



Silwana Infotech
Investing into Innovation

CASE STUDY

HRMS System for a Large FIBC Company Operating 365 days in Shifts Across Cities

Country
UAE

Domain
IT Services

HUMAN
RESOURCES

CLIENT PROFILE

Rishi FIBC is India's leading manufacturer and exporter of food and pharma-grade FIBCs (Flexible Intermediate Bulk Containers). They have large manufacturing units with a total of 10 plants – 3 Plants in Baroda and 7 Plants in Mysore – and a turnover of around 3000 crore INR.

Located in Baroda and Mysore cities, they are a large organization having 6500 total employees. Of them, around 1500 are regular employees while around 5000 are working as contractors.

The client faced problems managing 365 days of operations, salary calculations for regular and contractor employees, multiple shifts, and multiple contractors at different plants. They also found it difficult to integrate different types of biometric machines and manage data at central servers. Two teams using different rules and regulations to handle the same database further complicated matters for Rishi FIBC. Rishi FIBC contacted team Silwana to solve their problems.

THE CHALLENGE

The main challenges that the client was facing were:

- With 365 days of operation, multiple shifts, multiple contractors at different plants in two different cities, and a large number of employees, including regular and contractor employees – it was tough managing operations.
 - Different salary calculation logics for regular employees (monthly salary) and contractors (daily wages salary).
 - Different types of biometric machines were used across different locations, making it difficult to integrate them and manage data at the central server.
 - Two different teams at different locations and Divisions handled the same database. They worked with different sets of rules and regulations depending upon their location, division, and also the category of employees.
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We set up our Human Resource Management System (HRMS) at the client organisation. This web-based software solution is designed to automate the entire HR activity cycle and provides user-level settings and future scalability in large organisations.

- Centralised, decentralised, and hybrid modes of operations have been used together.
 - Production-based incentives provided – every employee is given a daily target they need to achieve. If they do so, they get some extra salary. Production data is fed into the system through the INFOR ERP System and Excel sheets in certain cases.
 - Rishi FIBC tried three centralised systems before HRMS but failed miserably. Many attendance policies they had previously did not work, the teams were required to put in a lot of manual work.
 - Consolidation of data across both locations was not possible as both were using different systems. Management did not get the full picture since consolidating all required data was impossible.
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OUR SOLUTION

- Shift Management (department-wise and shed-wise) of such a large number of employees has been implemented. Time attendance is managed by about 35 small teams, each with its own set of employees in that department. Each team needs to do this activity shift-wise or three times a day – meaning 35 multiplied by three activities. In each shift, different sets of teams handle different sets of employees.
 - Week off, overtime, and incentive data also need to be managed.
 - Our HRMS system provides plant or manufacturing unit-wise monthly salary costs as well as department and sub-department-wise monthly costs, which is important for the Management.
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Outcome

Once our team set up our HRMS in the client location, we helped them move their HR operations to the new system smoothly. The software was tailored perfectly to the client's needs and could offer 24/7/365 days of uninterrupted support to their extensive HR operations, aligning them across departments, teams, and manufacturing plants. With our solution, the client could standardise best practices, optimise payroll management for the entire organisation across multiple sites, and increase productivity and profitability manifolds. The entire HRMS system is at the management's fingertips with our mobile app.

A Snapshot of Results

Simplified HR-admin operations, with less paperwork to be done by the HR department and less duplication of work.

Better automated control – The HR department can access online attendance and other details directly from the system.

Online system for increased mobility

Boost employee productivity

User-friendly front-end

Easy configuration

Post-installation Support

Management of contractual data and salary generation

Centralised database

Integration with INFOR ERP for Salary Impact and to get production data

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About Silwana Infotech

Silwana Infotech is a market-leading name in global IT services. With headquarters in Dubai, UAE, development centre in India, and presence across 7+ locations, we are spearheaded by a leadership team comprising industry expert, business-technical analysts, and subject matter experts with far reaching experience of more than 2 decades.

Our comprehensive IT services range from software development, product engineering, infrastructure services, and solutions based on emerging technologies like AI, BI, IoT, Blockchain, AR-VR etc. to digital marketing, content creation and resource augmentation. Our technology products include ERP, HRMS, CRMS, and various industry-specific solutions.

As a complete IT partner for enterprises and businesses, we harness advanced technologies to conceptualize, develop, and implement innovative products and solutions that make lives easier. We are proud to be your partner in success!



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