

HR Outsourcing Gaining Steam

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Outsourcing of human resource (HR) processes is happening in a big way in India and many medium and large sized organisations use the services of external consultants to take care of their HR functions.

The recruitment process outsourcing (RPO) in the organised sector is growing at 40 per cent and many organisations are outsourcing their recruitment process right from the entry level jobs.

According to Asim Handa, Country Head of Futurestep, an outsourced recruiting subsidiary of Korn/Ferry International (a premier global provider of talent management solutions), the present value of the RPO industry in India was estimated at \$2.5 billion and companies such as Futurestep provide customised solutions to suit clients' requirements across all sectors.

'Strategic RPO'

Recently Futurestep had introduced its new comprehensive talent acquisition solution 'Strategic RPO' aimed specifically at the business performance needs of enterprise organisations. He said it focussed on identifying and delivering strategic impact at the business level.

According to Mr. Handa, there was a huge opportunity for Futurestep and the organisation was growing at 100 per cent year-on-year in the last three years. RPO was a major component of the worldwide BPO market.

One of the major advantages to organisations, which outsource their recruitment process, is that it helped to save as much as 40 per cent of their recruitment costs. Also, outsourcing enables the human resource professionals of organisations to focus on the core and other HR and strategic issues.

In India Futurestep has a lot of clients including earthmoving equipment manufacturer Caterpillar.