISE – FROM SIMPLE TO COMPLEX

Our continuum of services begins with solutions for temporary or contract staffing, permanent placement and extends to holistic workforce solutions.

Our comprehensive workforce solutions leverage delivery models to help you discover the talent your business demands. We also offer customers value-added support to meet their workforce needs.



**HUMAN RESOURCES**



**HEALTHCARE**



**ENGINEERING**



**OFFICE**



**FINANCE**



**SCIENCE**



**INFORMATION TECHNOLOGY**



**CONTACT CENTRE**



# TEMPORARY/ CONTRACTOR STAFFING

## TEMPORARY/ CONTRACTOR SOLUTIONS

- **Temporary** – Short term assignments (daily or weekly) in office/ clerical, retail, customer service, promoters and warehousing.
- **Fixed/ Long Term Contractors** - across all major office/ clerical and professional/ technical skill sets
- **Contractor-to-Permanent staffing** - lets our clients minimize hiring risk by evaluating contractors before transferring them to permanent employment.

## TYPES OF AGREEMENT

- **Preferred Supplier:** PERSOLKELLY is identified as one of a small set of suppliers approved by our clients to support their needs.
- **Master Vendor:** A single supplier acts as a Master Vendor for all contingent orders, subcontracting some requisitions they cannot fill to a limited network of client-approved secondary suppliers.



TEMPORARY/  
CONTRACTOR  
STAFFING

# TEMPORARY/ CONTRACTOR STAFFING

OUR TEMPORARY/ CONTRACTOR SOLUTIONS INCLUDE SOME OR ALL OF THE FOLLOWING:

## PROGRAM DESIGN

- Program Requirements
- Timeline
- Roles and Responsibilities
- Service Deliverables

## ORDER MANAGEMENT

- Accept and Process Orders
- Pay Rate Management
- Supplier Network

## EMPLOYEE ACQUISITION

- Sourcing
- Candidate Pooling
- Prescreening
- Background Checks
- High Volume Recruiting

## QUALITY

- Performance Metrics
- Business Reviews
- Quality Control Plans
- Customer Satisfaction



PERSOLKELLY

## EMPLOYEE MANAGEMENT

- Employee Onboarding
- Employee Relations
- Retention
- Ongoing Development
- Health and Safety

## INVOICING/ REPORTING

- Invoice Accuracy
- Consolidated Reporting
- Tailored Reports & Frequency

## TECHNOLOGY

- eTime, eLeave and eReporting
- Applicant Tracking Systems (Bullhorn, Dex)
- Payroll Systems

## ADMINISTRATION

- Time Collection
- Weekly or Monthly Payroll
- Payroll Hotline
- Benefits and Statutory Management



TEMPORARY/  
CONTRACTOR  
STAFFING

# DELIVERING PERMANENT TALENT & SERVICES

## SPECIALIST SEARCH – EXECUTIVE SEARCH

- Dedicated search and select practice specializes in the placement of mid-level professionals up to VP-level in engineering, finance and accounting, information technology and science.

## PERM PLACEMENT

- Permanent hire service for the employment of entry-level to professional, non-managerial talent in a wide range of professions.

## PROJECT PERM

- Customizable, just-in-time solution to help bridge the gaps in your hiring process for small to medium sized hiring initiatives, territory or site expansion.



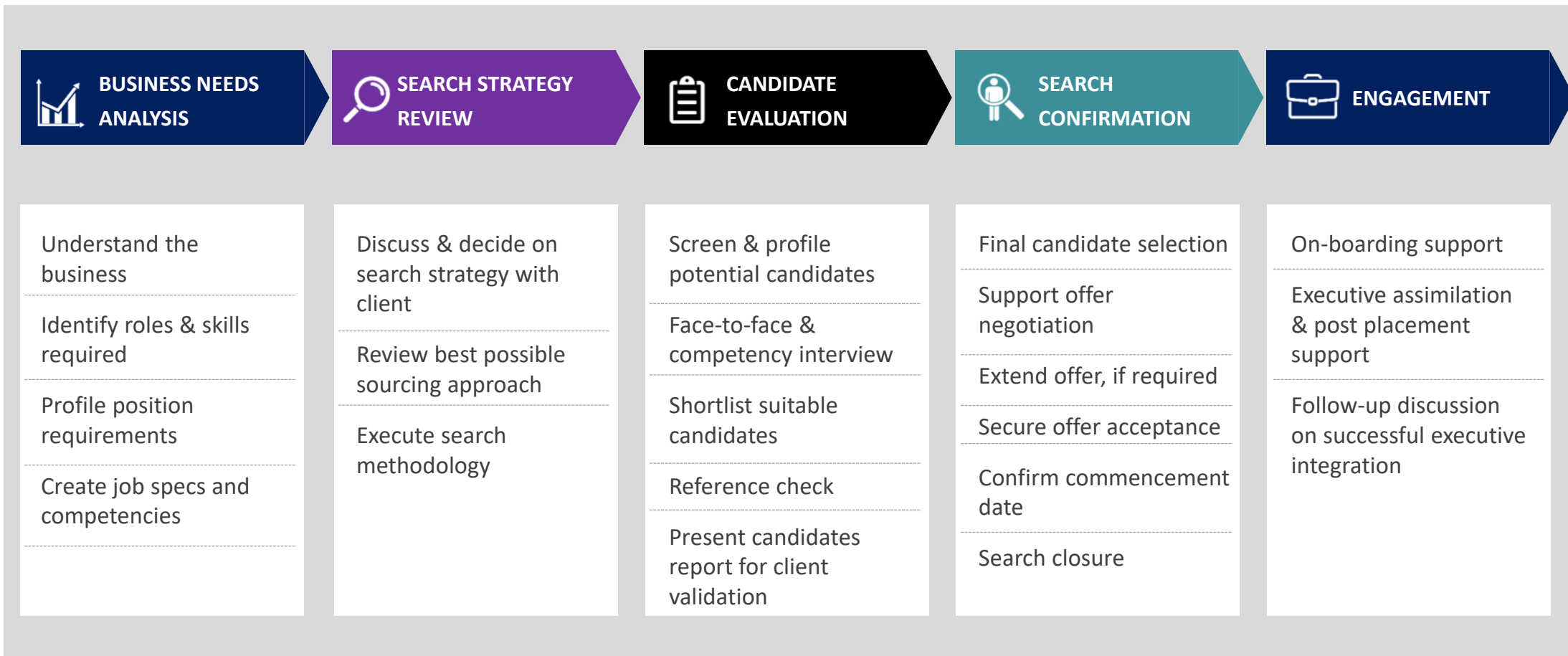
# SPECIALIST SEARCH – EXECUTIVE SEARCH

## Who We Are:

- A **market leader** positioned to serve the **mid-to-senior management** executive search services
- **Comprehensive approach** in **Executive search, talent mapping, board consulting, global & regional executive hiring**
- Experienced specialists across both **industry and functional specializations**

## What We Do:

**SPECIALIST SEARCH**



# PERM PLACEMENT

## PERSOLKELLY'S PERM PLACEMENT DELIVERY PROCESS INCLUDES:

### Job Definition

- Facilitate meetings with the hiring manager to understand the job description, specifications and requirements

### Recruiting and Sourcing

- PERSOLKELLY has a wide network of sourcing avenues including; Print ads, online job boards, social media posts, candidate pools, employee referral programs, career fairs and intern programs.

### Candidate Screening

- Review resumes
- Prepare candidate skills assessments

### Interviews

- PERSOLKELLY conducts Behavioural Interview with each candidate
- Prepare candidate interview slate for the hiring manager
- Schedule interview with the client

### Candidate Hiring

- Reference checks and optional background screening
- Salary and Compensation Negotiations
- Offer and Acceptance Letters

### Placement Follow-up and Satisfaction

- Placement follow-up's with both the hiring manager and the candidate
- Confirmation Letters and Agreements

PERM  
PLACEMENT



# PROJECT PERM

A PERSOLKELLY Project PERM Solution is a customized, project-based solution that is designed to complement your hiring process by augmenting any parts of the process that slow your hiring progress. The solution essentially fills the competency or capacity gaps within your recruitment team, or those created by high-volume hiring projects.

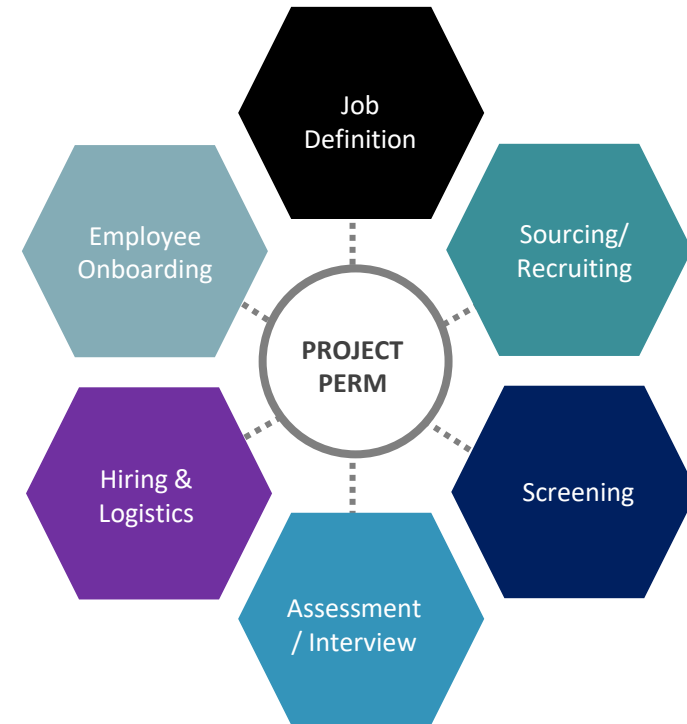


**PROJECT  
PERM**

- Highly customizable solutions
- Just-in-time dedicated resources
- Right fit for any hiring project
- Flexibility
- Speed of implementation
- Turn on/off capability
- Cost effectiveness
- Simplicity



Pick and Choose:



# DELIVERING WORKFORCE SOLUTIONS

## ON-SITE MANAGEMENT

If you've got a high-volume temporary/ contractor workforce, it pays to have an on-site workforce partner who understands your business. We provide on-site solutions for our largest workforce solutions across Asia Pacific.





# ON-SITE MANAGEMENT - SOLUTION

## BUILDING STRATEGIC WORKFORCE PARTNERSHIPS

If you've got a high-volume temporary workforce, it pays to have an on-site workforce partner who understands your business.

- **Regular personal interaction with the staff** to increase communication and engagement
- **Increased accessibility to Client for planning and strategy** to drive appropriate staffing levels and plan for changes to business operations
- **Reduced co-employment** exposure through direct contact with their PERSOLKELLY supervisor
- **Centralized ordering** via our on-site manager, who will provide service for all of your departments and match temporary employees to your specific needs
- **Timely resolution of employee relations issues**, such as counseling and terminations
- **Increased first-hand knowledge of operations** to develop strategies for cost control and productivity improvements
- **Immediate awareness of safety and security violations**, accidents, or employee concerns
- **Customized employee orientations** focused on your needs and environment
- **On-Site Experience:** PERSOLKELLY manages more than 25 on-site solutions across Asia Pacific.

ON-SITE  
MANAGEMENT

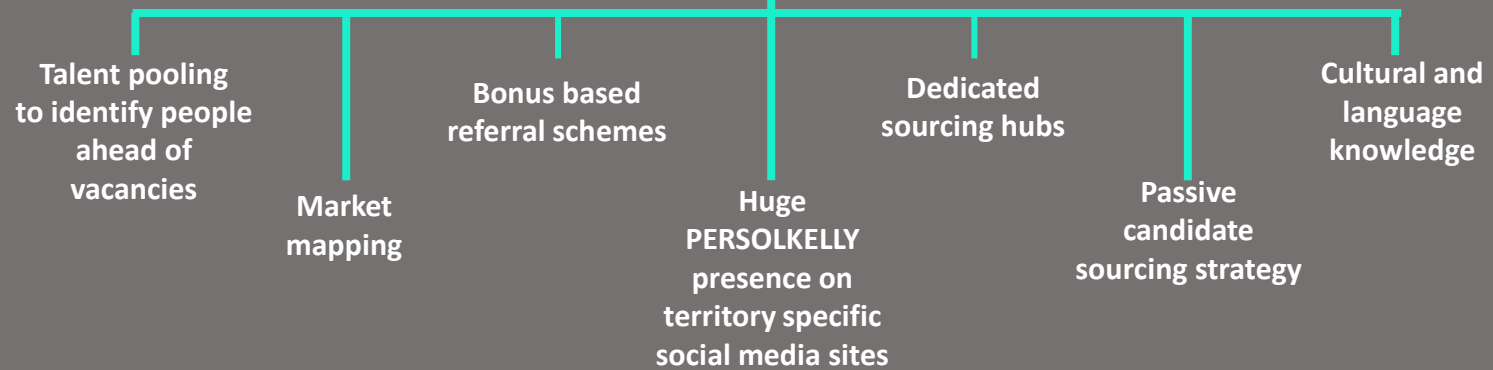
## STRATEGIC PARTNERSHIP BLUEPRINT



# SOURCING

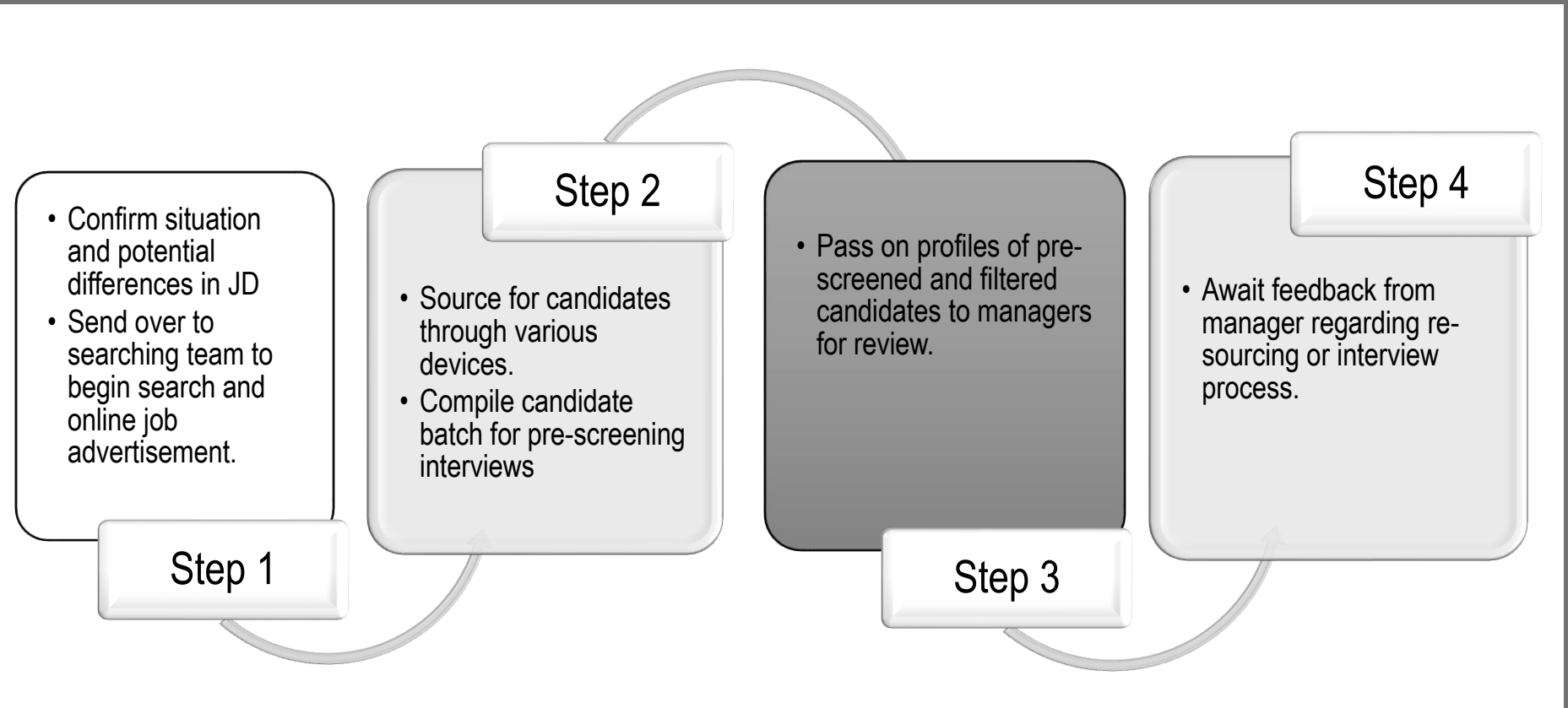


## ON-SITE MANAGEMENT



# SOURCING (PROCESS)

- Estimated time of sourcing: **4~7 business days**



ON-SITE  
MANAGEMENT

\*\*This is the basis of estimated time per 1 order.

# PERSOLKELLY CONSULTING

## HR CONSULTING

Aims to be a leading global human resources consulting, management advisory and business services organization to empower individuals, organizations and societies.

By building human resource (HR) strategies, designing systems, and planning restructuring plan, we help companies optimize HR management so that they can realize their strategies, and we also support them in strategically managing their HR.

Shaping future workforce through innovative talent development, HR management advisory, organizational effectiveness & insights-driven HR solutions.

PERSOLKELLY  
CONSULTING

 PERSOLKELLY  
CONSULTING



# Career Transition Service (Outplacement)

## Career Transition Service(Outplacement)

When a company is undergoing restructuring and voluntary retirement due to difficult management or downsizing, Professional services provided to support rapid change of job (re-employment / entrepreneurship / life design, etc.) for retired (scheduled) people.

Career Transition Service



# GOVERNMENT & CORPORATE SERVICES

## GOVERNMENT & CORPORATE SERVICES

### PERSOLKELLY Public Works

We successfully carry out domestic and international employment projects in various parts of public and private institutions and also provide customized education and events through networks of celebrities, instructors, and incumbent people in specialized fields such as start-ups, culture and arts.

- Seoul Metropolitan City: '18,'19 Seoul Job Cafe Program
- Korea Creative Content Agency (KOCCA): Promoting recruitment of the content industry and operating new job creation
- Korean Sport & Olympic Committee: Career support services for athletes, etc.

GOVERNMENT  
& CORPORATE  
SERVICES



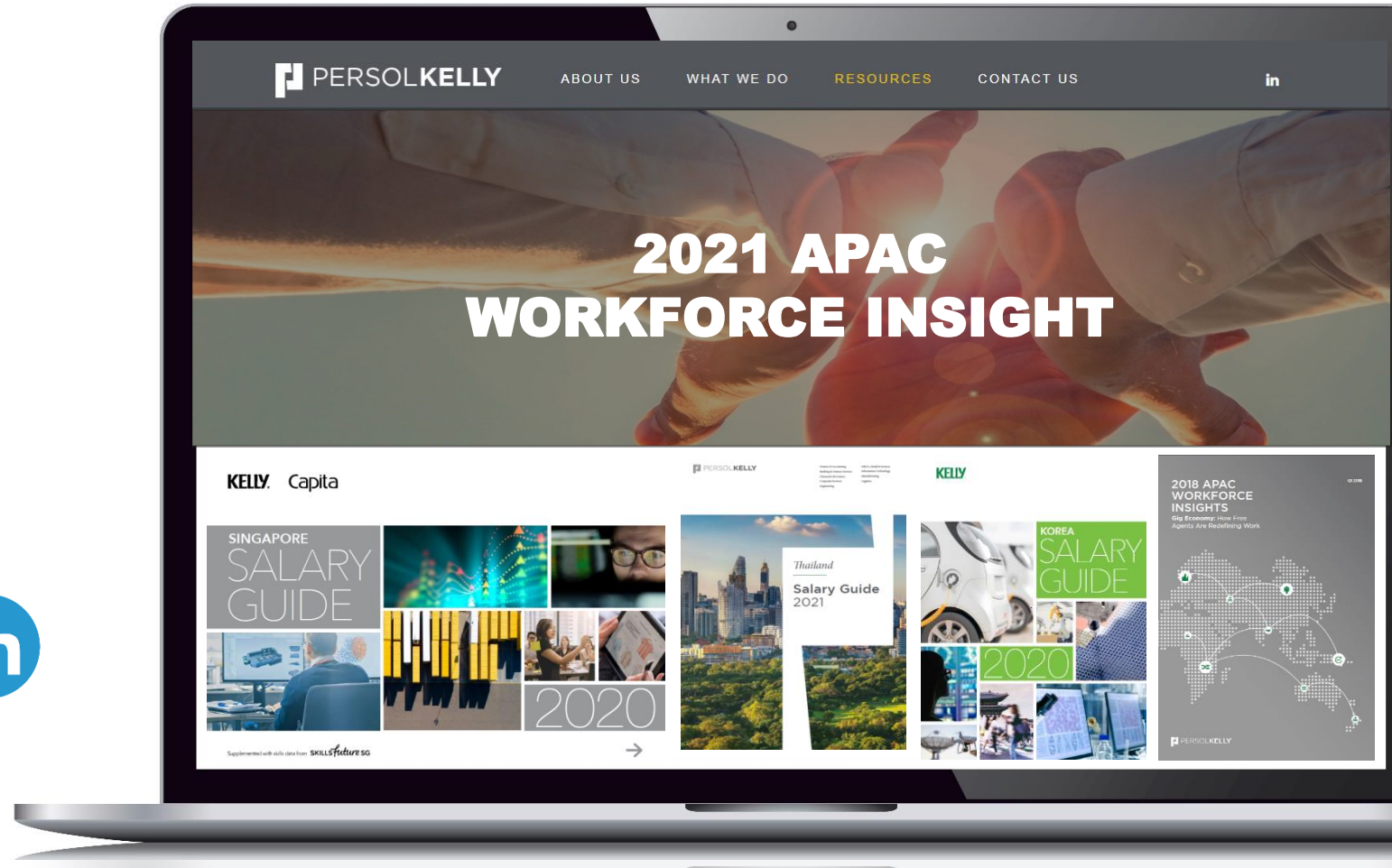
# KNOWLEDGE MANAGEMENT

## SALARY GUIDES

Our *Salary Guides* are a comprehensive reference tool which provides an insight to the latest salary ranges for various positions across industries through a compilation of salaries and job titles recorded on the database of PERSOLKELLY and expert market knowledge of senior recruitment professionals.

## WORKFORCE INSIGHTS

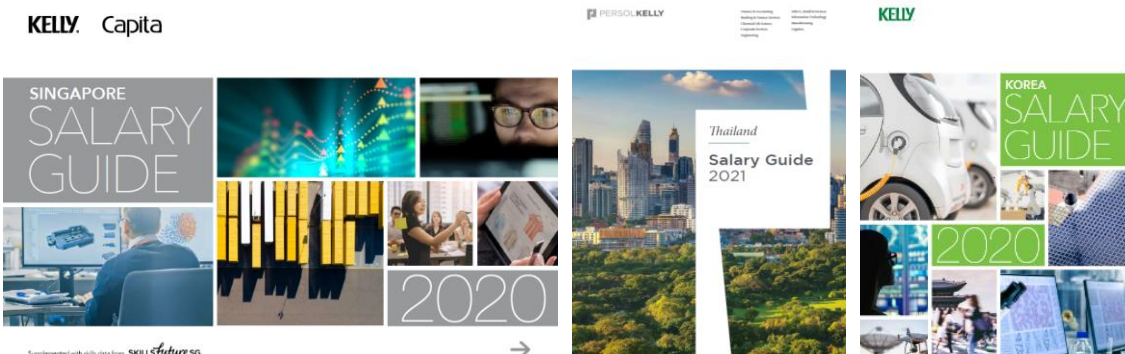
Workforce insights are published on our website and through our LinkedIn stream, these insights will help employers creatively respond to the changing workforce needs in attracting more relevant talent and retaining valuable employees.



# 2020/ 2021 SALARY GUIDES

## SALARY GUIDES

The *Salary Guide* are a comprehensive reference tool which provides an insight to the latest salary ranges for various positions across industries through a compilation of salaries and job titles recorded on the database of PERSOLKELLY and expert market knowledge of senior recruitment professionals.



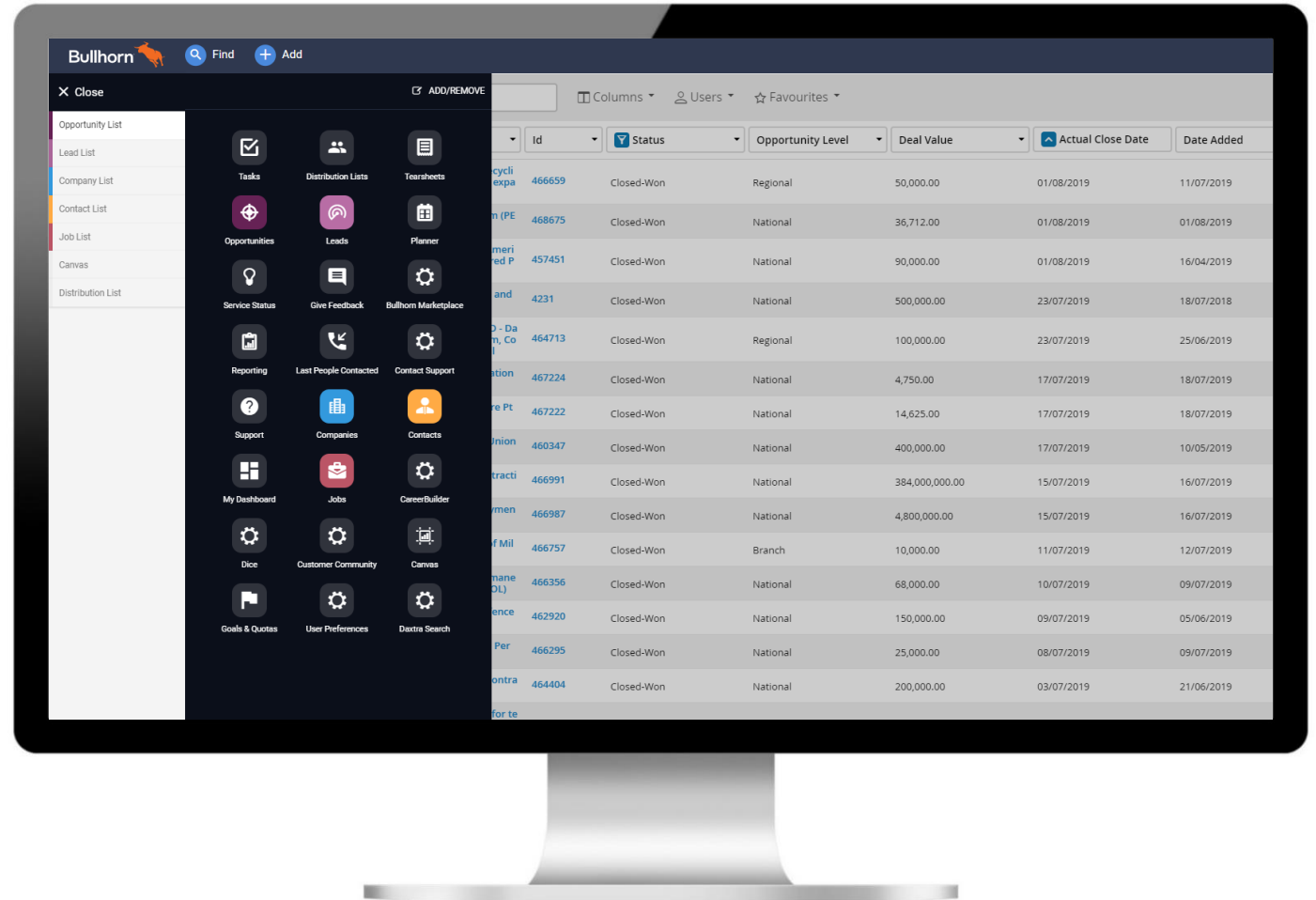
Locations	Access Links
<b>ANZ*</b>	<a href="#">ANZ – Salary Guide – Click Here!</a>
<b>China</b>	<a href="#">China – Salary Guide – Click Here!</a>
<b>Hong Kong</b>	<a href="#">Hong Kong and China– Salary Guide – Click Here!</a>
<b>Indonesia</b>	<a href="#">Indonesia – Salary Guide – Click Here!</a>
<b>India*</b>	<a href="#">India – Salary Guide – Click Here!</a>
<b>Korea</b>	<a href="#">Korea – Salary Guide – Click Here!</a>
<b>Malaysia</b>	<a href="#">Malaysia – Salary Guide – Click Here!</a>
<b>Singapore</b>	<a href="#">Singapore – Salary Guide – Click Here!</a>
<b>Thailand</b>	<a href="#">Thailand – Salary Guide – Click Here!</a>
<b>Vietnam</b>	<a href="#">Vietnam – Salary Guide – Click Here!</a>



# BULLHORN – ATS AND CRM

## PERSOLKELLY is Implementing Bullhorn ATS/ CRM across Asia Pacific

- Customer Relationship Management (CRM)
- Applicant Tracking System (ATS)
- Candidate Pooling
- CV Parsing
- Auto Job Posting to numerous job portals
- Comprehensive Reporting
- Auto ATS and CRM Dashboarding
- Integration to middle office systems



## SATISFACTION SURVEYS – CLIENT FEEDBACK

“The team are very responsive, and have been very proactive in helping me make sure these temporary staff are paid on time. When things needed to be adjusted nothing was too much trouble. Everything else is terrific.”

**Hiring Manager**

“I have noticed a positive change in the attention/service that the recruitment team has been experiencing while working with you on our conversion cases in the past few months.

I just wanted to thank you for the great partnership thus far.”

**Country Recruiter – Talent Acquisition**

“The experience with the PERSOLKELLY team has been exceptional in the transition and implementation of the program.”

**HR Director, Malaysia**

“All aspects and services are on the right track. I can not record an improvement needed at this stage.”

**Hiring Manager**

“Thanks PERSOLKELLY team – good to see the results of the satisfaction survey resulted in overall Good to Excellent scores and also the SLA results are above target, congrats!”

**Regional Procurement**

# OUR CLIENTS

facebook



Google

Continental

Lam  
RESEARCH



SIEMENS

HSBC



Mercedes-Benz



HYUNDAI

SAMSUNG



SPC



Audi



DOW

FUJIFILM

OMRON

AMGEN

Panasonic

DESCENTE



Amway



TOSHIBA



EMERSON



HUAWEI



BRITISH AMERICAN  
TOBACCO  
KOREA



**TAKE THE NEXT STEP  
WITH PERSOLKELLY!**

 **PERSOLKELLY**

**PERSOLKELLY Korea**  
Tel: 82 2 760 8800  
Fax: 82 2 760 8880  
[www.kellyservices.kr](http://www.kellyservices.kr)