

Empowering Corporates Through People



Sama Development
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samadevelopmentoman.com

Executive Summary

Sama Development is dedicated to build long-term relationships; by providing Corporate consultancy, HR services, training & out-sourced solutions which add maximum value to our clients. We strive to create a positive experience with every customer interaction by delivering the best people, best processes, and best practices

Every Employee at **Sama Development** seeks the best ways to improve the service delivered to our clients and committed to enhance the value and experience to our customer. The management team is eager to support your company in any possible way, whether through offering services streamlining recommendation or cost-enhancement Initiatives that will add value to your company.



Our **Pricing strategy** reflects the delivery of high quality consistent services to all of your customer. The pricing strategy incorporates our Intention to attract, train, retain and provide high job satisfaction to CSRs.

Our Services

Recruitment

1

we Hire on your behalf employing a rigorous selection process to ensure the best hard-working people are correctly staffed.

Outsourcing

2

Our recruitment process outsourcing solution source highly qualified full-time employees more quickly while minimizing operational complexity, cost and risk for a strategic advantage.

Consultancy

3

Our team of Specialists in **Sama Development** is working with both multinational and local companies in their managerial issues. Our track record and extensive experience can help you maximize business performance at all level of your organization

Our Services

4

Training

We develop and deliver throughout the world a broad range of high-quality training programs and services in business skills.

5

Organizational Health Check

we can help you build awareness about workplace health within your organization. We can also serve to help find initiatives that positively influence employee health, that will identify organizational health opportunists within your workplace

Recruitment

Recruitment Solutions

Talent Acquisition & Management have recently become a highly dynamic industry, and at **Sama Development** we adopt that latest trends and adapt them to our GCC region culture and business demands. Accordingly, **Sama's** Talent Services provide employers inside and outside Oman with the best Executive Search solutions using the FIT Model.

"We tailor the optimal recruitment process for your business to ensure that you hire the right person for the job"

People Assessment

Assessment Centers are the techniques used to assess and develop organizations; employees and candidates.

Sama Development Human Capital Solutions assesses people through different Assessment Tools such as tests and exercises, to induce certain behaviors which reflect on an organization's or an individual's required skills and competencies for development or internal and external hiring.

How we do it ?



Analyzing

We help businesses to develop the ideal candidate profile for a position.



Filtering

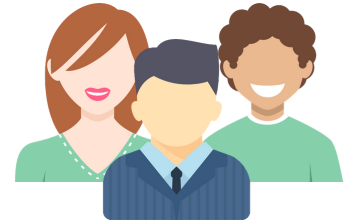
We expand the Candidate Pool through Social Media and Educational Institutions and we are experts on hiring Omani Nationals.



Selecting

We build standardized job specification and capability profiles. We Leverage Assessments to hire for potential and perfect fit.

Outsourcing



Internally, within **Sama**, we manage the payroll for our own employees.-This has given us great insight into payroll management. Over the years, we have invested in qualified resources and latest technology to make the process more effective and fully compliant.-We currently offer payroll processing services to leading clients in the region.

Migration

An employee who is part of another contract staffing company may express a wish to join the **Sama** family.

We would welcome him or her to migrate to our company, with the consent of the current employer and statutory approvals

-An employee from another firm may wish to migrate for the following reasons:

- *Desire to work with an established brand in the field of contract staffing.
- *Opportunity to be deputed to work with leading organizations in the private sector and government sector.
- *Better employee care which in turn translates to a happier deputies in a happier work environment.
- *Benefit of periodic performance reviews at **Sama** and recommendation of incentives

Transfer

A transfer happens when a client takes the initiative. A client organization is free to approach us with a request to transfer contract staff deputed by another staffing company, or transfer some of their current employees to **Sama** payroll.

- A company can approach for transfer of contract staff to **Sama** for the following reasons or in certain situations:

- *Challenges in service levels of the current contract staffing company.
- *Dissatisfaction of contract staff with their current staffing company.
- *Elimination of transactional challenges with reference to permanent hire of employees.
- *No cap on headcount as the deputies do not come under the employer's Visa quota.

Outsourcing

On-Demand Workforce Supply

We are specialist in On-demand workforce supply with a large strength of workforce which can be deployed for your on demand needs quickly and efficiently. The immediate supply of workforce has helped many of our clients to maintain the sales flow without compromising on the quality of service.



Contract Staffing

When we recruit employees for the purpose of contract staffing, we undertake processing of all the formalities. Following the Visa being granted by the authorities, we take the candidates on our payroll, and outsource them to clients.

-During the completion of the Visa formalities, and while taking the candidate on our payroll, we provide support on various fronts to ensure seamless on-boarding

Outsourcing can help in

- Payroll processing, including issuance of pay slips
- Employee benefits administration
- Payments counseling and guidance
- Management of employee reimbursements and travel expenses
- Leave management including update on accrued / consumed leave
- Bonus, overtime, incentives, social and medical Insurance management
- Automated alerts for expiry of Passport / Visa and other key documents



Consultancy

Our goal is to provide you with comprehensive HR services that combine the in-depth knowledge of our specialists for the following areas: Management Consultancy, Employee Mobility, Performance Management, HR effectiveness, Policies and Procedures, and Customer Relation Management.



Our multi-disciplinary approach allows **Sama Development** to provide the best advice and solutions on all aspects of human capital management. It is precisely this approach which distinguishes us from others.

Development and Training Needs Analysis

The results of this analysis include information regarding competencies and performance needs which are crucial for delivering the objectives of a particular professional role

Assessment and development Centers

Assessment centers can help you assess the managerial potential of your employees as well as discover talents in your organization.

Competency development Programs

In cooperation with you, we define behavioral competencies and their levels which are critical for successful performance in your company

360 degree assessment

In running the 360° degree feedback process, we can assist you with Process and tools design and administration, data analysis, individual report generation and Action recommendation

Training

Our mission is to provide technical professionals and managers with the skills and knowledge that significantly enhance their on-the-job productivity and thereby improve the performance and increases the comparative advantage of their employer.

"**Sama Development** bridges the gap between the current level of employee KSA (Knowledge, Skill, Attitudes) and the required level of KSA to handle the job efficiently."

What we offer ?



- 1 Seamless Sales and Negotiation Skills
- 2 Policies and Procedures
- 3 Creative Thinking
- 4 First Thing First
- 5 Emotional Intelligence
- 6 Performance Management
- 7 Employee Engagement
- 8 Operational Management Excellence
- 9 Project Management
- 10 Customer Relation Management

Organizational Health-Check

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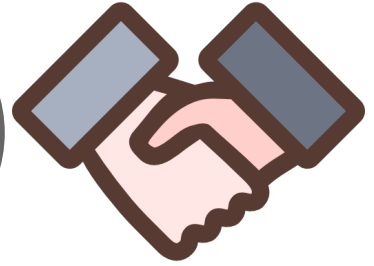
The audit assess the following aspects of your organization

- Corporate Culture
- Programs and Services
- Policies procedure & Work Process
- Physical Environment

How we do it ?



Return on Investment



85%

Less Phone calls

100%

Concerning on the Core
Process

68%

Less Time to Interview
Candidates

46%

A Better Healthy
Organization

50%

Less Time to Fill a
Position

20%

Less Recruitment and
Operational Cost

100%

Accessibility to New
Features

“ **Sama Development** strives to improve your business growth and Support business transformation by Developing skills and capabilities across varied work forces ”

References



سلطنة عُمان
وزارة القوى العاملة



References

Adecco

Talabat.com


BARCLAYS

 **Teleperformance**


Wasla
outsourcing

DAMAC
LIVE THE LUXURY


livefree


سماتل
samatel


بلدية
مسقط

MUSCAT MUNICIPALITY

MAGRABI
O P T I C A L



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