

HR Solutions for your business



DEKRA SE

90 years of expertise in **Automotive, Industrial** and **Personnel**
Worldwide expert organization

DEKRA Arbeit Gruppe

Leading HR Provider in Germany and Europe

DEKRA Macedonia

HR Solutions for your business

10th Anniversary, present since 2006

OUR VISION

Just imagine a world where teamwork leads to success.
Working together. Supporting each other.
This is what we stand for and what we will continue to represent.

OUR MISSION

As a strong community, we bring together people and work.
Together. Collectively.

OUR PEOPLE VALUES

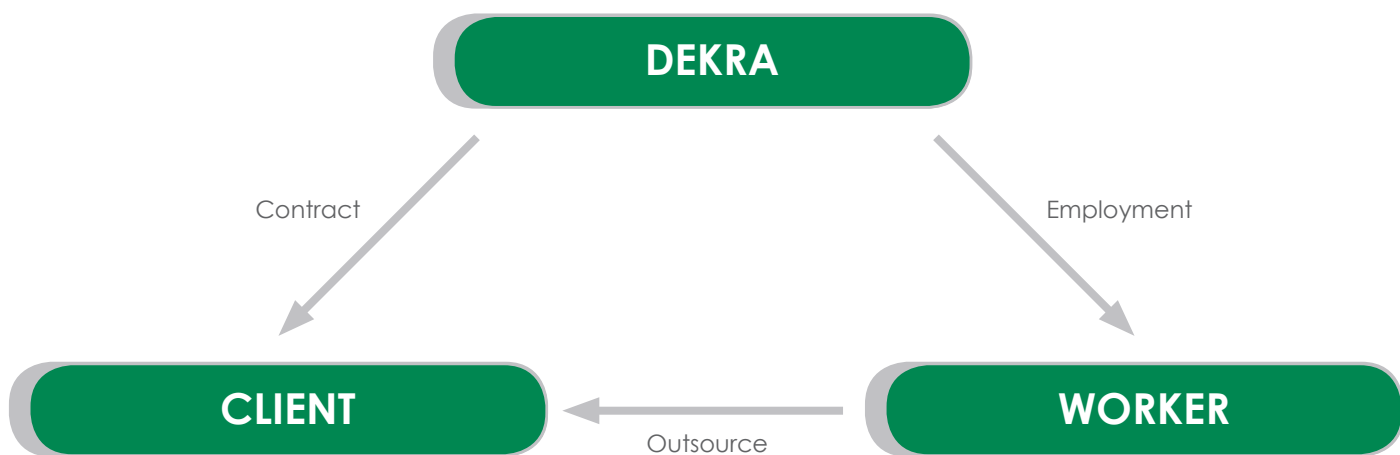
Humanity
Customer Orientation
Entrepreneurship
Togetherness
Loyalty



Temporary Employment

AGENCY WORK

Fast and **flexible** solution for **recruiting** and **hiring** workers.



31415926535 8979323846 2643383279
5028841971 6939937510 5820974944
5923078164 0628620899 8628034825
3421170679 8214808651 3282306647
0938446095 5058223172 5359408128

Permanent Placement

We focus on **comprehensive support** and **individual approach** in order to provide **solutions** for your needs for **qualified personnel**.

RECRUITMENT AND SELECTION

Recruitment

The recruitment of candidates involves locating and attracting individuals to fill in vacancies in the most efficient way by using all available sources including launching recruitment campaigns, social media and networking.

Selection

In order to find the candidate who fits best your need and the selection criteria for a particular job, we apply best-practice methodology, adopting comprehensive approach in selection of personnel including screening & shortlisting of candidates, initial discussion with the shortlisted candidates, psychometric testing, behavioral interview and references check.

Direct Search / Headhunting

Direct search incorporates selection of highly qualified personnel with certain skill set and background.



HR Development

Companies have constant need to create a framework for helping employees **develop** their personal and organizational skills, knowledge and abilities because **human capital** plays a critical role in creating and sustaining **high performance** organizations.

ASSESSMENT CENTRE

The assessment centre is designed to assess candidates' suitability for the job through various tasks, exercises in order to test skills that aren't necessarily accessible in a traditional interview. In depth insight of the employees potential helps to optimize the human capital within the company. For this purpose, we use variety of techniques and methods including:

- Standardized Psychometric Tests
- Competencies Model
- Behavioral Interviews
- Case/Scenario

ORGANIZATIONAL CLIMATE & EMPLOYEES SATISFACTION

Organizational Climate and Employees' Satisfaction is a method used for defining satisfaction and motivation factor and therewith employees' productivity. This testing is of key significance in explaining and understanding people's behavior in an organization.

ORGANIZATIONAL CULTURE & DEVELOPMENT

Organizational culture represents the collective values, beliefs and principles which governs how employees behave in organizations. DEKRA applies a valid and useful model of measuring the organizational culture because a strong organizational culture can be a primary generator of real motivation and commitment.

ORGANIZATIONAL DESIGN

Policies and procedures provide a framework in which the organization functions and at the same time define formal system of relationships and tasks at all levels in the organization. By designing a formal system, DEKRA enables clients to manage, coordinate and motivate employees to achieve long-term company goals.

OUTPLACEMENT

Our outplacement support procedure has been designed to facilitate the employment termination process due to downsizing, redundancies, by providing timely and adequate transition solutions to both employer and employee.

Our programs are tailored to the specific situation and can be applied individually, as one-on-one coaching, or to a group, as a group training / workshop.

RETENTION

The ability to attract, motivate, and retain employees has become a key component in developing a sustainable competitive advantage. Workforce trends indicate that our employees may not remain in the company throughout their career. Therefore, companies today must have strong retention mechanisms.

We create customized retention strategies that meet our Clients specific needs ensuring that "high-potentials" and core staff continue to be productive members of your company.

COACHING

Through a variety of assessment tools, DEKRA can assess the company needs including strengths and weaknesses of each employee.

The aim of this service is to support the growth and development of the company, increasing productivity and profitability, as well as cultivation of people relation, leadership and management style and behavior. Our coaching uses a creative and collaborative approach in order to produce solutions integrated into business strategies.

CUSTOMIZED TRAINING PROGRAMS

The training consists of planned programs and modules designed to improve the performance at the individual, group and at organizational level. Dekra training programs are tailored to Client's specific needs and our methods are based on interaction, multimedia and experiential learning in order to develop new skills for personal and organizational development.

Surveys & Researches

We provide variety of surveys and researches to obtain vital information about the **market**, as well as insight into the labor law regulations, trends and **workforce** movements in order to provide **support** to companies to **grow** further in sense of **manpower**:

Labour Market Survey
Compensation & Benefits Survey (Salary Survey)
Labour Law & Labour Market Consulting
Mystery Shopping
After Shopping

HR challenges are not just our everyday work, they are our **passion**.
Our knowledge and expertise allow us to have **unique** approach for every task.
Our clients are recognizing our **devotion** to the HR challenges and see a strong, reliable and longstanding **partner** in **DEKRA**.

DEKRA team Macedonia

