

# 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.

### HR Diagnostic

Discover how we identify gaps in your HR policies and systems to provide a practical roadmap for better results.

### Balanced Scoreboard

Discover how we identify gaps in your HR policies and systems to provide a practical roadmap for better results.

### 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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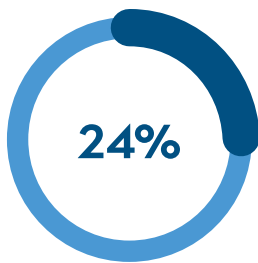
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# CONSULTING

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.



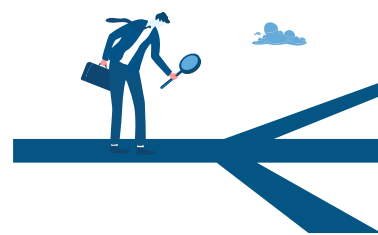
**Resignations result from inadequate performance feedback policy.**

– 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.



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.

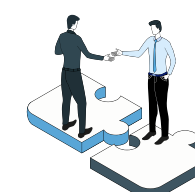
People Perfect™ provides packaged consulting solutions covering the following areas:



HR Policy Manual Development



Performance Management System



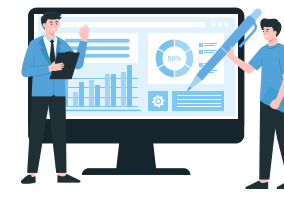
Organisation Structure Design



Employee Engagement Survey



Total Rewards Salary Survey



Job Evaluation



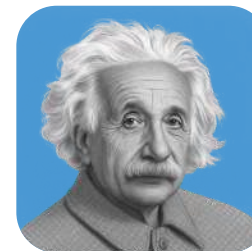
Balanced Scoreboard



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)

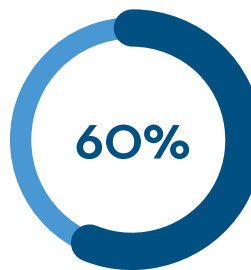
# HR DIAGNOSTIC

People Perfect™ conducts a comprehensive HR Diagnostic to identify gaps in HR policies, processes, and systems, and deliver a practical roadmap for stronger practices, better alignment, and improved business outcomes.



**Of annual profits are lost due to HR process inefficiencies**

— McKinsey & Company.



**Of Small-to-Medium businesses face HR- related legal issues at some point**

— CBI



## Did You Know?



People Perfect™ helped Punjab Transport Company streamline their internal KPI's through a variety of consulting services in 2026

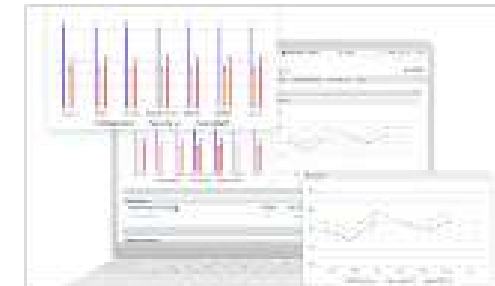
**“People Perfect™ successfully conducted a detailed HR audit of WIL’s HR policy and practices to assess operational gaps in service delivery.”**



Usman Ali Bhati  
CEO  
Wah Industries Limited



People Perfect™ developed the Organisation Chart for ZRK Group & helped them diagnose areas of inefficiency.



Implementation of the Peoplei HRMS not only helps companies identify gaps in the HR practices, but also provides a framework to streamline your HR function through industry best practices.

## Under the scope of HR Diagnostic, People Perfect can:

- Identify gaps in HR service delivery, policies, processes, and systems.
- Assess engagement drivers and highlight areas for improvement.
- Align people practices with business goals and operational needs.
- Provide a practical roadmap for HR transformation.
- Document key priorities in a structured HR Diagnostic Report.

## How an HR Diagnostic can help you



Clearer HR Processes



Better Policy Consistency



Reduced Compliance Risk



Improved Employee Experience



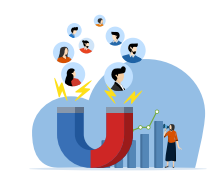
Greater Operational Efficiency



Stronger Decision-making



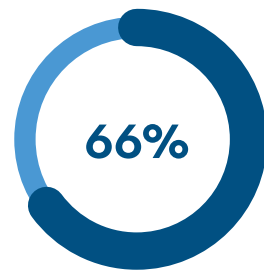
Reduced HR Queries



Attract Better Talent

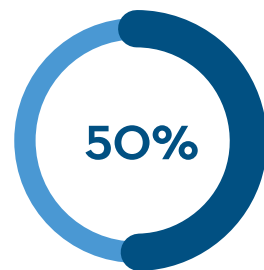
# BALANCED SCORECARD

We help organizations translate strategy into measurable goals using the Balanced Scorecard framework by defining ( KPIs ) across financial, customer, process and people perspectives.



**Of organizations say using a Balanced Scorecard led to an increase in profits**

— Al Bawaba



**Over 50% of large global enterprises rely on the BSC to measure performance beyond just financial profit.**

— Gartner



## Did You Know?

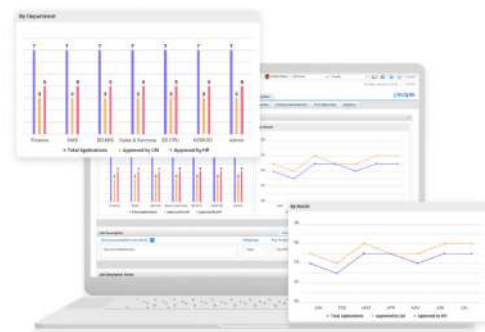


People Perfect™ provides HR Consulting services to Wah Industries across a variety of areas in 2025



PUNJAB TRANSPORT COMPANY

People Perfect™ helped Punjab Transport Company streamline their internal KPI's through a variety of consulting services in 2026



The "Performance Management module of the "Peoplei HRMS" allows you to track employee performance across a variety of dimensions in line with the BSC Methodology. It also has a built in "Learning & Growth" library to help address areas where you are falling behind.

## Balanced Scorecard assesses if your business is performing well based on 4 "Perspectives"

- Money (Financial) - Are we making profit? Are revenues growing?
- Customers - Are customers happy? Are we gaining or losing them?
- Internal Work (Processes) - Are our operations efficient? Are we doing things the right way?
- Learning & Growth (People & Improvement) - Are employees improving? Is the company becoming better over time?

The Balanced Scorecard (BSC) process is usually done in 6 simple steps:



**"The Balance Score Card provides a management system for companies to invest in the long-term - in customers, in employees, in new product development and in systems - rather than managing the bottom line to pump up short-term earnings. It changes the way they measure and manage business".**

— Robert S. Kaplan | Professor of Leadership Development - Harvard Business School



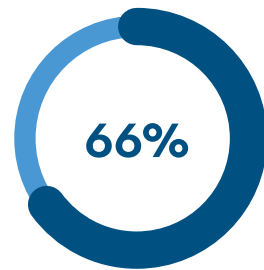
**"The People & Nielsen Relationship started at a domestic level and has now grown to include more than 13 countries across the Middle East and North Africa region. Nielsen is proud to have People as a business partner."**

— Saif Quraishi HR Business Partner, MENAP Nielsen, UAE



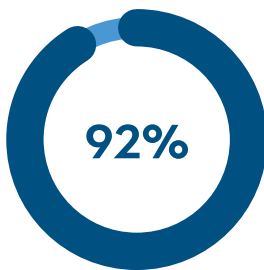
# ORGANISATION STRUCTURE & DESIGN

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.

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



Decreased Flexibility



Unclear Reporting Lines



Slow Decision Making



Slowed Communications

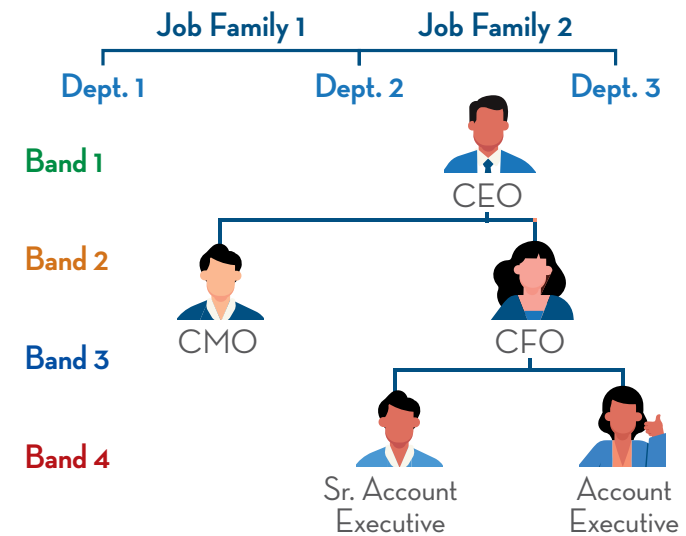


Increased Bureaucracy



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 bird's 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

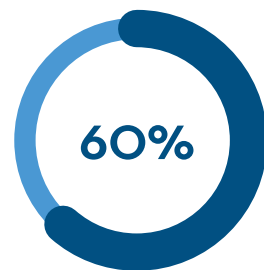


**“No business can succeed in any great degree without being properly organised.”**

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

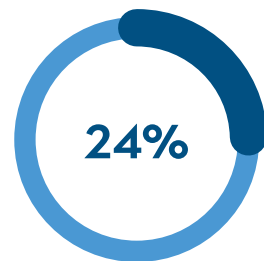
# HR POLICY MANUAL

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



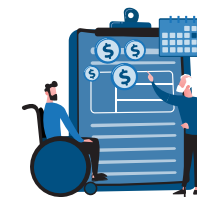
Business Travel



Attendance and Leaves



Expenses



Compensation and Benefits



Bonus and Increments



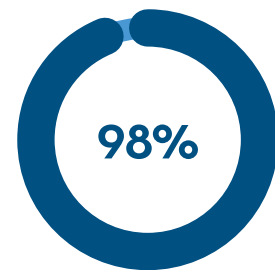
Performance Appraisals



Loans and Advances

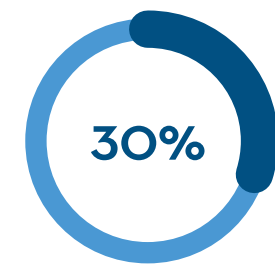
# PERFORMANCE MANAGEMENT

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.

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.

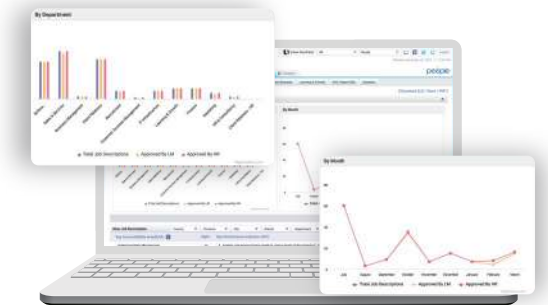
A world-class performance management system comprises the following steps:



## 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.**

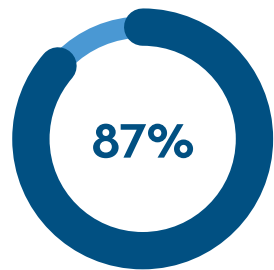


**“Half of the task is done when employees know exactly what is expected of them.”**

– Gohar Sharif Butt (Founder, GSBGroup)

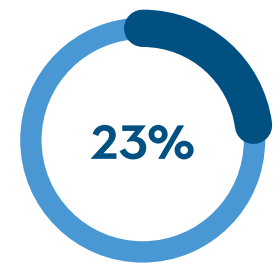
# EMPLOYEE ENGAGEMENT SURVEY

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?

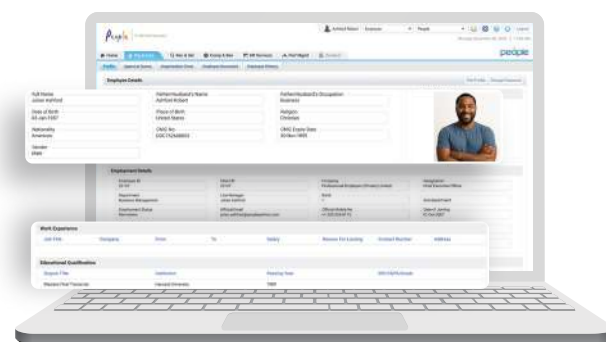


People Perfect™ successfully executed and completed an employee engagement survey for **Thatta Cement** in 2021, in Karachi.



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

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



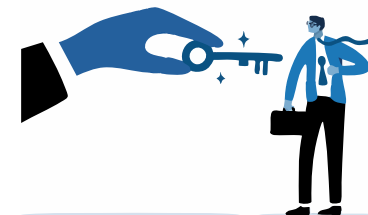
Targeted Action Plans



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.**

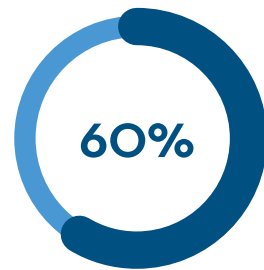


**“A set of engaged employees are your greatest competitive advantage, never underestimate their impact.”**

— Howard Schultz (Ex CEO, Starbucks)

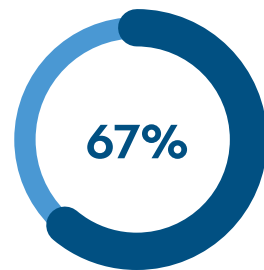
# TOTAL REWARDS SALARY SURVEY

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.**

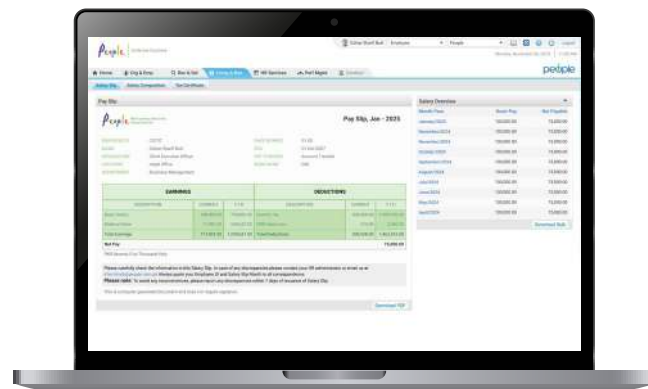
– Deloitte



## 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.



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



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

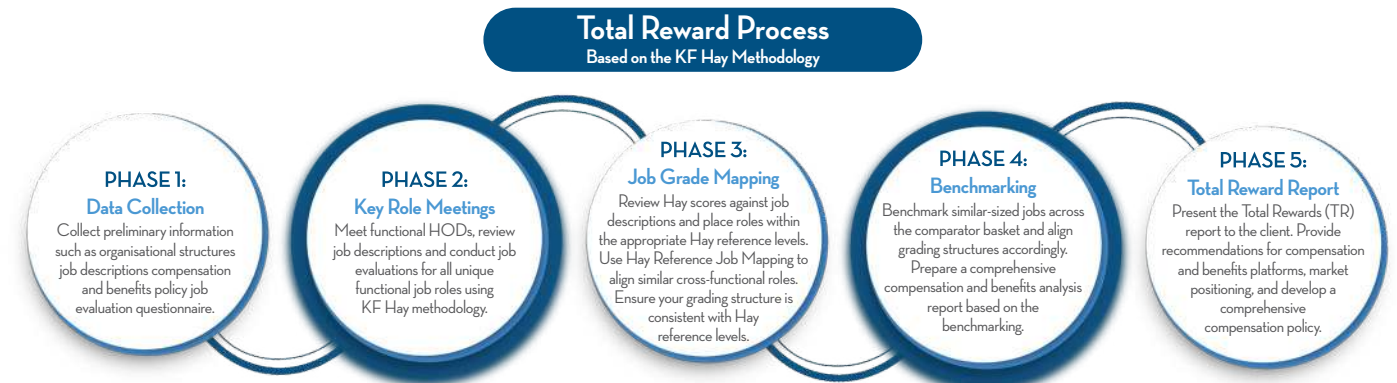
Primary benefits of conducting a salary survey:



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



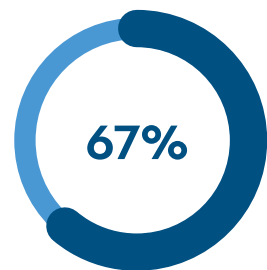
People Perfect™ uses a structured approach to total rewards analysis, led by Korn Ferry Hay-certified evaluators and reward specialists.



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.

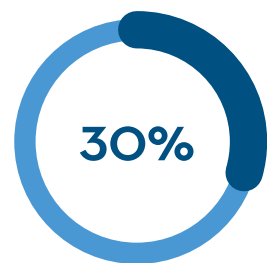
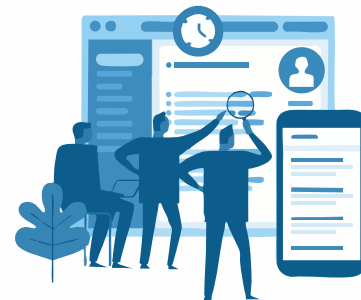
# JOB EVALUATION

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.**

– Worldat Work 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.



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 HRMS 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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