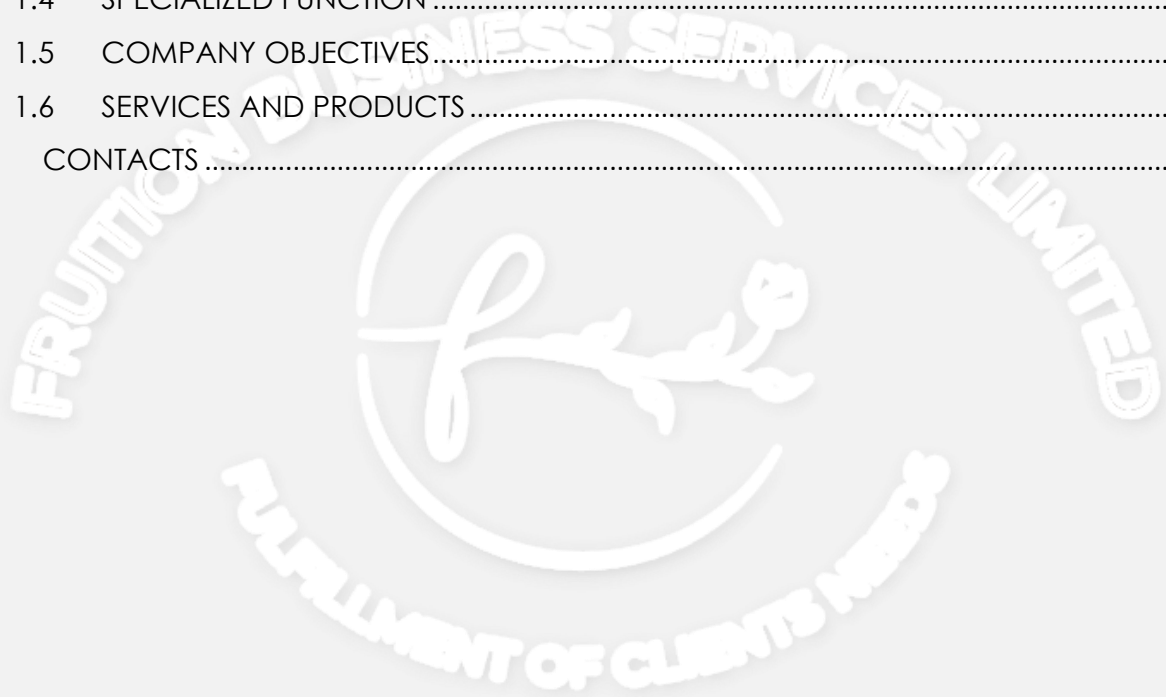




Fruition Business Services Limited

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Fruition Business Services Limited

1 INTRODUCTION (OVERVIEW)

Fruition Business Services Limited has been growing into one of the best in the country in human resource services. We aim to bring together great individual minds and great organizations. Our dedicated team of recruiters ensure effective strategies for drawing top talent.

Fruition Business Services Limited is a private company limited by share. It was registered by the Business Registration and Licensing Authority (BRELA) in September 2022 and its registration number is 157768298.

The Fruition Business Services Limited office is located at Plot. No 22 Mbagala Kuu Kaskazini, Temeke, P. O. Box 80925 Dar es Salaam.

1.1 HISTORY

Fruition Business Services Limited was established in September 2022. Fruition Business Services Limited is a business company limited by a share of two directors to provide good human resources practises as part of their educational career to help the clients fulfil their needs.

1.2 BUSINESS VIEW

Fruition Business Services Limited offers consultancy services using a strong and dedicated team of experts that focuses on the provision of quality and satisfactory services to customers.

1.2.1 OUR VISION

Fulfilment of client needs through quality service provision.

1.2.2 OUR MISSION

- i. To meet client satisfaction through the provision of products and services promptly.
- ii. To use available resources to provide quality services

1.2.3 OUR CORE VALUE

- i. **Environment;** To create trust trustworthy environment with the client, so that the client can share their needs for us to quench. Environment will be created through honesty, accountability, fairness, responsibility and teamwork.
- ii. **Communication;** Communication will be a tool to reach client needs and associate with stakeholders like government, community, competitor, supplier, staff etc.



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- iii. **Innovation and invention**; Innovation and invention are to improve and simplify ways to meet client satisfaction. This is acquired through recruiting a good team, professionals and technology.
- iv. **Delivery**; Good delivery of effective and efficient service to meet client satisfaction
- v. **Time**; Company efficiency is judged through time.

1.3 OUR GOAL

Fruition Business Services Limited offers consultancy services using a strong and dedicated team of experts that focuses on the provision of quality and satisfactory services to customers. Our goal is to concentrate on having your back and giving you peace of mind by doing the following;

- i. Guiding and helping in the hiring process.
- ii. Easing the paperwork burden
- iii. Managing employees to make smooth Human resource activities
- iv. Manage payroll and all statutory concern employees either those we are managing or those we are managing

1.4 SPECIALIZED FUNCTION

We have a few of our employees with different areas of expertise;

- i. Our recruitment specialist is trained in interview techniques, posting targeted job openings, and identifying required talent.
- ii. Human resource generalist, who can handle a variety of human resources functions, providing oversight in all departments, and designing and implementing effective work programs.
- iii. Payroll specialist trained to prepare payrolls for employees and follow up all the statutory deductions to make sure all required deductions and advise lawful on how to deal with deductions on employees' salary

1.5 COMPANY OBJECTIVES

- i. **Improving Human Resources**; Fruition Business Services Limited focuses on improving human resources. The main goal of the organization is to provide the most efficient and effective human resource services to its clients. The company will hire talented employees to implement company decisions and maintain productivity and efficiency. Our services will cover organizational structure, employee relations, training and development, focusing on reaching Company goals through improved human resources.



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- ii. **Achieving Financial success;** Our objective is the growth of company revenues, making a profit, reviewing financial performance every twelve months and identifying company costs every six months.
- iii. **Focusing on Customer Services;** The Client is the centre of our vision so we have to make sure that customer satisfaction is attained through service provision on time and a customer feedback system. This will reduce the number and frequency of customer complains
- iv. **Retaining Talented employees;** Fruition Business Services Limited aims to maintain talented employees to provide services to our clients. We shall make sure that all employees are comfortable and efficient to retain them to work with us as a team. This is done by improving and maintaining human resources.
- v. **Increasing Sales;** As a start-up business, we focus on increasing sales by acquiring more clients than we can afford and earning profit at the same time. Our target is to acquire at least five clients a year.
- vi. **Establishing Brand Awareness;** Our objectives are to increase the number of social media such as websites, media platforms like WhatsApp, telegrams Facebook LinkedIn and more which shall increase awareness and simplify communication with our clients.

1.6 SERVICES AND PRODUCTS

- i. **Recruitment Services;** Due to the shortage of qualified talent and increased competition from both local, multilateral and remote employers, HR and recruiting professionals, most organizations incur a lot of cost to recruit a qualified professional. FRUITION will help assist the organization's clients to acquire qualified professions at a considerate cost and allow our clients to allocate their energy to profit-making
- ii. **Employees management;** Employee management takes most of the organization's energy and cost because managing employees is not cheap or easy work and it affects the organization's performance. FRUITION assist its clients to manage employees and help the client to channel their energy to profit-making at a considerate price
- iii. **Payroll management;** Effective payroll management services have a significant benefit when outsourced to a professional payroll



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processing company. Such a decision facilitates and ensures employee satisfaction through accurate and timely payroll processing. FRUITION provides professional outsourced payroll management services at a reasonable price while guaranteeing on-time payroll computation and remittance of all statutory deductions.

- iv. **Human resource services;** Human resources is a vital department for any organization as human resources organize, control, coordinate and harmonize the culture of the organisation to reach targeted goals. FRUITION provides several human resources services to the organization's clients as follows, allocating human resources professionals to assist the client on all activities having gaps, policy formulation and reviews, employee performance tracking, and dealing with day-to-day HR activities at affordable prices.
- v. **Training and development services;** Training of the team on the existing policies, changes, and technology will allow the organization to move with the team and retain the qualified and very important team which results in low cost of staff management. developing a team will give the organization a chance to work smoothly and understand the required job allocations. FRUITION provides training and development service to its client and also track the adaptability of the system to the new training or company policy.
- vi. **Documentation and Human Resource Policy Design;** FRUITION helps and assists the client in need of document arrangement, creating a good file system developing good employee files also formulating human resource policies and advice.

2 CONTACTS

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