

---

**What do you think are the differentiators of CareerTree when compared with other players in the market?**

- Quality Delivery
- Excellent Team Work
- Dedicated, Commitment & Excellence Team work.
- Mass Recruitment
- Complete HR Solutions
- Dedicated SPOC Support to Customers
- Solution Orientation (going out of the way to find solution to support clients); Committed Team
- Value-based Organization
- System Driven than Individual Driven
- Clients point of view I feel we have proven to be a quality recruitment, keeping you promises as we discuss from day 1 which other players are not completely serious about. Time Management is also another point which makes us as preferred vendors.
- From Employee point of view I feel CT is not only good platform for their career but also great opportunity to learn. In spite of great track record in HR industry i personally feel that BRANDING is missing. Other competitors who are not as technically sound when compare to CT still managed to spread their brand as one of the leading player. Its my view that we should promote our success in the market more faster.
- Our FLR Assessment Process is unique and different from other Players, whereas no one does the assessment the way we do it.
- Multi Tasking, All of our team are given opportunity to perform in other verticals making the vision wider. Enhances thinking in different perspectives.
- We have a good clientele on which we could trust and develop the business
- Core team is small and efficient
- We are more organized like a corporate
- Quality of Service with Commitment. Dedicated & Experienced Team.
- Quality of Delivery
- Personalized approach
- Unique approach for few of our business vertical
- Connecting with the Client. We try to win their hearts with the work we do.
- In career tree there is no bossism as far as i know.

---

**Give us few specific suggestions which will help improve the performance of your business vertical (ES/FLR/TS/OD) this year.**

- Geographical Presence of Business Development Team
- We can arrange a special training program for FLR team. This will help to deliver a one and the same assessment report and the best quality delivery as well.
- One specific Member involvement require for each Business vertical.
- Budget needs to prepare at the earliest as possible. Persuade the business heads carefully with adopting business process, pricing etc. and bring back if any process deviations immediately. Review on monthly, quarterly basis the performance.
- For OD - 1. Building Strong Team, 2. Tech-enabled Services, 3. Standardization of Processes
- When its comes to FLR I believe we should conduct a period training program to entire FLR members which i feel improve the quality and also helps in avoiding similar issues when it comes to sourcing and planning as well.
- To increase the business volume I feel we should keep our presence in more industries apart from manufacturing or related.
- For FLR as we are strong in manufacturing, specially in to industrial products, we should take advantage of it and plan to step in to other industries which we may neglected. I feel we can get similar volume business in other areas also and capable to create new milestones. Finally regarding the special platform for FLR Data should be in place, which we have already initiated with jobsfactory.in.
- We need to strengthen / Focus on our Business Development aspects and then gradually increase our internal hires also.
- Need strong clients- increasing the number is not a solution. We need to increase the business by getting into manufacturing/ engineering sectors using the existing talents to serve the same
- Conducting Frequent Project Reviews on the current Activities , Would help to complete the task faster.
- Proper training for the beginner in Staffing Vertical
- Resource allocation/management as per role in Staffing
- BD has not concentrated in different market other than Manufacturing sector
- New technologies to be brought in - ES and FLR
- Specific target to each member - ES and FLR
- Work on senior mandates for ES
- Aggressive BD team to be set up
- Starting IT vertical
- For improving the performance our Head should involve more

---

**What would you like to see in CT this year which was perhaps missing last year?**

- A specific Business Development Team
- Some Employers Skill Development Program
- New Temp Staffing Business minimum 300 Temp Staff. & each team member every year can get at least one OBT Business or any new client.
- Planning to avoid the process deviations and timely deliverable.
- Many SMILES!
- Everyone in the team as PERFORMER!
- Cash Surplus for Investment
- We should have more employer engagement activities which will result more efforts from employees
- We need to include more client in our client list
- A get together
- Looking forward to work on more OD projects with Corporate companies.
- In TS vertical, New Business with at-least 500 Temp.Staff.
- Hiring Resource & supporting Tenured Employee to try higher cadre of work
- New innovative ideas in all business
- Aggression in all functions to perform good
- Market looks good we have to capitalize
- Group activity, Team Gathering at one place

**What accordingly to you defines the success of CT?**

- A BD team can give us many more clients with what we can generate more revenue and make our presence geographically.
- Employs developed skills can help the Organization to give better service to the client which once again will help for revenue generation.
- Willingness to any type of work for Success of CT.
- Good Leadership.
- Customer Friendly Service
- Innovation in Service
- Happy Employees
- Consistent Growth
- Value for Shareholders
- Strong Brand Recall in the Market
- The professional and systematic approach towards business either its for client or inhouse.
- Getting more Temp Staffing Business is key. All other players like Team Lease, Ranstad etc., make good returns / profits in Temp Staffing Business than other verticals.
- Billing and only more billing at this stage!
- Team support. CT has a friendly environment to work.
- Strong BDM
- Team work and morale
- Target focused
- Performance driven culture
- Maximum utilization of every resource
- Commitment to perform and close the task assigned to each individual in the stipulated time.
- Teamwork

---

**What are those things that make you feel happy being part of CT?**

- CareerTree is a very good platform of learning for everyone.
- Good working environment.
- Freedom to work.
- In CareerTree every one have a good Learning Scope and Good Working Environment.
- Work culture
- Doing things with a purpose / long-term vision
- Team members with whom I worked with, lucky to work with people who are strong in human resource management and great work environment
- Work Culture, Freedom to share ideas etc.,
- Trust in the existing employees
- Not losing the hope on critical situations and working hard to improve on the quality and work
- Leader's attitude
- CT has its reputation and am proud to work in it. Working is made comfortable so feeling happy at work.
- Learning Scope
- Good working Environment
- Freedom at work
- Challenges faced on day today basis which helps in learning
- Tough responsibilities/projects given
- Multiple responsibilities
- Freedom to perform to the best of the ability and guidance for better performance.
- Very supportive Team

---

**What are those things that makes you feel unhappy / not-so-good in CT?**

- There is nothing which makes me unhappy or not so good in CT.
- Not Applicable In CareerTree.
- No idea
- Not really. I didn't felt unhappy about work or company.
- Nothing as such
- My clients are doing a little dull - Nothing else as of now
- No Respect / Recognition for Support Team
- Management Not interested to understand the process difficulties of Support team
- Short of Resource for Dept. like HR, Temp. Staffing, etc.
- Not motivating high performers from average performers, with new policy in place we will be able to overcome from such challenges.
- Nothing
- Don't have any Big things to mentions.

..... **End of the Document** .....