**CR Associates Content**

**Home Page Content**

We have great pleasure in introducing ourselves as one of the most competent and upcoming organizations in the field of generating human resources for each and every area of industrial and official establishments. We would like to take you through the detailed profile of C.R Associates.

Manpower Supply Firm based out at Sector 23, Gurgaon. We are a pioneer and actively offering manpower services of all kind (Skilled/Unskilled/Semi-Skilled etc) to different sectors and industries like Automobiles, E-commerce, hospitality, pharmaceuticals, Retail, Banks, hospitals, residential buildings, manufacturing and service industries since last 15 years. C.R. is notable for the legitimate and devoted methodology towards its customers. Our prepared enrollment team of roused individuals educated from head Institutes & technical graduates has been driven by a hands-on approach and the attitude of doing whatever it takes to exceed clients' expectations. As per the need and TAT of our client, we cater industry-specific manpower.

We provide Manpower, Payroll and Background Verification/KYC services with well-equipped infrastructure and offer a full range of professional services to serve employers with their business.

**Who We Are**

**C.R. ASSOCIATES**, India‘s leading integrated service provider, was established in 2003. Headquartered at Gurgaon, It serves many key customers through its 5 business verticals namely;

**1 General Contractual Staffing**

**2 Permanent Staffing**

**3 Corporate Housekeeping & Pantry Services**

**4 Corporate Fleet Transportation Management & Services**

**5 Background Verification Services.**

C.R. Associates has been a trusted partner especially with prominent automobile companies providing integrated corporate solutions for 15 years now. We are known for our strict business ethics & commitments and attitude to deliver the best.

**How we carry out Outsourcing?**

**1** Typically, the companies outsource manpower of such function which requires manpower in large no’s.

**2** Keeping them on 3rd party payroll, companies can pick and choose the best talent out of the pool and absorb them on their payroll. Thus, showing them better career growth in the longer run.

**3** Companies can only absorb tested & trained manpower from all positive perspective favorable for the company, instead of wasting money, efforts and time indirectly keeping them on the payroll.

**4** The company can concentrate on its core & strategic developmental implementation instead of indulging in labor-related issues.

**5** Recruitment & Attrition in the blue-collar segment is also a matter of concern which in turn affects business operations severely. Hence, by outsourcing it on 3rd party payroll, recruitment and attrition are managed by the contractors. It leaves Plant HR with quality time to implement companies strategic plans effectively.

**6** Companies become more flexible in expanding its business operations in various parts of the country without worrying about labor recruitment & management. Also, can reduce manpower at time of uncertainty without any chaos.

**7** Negative Publicity during retrenchment drive doesn’t happen.

**8** Labor unions, lockouts, Jeopardizing plant operations, etc. are completely uprooted.

**9** While on the payroll of the company, the productivity of employee starts deteriorating since he goes back to the comfort zone and starts misusing company’s provided benefits.

**10** By keeping on the rolls of the contractor, the company can avoid such labors who may try to demand permanency since contractor keeps on showing break in their employment period.

**What We Do (Our Services)**

**1** Expert in Sourcing Manpower

a) Having a strong North India team

b) Sourcing manpower from backward rural remote areas.

c) A network of various skill development centers & Education Institutes.

**2** Excellent Headhunting skills

a) Physical headhunting of manpower on the field for a specific profile, skills, etc. Is undertaken and delivered.

**3** Trusted Background verification

a) Address Verification, Criminal background verification, Employment background verification, etc. are also done as per Client’s requirement.

b) We also do international background verification of employees.

**4** Seamless Deployment of Manpower

a) On-boarding, personnel file maintenance& documentation formalities.

b) Bank A/c Opening

c) Bio-metric registration, I.D Card issuance, etc.

d) Contract letter issuance

**5** Management of Manpower

a) Daily monitoring of attendance by our In-plant supervisors

b) Daily fulfilment of manpower by our supervisors.

c) Grievance handling

d) Immediate assistance in case of an accident etc.

e) ESIC, PF, Pay slip distribution

f) Bonus, EL, SL, CL, Gratuity all as per the requirement of the principal employer.

g) 100% transparency in payment pattern. We opt for cheque payments or payment through the bank account.

h) General Insurance Policies provided to staff (if necessary)

**6** Complete Statutory Compliances Management

a) ESIC, PF, LWF, etc. challans and returns.

b) Labour License.

c) Maintenance of all registers as per Contract Labour Act.

**7** Strong liasioning with various statutory govt. bodies.

a) Due to our strong liasioning with Labour offices at various states, we keep our client safe from any undue harassment by the government authorities.

**8** Expertise in Handling IR Issues

a) Due to our strong relationship with various state’s administration, govt. bodies and local liasioning, we never let any IR issues to occur and hamper the client’s image and business.

**9** Exceptional Expertise in Handling Unions & Lockouts

1) Our In-plant supervisors are trained in:

a) Handling Labour issues & unions.

b) How to handle labor during lockouts.

c) How to handle labor turnover.

d) How to handle situations during unforeseen contingencies.

**10** Seamless management during retrenchment exercise.

a) We have experience in handling retrenchment exercise in a very systematic and peaceful manner. We have managed the retrenchment exercise of 500 manpower in one go in a very peaceful manner without affecting the business operation of the client.