

# SCRIBANTE LABOUR CONSULTANTS NEWSLETTER

August 2019 Issue

Scribante Labour Consultants are a comprehensive and highly professional staffing solution company that provides payroll solutions for big and small companies, staff outsourcing for contract and permanent placements, Industrial Relations, academic, classroom training, practical and facilitation.

## Importance of Personality Profiling in The Organization

Personality and aptitude tests (psychometrics) are helpful for managing people and for understanding your employees. It is also beneficial when you are recruiting people to know more about the individual, the way that they think, feel and where they would fit into your organization.

An employee's personality can tell an employer a lot about the drive and performance potential of the employee. This is particularly important in competitive fields like marketing or sales positions. An employee who lacks drive or who does not display the desire to close sales will not fare well in those industries and is therefore not an ideal candidate for hire.

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## Advantages of HR Outsourcing

1. Cost Saving- Outsourcing HR helps reduce your costs and helps you avoid trying to financially maintain non-revenue-generating back-office expenses. Rather than having a fully-functional HR department requires additional office space and highly trained and experienced HR staff.
2. Risk Management- Employment and labour laws change regularly, and it can be difficult for you to remain up-to-date on regulations that affect your workplace. Outsourcing firms employ HR professionals whose purpose is to stay current on Department of Labour and employment laws. This will help you comply with these laws and avoid costly lawsuits brought on by employees.
3. Efficiency - Maintaining an efficient and productive workplace is critical. Outsourcing HR functions creates greater efficiency within human resources systems. Advanced human resources technology utilized by outsourcing providers, helps streamline important HR functions such as payroll, benefit administration and compliance management.
4. Employee Development - Outsourcing HR functions can help you manage employee performance and development. HR providers implement performance management plans to ensure employees comply with company policies and procedures and successfully meet your business goals

ref: <https://www.priorityhr.com/blog/entry/9-benefits-to-outsourcing-hr>

### DID YOU KNOW ??

Income Tax Return Submission  
Closing Dates:

- Branch filing closes on 31 October 2019
- eFiling closes on 4 December 2019
- Provisional taxpayers have until 31 January 2020 to file via eFiling.



### OUR SERVICES

- Customisable Services
- Placements
- Labour Outsourcing
- Payroll Administration
- Training & Learnerships
- Industrial Relations
- Monthly Management Accounts

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