

QUALITY

PRODUCTIVITY



EV BUS MANUFACTURING



AUTOMOBILE



MANUFACTURING



APPAREL



ENGINEERING



RETAIL



QUALITY



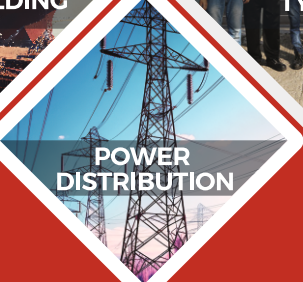
FOOD PROCESSING



SHIP BUILDING



TYRE



POWER DISTRIBUTION

COST



LAYAM GROUP

Our Commitment For Your Growth

WALL OF FAME



Congratulations
"Best ನಿರೀಕ್ಷಿಸಿದ ಸೇವಾಧಿ" (Quality Warrior)

Name	Business Partner	Month
Santosh Shirur - M	M/s Layam Flexi Solution Pvt Ltd	Aug '24

A group of men in white shirts standing on a stage, some holding awards.



YOUR JOURNEY TO HIRE EXCEPTIONAL TALENTS BEGINS HERE...

Layam, established over two decades ago, leads in HR management and business optimization, serving 250+ clients in manufacturing, automotive, and allied industries. Layam's core team has a fantastic record of exceeding client expectations regarding across **People, Process, and Performance**

Our greatest asset is our experienced core team with over 35+ years in the industry. Their dedication and commitment to delivering exceptional results have built enduring client relationships.



THE MANAGEMENT



MR. G. S. RAMESH
CHAIRMAN

Mr. Ramesh has nearly **40 years of professional experience** and continues to lead Layam, recognized as a game changer across various sectors. Previously, he excelled as **Senior VP - HR at TATA and Hyundai Motor India Limited**.

FROM THE CHAIRMAN'S DESK:

It is my pleasure to share my passion through M/s. Layam. It stems from my 40+ years of experience at TATA and Hyundai, with a clear intention to give back to society by providing opportunities to those who aspire to achieve their dreams.

Mr. Rohet Ramesh is specialized in International Business from Bordeaux University, France and holds a Masters Degree in HR/Marketing and Diploma in HR from XLRI. As the Director of Layam Group, he's a highly effective management professional known for his innovation and exemplary problem-solving skills. Under his leadership, Layam is recognized as a reputable company specializing in recruitment, staffing, learning and development, and manufacturing excellence



MR. ROHET RAMESH
DIRECTOR

OUR 4-PILLAR PHILOSOPHY

Layam Group is a pioneer, redefining workforce management with a philosophy centered on cost-effectiveness, unparalleled quality, productivity enhancement, and a strategic shift from headcount to brain count. Our bespoke solutions empower manufacturing entities to exceed their operational goals through strategic manpower management.

Cost-Effectiveness

We deliver value beyond cost-saving, optimizing workforce expenditure for maximum ROI with strategic staffing solutions.

Quality Assurance

Our precise talent matching process ensures an excellent workforce, minimizing rework and enhancing product standards.

Productivity Optimization

Boost productivity with innovative workforce strategies, deploying high-caliber talent aligned with your needs for maximum output.

From Headcount to Brain count

We prioritize quality and capability over numbers, focusing on cultivating a talented pool with critical thinking and innovation.



COST, QUALITY & PRODUCTIVITY

Our approach to manufacturing services is based on three core principles - cost, quality, and productivity. We prioritize these areas to provide our clients with superior goods and services at competitive prices. Our focus on cost, quality, and productivity makes us an ideal partner for any manufacturing endeavour. We have confidence in our ability to deliver the specific items and services our clients need at their specified rates.



Cost

We prioritize cost management while upholding quality standards, employing strategies like efficient production and waste minimization.

Quality

We've established a rigorous quality control process, thoroughly inspecting each manufacturing stage to deliver only items meeting strict requirements.

Productivity

We improve productivity by training our personnel in the latest production procedures and implementing lean manufacturing concepts.

HEAD COUNT TO BRAIN COUNT



Quality Over Quantity:

We prioritize cognitive abilities in our workforce strategy.

Expertise and Skills:

Hiring and developing experts with critical thinking skills.

Results-Driven:

This results in exceptional productivity and quality, saving time and costs.

Intellectual Capacity Focus:

Emphasis on efficiency, quality, and faster time-to-market.

Skilled Workforce Development:

Offering development programs for a creative environment.

Business Goals Alignment:

Assisting clients in achieving objectives and gaining a competitive edge.

Commitment to Excellence:

Delivering quality workforce solutions for mutual success.



OUR DIVISIONS AND BUSINESS SOLUTIONS



layam
Catalyst for Growth
**Layam
Management
Solutions (LMS)**



layam
Catalyst for Growth
**Layam
Flexi
Solutions (LFS)**



**Radram
Quality
Services**



layam
Head Count To Brain Count
**Layam Talent
Academy
Foundation
(LTAF)**



**Permanent
Recruitment**



Contractual Staffing



**Contract
Manufacturing**



Work Contract



**GCC / GDC / ODC
Development Center**

SECTORS HANDLED

**Automotive: (Mobility /
Transportation)**



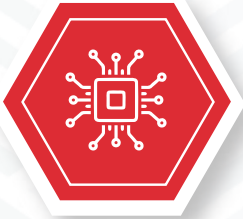
**Engineering: R & D,
Industrial Automation)**



**Manufacturing: (Core &
Specialized Industries)**



**Electronics,
Semiconductor
& Robotics**



**Pharma &
Medical Devices**



**Power & Distribution,
Renewable Energies**



**FMCG &
FMCD**



**SECTORS
HANDLED**



**Information Technology:
(AI, IoT & Cybersecurity)**





**LAYAM STRONGLY BELIEVES IN
PEOPLE, PROCESS AND PERFORMANCE**



SERVICES

PERMANENT HIRING:



We find/identify permanent (long-term) employees who are more invested in their roles and contribute to your organization's growth and success.

EXECUTIVE SEARCH:



An expert approach to senior-level executive hiring, including confidential, niche, specialized, and leadership roles that are crucial to driving your organization forward.

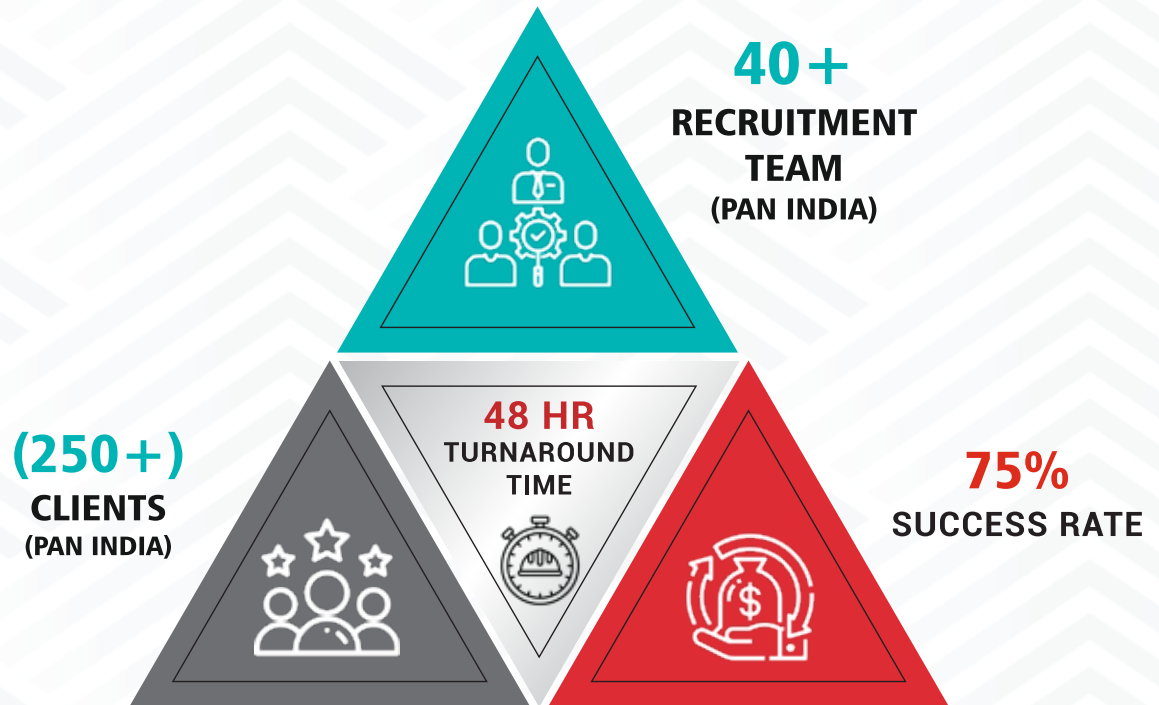
RECRUITMENT PROCESS OUTSOURCING (RPO):



A strategic partner to handle your end-to-end hiring function, either completely or partially, on a project-based or on-demand model, based on your company's requirements.

PERMANENT RECRUITMENT

We specialize in finding exceptional talent for your organization. With our vast network and industry expertise, we are dedicated to matching the right candidates with your unique requirements. We take the time to understand your culture, values, and expectations, ensuring that we identify qualified candidates who fit seamlessly into your team.



PRIME BENEFITS OF LAYAM

FUNCTIONAL ROLES WE SPECIALISE IN

Corporate

CEO / COO / CHRO / CMO / CSO
 President / VP / AVP
 Director


Top Management

Plant
 GM / HoD

Regional Office Level

Engineering- R & D
 HR / Finance / Public Relations
 Legal & Compliance
 IT & Admin support


Middle Management

Manufacturing / Plant Level

Production / Quality / Maintenance / Supply Chain / Procurement / HR & IR / Admin / Finance & Accounts / Safety (EHS).

Sales Roles

Sales (B2B / Channel / Retail / B2C)
 Marketing
 Inside sales
 Aftermarket Sales
 Services


Junior Management

Shop Floor Roles

Production Associates / Line Operators
 Technicians / Quality Inspectors / Maintenance Support
 Stores & Warehouse / Logistics & Dispatch / Plant Admin & Safety Support

CONTRACTUAL STAFFING

Contractual staffing is an excellent way for manufacturing companies to get skilled workers when they need them. By using a staffing agency, manufacturers can avoid the hassle and expense of hiring and releasing employees.



Industry Expertise: Our team's specialized skills match perfect talent to your specific needs.



Flexibility & Scalability: We help you adjust manpower as per market conditions, without the overheads of permanent hiring.



Quality Talent Pool: Access a vetted talent pool of professionals perfectly suited to propel your operations.



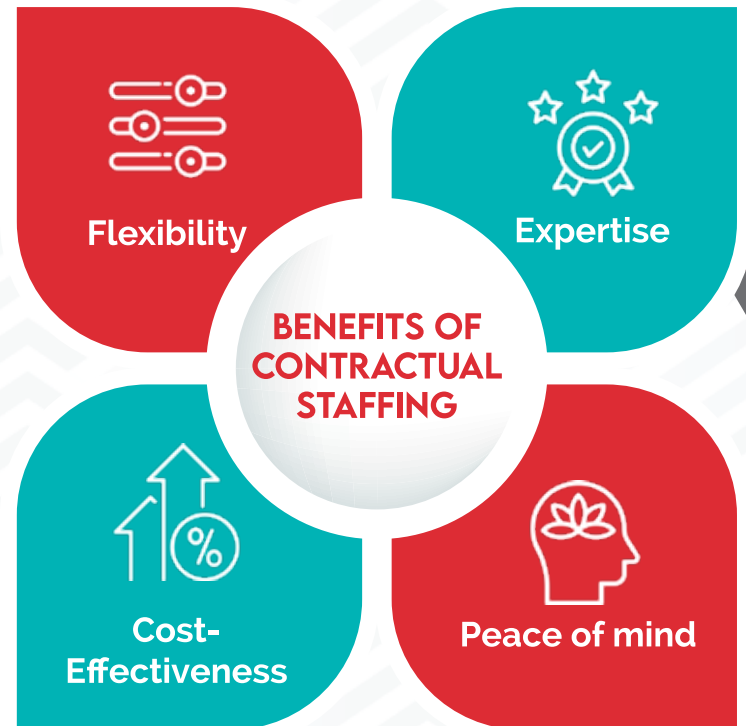
Speed to Market: We ensure quick turn-around, delivering the right people when and where you need them.



Compliance & Risk Management: Layam Group ensures compliance with labor laws, reducing your legal risks and administrative burden.



Cost-Effective Solutions: We provide high-quality manpower within your budget constraints.



LAYAM APPRENTICESHIP PROGRAM

NATS / BVOC / DVOC PROGRAM

WORK INTEGRATED SKILLS & HIGHER EDUCATION B. Voc & D. Voc Program

Competency Benchmarked Curriculum

Theory, Application, and Practice-Based

Industry as Partner

In curriculum designing, practical training & certification, Industry is a partner.

Education with Work Experience

OJT/Apprenticeship exposes to active participation in industry's processes.

Higher Education for Degree as well as Employability

Along with theory, practical and OJT distribution at industry supports the curriculum requirements for degrees.

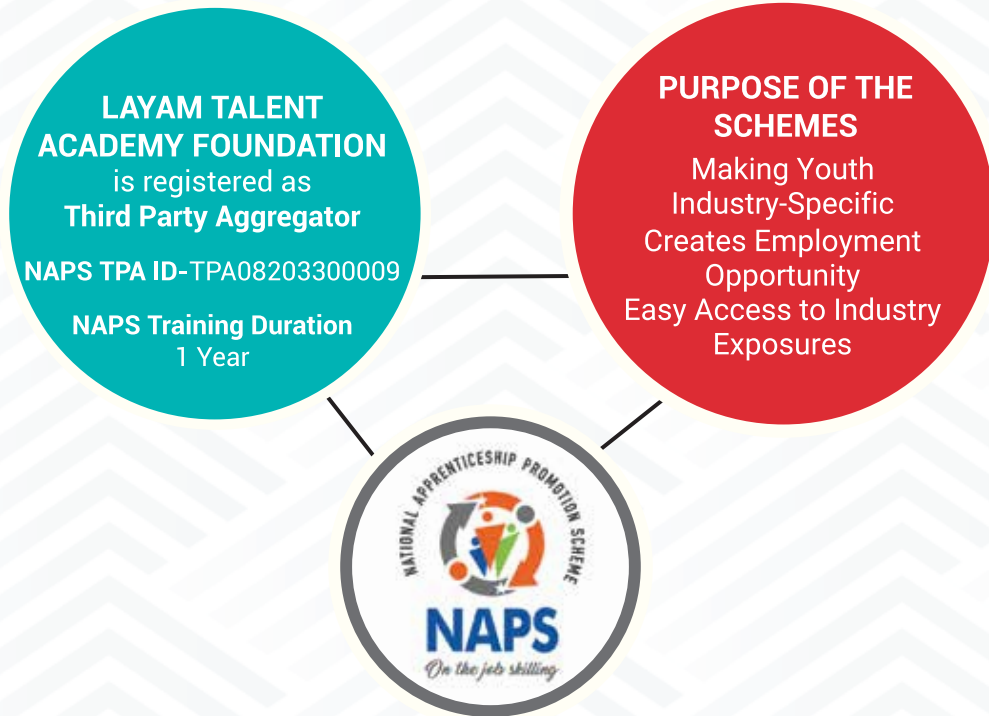
Flexible Mode of Delivery

Face-to-Face/ Online/ On-site



NAPS APPRENTICESHIP PROGRAM (NAPS)

National Apprenticeship Promotion Scheme (NAPS) is a scheme of Government of India to provide financial support to establishments undertaking the apprenticeship training at the National level. All establishments / employees with a workforce (regular and contract employees) of 30 or more are mandated to undertake apprenticeship programs in a range from 2.5% -15% of its workforce every year.



BENEFITS FOR EMPLOYER

- We offer financial support to establishments, sharing 25% of the prescribed stipend, capped at INR 1,500 per month per apprentice.
- EPF and ESI are exempted - Employers under the Apprentices Act, 1961 are exempt from EPF and ESI contributions for apprentices they engage.
- **CSR Benefit:** Companies engaging apprentices can use CSR funds for additional 'skill training' beyond the Apprentices Act requirement.
- **Cost-effective** – Hiring apprentices or temporary staff through NAPS is a cost-effective option for businesses.

WORK CONTRACT SERVICE BY LAYAM GROUP

Layam Group streamlines clients' operations, boosts efficiency, and drives project success. The innovative Technical Work Contract Service provided by Layam Group is revolutionising how companies approach their staffing needs.

FABRICATION SERVICES

Layam Group creates custom components for projects, ensuring high quality and precise specifications.

COMPLETION SERVICES AND QUALITY INSPECTION

We manage and assess quality finishes from inward tasks to outward, ensuring projects are completed on time and within budget.

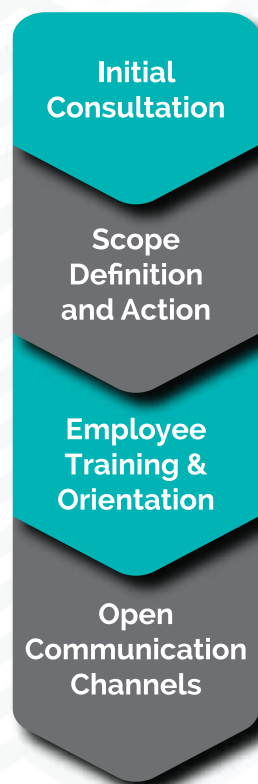
STORES AND MATERIAL MANAGEMENT

We keep inventory updated using the latest processes and technologies to enhance functionality and aesthetics.

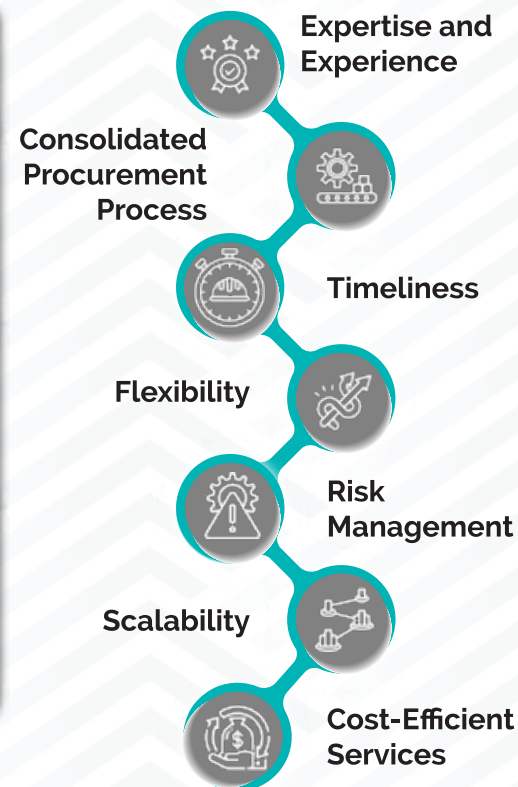
IMPROVEMENT AND MODIFICATION SERVICES

We offer services for seamlessly upgrading existing structures or processes to improve efficiency and effectiveness.

HOW IT WORKS



BENEFITS



CONTRACT MANUFACTURING

With our expertise, and commitment to quality, we offer comprehensive solutions to bring your product ideas to life.

Product Development and Design

We can refine your product concept for functionality, manufacturability, and market appeal.

Prototyping and Testing

We provide rapid prototyping services for thorough testing and validation before full-scale production.

Quality Control and Assurance

We implement rigorous quality control measures to ensure high standards of quality and reliability.

Manufacturing and Assembly

Our skilled teams use advanced equipment for precise product manufacturing and assembly.

Packaging and Logistics

We manage efficient packaging and logistics for timely deliveries.



ODC – OFFSHORE DEVELOPMENT CENTER

For foreign companies seeking to expand their operations into India, Layam provides the establishment of a fully operational offshore development center (ODC) as part of its service offering. This all-encompassing solution entails Layam assuming full responsibility for the establishment of the client-specific infrastructure, including location selection and the installation of cutting-edge technology and facilities in the office.

Team Assembly and Management

- Layam forms a highly qualified team tailored to match the client's corporate culture and project needs.
- These experts, employed by Layam, closely collaborate with the client as an integral part of their team.

Administrative and Regulatory Compliance

- Layam handles administrative tasks and ensures regulatory compliance.
- This includes managing human resources, payroll, professional development, and adherence to Indian labor laws.

Client Oversight and Project Guidance

- Clients maintain control over daily operations and project direction.
- Layam supports the client in overseeing the team and guiding the project trajectory.

Seamless Establishment and Functioning

- Layam's services ensure a seamless and uncomplicated setup of the offshore development center.
- Clients can focus on core business goals while benefiting from international growth opportunities.



TARANG - CSR DIVISION

Our corporate social responsibility activities are designed to:

- Create a significant, inclusive, and sustained impact on the society and the communities where we operate. Communities are at the centre of all our operations, our aim is to create entrenched community development and sustainable improvement thereby creating large scale societal impact.
- Collaborate with industry peers, NGOs, governmental agencies, and local communities, foundations, and other stakeholders to create inclusive development and knowledge building.
- Provide our workforce with a larger purpose beyond the economic activity of the company that will bring greater meaning and to create a sense of ownership and sense of responsibility among them.

We are committed to implementing our CSR activities with integrity and ethics, to promote well being, is sustainable and long lasting. We aim on implementing projects which are people centric, community-based model - place-based community led solutions.



WHY LAYAM?

We understand that the right manpower is not just about filling a position; it's about fueling growth and driving innovation in the manufacturing sector. Our unique approach to contractual staffing sets us apart.

Industry Expertise:

Our manufacturing-focused team's insider knowledge and specialized skills ensure we match the perfect talent to your specific needs.

Speed to Market

Our streamlined processes ensure quick turnaround times, providing you with the right people when and where you need them.

Flexibility & Scalability

Scale your workforce seamlessly with our contractual staffing services, adapting to market demands without the overheads of permanent hires.

Compliance & Risk Management

Layam Group handles staffing legalities, ensuring compliance with labour laws, and reducing your legal risks and administrative burden.

Quality Talent Pool

Access a vetted talent pool of professionals, from engineers to project managers, who fit your demands perfectly.

Cost-Effective Solutions

Achieve optimal operational efficiency without permanent staffing commitments. Our contractual staffing offers high-quality manpower within your budget.

WHY
LAYAM?



OUR KEY CLIENTS



OUR KEY CLIENTS

komax



TATA HITACHI

Reliable solutions

Lucas TVS
DRIVEN

YAZAKI

Rane
Expanding Horizons

TATA BLUESCOPE STEEL

SANDHAR
Growth. Motivation. Better Life

PIOLAX
PIOLAX Inc.

marico
make a difference

LMW

pricol

Stanadyne
Fueling Innovation

JTEKT

KIML
Kyungshin Industrial Motherson Pvt. Ltd.

Bonfiglioli
Forever Forward

Suprajit

rotork

SWITCH

TGPEL
TIMEX GROUP PRECISION
ENGINEERING LIMITED

Healthum

ROOTS
ADDING VALUE

AT-IA
AT INDIA AUTO PARTS

MILLER

HTL Ltd.

FEDERAL MOGUL

INTEVA
PRODUCTS

L&T Shipbuilding

VRV
A Daikin Industries Company

LGB

PIL

ARYA OMNITALK
WALKY TALKY (GPS TRACKING) TOLL & HTMS

AMET IWATA MOTHERSON

MEGAWIN
Designed for life. Built to last.

PMI Global Technologies

KANVA
DIAGNOSTIC SERVICES PVT LTD

MANUFACTURING PROCESS



MOBILE
MANUFACTURING



TYRE
MANUFACTURING



AUTOMOBILE
MANUFACTURING



WIRING
HARNES
PROCESS



SHIP
BUILDING



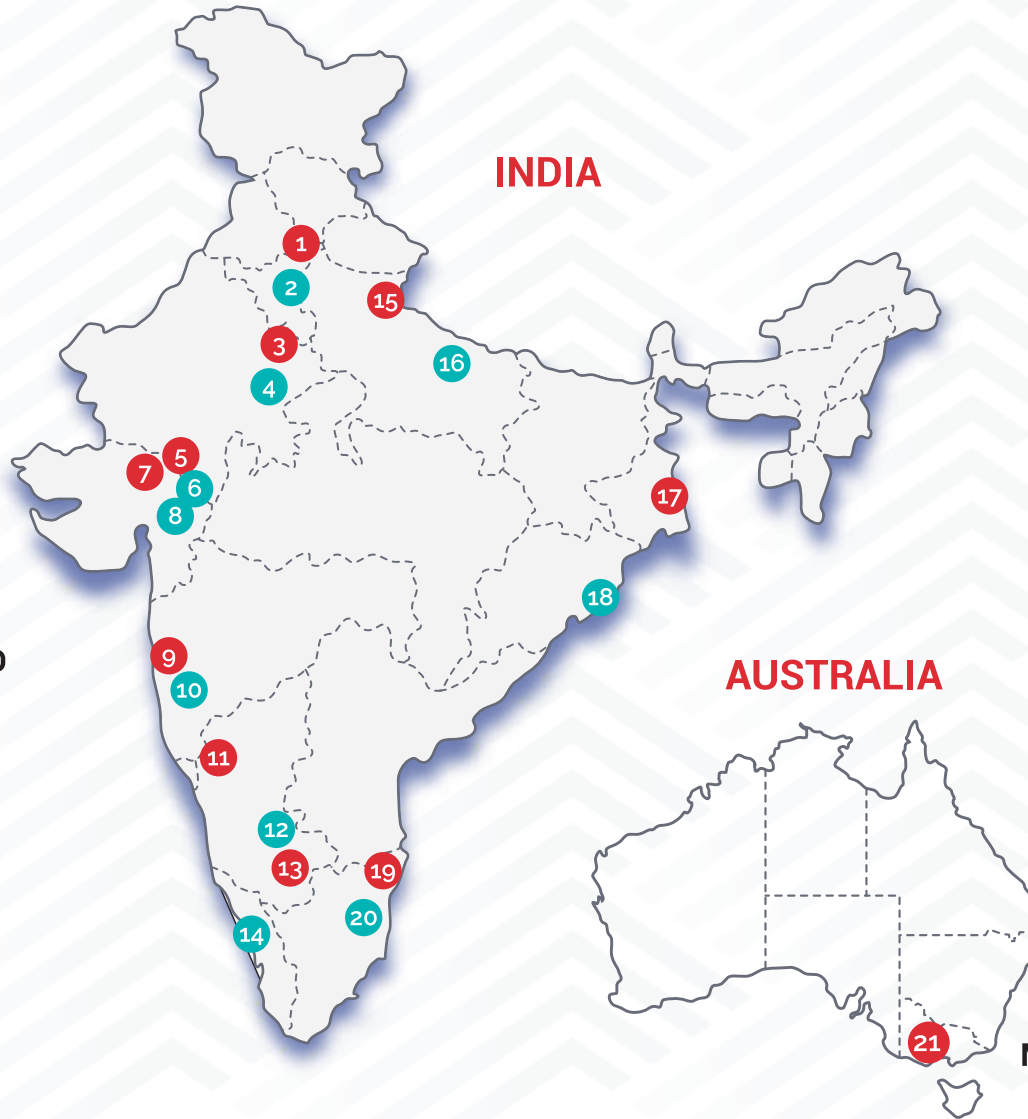
AC
MANUFACTURING

SOME OF OUR ACCOLADES



OUR PRESENCE

- 1 GURUGRAM
- 2 NEW DELHI
- 3 BHIWADI
- 4 ALWAR
- 5 BHAYLA
- 6 SANAND
- 7 KADI
- 8 AHMEDABAD
- 9 MUMBAI
- 10 PUNE



- 11 DHARWAD
- 12 BENGALURU
- 13 HOSUR
- 14 KOCHI
- 15 PANT NAGAR
- 16 LUCKNOW
- 17 KOLKATA
- 18 ODISSA
- 19 CHENNAI
- 20 TIRUCHIRAPALLI

MELBOURNE

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Bengaluru, Karnataka - 560100.

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Narre Warren, Victoria - 3805

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Trichy Malur | Hosur | Chengalpet | Sriperumbudur | Dharwad | Lucknow

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 connectus@layamweb.com

**OUR FUTURE
CORPORATE OFFICE**





TRUSTED PARTNER

COST - QUALITY - PRODUCTIVITY

**WE WISH TO
BE PART OF
YOUR GROWTH
STORY**

THANK YOU !

