



Silwana Infotech
Investing into Innovation

CASE STUDY

Human Resource and Management System for Attendance and Employee Management for India's Leading Chemical & Fertilizer Manufacturer

Country
UAE

Domain
IT Services



CLIENT PROFILE

Gujarat Narmada State Fertilizers Corporation (GNFC) is a joint sector venture of the Government of Gujarat and the Gujarat State Fertilizer Company (GSFC). It is one of India's largest manufacturers and sellers of fertilizers and industrial chemicals.

Located in Bharuch, near Baroda, GNFC is a large organization having operations spread across remote locations in multiple cities. The company has a large employee strength of around 8000 employees in over 80 departments. With such a large staff, they faced problems managing their operations. GNFC contacted the Silwana team to streamline their operations.

The main challenges were:

- The vast number of employees
 - Retrieving Employee Details from third-party software
 - Communicating Monthly Employee Attendance Reports with the Third-Party Vendor for Salary Generation
 - Biometric Machines were not providing in/out flags to help record employee attendance.
 - Integrating about 350 biometric machines of different types from different vendors and located across 80 cities.
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CHALLENGE

OUR SOLUTION

- We installed our Human Resource Management System (HRMS) – our web-based software solution, to automate the complete HR activity cycle. The flexible, configurable, and scalable HRMS system is designed to provide user-level settings and future scalability in large organisations.
 - The Human Vision benefits of HRMS simplified HR-Admin operations for the vast number of employees at GNFC. It ensured better-automated control, wherein the HR department can now get direct online attendance and other employee details from the completely web-based System.
 - The Time Attendance System of Silwana Infotech HRMS solved the biometric machine's problem by auto-fetching and processing punch data. Thus, the system is integrated with all punching machines. The logic to calculate attendance/leave was changed thoroughly. Attendance Data Settlement, handling of Date-Employee wise Attendance Exception, and Absenteeism and Late-in/Early-out instances are calculated in a deduction in salary. Employees can also do remote punching from a mobile app, which shows the location, time, and photo. An authorized person can upload bulk attendance (in/out punch times or day-wise attendance) or any leave taken.
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OUR SOLUTION

- The Leave Management System takes care of leave rules and leave functions. Leave crediting rules, holidays, week-off, and overtime management.
 - The Payroll module of HRMS calculates user-defined earnings and deductions based on attendance. Integration with third-party is still maintained, with customizations provided as per requirement. This solved the problem of communicating Monthly Employee Attendance Reports with the Third-Party Vendor for Salary Generation.
 - HRMS provided a mobile application for the remote attendance system. Employee mobiles were registered for accessing the app and remote attendance from his/her mobile only. The mobile app can register employee details online on the main HR server. Now employees can give his/her IN/OUT punch from their registered mobile merely at the press of a button. Mobile will record time, date, and GPS location before sending securely to the server.
 - HRMS helped integrate all the various types of biometric machines in a very short time.
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Outcome

After our team launched HRMS, the client was able to seamlessly transition to the automated software system. The increased automation resulted in a more consistent Human Resource Management infrastructure across the organization, a central monitoring setup, and a dramatically improved HR activity cycle.

A Snapshot of Results

Simplified HR-Admin Operations

Better Automated Control of Attendance and other details

Easy Configuration

Adherence to Government Compliance

Integration with Biometric Machines

Time-Attendance management

Shift Management

Leave Management

Payroll Module

Multiple Earnings and Deductions based on category, grade, and location of employees

Mobile Application for Remote attendance system and Employee support system

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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