



# HR MADE SIMPLE

- Build Team
- Build Culture
- Build System



# FOUNDER & CEO



## DHIREN NATHVANI

**Business Manager**



### **DHIREN NATHVANI CO-FOUNDER OF SHYAM PLACEMENT SERVICES,**

brings over 12 years of rich experience, combining deep HR expertise with sharp business acumen. Her unique perspective as both an HR professional and business leader shapes SHYAM PLACEMENT'S vision and inspires a results-driven, people-first approach

**TOTAL 12+**  
**OF TOTAL WORK EXPERIENCE**

**6+**  
**YEARS JOBS**

**6+ YEARS**  
**BUSINESS OWNER**

# ABOUT





# TEAM



**BISMILA PATHAN**  
CEO & FOUNDER



**DHIREN NATHVANI**  
CO-FOUNDER

- Team of 10+ expert HR professionals specializing across HR functions.
- Located in Parevadi Chowk, Rajkot, Gujarat.



## OUR REACH: FROM MSMES TO CORPORATES

Serving Companies Ranging from Startups to 500+ Employees

### Trusted by Diverse Industries

- Startups & Entrepreneur-Led
- Businesses Manufacturing & Engineering
- Banking & Finance
- Real Estate & Construction
- Healthcare & Hospitals
- Information Technology (IT & SaaS)
- Professional Services Firms (CA, Legal, Architects)
- FMCG & Consumer Products & MANY MORE



# The HR Challenges Businesses Face

- Lack of Formal HR Systems and Policies
- Compliance Risks with Labor Laws & PoSH
- High Employee Turnover and Low Engagement
- Recruitment Delays & High Hiring Costs Internal
- HR Burdened with Admin, not Strategy

# NEARLY 80%

of Businesses Struggle with HR Challenges as They Scale.



# SERVICES



# SERVICES



1

## JOB PLACEMENT SERVICES

- 100% FREE FOR JOB SEEKERS
- MATCHING CANDIDATES WITH THE RIGHT COMPANY ROLES
- SKILLED & SEMI-SKILLED WORKFORCE

2

## RECRUITMENT PROCESS OUTSOURCING

- WE ACT AS YOUR HR DEPARTMENT
- HANDLE SOURCING, SHORTLISTING, INTERVIEWING, ONBOARDING
- SAVE COST AND REDUCE HIRING DELAYS

3

## END-TO-END HR SERVICES

- RECRUITMENT, ONBOARDING, PAYROLL, PERFORMANCE, EXIT
- EMPLOYEE ENGAGEMENT & TRAINING PROGRAMS
- SMOOTH HR PROCESS FOR BETTER EFFICIENCY

4

## TALENT ACQUISITION

- STRATEGIC HIRING ALIGNED WITH COMPANY GOALS
- EMPLOYER BRANDING & WORKFORCE PLANNING
- DIVERSITY AND INCLUSION HIRING SUPPORT

5

## REFERENCE CHECKS & TRAINING

- BACKGROUND VERIFICATION & REFERENCE CHECKS
- TRAINING IN SOFT SKILLS & PRODUCT KNOWLEDGE



## Job Placement Services

- 100% Free Job Placement Services for Job Seekers – No registration or placement charges
- Right Candidate–Right Role Matching based on skills, experience, and career goals
- Opportunities Across Multiple Industries with trusted and reputed companies
- Skilled & Semi-Skilled Workforce Placement for entry-level to experienced roles
- End-to-End Support from interview coordination to final joining





## Recruitment Process Outsourcing

- **End-to-End Recruitment Management** handled by our expert hiring team
- **Cost-Effective & Scalable Hiring Solutions** tailored to business needs
- **Faster Talent Acquisition** with reduced time-to-hire
- **Access to Qualified & Pre-Screened Candidates** across multiple roles
- **Focus on Core Business** while we manage the complete hiring process





## STRATEGIC HR CONSULTING

We Provide Customised HR Solutions to Address Critical, Sensitive, or High-Impact Business Situations where Routine HR Practices are not Enough.

- Internal HR team Under performing or Mis aligned
- Manpower Planning & Restructuring Managing Key
- Employee Exits (CXO/Partners) Transition to
- Automation or Digital HRMs
- Pre / Post-Merger or Business Transition (Culture Integration)



# WHY OUTSOURCE YOUR HR TO



- Access to a Full Team of HR Experts rather than One Generalist
- Cost-Effective Compared to Hiring Multiple Internal HR Resources
- Continuity Despite Internal Attrition Risks
- Proven Systems for Compliance, Performance, Engagement
- Regular Audits, Policy Updates, and Training Support
- Strategic and Operational HR Support under One Roof



# WHY NOT INTERNAL HR?

- Limited Knowledge, Skills, and Exposure (0–3 yrs)
- Over-Dependence on Owner for Tasks and Decisions
- Inability to Handle Complex HR Issues Effectively
- One Person cannot Cover All HR Functions
- Lack of Respect/Authority If Junior to Senior Staff
- Difficulty in Building or Sustaining Culture
- Unaware of Industry Best Practices and Trends
- Weak Understanding of Labor Laws & Compliance
- Poor Handling of Emergencies / Critical HR Cases
- Risk of Becoming a Bottleneck, not an Enabler
- High Attrition → Loss of HR Knowledge & Continuity



# STEPS TO START SERVICE



# SOME OF OUR KEY CLIENTS



- Build Team
- Build Culture
- Build System



*Dhiren Nathvani*

CO-FOUNDER  
SHYAM PLACEMENT SERVICES



# THANK YOU

In order to build a rewarding employee experience, you need to understand what matters most to your people.

-Julie Bevacqua



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