Human Resource Management Software for Data Management for a Large-Scale Steel Manufacturer

Country

UAE

Domain

IT Services

Jayaswal NECO Industries Limited is a steel plant with a turnover of around Rs. 3500 crores. They are a leading producer of large-scale iron and steel castings for India's automotive, engineering, power, railways, and other industries.

Located in Raipur, Chhattisgarh, Jayaswal NECO Industries Limited is a large organisation having an employee strength of 7100 (including 3000 regular employees, 3000 Contractor Employees, 500 Trainee and Apprentice employees, around 25 Contractors who provide Labour for production and other services.

The company was facing problems managing data, including master data, supportive data, and transactional data for such a large number of employees. This was mainly due to miscommunication between multiple persons managing these data. Merging the data for analysis was getting very difficult.

Jayaswal NECO Industries Limited contacted team Silwana to provide software solutions for their problems.

The main challenges that Jayaswal NECO Industries Limited faced were:

- The sheer number of employees meant huge volumes of data (Master data, supportive data, and transactional data), which was difficult to manage. Multiple persons were managing the data, and miscommunication resulted in difficulty merging the data when analysis needed to be done.

- Every month, nearly 40 new regular employees were getting inducted into the organisation, with around 20 employees leaving. Around 200 contractors leave every month, while around 200 are added. Trainees who suited company requirements needed to be absorbed after every six months.

- Another problem was that the salary of Junior cadres needed to be calculated based on system attendance. But for senior cadre management, attendance data needed to be sent to a third party for salary generation.

- It was difficult to maintain documents and data (including experience data and documents and educational/qualification data and documents) for each employee as a central repository, accessible by the employee himself/herself, the department, and HO. This was due to the lack of a centralised system and large employee numbers.

- Employee Data was not properly maintained or updated. Names of department, designation, locations, licences, and joining data did not match across different sources.

- Even basic data like mobile numbers, emergency numbers, temporary addresses, and permanent addresses were incorrectly recorded or not updated.

OUR SOLUTION

We set up our comprehensive, web-based Human Resource Management System (HRMS) at the client's organisation. Its modules cover the entire HR activity cycle, and its flexibility, configurability, and scalability provide the user-level setting and future scalability at Jayaswal NECO Industries Limited. We offered all the modules of HRMS like:

- Time Office Management System – including time attendance system and policies for integration with all punching machines, auto-fetching and processing of punch data, and attendance data settlement.
  Leave Management – defining leave types, leave allocation, leave application parameters, encash able parameters, leave functions, grade-based leave crediting rules, etc.
- Data was strictly controlled grade-wise through separate groups created at different levels. Level 1 to 5 was for Junior Cadres, and level 6 to 12 were for senior cadres.
- Salary Generation- to solve the salary problem of junior and senior cadres, we created different divisions in the system for managing all contractors. The system allows tracking in case of the transfer of employees from one contractor to another.

OUR SOLUTION

- Recruitment Management Module handles applicant data management and uploading relevant documents. Employee master creation- auto details filling from Application. Documents can be uploaded relevant to qualification and experience. Department and Designation allocation after joining of employees.

- To tackle the high number of employees joining every month, we provided an Excel sheet upload for Master Data upload and change of Division.

- Training Module - Provides training and development plans and requirements

- for present and future needs for business up gradation, internal or external training management, etc

- Performance Management and Appraisal Management System – performance appraisal based on performance parameters.

- We also provided the mobile app for remote attendance and employee support.

Outcome

Once our HRMS was set up in the client location, the client could seamlessly transition to the new system. The software offered a much more consistent infrastructure across the organisation and a centralised monitoring setup resulting in numerous benefits.

A Snapshot of Results

Simplified HR-Admin Operations

Better Automated Control

User Friendly

Boost Employee Productivity

Centralised Database for Regular and Contractual Employees

Easy Configuration

Constant Post Installation Support

Get in touch with us today!

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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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