



**Guruprasad Srinivasan**

Group CEO  
Quess Corp Limited



on boosting associate productivity to ensure the efficient maintenance of campuses and properties.

Foundit (formerly Monster.com) has invested in developing an AI-based product that automatically updates profiles on the portal and recommends suitable jobs to candidates, simplifying the selection and hiring process.

**With digital transformation reshaping the staffing and services industry, how is Quess Corp. utilizing technology to stay ahead of the curve?**

Our staffing business is one of the largest globally by headcount with 5,00,000 associates and there is a net headcount addition of around 65,000-70,000 associates every year along with an attrition level of close to 20%. This translates to Quess hiring at least one associate every minute.

Managing such a large employee base, we have developed in-house technology to manage the entire process from hiring to exit. Our digital systems are designed for associates to apply for jobs and help our recruiters hire based on the requirements. Our Hamarajobs portal helps us source people from various towns which includes Tier- 2 & Tier 3, where Tier 3 has the largest base of associates. HamaraHR is HRMS tool which helps with paperless onboarding and attendance, Alldigi is our Payroll servicing portal and Hamarabenefits

is our employee benefits tool to avail special offers and discounts especially curated for our employees.

Our manpower sourcing process is fully digitized for speed and efficiency.

**According to Quess Corp., what leadership qualities are essential in driving the company's next stage of growth?**

At Quess, we firmly uphold a vision for our employees called 'Grow Within,' as we believe our people are our greatest assets. We are committed to building leadership from within the organization. Quess invests significant time and resources in the development of our people through an extensive L&D program, offering a plethora of self-learning modules on our portal, 'Spark,' alongside tailor-made courses and mentorship programs designed for different levels within the organization.

Thanks to these concerted efforts, 46% of our people managers have been recognized as Great People Managers by the Great Manager Institute. Quess has also earned the esteemed title of Leadership Factory for 2024-2025. Additionally, we have been certified as a Great Place to Work (GPTW) for the 5th consecutive year, ranking #32 – a testament to our ongoing commitment to fostering a positive and empowering workplace culture. ■

**What are the key drivers of innovation at Quess Corp., and how do they align with your overall business objectives?**

Our innovations are designed with a key focus on speed and agility.

Our Workforce Management entity has developed digital innovations aimed at accelerating hiring, streamlining payroll processing, and enhancing recruiter productivity. Our processes are designed to connect with nearly a million associates every year.

The Global Technology Solutions entity is entirely focused on enhancing the enterprise and client experience of its digital services using AI. These efforts open new global market opportunities, contributing to our vision of becoming a \$1 billion (3X growth) company within the next 4-5 years. Key product offerings such as Smart Pay (Digital Payroll Services) and SmartHR (Digitized Hire-to-Retire tool) are significant growth drivers for this entity.

Innovation within our Operating Asset Management entity is focused