



## Company Profile



# OVERVIEW

**KMHR is an established company that consists of consultants that are seasoned human resource specialists who have gained experience at all levels of management across a broad spectrum of industries in diverse disciplines.**

**KMHR is a 100% black owned company with 50% ownership.**

**KMHR has a national footprint in all 9 provinces of Republic of South Africa and in SADC.**

# SERVICES

## RECRUITMENT & SELECTION

Few, if any, products on the market help customers like we do

## BULK RECRUITMENT

Customers want something easy to use that helps make their life easier

## GRADUATE PROGRAMMES

Millennials account for about a quarter of the \$48 billion spent on other products in 2018

## TRAINING & DEVELOPMENT

Loss of productivity costing consumers thousands of dollars

## BURSARY MANAGEMENT

Millennials account for about a quarter of the \$48 billion spent on other products in 2018

## ADVERTISEMENT RESPONSE HANDLING

Millennials account for about a quarter of the \$48 billion spent on other products in 2018

## HR CONSULTING

66% of US consumers spend money on multiple products that only partially resolves their issue

## LEARNERSHIP

Millennials account for about a quarter of the \$48 billion spent on other products in 2018

## ENTERPRISE DEVELOPMENT

Millennials account for about a quarter of the \$48 billion spent on other products in 2018



# RECRUITMENT & SELECTION

## HEADHUNTING

Our team can search and recruit the best candidates to fill executive and technical positions in the private and public sector.

## TEMPORARY AND PART-TIME RECRUITMENT

Our company has a database of quality candidates that are ready to undertake temp or part time opportunities.

## PERMANENT RECRUITMENT

Our extensive knowledge of the industry enables us to recruit permanent staff that our client can retain for a minimum of 10 years.

## PEOPLE LIVING WITH DISABILITY

KMHR has over the years amassed a strong database of professionals who live with a disability.



# TRAINING AND DEVELOPMENT

**KMHR works closely with clients to implement different phases in training and development. We assess, design, implement and evaluate training programmes and materials. We offer a variety of nationally accredited courses which include diploma and certificate courses.**

# HR CONSULTING



## HR PLANNING

KMHR identifies and develops HR policies for your organization.



## COMPENSATION

We add value and intellectual capital to calculate suitable wage structures, ensure compliance with wage curve, pay grades and rate ranges.



## EMPLOYMENT EQUITY

Our strengths lie in mobilizing organizations with guidance and support for legal compliance in transformation, diversity, EE and related act.



## PAYROLL SERVICES

We provide payroll processing services for executive and organizational payroll. We assist with salary structuring, annual bonuses and employee payroll deductions.



## INCENTIVE REWARDS

We help our client to develop incentive plans which emphasize a shared focus on organizational objectives.



## PERFORMANCE MANAGEMENT

We guide clients in aligning their organizational and strategic objectives with their operational objectives.



## JOB ANALYSIS

KMHR will assist in ensuring that jobs are aligned and designed to achieve the organization's objectives.



## EMPLOYEE BENEFITS

We work closely with our client to develop benefit plans i.e. pensions, variable pay, worker's compensation, health benefits, overtime and time-off programmes.



## INDUSTRIAL RELATIONS

KMHR works closely with your organization to write policies and procedures that are in line with industry regulations.

# BULK RECRUITMENT

We offer bulk recruitment on the following;

**LEARNERSHIPS AND INTERNSHIPS**

**CALL CENTER AGENTS AND SALES CONSULTANTS**

**TECHNICIANS**

**DATA CAPTURERS**

**CONSTRUCTION PERSONNEL**

*This includes labour broking.*

# BURSARY MANAGEMENT

1. **ADVERTISING & RECRUITMENT**

2. **CAPTURING APPLICATIONS**

3. **SELECTION**

4. **CONTRACTING**

5. **DISBURSEMENT & REPORTING**

6. **PROGRESS MONITORING**

# GRADUATE PROGRAMMES

1. **Development of a graduate programme, implementation plan and budget.**
2. **Establish partnerships between training providers and employers in various business units.**
3. **Recruitment & selection**
4. **Contracting all stakeholders**
5. **Coaching and mentorships**
6. **Conclude programme**





# LEARNERSHIP

1. Establish partnerships between training providers and employers/learners
2. Prepare for institutional and workplace learning
3. Development of a learnership implementation plan and budget
4. Recruitment and selection
5. Contracting all stakeholders
6. Facilitate learning and conduct all assessments
7. Conclude learning programme
8. Mentor, record and report

# ADVERTISEMENT RESPONSE HANDLING

**Rewarding applicant's emails received in the recruitment inbox (from the advert), screen applicants, capture them on an MS Excel document and quality check the list with the aim of sorting the applications into categories and finally shortlist and forward suitable candidates to the client.**

# ENTERPRISE DEVELOPMENT

## **BASELINE ASSESSMENT**

We use our unique baseline assessment tool to review every aspect of your business.

## **FINANCIAL STRATEGY**

We offer our client programmes that assist in business growth and suitability.

## **DEVELOP STRATEGIC OUTCOMES**

We will provide our client with tools that will improve the performance of our client's business.

## **MENTORSHIP**

Our mentorship and coaching programme will advance the capabilities of our participants.



# KMHR SOLUTIONS

**Tel: 079 574 0112 - Khongela**

**Tel: 072 250 9542- Keba**

**Address: 492 Xanadu Eco Estate, Hartebeespoort, 0216**

**Email: [Kmalukz@gmail.com](mailto:Kmalukz@gmail.com)**