

## CLIENT -1

### DESCRIPTION:

World's 4<sup>th</sup> largest brewery which is headquartered in Copen Hagen and having India office at Gurgaon has 7 breweries across India. They have signed up with Blue Chip for HumaNET Enterprise version to automate their HR processes.

### PROBLEM:

Due to the rapid growth of the operations, maintaining the employee information, attendance, absence and over time has become time consuming task for core HR team. On the strategic HR front, having an automated system recruitment and performance management has become a pressing need.

### CHALLENGES:

With, multiple brewing/manufacturing locations and around 1000 employees working in different shifts, getting real time information on attendance, calculating overtime and leave at corporate office has become a critical business requirement for HR to process the pay roll and managing day to day man power. Also Separating employees with the clearance forms initiated for all locations and flowing for approval to central office in Gurgaon was one of the challenges they faced. As the organization was growing at a great pace in India, they were facing challenges in recruitment process which was manually handled by the HR and regional Hrs' and the yearly appraisal process had become a real pain for the HR managers.

### SOLUTION:

The company after deliberations decided to go with Humanet implementation in 2011. The team consulted with the HR team and businesses to understand the unique processes followed and made modifications in the existing product framework. Humanet Team integrated the bio-metric system which was used to capture the employee movements. Also for sales team provision was provided in the application to capture their attendance. Planning shifts and processing information has been taken care by Humanet since then. Leave module was mapped with their business policies to calculate the pay days and automate there leave and attendance processes. The pilot run for selected departments has been done and based on the feedback from the business users the solution got further refined. Once the system was stabilized, the implementation of other modules were planned. We went for phase wise implementation so that all the modules can be implemented with stabilized output. Based upon the requirements and As Is process of recruitment flow,

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application was customized which included the Recruitment requisitions to be raised by regional HR's and based on budget and approval status the work-flow moved on resulting in recruiting a candidate.

For appraisal module based on their business process we developed and provided them with a solution which was of great use to them and made the appraisal cycle very simple for the HR managers. We are currently implementing other modules which will be used by them in future like training module, travel module etc.

### **CLIENT – 2**

#### **DESCRIPTION:**

A company that offer comprehensive Fuel Management Systems for Automotive sector and also manufactures pumps, emission control. The Company is driven by technology; fully alive to the challenges of the ever-changing industry.

From its inception in 1985, the company has, since been a preferred supplier for some of the top OEMs such as Maruti Udyog, Hyundai, Cummins, Bosch, Mikuni, General Motors, TVS Motor Company, Bajaj Auto, Suzuki, Yamaha, Hero Honda Motors, etc.

#### **PROBLEM:**

With more than 3500 employees and around 9 manufacturing facilities across India and corporate office in Chennai, the major problem was to manage the shifts and control the over time in order to increase the productivity and efficiency.

#### **CHALLENGES:**

The company has different shift patterns, leave policies and over time allowances with respect to each manufacturing facilities. The pay roll has to be processed at the location level. Ensuring a proper control on the processes from corporate office has become nearly impossible. A transparent and decentralized system but with effective control from the corporate office has become the need of hour.

#### **SOLUTION:**

The IT team of the client with key users from HR evaluated many of the solutions available in the market and decided to go with HumaNET. The major 2 key reasons for selecting HumaNET were the flexibility & scalability of HumaNET and lower cost needed for customizing the business requirements. As HumaNET is a web based application, implementation was done at corporate office and that ensured maintenance cost will be less. Attendance information from different plants were made available in a centralized computer and linked it with HumaNET which ensured that information is available at corporate office. At the same time flexibility has been provided to location level HRs to define plan and maintain the shifts and leave management. The data will flow to the payroll and can be processed at location level. The system is being used for last 2 years.

### **CLIENT -3**

#### **DESCRIPTION:**

A company which is into fertilizer, seeds, engineering, lifestyle industries and services business with major manufacturing facility in Goa.

The businesses of this group have played a pivotal role in positively contributing to the Indian economy and have over the years generated employment for thousands of Indians, who have made this Group into a Rs 12,000 crore conglomerate.

#### **PROBLEM:**

With the growth of the organization, keeping track of routine employee related activities had become cumbersome. Maintaining records for a number of employees in different divisions was a real problem for which the implemented solution was not catering their needs. A different solution was required for HR automation.

#### **CHALLENGES:**

As it is a part of large business house, each company have unique business rules. Employees are working on different shifts and due to the demand from the market for their products they had to work overtime. As the policies were complex calculating the correct hours of overtime remained as a huge challenge with a manual system.

#### **SOLUTION:**

HumaNET consulting team started with a software requirement study and analysis. Based on the study document customisations needed to be done were identified. They have a future plan to integrate HumaNET with SAP. Hence the application was customized keeping that those options for future. The major benefits they could reap from the system is accurate information which help them in over time calculation and increased efficiency of HR team. The system went live few months back. The client is planning to roll out the application for another 1000 plus contract workers and 400 employees at various regional offices

## CLIENT-4

### DESCRIPTION:

One of world's fastest growing group in the flow control industry operating in Europe, America, Middle East and Far East with India office at Pune. It has emerged as a leading manufacturer of valves and steam equipment, serving diverse markets worldwide.

### PROBLEM:

With the growth of the organization, maintaining correct information in a centralized manner on attendance, absence management and overtime of on-roll and contract employees has become a tedious process for HR

### CHALLENGES:

With, multiple manufacturing locations and around 900 employees working in different shifts, getting real time information on attendance, calculating overtime and leave at corporate office has become a critical business requirement for HR to process the pay roll and managing day to day manpower.

### SOLUTION:

The company after deliberations decided to go with HumaNET implementation in 2009. The team consulted with the HR team and businesses to understand the unique processes followed and made modifications in the existing product framework. Humanet Team integrated the bio-metric system which was used to capture the employee movements. Planning shifts and processing information has been taken care by HumaNET since then. A pilot run for selected departments has been done and based on the feedback from the business users the solution got further refined. Once the system was stabilized, they added a contract labour module to manage contract labourers and agencies.