

# COMPANY PROFILE





“People Perfect™ 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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Unwavering service excellence through 8 regional and international offices.

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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 Perfect™, Mr. Gohar held key positions in the banking sector.

Since its establishment two decades ago, People Perfect™ 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 worldwide. 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 greenhouse farming and natural products business. He also serves on the boards of several companies.



## OUR HISTORY

2001



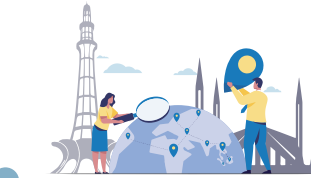
Established under the name of **Equity, Exchange & Trust** in Karachi.



2002

Outsourcing arm established under the name of **“Professional Employer Services”**

2003



Expansion of operations to **Lahore & Islamabad.**



2007

Introduction of **Verification and Executive Search Operations.**

2008



Successful setup of **People Perfect™ Advisory** in **Dubai.**



2010

Launch of people payroll card in compliance with **UAE WPS.**

2014



Expansion of services to clients in more than **20 Countries.**



2018

Establishment of **People Perfect™ London** office.

2019



More than **150,000** employees recruited & outplaced worldwide.



2023

Establishment of **People Perfect™** offices in **Jeddah and Kabul.**

# CORE VALUES

## Conventional wisdom & relentless research

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

## 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.

## 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.

## 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, and 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.

## 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.

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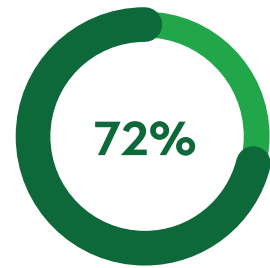
People Perfect™ processes more than 100 Million USD of Payroll globally, every year.



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

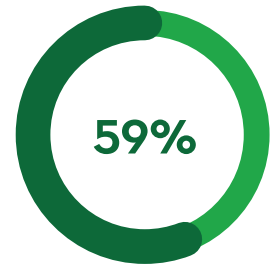
# STAFFING

For the past 20 years, Staffing Solutions has remained the most popular service provided by People Perfect™ 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 Perfect™ has won awards from **HUAWEI** for prompt recruitment of 800+ tech resources in 2022.



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



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



People Perfect™ has recruited more than 500 Drivers, Cleaners and Security Guards for **Damac**.

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



Contractual Staff Recruitment



Bulk Recruitment and Executive Search

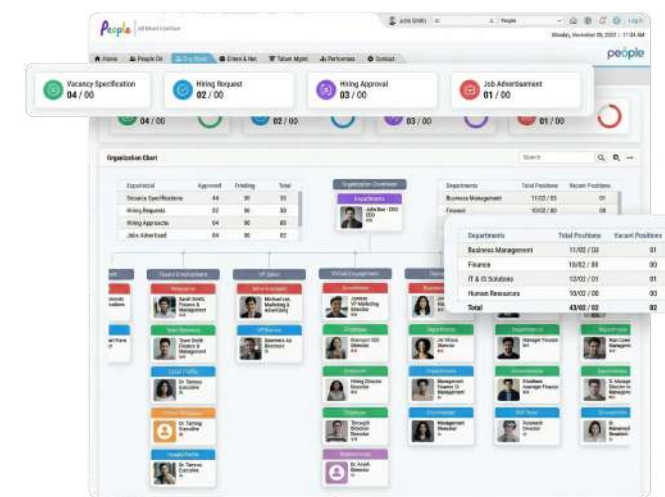


Specialised Consultancy



Employee Outsourcing

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



“People Perfect™ 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.”

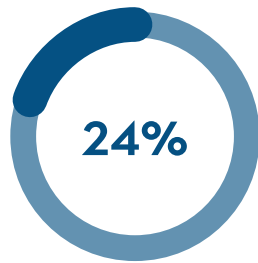
— Mr. Hafiz Abdul Majeed (CEO - TechnoGenics)



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

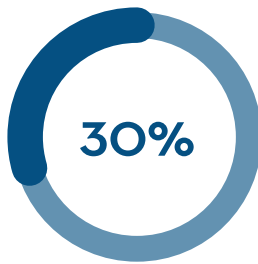
# CONSULTING

People Perfect™ 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.



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



People Perfect™ implemented a full Performance Management framework for **Ghani Group** including development of JDs, Goals and a Competency Framework.



People Perfect™ 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 evaluating organizational needs People Perfect™ helped restructure all business divisions of **Askari Bank** to align with international best practices.

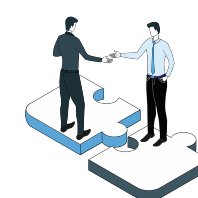
People Perfect™ provides Packaged Consulting Solutions covering the following areas:



HR Policy Manual Development



Performance Management System



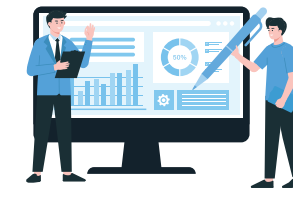
Organisation Structure Design



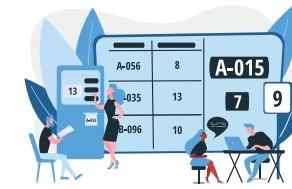
Employee Engagement Survey



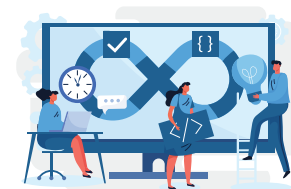
Total Rewards Salary Survey



Job Evaluation



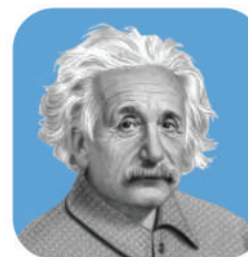
Balanced Scoreboard



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](http://www.peopleperfect.com).



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

– Albert Einstein (Theoretical Physicist)

# OUTSOURCING

We take over the essential but time-consuming back-office tasks, executing them faster and more accurately so your team can stay focused on growth.



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

– Deloitte



**Firms that outsource non-core functions see a 30% spike in leadership productivity**

– ADP



## Did You Know?



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



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



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



People Perfect™ manages all Public Relations Officer (PRO) activities for BinHendi Group.

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



IT Support Services



Business Process Outsourcing



Facility Management and Managed Spaces



Public Relations Officer Services (PRO)



Procurement and Supply Chain

## People Perfect™ provides comprehensive solutions for setting up a new business entity in UAE, KSA, Afghanistan and more.

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



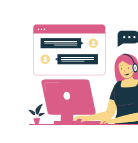
People Perfect™ provides immediate on-site or remote IT Technicians to resolve various types of IT challenges for our clients, anywhere in the world.



Hardware Break Fix



Desktop & IT Support



Roll out & Migrations



Data Center Support



Network Support



Cyber Security Support



“We choose People Perfect™ because they are efficient, fast and modern. That’s exactly what CRSC needs from a business partner.”

– Mr. Chang Jiang (Project Manager - CRSC)



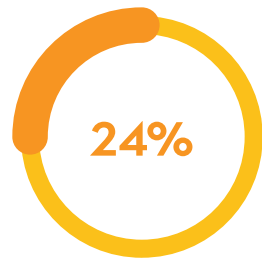
“Quality of provided resource base, supplier responsiveness and customer services provided by People Perfect™ are commendable.”

– Mr. Faisal Wajid (Head of Procurement, IBM)



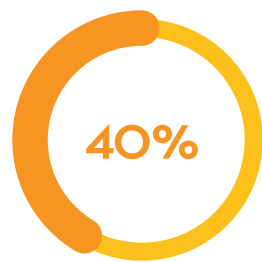
# LEARNING

For 20 years, People Perfect™ 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?



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



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

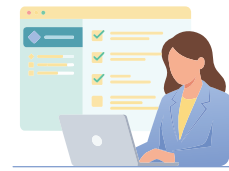


People Perfect™ recruited and trained 50+ underprivileged women to set up home-based restaurants to run through the **FoodPanda app**.



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

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



Standard Training Programs



Learning Management System



Bespoke Training Programs



CPD's and Certifications



The Peoplei 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.

## Peoplei LMS is seamlessly linked with Performance Management.



Areas of poor performance are identified.



Appraisal is launched through Peoplei.



System auto-allocates relevant training programs.



**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 Perfect's signature platform "Peoplei" 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 a more than 25% increase in productivity.

– McKinsey Global Institute



Of productivity lost in a year is due to unplanned absences.

– SHRM



## Did You Know?



The **Nielsen** Company uses Peoplei to manage Leaves and Payroll of their staff in 18 countries worldwide.



More than 1,300 administrative employees of **UBL** access their Salary Slips through Peoplei every month.



**PARCO** captures and tracks daily attendance of more than 1,800 employees through Peoplei on more than 20 locations through biometric devices.



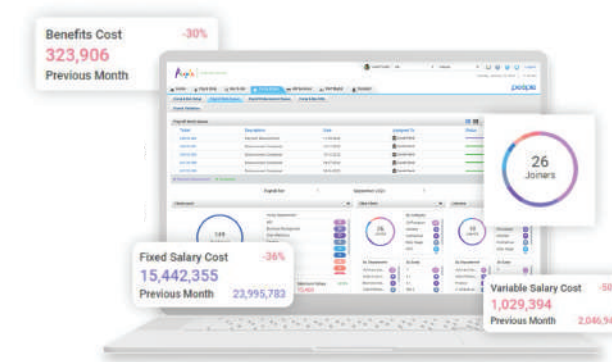
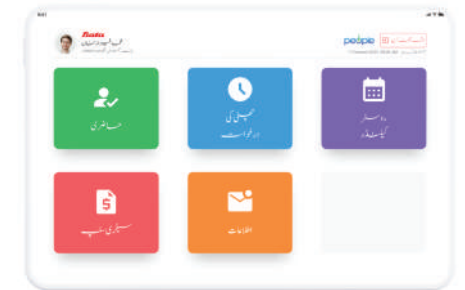
**Krones'** employees use Peoplei to apply for monthly expense reimbursements based on their entitlements.

Peoplei effectively covers all aspects of HR management. Its features are divided into 6 modules including:



## Introducing the Bi-Lingual Tablet App

An ultra-simplified interface, available in multiple languages. The Peoplei 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.



Peoplei is also the first **HRMS** that actually disburses Payroll. Through integration with various banking portals, Payroll generated through Peoplei is disbursed to employees' bank accounts through a single click.

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



Manatal



Odoo



Intervu.ai



Avanz



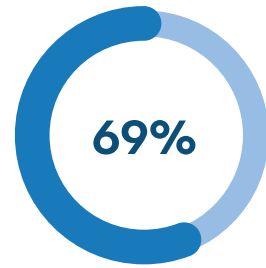
PerfectPay



Bank Alfalah

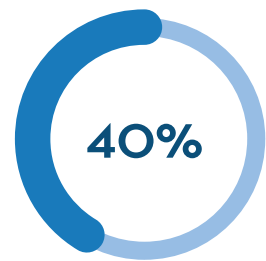
# PAYMENTS

People Perfect™ has developed a 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)



**Of small to mid-sized companies annually, with penalties averaging \$850 per mistake.**

– Milestone (2023)



## Did You Know?



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



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



**People Perfect™** calculates & disburses incentives to Xiaomi's staff based on their performance every month.



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

Peoplei effectively covers all aspects of HR management. Its features are divided into 4 modules including:



Payroll Outsourcing



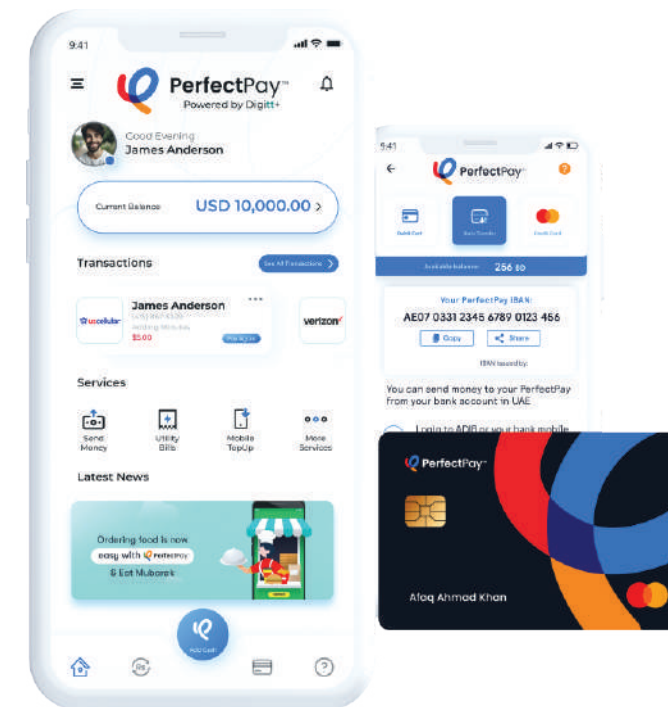
Expense Management



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 Peoplei HRMS allows you to create a seamless ecosystem for management and disbursement of expenses, payroll, loans and much more People.

**PerfectPay 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

## International Offices

### DUBAI

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