

ramco



**BELIEVERS IN
IMAGINATION!**



General Electric, an American multinational conglomerate, established in the early 1890's, ranking among the Fortune 500, stepped into India by installing the country's first hydropower plant in 1902. Today, all of its global businesses have a presence in India, and the company participates in a wide range of manufacturing, services and technology businesses. With more than 13,000 professionals across 41 legal entities and 25 different payroll policies, handling payroll has always been a hurdle. GE approached Ramco to find a solution that would help streamline the rather unwieldy payroll process.



ROADBLOCKS TO SUCCESS...

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Inorganic growth

- Multiple flexi benefit plans and with no common pay structure
- Lack of automation for JV to Oracle Financials
- Variation in tax calculations due to change in flexi options
- Non-availability of centralized data

Multiple vendors

- 20 vendors across 10 locations for different businesses
- Multiple SPOCs for collection, collation of input & output data
- Difficulty in managing retireals across 41 legal entities

Collation of manual inputs from different locations

No common SLA across various vendors

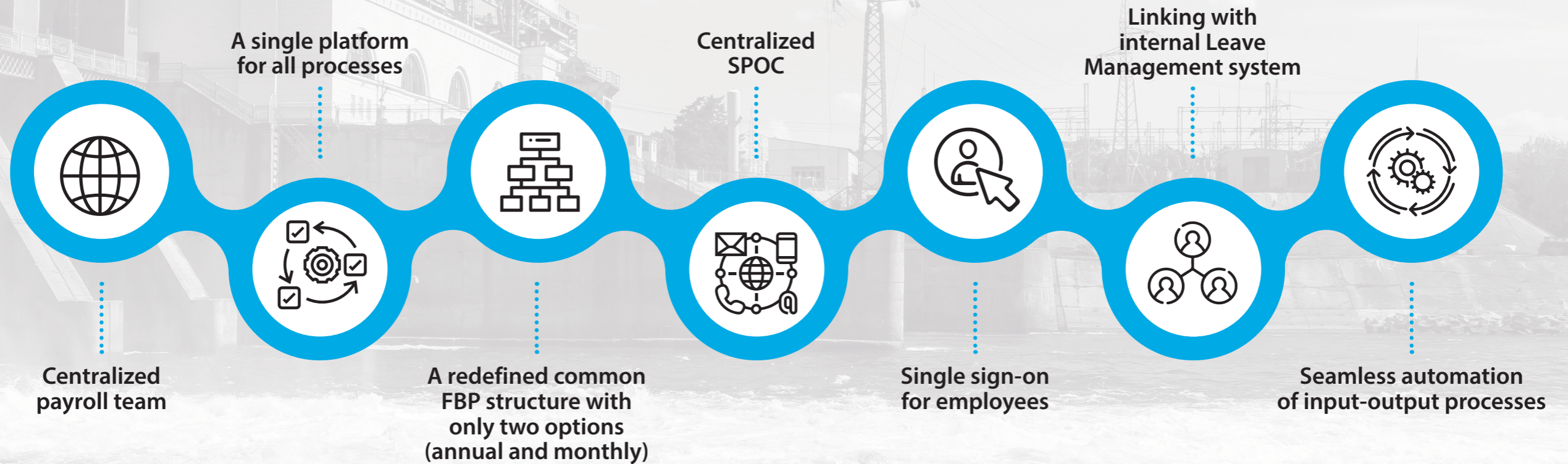
Managing inter entity movements a major challenge

No common Employee Self Service (ESS) across groups



HOW RAMCO GOT PAST IT

Ramco enabled them to experience seamless working with:



MAJOR PAYBACKS

STANDARDIZATION

- Single solution across all entities
- Automated input with minimal data entry points
- Common reports and seamless inter entity transfers
- Grade/Band Consolidation
- Common online dashboard to manage SLA Metrics

STANDARD INTERFACE

- Oracle HRMS
- KRONOS time system

EMPLOYEE EXPERIENCE

- Common Employee Self Service (ESS)
- Single touch point for Query Management
- Last mile Compliance Management
- Toolkits to manage future migration

A close-up photograph of a hand in a dark suit jacket moving a wooden chess piece on a dark, reflective chessboard. The hand is positioned in the upper right, with fingers gripping the top of a king piece. The chessboard is filled with other pieces, some in focus and some blurred in the background. The lighting is dramatic, highlighting the texture of the wood and the skin of the hand.

WANT RAMCO TO HELP YOU TOO?

To find out more on how
Ramco can answer your
needs, just drop in a mail
to

contact@ramco.com or
visit us at

www.ramco.com/payroll