



## CUSTOMER BACKGROUND

The company is part of a leading manufacturer of automotive and non-automotive braking systems and ferrous castings.

The company provides Financial and Payroll Services to several subsidiaries of the automotive manufacturer.

## GROWTH BUT NOT BEFORE MEETING COMPLEX AND OVERWHELMING HR AND FINANCIAL PROCESSES

Human Resource Management is vital to any organization's success. This HR consulting firm was incorporated with a single notion to manage human resources pool of the parent automotive manufacturing group of companies, effectively and efficiently. Since its parent group company and its subsidiaries have been growing exponentially, this HR arm of the parent group has to deal with overwhelming and complex human resource processes. Its old systems and methodologies were incapable of handling such demanding and changing environments.

It needed a new technology that can address its HR & Payroll requirements, holistically, remain flexible and scalable, and yet be affordable and quickly deployable. The company decided to take advantage of the situation by leveraging the right HR system.

## THE OBVIOUS CHOICE

The HR consulting firm evaluated several vendors before it sealed the deal with Ramco. The company found a one-stop solution to the existing challenges and an opportunity to grow by deploying Ramco ERP on Cloud's HR application.

The solution proved to be cost-effective, requiring only an internet connection, without investment on new hardware, training or additional IT staff. Also, the company found it easy to use and deploy.

They saw all the benefits of an integrated HR system in the module, which came equipped with necessary tools and framework to better execute their functions. Since implementation, the company has been able to make sound decisions by analyzing financial data on various parameters, addressing employee complaints and grievances, effectively, and focusing more on strategy rather than on the regular administrative activities.

## MOVING AHEAD WITH RAMCO ERP ON CLOUD

From the beginning, Ramco closely worked with the HR firm and identified the opportunities and challenges. With these factors identified, and extensive due diligence completed, Ramco delivered Ramco ERP on Cloud.

The deployment was as per the plan and deadline. Ramco ERP on Cloud was packed with numerous new features which catered to all the HR-related requirements of the company such as:

- Attendance processing
- Increment processing
- Tax planning with the help of Form 16 and statutory forms
- Loan diminishing method for handling the loans procedures
- Dynamic and automated re-scheduling of loan recoveries on partial re-payments
- Enablement of statutory allowances and deductions as per the business rules

These additional features have enabled the company to address their unique challenges. By drawing disparate processes together, they have been able to gain instant access to information and thus, get valuable insights into the business. Further, it has enabled them to integrate and manage all their seven companies' human resources pool effectively.

## SOLUTION HIGHLIGHTS

- Comprehensive and integrated online HCM solution
- Quick go live
- Support for simultaneous management of multiple projects
- No IT infrastructure expenditure
- Easy scalability- flexibility to add more users based on increased project activity
- Disaster recovery and maintenance which comes as a part of Ramco ERP on Cloud
- Anytime, anywhere access: senior management can review business parameters 24X7

## AND WHAT IT MEANS TO THE HR CONSULTING FIRM TODAY

- A powerful technology with the power packed functionalities of an HR System without heavy capital investment or infrastructure
- Seamless integration across the Human Resource Management Chain, enabling efficient process execution, quicker and smart decisions, and savings on time and resources
- Efficient and on-time increments processing
- Regular attendance data uploading and processing
- Efficient payroll processing by meeting all the requirements
- Better and comprehensive payroll reports
- Introduction of Form 16 and other statutory reports/forms for tax planning
- End-to-end complex processes management such as Loans and Advances and Third Party deductions like LIC

- Availing a SaaS based ERP's generic benefits
  - Increased efficiency and productivity leading to increased profitability
  - Better time management and faster decision-making
  - Greater resource sharing, monitoring, and control
  - Increase information consistency and accuracy
  - Anytime, anywhere access feature, enabling information availability 24X7
  - Scalability and security
  - Free automatic upgrades

## CAN RAMCO DO IT FOR YOU?

Of course it can! To find out more on how Ramco can answer your need, e-mail [contactramco@ramco.com](mailto:contactramco@ramco.com)



## QUICK FACTS

### CHALLENGES & OPPORTUNITIES

- Establishing integration across key HR processes
- Managing the human resources for the company's seven subsidiaries more effectively
- Streamlining time and attendance management
  - Planning and improving increments' posting and calculations
  - Disbursing and collecting loans and advances effectively
- Processing payroll accurately and on time
- Generating various reports for analyses
  - Imposing and complying with statutory norms

### OBJECTIVES

- Maintain high standards in human capital management
- Manage a large pool of human resources effectively
- Remain supportive to the exponential growth of its parent company
- Leverage technology to remain flexible and scalable

### IMPLEMENTATION HIGHLIGHTS

- A thorough and quick assessment of existing systems and policies undertaken by Ramco experts
- After due diligence, the go-live was very quick and took only a few days due to the advantage of the cloud-based model
- Security and safety risks mitigated
  - Focused on effective change management

### EXISTING ENVIRONMENT

- Poor tracking of processes and resources across branches
- No system to track fluctuations in product demands (which experienced seasonal spurt and decline)
- Issues with computation of taxes related to imports and exports

### WHY RAMCO'S SOLUTION?

- Simple, yet comprehensive, while being scalable and flexible, offering several benefits such as cost savings and the power to grow
- Software-as-a-Service (SaaS) delivery model as there was no investment on hardware, training, or additional IT staff

### BENEFITS

- Seamless integration across its HR processes
- Access to a full-blown, world-class Human Capital Management software from a proven leader
- Quick go-live and free automatic upgrades
- Efficient and on time increments processing
  - Regular attendance data uploading and processing
  - Efficient payroll processing by meeting all the requirements
- Better and comprehensive payroll reports
- Introduction of Form 16 and other statutory reports/forms for tax planning
- End-to-end complex processes management such as loans and advances and third party deductions like LIC

