

MALAYSIA'S RENESAS ELECTRONICS CORPORATION TRUSTS RAMCO HCM

About RENESAS

Renesas Electronics Corporation is the world's largest supplier of microcontrollers. Their Malaysia division has the following Core products manufactured - Integrated circuits, Transistors and Ddiodes for application in high performance industrial and consumer products. They have approximately 2600 multilingual employees in Kuala Lumpur, Malaysia plant.

Business needs

- Legacy Payroll system was not scalable and robust enough to handle complex requirements
- Standalone leave and attendance management requiring lot of duplication and manual intervention leading to lot of errors
- Since the factory environment was having multiple shifts and rotation patterns, tracking employees across shifts was difficult
- Paper based appraisal process with manual calculation was tiresome
- Reporting to management was tedious and time consuming
- HR & payroll team were occupied with transactional administrative work rather than strategic initiatives for the HR team

Ramco Solution

- Renesas uses Ramco HCM for its manufacturing facilities in Malaysia (handling 2500 employees) and Singapore (handling 1000 employees)
- Renesas deployed Full Suite HCM to manage their HR & payroll activities
 - **Core HR** - Organization Setup, Employee Details, Employee Movements, Grievance & Disciplinary Action, Benefits Administration (Claims)
 - **Time & Attendance Management** – Schedule Management, Paid Time-off Management, Time Entry Management, Absence and Overtime Tracking
 - **Payroll** – Gross & Net Pay Calculation, Retroactive Pay & Increments, Financials (integrated with SAP), Direct Deposit Automation (with Malaysia & Singapore Statutory)
 - **Talent Management** – Competency Management, Performance & Goal Management, Succession Planning, Career Planning & Training Management
 - **Recruitment Management**- Employee Onboarding, Talent Sourcing
- Seamless Integration with time clock management in the factory

Key Business benefits

- Fully integrated solution on a single platform
- Time Evaluation and Performance Management processes are now fully automated and processed online
- Access to real-time reports and data access anytime is now possible with Ramco's web based solution
- Fully automated attendance processing and time based allowances calculation
- Automatic demerit points calculation in Performance appraisal based on tardiness



"I congratulate the entire team at Ramco on this recognition. It has tremendously helped us streamline our HR operations right from Recruitment to Succession and Career Planning. We are glad to be on a futuristic HR platform which is winning global laurels."

Mr. Zulkify bin Abdul Rahman, Senior Director, Renesas Semiconductors KL Sdn. Bhd.,