

Case Study



Human Resources & Payroll Management System for Manufacturing Companies

Reduced Cost and Better Employee Services at SBC Tanzania through Improved HR Management System

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Customer Profile

SBC Tanzania Limited was incorporated on April 5, 2001 with a mission to revive the Pepsi Cola business in Tanzania and to transform Pepsi brands into sizeable and serious contenders for volume and share of mind in the Tanzanian market. SBC Tanzania is committed to providing the highest quality beverage to consumers and to build the strength of the Pepsi Cola brands. SBC had an excellent first year in Tanzania as its long-standing strategic focus on building a broad portfolio of carbonated beverages paid off.

Business Situation

SBC faced a number of challenges in their existing Human resource and Payroll System, thus affecting their operation efficiency. One of the major drawbacks was the time consumed by HR department to generate the payroll and related reports. The lack of transparency in the payroll system limited SBC's quick and effective decision making related to employees. The performance appraisal process in the existing system was not managed properly as it was subjective and non-participatory thus proving unsatisfactory for both the employer and the employee. To overcome such challenges SBC decided to go for a results-oriented and merit-based Human Resource and Payroll System to automate and streamline their Human Resource operations.

Solution

Techno Brain implemented InspireHRM - An integrated web-based Human Resources and Payroll Management System. The solution reduced the time taken by HR department to process the payroll and made the management specific reports available on the fly. The solution provided the operational transparency desired by SBC by providing accurate information related to employee records, recruitment, payroll, training, leaves, disciplinary and medical all at a one place. The solution provided a non-subjective, participatory and highly managed human resource and payroll system and helped SBC in strengthening the objective of a result oriented and merit based service management culture at SBC Tanzania.

Technologies:

ASP.NET, VB.NET, C#, SQL Server 2005

Benefits:

Key benefits of InspireHRM are:

Robust Functionality - The solution allows the client to choose from a web-based timesheet to a general ledger entry and the graphical user interface guides through the process

Direct Deposit - Automated payrolls systems provides reliable, confidential and direct deposit of payroll checks to unlimited accounts, as well as split deposits between multiple bank accounts saving the employees from the hassle of having to deposit their checks

Reduced Cost - The solution completes most payrolls in as little as 15 minutes, thus significantly reducing processing time and cost. Automated MIS Reports eliminates the inaccuracy and inconsistency in reports.

Customer:

SBC Tanzania is one of the leading carbonated beverages manufacturers in Tanzania. SBC committed to providing the highest quality beverage to consumers and to build the strength of the Pepsi Cola brands in Tanzania.

Industry:

Private (Manufacturing)

Business Situation:

SBC faced a number of challenges in their existing Human resource and Payroll System in terms of their payroll processing and operation transparency.

Solution:

SBC implemented Techno Brain's InspireHRM for their complicated HR operations.

Benefits:

- Reduces administrative time and cost as payroll is processed automatically without any manual intervention required by staff
- Eliminates the delays caused by manual processing of payroll
- Increased employee satisfaction