

Job Management

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 *Orienta*

Labour management Agency



Oriente is one of the major Italian companies specialising in the development of human resources.

It was founded as a company for temporary work with ministerial authorisation number 42/99.

Its business has demonstrated constant growth and it has confirmed a solid financial base that has shown since its foundation growing profit every financial year.

Since transformation into a Labour Management Agency, Oriente has confirmed itself to be a complete partner operating in all sectors of human resources.

Oriente service has the ISO quality certificate 9001/2000.

Different areas of activity and operational divisions are managed by highly specialised personnel within the group.

ACTIVITY/SPECIALISED DEPARTMENTS

Oriente Administration / Temporary Work

Oriente Staff Leasing

Oriente Permanent / Selection of Personnel

Oriente Outplacement / professional appointment

Oriente Training

Oriente Health / medical personnel.

Time contract management Temporary work

"Short term" employment administration Temporary work



Management of time contracts is the direct continuation of a service to supply temporary work.

When the Client company needs personnel it applies to Orienta who provides research of human resources, their hiring and service. (Personnel are employed directly by Orienta even if they work with the Client).

Orienta takes responsibility for all administrative problems and management of personnel.

The Client receives monthly billing of the hours worked by personnel.

Orienta staff, expert in the selection and management of personnel, guarantees human resources selected with the greatest care for an efficient and rapid integration into the company.

Orienta's data bank is constantly updated by our area branches and by recruitment by means of advertisements in local and national newspapers, through the most important Internet job banks and by collaboration with different local structures: schools, training and orientation organisations and employment exchanges.



Staff Leasing

"Long term" employment administration.

■ Staff leasing or administration of long term labour represents a technical innovation in personnel management introduced for the first time in Italy by the Biagi reform.

■ This service allows any company to use Orienta's personnel within their own organisation without any time limit.

■ Long term employment Administration (staff leasing) can be used for several activities indicated by decree 276/03. (for example consultancy, computer science, cleaning, maintenance, concierge services, logistics, store management, marketing, call centres, etc.....) and for all cases foreseen by national collective labour contracts.

■ Such a choice enables the Client company to dispose of Orienta personnel without time limit (long term) and without having the management that remains the responsibility of the labour agency.

■ Staff leasing is an alternative to contract work.

■ Staff leasing projects are developed by Orienta in partnership with the Client by assessing the specific duties involved every time.

Permanent Personnel selection



Oriente Permanent Division is in charge of personnel research and the selection of professionals employed directly on a permanent basis.

Client companies can rely fully on Oriente staff who have a long experience and specialisation in labour and organisational psychology.

Our selection methods appraise basic and specialist knowledge, technical and professional competence, attitude, personal capacities, organizational behaviour and motivation.

After careful study of the Client's requirements, Oriente identifies the "ideal" candidates from a motivational and professional view point.

A shortlist is then given to the Client company who provides the final evaluation.

If requested by the Client, Oriente can manage the entire research process, from the creation and publication of job posting to the identification of the suitable candidate.



Outplacement

Support for professional replacement

- The Outplacement service or support for professional replacement, allows Client companies and individual workers to reintegrate into the labour market with greater ease.

- Orianta claims to be an excellent partner in managing downsizing caused by company restructuring (Collective Outplacement) or for individual cases (individual Outplacement).

- Through Outplacement Orianta offers a consulting service specialised in professional retraining and career management aimed at workers of all levels who are reintegrating into the labour market.

- Orianta personnel assists candidates to identify their professional objectives, their strengths, improvement areas and the results to be reached by identifying potential sectors and companies interested in availing themselves of their professional expertise.

Professional training



Orienta Training is an organisation for the project and development of training courses in any area required by the Client.

Courses are offered by fully qualified teachers with a long experience in the specific sector.

Orienta Training also provides a global evaluation of all trainees by means of a continual tutoring service.

Orienta has developed a system of e-learning in addition to the traditional classroom, thereby facilitating updating and exercises by the learners.

This structure is recognised by Fondo Formatemp and by several Italian Regions

Health

Paramedic personnel



For this sector, Orienta has created a division specialised in the hiring and provision of paramedic personnel, especially in the professional nurses category.

Due to the shortage of such professionals, personnel is recruited, selected and trained in foreign countries (mainly Romania). Orienta also provides assistance in obtaining the necessary documents and personnel logistics to enter Italian territory .