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Local recruitment firm GMP to offer RPO in region

By: Grace Chong

THE Global Manpower Professionals (GMP) Group aims to leverage on recruitment process outsourcing (RPO) to become a prominent provider of human capital solutions regionally.

The local recruitment agency will make the most of its skills in the recruitment business to offer RPO as a service, with technology provided by staffing management software solutions provider Taleo Corporation.

This is the first time that a local SME is partnering a global player to offer such a specialised human resource (HR) service in Singapore.

"GMP will invest close to \$1 million over the next three years in the RPO service to ensure that we keep up with the latest trends," said Ms Annie Yap, managing director of The GMP Group. "What we propose is an outsourcing model which can be integrated into their own businesses."

RPO is the business of acquiring, assessing and developing talent done by a third-party organisation.

The RPO service includes the creation of end-to-end recruitment operations, the development of metric reporting measurables for hiring goals and the implementation and management of the customised hiring programmes.

According to Paul Callander, managing director of Taleo for the Asia-Pacific region, this service has proved to cut HR administrative costs and the time required to fill positions by as much as 50 per cent. He also pointed out that even though many companies currently have their own HR functions, they often lack the vertical depth in such specialised functions.

"This is where GMP and Taleo can come in, to fill this gap with our expertise, and allow companies to concentrate on other strategic human resource management areas," he said.

RPO is rapidly gaining popularity in the West, especially in the telecommunications, technological and banking sectors where efficient management of their human capital can lead to gains in productivity.

Less than one per cent of companies in Singapore currently invest in RPO, but the service is gaining momentum.

GMP plans to offer this service to multinational corporations and small- and medium-sized enterprises in their recruitment of rank-and-file staff to senior-level executives.

'Our Bangkok office just opened recently,' Ms Yap said.