

TriStar Management Services:

Ensuring the availability of Right Skills for the Right Job at the Right Time

The Labour Laws Reforms are set to safeguard employee rights and reward them with the pay they deserve. These laws are like stumbling blocks to the companies because, earlier, if any company was hiring employees they had to get them registered separately. For example, if any company is hiring a set of five to six new employees, they had to get each one registered under the Labor Laws Reform. To find a solution for this, the present Indian Government has proposed one license, one registration, and one return for establishments, with the validity for five years the companies can hire workers for various executing projects. From managing and dealing with all the daily basis employee related issues to employee requests to payroll and change in labor laws and others, HR is the most required department in any firm. By enforcing HR Compliance organizations can prevent employee dissatisfaction and workforce imbalance.

Established in 2009, Tristar Management Services is addressing all these challenges of the industry by offering outsourcing services such as Staffing, Recruitment, Facility Services, Training, Verifications & payroll. “The company believes that with the changing technology, employee’s desire for organized and formal training has evolved, hence, we conduct training and skill development programs for the required candidates. Adding to this, we at Tristar Management also conduct employee background verification, this process carries verification of the documents submitted by the candidates”, says Hiteish Joshi, President, Tristar Management Services.

The USP of TriStar Management is maintaining the statutory payments and salaries of the employees. The company deals with employee facilities like Provident Fund, ESIC, Labor Welfare Fund, and Professional Tax. Elucidating a case study, Hiteish Joshi shares, “Our current major project is with Indian Oil, and 120 employees are working onboard across India. TriStar offers service to Indian Oil in 23 states, and the performance of our team is 100 percent. Apart from that, “We also serve international companies like Titan for which we recently provided recruitment services by hiring employees in a short span of time. We will engage our services with Google and Facebook, these projects will commence from the coming January. Our other major clients are Godrej, Asian Paints, ION Exchange, and HDFC Bank”,



Mr. Hiteish Joshi,
President

shares Hiteish. TriStar Management Services also caters services to various industries such as FMCG, Media and Entertainment, Hospitality and Aviation, Mining, Oil, Gas, and Energy sector, Logistics or Supply chain and many more.

Tristar is also aggressively active in New Age Technologies & Solutions such as ETC Fastag wherein almost 20,000 tags have been sold in span of 2 years and is one of the major players contributing towards PM's Digital Initiatives & Programs Our roll for this project is to provide end-to-end managed

services such as sourcing, recruitment, training & deployment of manpower at toll plazas across India, interfacing with Fastag issuing banks, vehicle OEM companies & their dealer network and also complete the Fastag fulfilment process by managing the back office activities.



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Adding to this, Hiteish Joshi shares the employee culture at TriStar Management, “Most of our employees are women, and to ensure their safety we have social security measures followed in our firm. The unique facility that we provide to our employees is, we have maintained a partnership with HDFC Bank which provides zero balance salary accounts along with 20 lakhs accidental insurance coverage. Another aspect that we adapted from Pepsico is facilitating the family members of our employees because I believe that only by the support of the family members our employees are able to perform well”.

TriStar is doing exceptionally well and has about 30 crores’ turnover annually and wants to expand it to bigger numbers in the next six months. “We are offering our services in cities like Delhi, Calcutta, and Mumbai, eventually, we are expanding our business internationally by establishing our services in UK, London, Dubai, and Singapore”, signs off Hiteish Joshi. 