

CONSULTING





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



CONTENTS

Consulting - Overview

An introduction to a full suite of consulting solutions offered across performance, structure, policy, and employee experience built by decades of HR expertise.

Organisational Structure & Design

Understand how organisation charts, designations and job families are structured to improve decision-making and operational efficiency.

HR Policy Manual

Discover how company-wide HR policy frameworks are developed and digitised covering everything from recruitment to performance to compensation.

Performance Management

Explore how organisations implement structured systems for setting goals, evaluating performance, managing competencies, and distributing increments.

Employee Engagement Survey

Learn how organisational culture is assessed and strengthened using data-driven surveys and real-time analysis tools.

Total Rewards Salary Survey

A step-by-step approach to designing competitive and fair compensation strategies through a deep analysis of your competitors.

Job Evaluation

People Perfect™ helps you understand which jobs in your organisation are more difficult or more important, so you can decide how to design your salary packages.

Clients

A look at our diverse set of esteemed clients spanning across the world and all industries.

Contact Us

Unwavering service excellence through 8 regional and international offices.

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CONSULTING

People Perfect™ has been a market leader in the HR industry for over 20 years. Clients can now tap into this expertise through a wide range of HR consulting services.



Resignations result from inadequate performance feedback policy.

— Global News Wire



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

— Mercer



Did You Know?



People Perfect™ helped transform SNGPL by designing new performance management and compensation policies.

Ghani
Leaders in Glass

People Perfect™ implemented a full performance management framework for Ghani Group including development of job descriptions, goals and a competency framework.



People Perfect™ redesigned the organisational structure for Gulf Packaging to facilitate global expansion strategy. As well as rationalising departments and job roles according to global best practices.



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

People Perfect™ provides packaged consulting solutions covering the following areas:



HR Policy Manual
Development



Performance
Management System



Organisation
Structure Design



Employee
Engagement Survey



Total Rewards Salary
Survey



Job Descriptions
Development



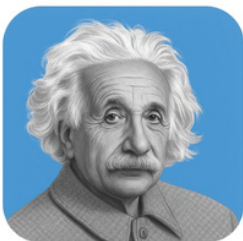
Goal Setting



Competency
Framework

Build a custom team of experts tailored to your requirements.

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

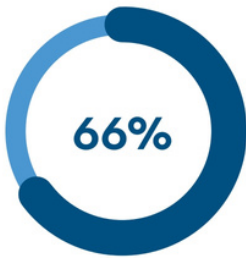


“We cannot solve our problems with the same thinking we used to create them.”

— Albert Einstein (Theoretical Physicist)

ORGANISATION STRUCTURE & DESIGN

People Perfect™ evaluates your current designations, reporting lines and grading structure to recommend changes according to industry's best practices.



Organisations are considering reducing the number of job titles.

— JobMonkey.com



Executives rate organisational redesign as a critical priority.

— Zety



Did You Know?



People Perfect™ developed the organisation chart for ZRK Group and helped them diagnose areas of inefficiency.



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

What issues arise due to absence of a refined organisational structure?



Decreased Flexibility



Unclear Reporting Lines



Slow Decision Making



Slowed Communications

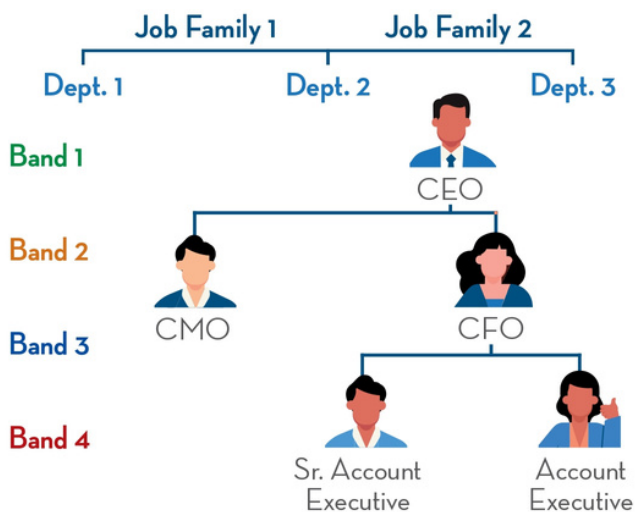


Increased Bureaucracy

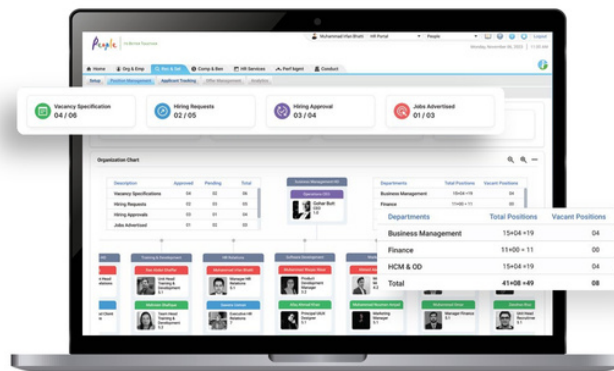


Confusion in Roles

By conducting in-depth research into your organisation, People Perfect™ identifies areas of operational inefficiencies and recommends a new organisational structure designed to optimise company performance.



Having a clear organisation chart can serve as the starting point of organisational decisions as it gives you a birds-eye view of your company, at any given point.



Our signature software; Peoplei instantly generates automated and interactive organisational charts for your company that reflect any real-time changes in designations, departments, bands or any employee detail. All it requires is a simple data upload file to get started.

Some standard components of a well-defined organisation chart include:

- Standard designations
- Job families and job groups
- Unique positions and their roles
- Grading and classification of staff



“No business can succeed in any great degree without being properly organised.”

— James Cash Penney (Founder, J.C. Penney)

HR POLICY MANUAL

People Perfect™ evaluates your HR processes and delivers a comprehensive set of policies that enable your HR team to make fast, consistent decisions aligned with your vision.



Resignations result from inadequate performance feedback policy.

— Global News Wire



Employees are likely to stay with a supportive loan and advances policy.

— DAWN News



Did You Know?



4,000+ front-line workers for UNICEF are governed by a disciplinary policy developed by People Perfect™.



People Perfect™ helped transform SNGPL by designing new performance management and compensation policies.



“Take care of your employees and they’ll take care of your business. It’s as simple as that.”

— Richard Branson, Founder of Virgin Group

By answering a quick digital survey, our signature HR platform, Peoplei, instantly generates an infographic HR policy manual based on your preferences.



Besides that, Peoplei ensures that these policies are enforced every time someone uses the software through validations, restrictions and much more.

A policy is more than just a written document, it includes:

- Forms
- Standard templates
- Process flows
- Email templates
- Presentations
- Exceptions
- Implementation guide
- Policy usage instructions



People Perfect™ conducts a thorough analysis of your processes and drafts an HR policy manual that effectively addresses all aspects of HR management. Types of policies provided include:



Recruitment



Company Assets



Business Travel



Attendance and Leaves



Expenses



Compensation and Benefits



Bonus and Increments



Performance Appraisals



Loans and Advances

PERFORMANCE MANAGEMENT

Performance Management systems ensure your employees know what they need to do and are given increments based on how well they performed during the year.



Businesses believe performance management is essential.

— Willis Towers



Work quality improvement can be achieved by aligning staff towards company mission.

— SHRM



Did You Know?

Ghani Leaders in Glass

People Perfect™ implemented a full performance management framework for Ghani Group including development of job descriptions, goals and a competency framework.



People Perfect™ redesigned the organisational structure for Gulf Packaging to facilitate global expansion strategy. As well as rationalising departments and job roles according to global best practices.

In order to maximise employee productivity, it is essential for them to know the objectives that they are employed to achieve and will be evaluated against.



People Perfect™ performance management systems provide a reliable framework for optimising staff performance.

A world-class performance management system comprises the following steps:

STEP 1



Create
Job Descriptions
(KAA's)

STEP 2



Assign Goals
(KPI's)

STEP 3



Identify
Competencies

STEP 4



Conduct
Performance
Appraisals

STEP 5



Calculate
Increment
Budget

STEP 6

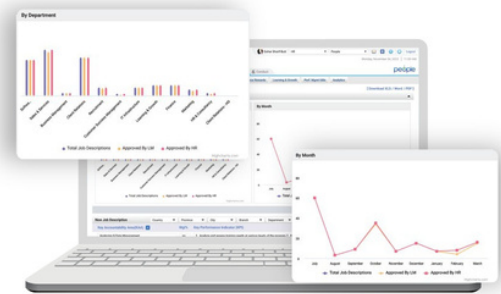


Disburse
Performance-based
Increments

Under the scope of performance management, People Perfect™ can:

- Provide band-wise and job-family wise competency frameworks
- Develop job descriptions
- Develop annual, bi-annual or quarterly goals
- Provide technology for performance appraisals
- Provide technology for increment budgeting and calculation
- Implement end-to-end performance management system covering all the above points.

Peoplei's AI is trained to develop job descriptions and goals for your staff in a matter of seconds. Get in touch for a demo.

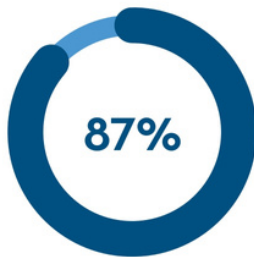


“Half of the task is done when employees know exactly what is expected of them.”

— Gohar Sharif Butt (Founder, GSB Group)

EMPLOYEE ENGAGEMENT SURVEY

People Perfect™ surveys your employees to uncover how they feel about their work and workplace—so you can identify what drives them, address areas of concern, and shape action plans that boost engagement and retention.



Organisations with engaged workers have employees who are less likely to leave.

— Willis Towers



Engaged employees result in an increase in profitability.

— SHRM



Did You Know?

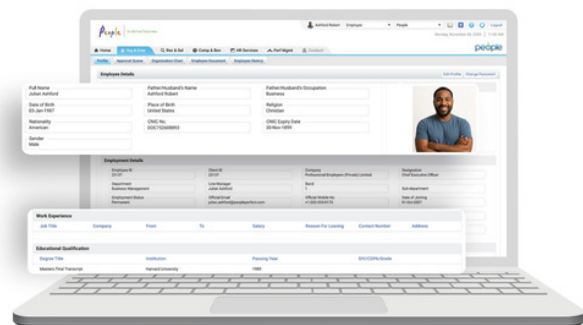


People Perfect™ successfully executed and completed an employee engagement survey for Thatta Cement in 2021, in Karachi.



People Perfect™ conducted a 360 performance evaluation of the top management of Palazzo Versace, Dubai - People Perfect™.

Peoplei is an AI assisted SaaS platform that measures, diagnoses, and optimises organisational culture, ensuring a strong and healthy heartbeat.



Employees can electronically fill a quick survey and Peoplei generates a report of your company culture on the basis of 9 core dimensions in a matter of minutes.

Primary benefits of employee engagement survey:



Real Employee
Insights



Targeted
Action Plans



Improved
Retention



Enhanced
Productivity



Measure Impact of
HR initiatives



Enhance Culture



Data-Driven
Decisions



Identify Weak
Spots

**As individuals engage in their work,
performance increases and people are
more likely to stay in their job and with
the company.**



“A set of engaged employees are your greatest competitive advantage, never underestimate their impact.”

— Howard Schultz (Ex CEO, Starbucks)

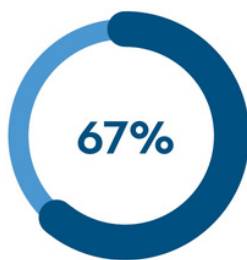
TOTAL REWARDS SALARY SURVEY

People Perfect™ conducts a survey of various companies in your industry to find out what they are paying their employees, allowing you to design your own company's salary packages.



Companies say competitive pay is the top factor in attracting high-quality candidates.

— LinkedIn Talent Solutions



Organisations say having clear, fair pay strategies improves their ability to attract and retain top talent.

— Deloitte



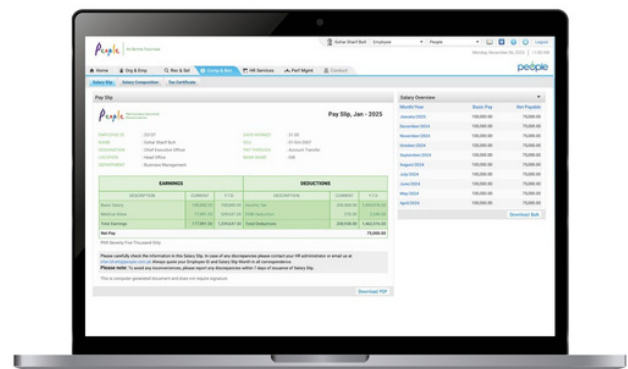
Did You Know?



People Perfect™ delivered a salary survey for Pakistan Environmental Trust, helping them align compensation with market standards and support fair, competitive pay structures.



People Perfect™ conducted a salary survey for GIZ Pakistan to provide reliable market data for building equitable and sustainable compensation strategies.



Peoplei provides a variety of graphical reports regarding salary structure, trends and ratios - allowing you to make informed decisions.

Primary benefits of conducting a salary survey:



Attract Top
Candidates



Market-based Pay

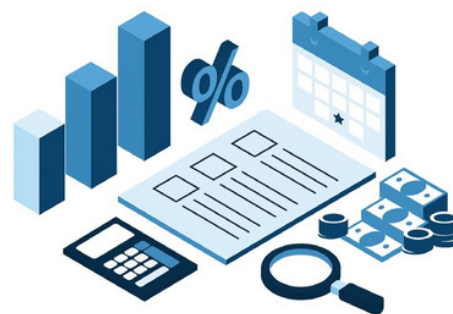


Better Retention

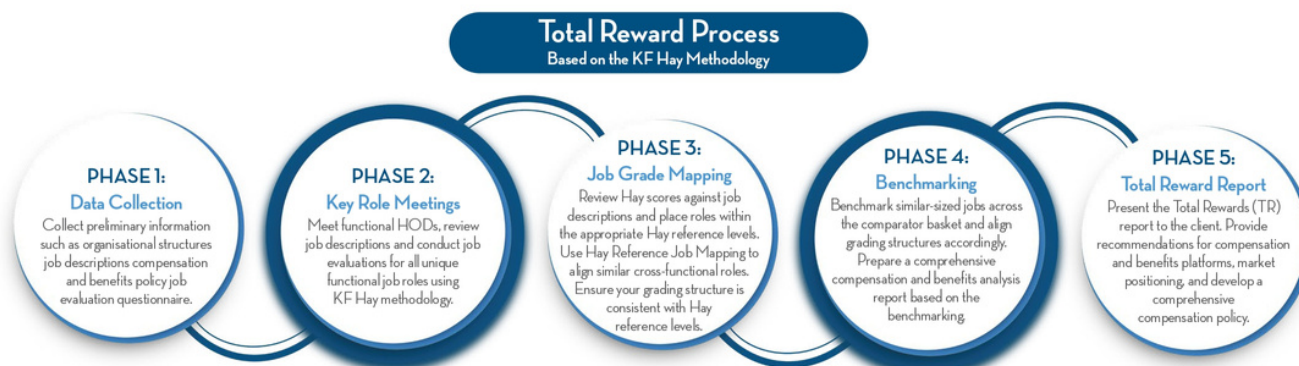


Informed Decisions

People Perfect™ brings over 20 years of experience delivering reliable salary surveys that help organisations design fair, competitive, and market-aligned compensation strategies.



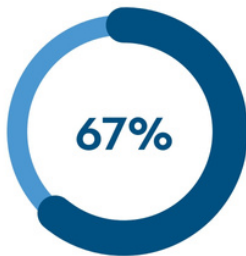
People Perfect™ uses a structured approach to total rewards analysis, led by Korn Ferry Hay-certified evaluators and reward specialists.



We guide clients through every step—from DCQs and employee data collection to job role alignment and benchmarking—delivering detailed, grade-wise and role-wise Total Rewards reports.

JOB EVALUATION

People Perfect™ helps you understand which jobs in your organisation are more difficult or more important, so you can decide how to design your salary packages.



Organisations using formal job evaluation systems report higher confidence in internal pay equity.

— WorldatWork Total Rewards Survey



Companies with clear job structures and evaluation frameworks have up to 30% lower turnover rates.

— Deloitte Human Capital Trends



Did You Know?



People Perfect™ supported Dawn Foods in conducting a thorough job evaluation to ensure fair, consistent, and market-aligned role structures.



**HERITAGE
LUXURY SUITES**

People Perfect™ partnered with Heritage Luxury Suites to conduct a comprehensive job evaluation, ensuring fair, consistent, and market-aligned role structures across the organisation.



Peoplei allows you to leverage AI capabilities to aid in job evaluations and create a fair, data-driven salary structure for your organisation.

Primary benefits of conducting a job evaluation:



Fair Pay Structures



Better Talent
Retention



Increased
Employee Trust

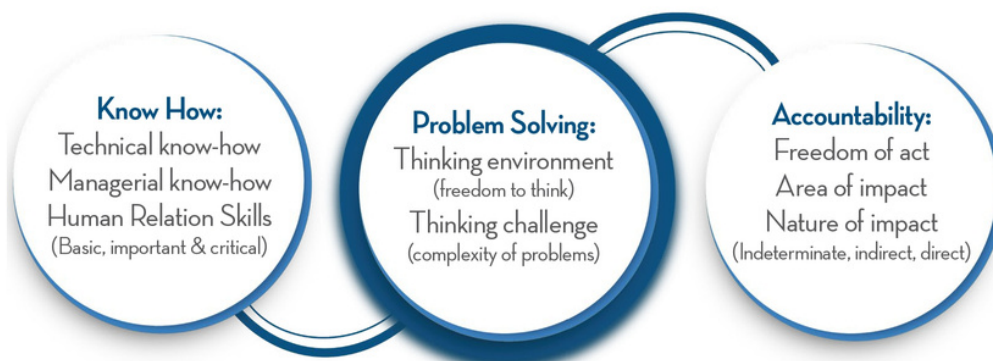


Structured Growth

People Perfect™ allows you to hand-pick a team from more than 100 consultants for your project, based on your specific requirements. Get in touch to access our talent pool today.



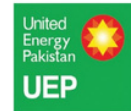
The Korn Ferry Hay Methodology helps organisations measure the relative value of different jobs on the basis of three main factors:



Each job is scored based on these factors. The total points help place the job into a grade or level. The higher the score for that job, the higher salary it can justify.

CLIENTS

Listed below are just a few of the organisations we have helped streamline their HR functions by adding the distinct expertise and execution needed to make their operations People Perfect™.



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