

Case Study



Human Resources & Payroll Management System for Social Security Fund Organizations

Increased Transparency and Better Employee Services at NSSF through HR & Payroll Management System

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Customer Profile

National Social Security Fund (NSSF) is National Saving Scheme mandated by Government through the National Social Security Fund Act, to provide social security services to employees in Uganda. It covers all employees in the private sector including Non-Governmental Organizations that are not covered by the Government's pension scheme. It is a scheme instituted for the protection of employees against the uncertainties of social and economic life.

Business Situation

NSSF faced a number of challenges in their existing Human resource and Payroll System in terms of their operation transparency. The lack of transparency limited NSSF'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 NSSF decided to go for a web based Integrated 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 provided the operational transparency desired by NSSF by providing accurate information related to employee records, recruitment, payroll, training, leaves, disciplinary and medical. The solution provided an integrated view of all the information related to the employees all at a one place. The solution provided a non-subjective, participatory and highly managed human resource and payroll system and helped NSSF in strengthening the objective of a result oriented and merit based service management culture at NSSF Uganda.

Technologies:

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

Benefits

Key benefits of Human Resource and Payroll Management System:

- **User Friendly:** Comprehensive and easy to use system to store and keep a track of all the confidential employee information.
- **Reduced Time for Complicated Tasks:** Automated payroll systems providing reliable and confidential direct deposit of employee payroll cheques to unlimited accounts as well as split deposits between multiple bank accounts saving the employees from the hassle of having to deposit their cheques.

Customer:

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Industry:

Public

Business Situation:

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

Solution:

NSSF 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

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- **Quick and Efficient Processing:** Reduced processing time of payroll completion of all the employees across the organization
- **Better Service:** Provide better service to employees and improve communication & interaction with all the employees