

**Case Study for Human Resource Management System**

**What they do?**

The client is a pioneer in the Shipping exports at UAE. They employ more than 400 resources, and provide export and import services for goods and products manufacturers, and retailers.

**Pre-Kwantify Service Operations:**

Prior to implementation of the Kwantify HRMS application, Alco used to manage the Employee Profile, Leave applications, Payroll, Tour, Assets, etc. on spreadsheets and paper files. For any data search related to the employee profile, their payroll or leaves details, the HR team would have to look up for the details in the paper files. For any inter departmental data updates of file processing, complete files were transferred thru emails, making the whole process clumsy and unsecured. The payroll calculations on the spreadsheets and paper files had its own set of disadvantages. Also the daily attendance details from different locations were transferred on excels to a single location where the data was assimilated and output was recorded. Asset management and tracking resorted to the paper heavy files and traceability was always a questioning point. Also the readymade reports and graphical representation of data was missing.

**Pain Points:**

The process what client was following, had the following problems:

<ul style="list-style-type: none"> <li>• Effort duplication</li> <li>• Manual processes</li> <li>• Communication delay</li> <li>• Workflow constrained</li> <li>• Large amount of paper files</li> </ul>	<ul style="list-style-type: none"> <li>• Poor data quality</li> <li>• Human error</li> <li>• Invalid or useless data</li> <li>• Poor data accuracy</li> <li>• Delay in data collection from remote site</li> </ul>	<ul style="list-style-type: none"> <li>• Data loss</li> <li>• Delay in reports</li> <li>• Poor analysis</li> <li>• Improper reports</li> <li>• Communication delay</li> </ul>
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**Solution:**

Our Solution (Kwantify HRMS) has automated their end-to-end process starting from the employee profile creation till End of Service and Knowledge Management. Kwantify has given them huge benefit in terms of productivity, resource utilization and cost savings.



**Benefits**

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| <ul style="list-style-type: none"> <li>• Increased productivity by 80%</li> <li>• 100% paperless operation</li> <li>• Real Time Data</li> <li>• 100% asset tracking</li> </ul> | <ul style="list-style-type: none"> <li>• Immediate report generation</li> <li>• High quality of data</li> <li>• Complete reduction of back office work</li> <li>• Zero communication delay</li> </ul> | <ul style="list-style-type: none"> <li>• Reduction in communication cost</li> <li>• No data entry</li> <li>• Instant data from application</li> <li>• Eliminating data loss</li> </ul> | <ul style="list-style-type: none"> <li>• Auto Process in real time</li> <li>• No Paper work and maintenance</li> <li>• Immediate decision-making</li> <li>• Proper report</li> </ul> |
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