

COMPANY PROFILE





“

People™ is the leading HR outsourcing firm in the Middle East and South-Central Asia with two decades of specialized experience. We build value-based relationships with our clients by providing reliable staffing solutions for human resource management, technology, and outsourcing.

”

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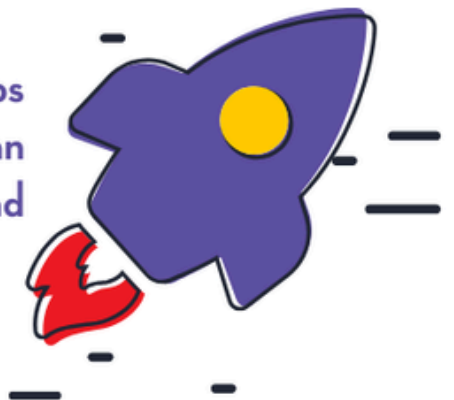
CEO PROFILE

Gohar Sharif Butt, the founding partner of the firm and its Chief Consultant, is a professionally qualified Systems Analyst and an MBA, with over 30 years of diversified and accredited experience in various fields of management with world-class multinationals. His key competencies include: Human Resource Management, Organization Development, Banking Operations, Project & Change Management, Business Process Re-engineering, and Systems Planning. Prior to establishing People™, Mr. Gohar held key positions in the banking sector.

Since its establishment two decades ago, People™ has led several large scale organizational development, change and HR management projects for private and public enterprises. It is now one of the largest HR and process outsourcing platform for prestigious clients country wide. Over the last 22 years, Mr. Gohar has successfully established and is running several other businesses including a real estate development firm in collaboration with Orix Corporation, an acclaimed design house and advertising company as well as a green house farming and natural products business. He also serves on the boards of several companies.



“Our mission is to build value-based relationships by providing reliable solutions for human resource management, technology and outsourcing.”



OUR HISTORY

2001



Established under the name of Equity, Exchange & Trust in Karachi.

2003



Expansion of Operations to Lahore & Islamabad.

2008



Successful Setup of People™ Perfect Advisory in Dubai.

2014



Expansion of services to clients in more than 20 Countries

2019



More than 150,000 Employees Recruited and Outplaced Worldwide.



2002

Outsourcing arm established under the name of "Professional Employer Services".

2007



Introduction of Verification and Executive Search Operations.

2010



Launch of people payroll card in compliance with UAE WPS

2018



Establishment of People™ London office.

2023



Establishment of People™ offices in Jeddah & Kabul

CORE VALUES

Conventional wisdom & relentless research

We believe the past should be remembered and the future should be embraced. People™ takes pride in its knowledge base encompassing the mastery of traditional HR processes as well as the most contemporary theoretical and technological solutions.

01

Multiple solutions for every challenge

We believe that by devising and presenting as many ways of managing challenges as possible, we enable our clients to choose the most informed, effective and thoughtful direction for the future. We never settle for an answer unless alternatives have been researched.

02

We are our People™

We believe people are the life and blood of an organization, which is why we tenaciously work towards building an enabling environment to attract and maintain only the best professionals with an incomparable reward system.

03

Our success lies in the success of our clients

We believe the true test of our abilities lies in the results we achieve for our clients. We believe that lasting relationships are built on a foundation of shared success. Alongside consultant advice, we also engage with our customers throughout the change process and measure its impact as an integral part of our service.

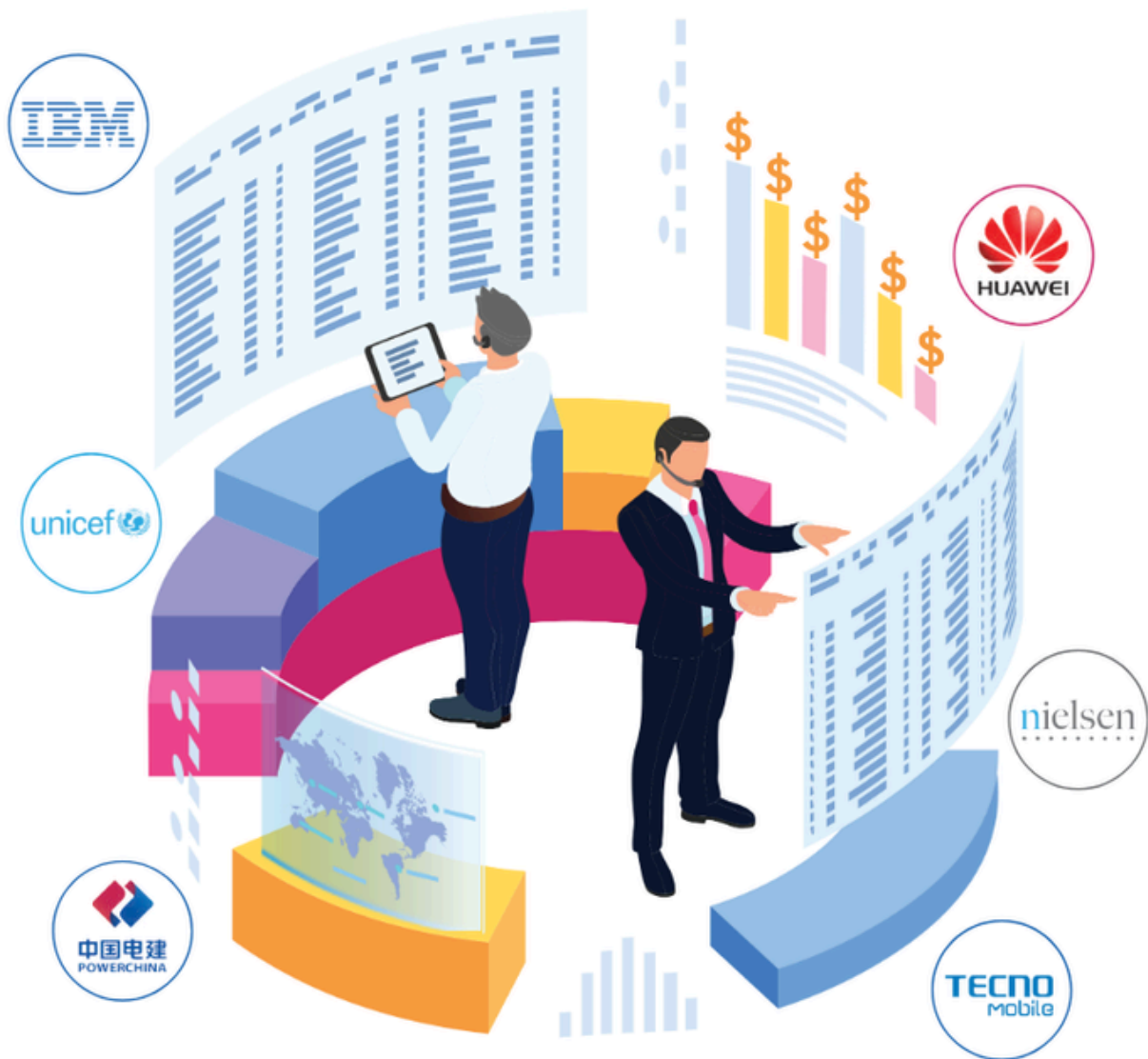
04

Our social profile

We believe our actions reflect the success of our clients, our partners and the communities in which we operate. Alongside commercial priorities, our actions are evaluated for a lasting social impact. We work for a win-win solution in every situation for all, and do not favor one over the other.

05

People™ processes more than
100 Million USD of Payroll
globally, every year



Find out why the world's biggest companies
outsource their Staff from People™

STAFFING

For the past 20 years, Staffing Solutions has remained the most popular service provided by People™ across a diverse range of industries.



Employers are having a hard time finding skilled candidates.

— Man Power Group 2018



Businesses use outsourcing to reduce their expenses.

— Deloitte



Did You Know?



People™ has won awards from HUAWEI for prompt recruitment of 800+ tech resources in 2022



People™ provides more than 7,000+ front line Polio Workers to UNICEF in Afghanistan & Pakistan. As well as handling all their HR operations



People™ recruits and onboards Consultants to provide Advisory Services to the UNDP in the fields of Oil & Gas, Education, Climate and more



People™ recruits Chinese, Urdu, English and Pashto speaking call centre executives for Zong (China Mobile) on a recurring basis

People™ provides a comprehensive range of solutions to instantly address all kinds of requirements for Staffing:



Contractual Staff
Recruitment



Bulk Recruitment &
Executive Search

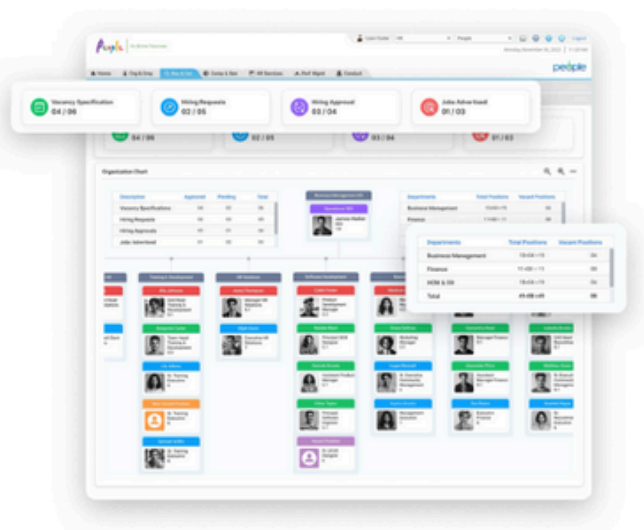


Specialised
Consultants



Employee
Outsourcing

People™ has recruited and outplaced more than **150,000** employees worldwide, for more than **2,000** unique designations



As a “technology enabled” staffing agency, we allow our clients to leverage AI tools for interviewing, shortlisting & manpower planning. Get in touch for a free demo.



“People has consistently demonstrated technical and professional expertise in the performance of contracted work.”

Mr. Davide Terzi (Chief of Mission - IOM)



“Quality of provided resource base, supplier responsiveness and customer services are excellent.”

— Mr. Hafiz Abdul Majeed (CEO - Technogenics)



CONSULTING

People™ has been a market leader in the HR industry for more than 20 years. Clients can now benefit from this expertise through a variety of HR consulting services offered.



Resignations result from inadequate performance feedback policy.

— Global News Wire



Employees said that they are more likely to stay at their organization if they saw a clear career path ahead.

— Mercer



Did You Know?



People™ helped transform SNGPL by designing new Performance Management and Compensation Policies.

Ghani
Leaders in Glass

People™ implemented a full Performance Management framework for Ghani Group including development of JD's, Goals & a Competency Framework



People™ re-designed the Organizational Structure for Gulf Packaging to facilitate global expansion strategy. As well as rationalizing departments and job roles according to global best practices



After an evaluation of organizational needs, People™ helped restructure all business divisions of Askari Bank to align with international best practices

People™ provides Packaged Consulting Solutions covering the following areas:



HR Policy Manual
Development



Performance
Management System



Org Structure
Design



Employee
Engagement Survey



Total Rewards Salary
Survey



Job Descriptions
Development



Goal Setting



Competency
Framework

Build a Custom Team of Experts tailored to your requirements

Choose from a vast talent pool of People™ recommended consultants. Find the right consultant for your exact requirements and engage them with the support of People™ at www.peopleperfect.com



“We cannot solve our problems with the same thinking we used to create them.”

Albert Einstein (Theoretical Physicist)

OUTSOURCING

Outsourcing works when you find a partner that can do the same tasks your company is doing, quicker and at a lower cost.



Organizations claim that the top reason for outsourcing is cost reduction.

— Deloitte



Small businesses plan to outsource business tasks in 2024

— Clutch.co



Did You Know?



People™ manages the disbursement of salaries & incentives to more than 4,000 employees of 350 distributors for Unilever



People™ manages inventory, maintenance, transportation and repair of thousands of laptops for Huawei's staff



ACCA only deals with People™ directly for local vendor & petty cash payments on a day-to-day basis.



People™ calculates & disburses incentives to Xiaomi's staff based on their performance on a monthly basis.

People's™ outsourcing capabilities can be leveraged by clients through a variety of solutions:



IT Support
Services



Business Process
Outsourcing



Facility Management
& Managed Spaces



Public Relations Officer
Services (PRO)



Procurement &
Supply Chain

People™ provides comprehensive solutions for setting up a new business entity in UAE, KSA, Afghanistan & more

From acquisition of a business license to virtual or managed office spaces, People™ has the connections in place to get you going today



People(tm) provides immediate on-site or remote IT Technicians to resolve various types of IT challenges for our clients, anywhere in the world.



Hardware Break
Fix



Desktop & IT
Support



Rollout &
Migrations



Data Center
Support



Network
Support



Cybersecurity
Support



— Mr. Chang Jiang (Project Manager - CRSC)

"We choose People™ because they are efficient, fast and modern. That's exactly what CRSC needs from a business partner."

CRSC
中国通号



— Faisal Wajid (Head of Procurement, IBM)

"Quality of provided resource base, supplier responsiveness and customer services provided by People™ are Commendable."

IBM

LEARNING

For 20 years, People™ has been providing training to staff of clients across a variety of industries. Our approach to training differs from other training providers due to the fact that we do not consider a training program to be successful unless there is a demonstrable and measurable impact on employee performance in the area of focus.



Higher profits are generated for companies that invest in training and development.

— Huffington Post



Higher employee turnover is due to poor training.

— GoZHR



Did You Know?

systems

In 2024, People™ was engaged to provide time-management training to Systems Limited in 3 cities



People™ worked with Australian Aid to provide skill training to Afghan refugees in Pakistan, to help them generate income



People™ recruited and trained 50+ under privileged women to set up home-based restaurants to run through the FP app



People is providing capacity building training for development Civil Service Organizations in Afghanistan on behalf of the UNDP

Clients can benefit from People™'s expertise in training through a variety of solutions:



Standard Training Programs



Learning Management System



Bespoke Training Programs



CPD's & Certifications



The People-i LMS allows users to access a huge selection of Original training programs at their own pace or a pace set by their management. Get in touch for a free demo

People-i LMS is seamlessly linked with Performance Management



Appraisal is Launched through People-i



Managers identify areas of improvement for their staff



People-i automatically recommends training programs from the LMS against the weak areas



An organization's ability to learn, and translate that learning into action is the ultimate competitive advantage

Jack Welch (Former CEO, General Electric)

TECHNOLOGY

People™ signature platform “People-i” is the most comprehensive and user friendly HR Management software in the market. Used by the world’s largest companies.



A connected workforce leads to more than a 25% increase in productivity

— McKinsey Global Institute



35% of Productivity lost in a year is due to unplanned absences

— SHRM



Did You Know?



The Nielsen Company uses People-i to manage Leaves & Payroll of their staff in 18 countries worldwide



More than 1,300 administrative employees of UBL access their Salary Slips through People-i every month



PARCO captures and tracks daily attendance of more than 1,800 employees through People-i on more than 20 locations through biometric devices



Krones' employees use People-i to apply for monthly expense reimbursements based on their entitlements

People-i effectively covers all aspects of HR management. It's features are divided into 6 modules including:



Org & Employee



HR Services



Performance
Management



Recruitment &
Selection



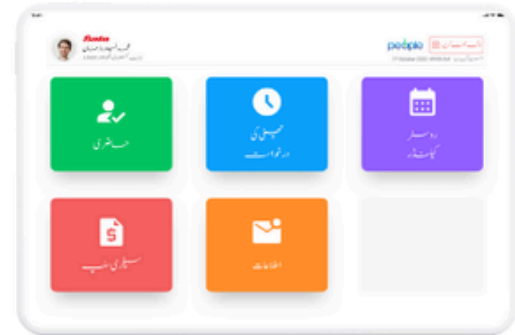
Compensation &
Benefits



Conduct

Introducing the Bi-Lingual Tablet App

An ultra-simplified interface, available in multiple languages. The People-i tablet app is installed at client premises to cater to labour that may not be proficient in english or technologically equipped. In this way, everyone can utilise and benefit from HR Technology.



People-i is also the first HRMS that actually disburses Payroll. Through integration with various banking portals, Payroll generated through People-i is disbursed to employee's bank accounts through a single click.

A variety of integrations with world-leading softwares makes People-i a one-stop-shop for all HR needs



Manatal



Odoo



Intervu.ai



Avanz



PerfectPay



Bank Alfalah

PAYMENTS

People™ has developed comprehensive payments infrastructure to support our clients in any kind of business payments across the world.



Of employers are considering outsourcing most or all their payroll processes

— IBNTech (2024)



40% of small to mid-sized companies annually, with penalties averaging \$850 per mistake

— Milestone (2023)



Did You Know?



International Organization of Migration uses People™ to disburse cash payments to refugees in remote areas through armoured trucks



British American Tobacco uses People™ to disburse incentive payments to more than 1000+ distributors



Fauji Fertilizer Company outsources their payroll calculation, reporting and disbursement to People™



IBM Italy uses People™ payment solutions to disburse payroll to their overseas employees

People-i effectively covers all aspects of HR management. It's features are divided into 6 modules including:



Payroll Outsourcing



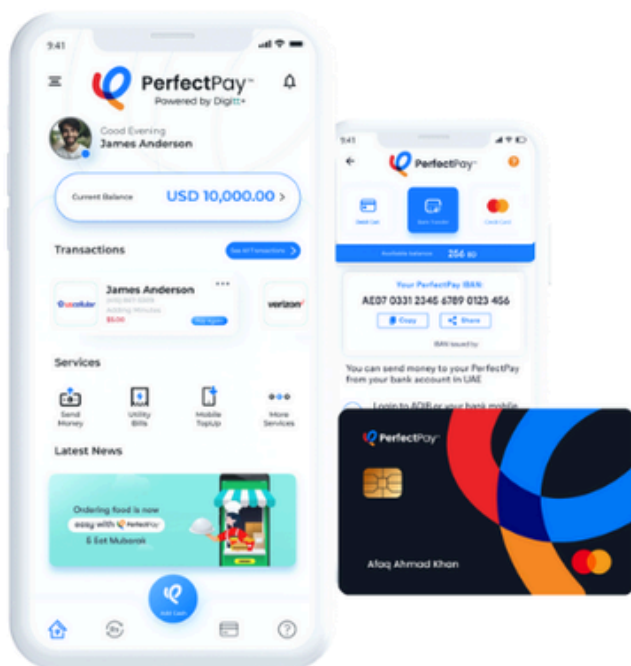
Expense Management



Short-Term Financing



Prepaid Cards



PerfectPay - The Mobile Wallet solution built for businesses

Say goodbye to out-of-pocket expenses and poor spend visibility. Equip your employees with Perfect Pay cards and mobile wallets to disburse payroll and pay business expenses easier, faster, and safer.

Besides that, PerfectPay's integration with the People-i HRMS allows you to create a seamless ecosystem for management & disbursement of expenses, payroll, loans and much more

People™ processes more than **100 Million** USD of Payroll every year for our clients in **20 Countries**



AWARDS



People Perfect™ won “Best Provider of HR Services” award from Nutrition International in 2023



People Perfect™ won the excellence award
from Huawei in 2022 for prompt recruitment of
800+ resources



CLIENTS

Listed below are just a few names of the organizations we have helped streamline their HR function by adding the distinct expertise and execution required to make your corporation People™ Perfect.



CONTACT US

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