

# India's leading travel company makes fHR their dream tool for the HR team



## The Overview:

Our client is one of the leading travel companies with over 2500 employees across 200 locations, rapidly acquiring businesses and hiring new people. That means we would require a system that can accommodate such dynamic nature of the organization – catering to multiple business entities and taking care of all the on-boarding challenges.

## The Challenges:

- The HR managers were spending too much time in managing attendance and payroll, keeping track of processes and procedures, across multiple systems
- They did not have clean data that created some inconsistent reporting. It is a hindrance. The data is spread across multiple systems. The leave applied report and the leave balance report of an employee do not tally
- Key in the data and wait endlessly for the report to appear on the screen. Reporting, analytics would take a long time. This was a stumbling block
- There are processes and rules for every event that was not configurable in the existing systems. For example, the employees belonging only to grade 3 and above can be a reporting manager, but employees in all grades can be an administrative manager
- Only respective business HRs and Department HRs need to be notified of every event that takes place in that department – Be it confirmation, new joinee or exit

## The fHR Approach:

Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible.

We listed out their challenges and analyzed the deviations from fHR. Instead of customizing to their business, we created list of controls with best practices and handed over to them. The controls became highly configurable to keep up with their rapid pace.

- Should a new business be added, the click of a button can do the job and so is a new location
- Hand-holding during data sanity check and data migration was done
- Data import options provided to avoid data entry for multiple changes
- Attendance and regularization processes are seamlessly integrated to create their monthly payable reports
- Transfer and exit workflow for the respective business HRs were done
- On-boarding challenges to asset provisioning were met
- Configurable event driven notifications with copies to respective senior management provided