



challenging projects for market leaders

Advisory Group TEST Human Resources

We are HR Consultants, partners of international corporations and leading Polish companies. We have been present on the market since 1991. Up to date, we have carried out several thousand HR projects which made us one of the most experienced companies in this industry.

Mission

We provide our Clients with innovative HR solutions building on our professional expertise and experience.

The key to success are our outstanding and well-qualified employees, who implement every project with genuine commitment.

Our success is based predominantly on know-how and long lasting relations in the HR circles, which have been built for many years. This translates into high efficiency of the proposed solutions. In our work we always take into account the specific environment of the Client company and ensure that projects prove cost-effective for our Clients.

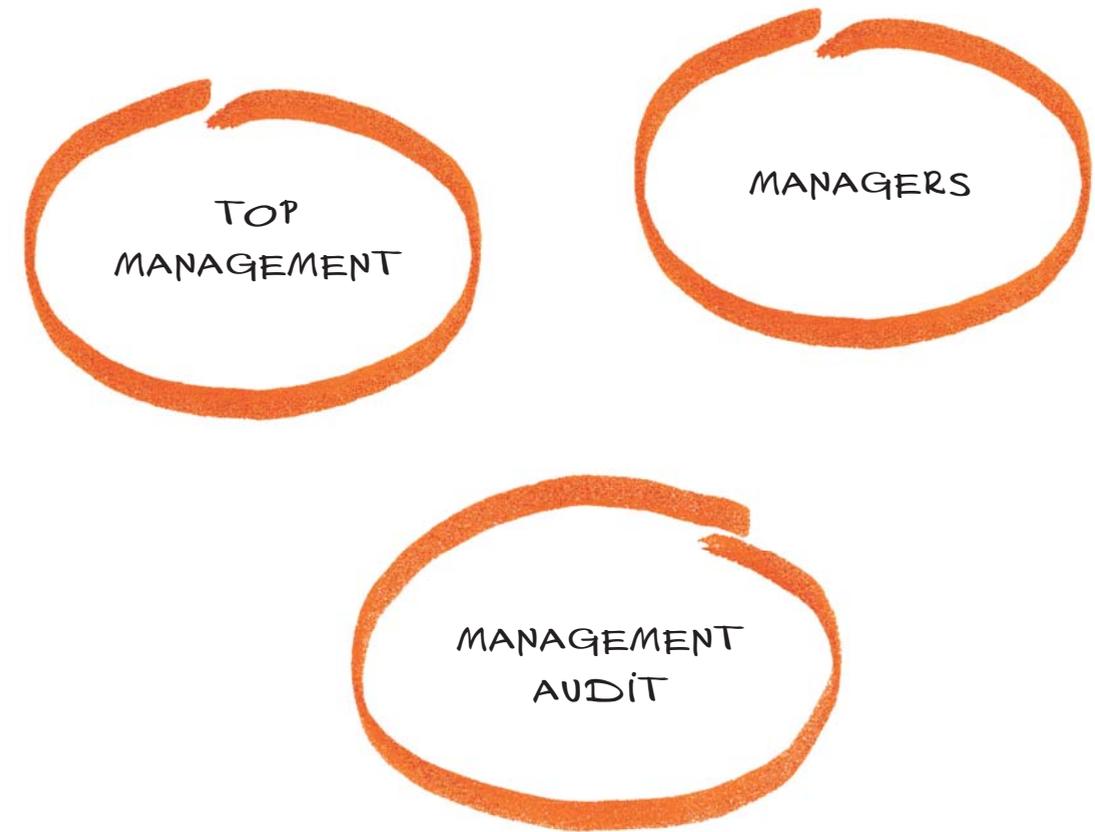


TEST Executive

TEST Executive deals with recruitment of managerial staff and managers in Poland. This department is represented by the Consultants with broad experience in recruitment for top positions.



We are aware that our work directly affects our Clients in terms of their efficiency and company image. For this reason, we begin our cooperation with analysing the company's internal environment and identifying its needs to ensure recommending the best Candidates possible.



The well-established network of contacts, which has been built over 20 years, coupled with the use of state-of-the-art techniques are the value added of the conducted processes.

TEST Recruitment

TEST Recruitment conducts recruitment for managerial, specialist and assistant positions employing unique recruitment methods and selection criteria



Depending on the project complexity, the Consultants will recommend adopting most suitable of the following solutions, i.e. traditional methods of seeking Candidates, direct search method or recruitment with expanded selection process based on Assessment Centre methodology.

RECRUITMENT PROJECTS

SSC/BPO, Production, Automotive, IT&Telecom, FMCG, Banking, Sales, Engineering, Power Industry, Construction, Retail

RECRUITMENT CAMPAIGNS BASED ON ASSESSMENT CENTRE

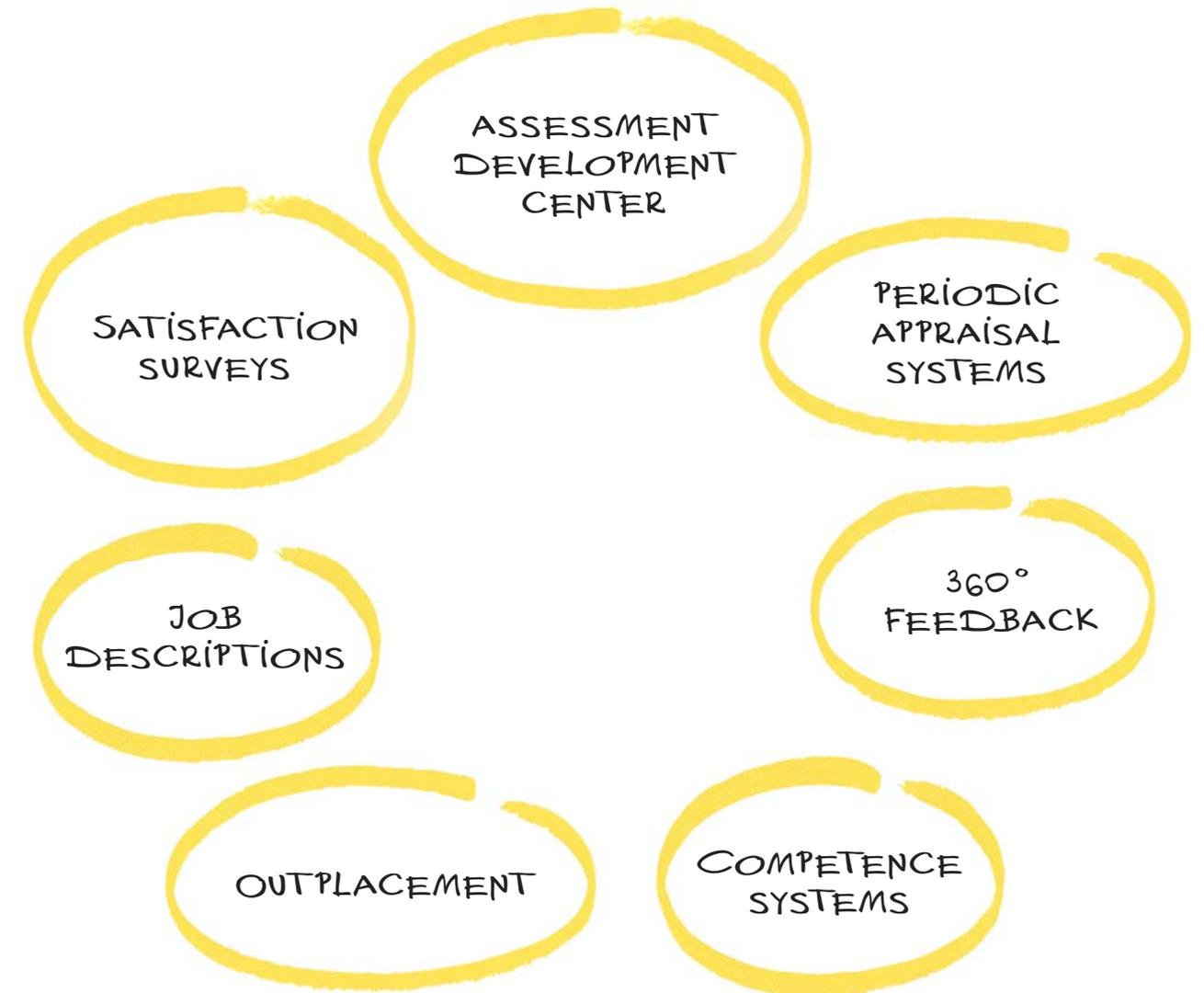
In addition, we provide our Clients with media-related services, including free-of-charge development of a media plan that will be based on an on-going media monitoring, consultancy in preparing announcements and relevant graphic design services.

TEST HR Consulting

TEST HR Consulting is responsible for comprehensive implementation of advanced HR projects involving personnel development and management.



The TEST Consultants work with our Clients to create task teams. To this end, they jointly devise solutions based on best practices, taking into account the company's specific environment.



TEST Training & Development

TEST Training & Development develops training sessions taking advantage of the synergy effect which follow from TEST's varied experiences.



Depending on the Clients' needs, we recommend diverse methods of developing the employee potential as well as prepare individually tailored advisory-training programmes.

FORMS OF THE EMPLOYEE POTENTIAL DEVELOPMENT

- TRAINING
- COACHING
- TRAINING CYCLES
- PSYCHO-EDUCATIONAL WORKSHOPS
- FOLLOW-UP

TRAINING PROGRAMMES AND COACHING

- MANAGERIAL SKILLS
- SALES
- HR MANAGEMENT
- PERSONAL SKILLS

TEST Salary Survey

TEST Salary Survey supports companies in optimising remuneration and bonus systems for employees.



Providing market information and restructuring salary systems, we support the salary management. Since the 90s, our Team has been preparing Salary Surveys, which are utilized by several hundred companies on a regular basis. The data used in the study is collected in an automated process and presented on the state-of-the-art website.

SALARY SURVEYS

Industry: Automotive, IT, SSC/BPO, Construction
Regional: among others, the Provinces of Katowice, Wrocław, Kraków and Poznań, Tychy Subzone of the Katowice Special Economic Zone, Gliwice Subzone of the Katowice Special Economic Zone
Sectorial: Production, Trade, Services

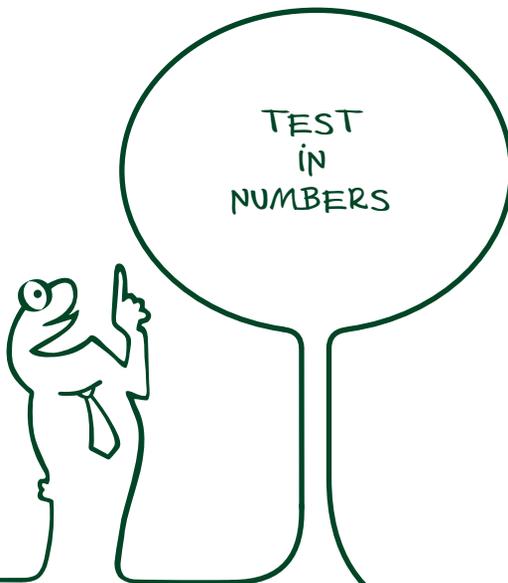
REMUNERATION SYSTEMS

Audit of the existing system
Updating the structure and job descriptions
Evaluation of job descriptions
Market Benchmark
Creating a categories of grading and base remuneration table
Designing or modifying of the bonus system

INDIVIDUAL ANALYSES

Comparative **analyses**
Evaluation of the location's investment potential
Forecasts of changes in salaries
Characteristics of the job market

- ✓ Over 20 years of experience in HRM
- ✓ Main HR Partner in launching several dozen SSC/BPO/ITO centres and production plants
- ✓ 1 600 completed executive search projects and over 10 000 recruitment projects
- ✓ Over 6 000 audited managers and specialists
- ✓ Over 150 Salary Surveys, which have been used by over 650 companies



WE TOOK HR OUT OF THE BOX

We are looking forward to doing business with you!
To learn more about us, please visit our websites www.testhr.pl and www.RaportPlacowy.pl