

Industry: Manufacturing

About Client

A frontrunner in India's packaging industry, this leading company specializes in manufacturing an extensive range of packaging products, spanning glass containers, specialty glass, PET bottles and related items, along with security caps and closures.

Our Collaboration & Approach:

Collaborating with S P A, all projects have been successfully executed under a Fixed Fee and Fixed Scope delivery model. The projects were efficiently delivered with an offshore-onshore ratio of approximately 80% and 20% respectively, showcasing a strategic approach to project management and resource allocation.

Implementations:

We've successfully implemented a suite of essential modules to enhance HR management and employee experience:

1. **Employee Central:** This module serves as the cornerstone of HR operations, offering a centralized platform for managing employee data, organizational structure, and workflows.
2. **Performance Management:** With this module, organizations can streamline the process of setting performance goals, conducting evaluations, and providing feedback, fostering a culture of continuous improvement.
3. **Goal Management:** Goal Management enables organizations to align individual goals with broader organizational objectives, facilitating clarity, accountability, and alignment across the workforce.

4. **Recruit Module:** This module streamlines the recruitment process, from requisition creation to candidate onboarding, helping organizations attract and onboard top talent efficiently.
5. **Time and Absence:** This module automates time tracking, absence management, and leave requests, ensuring accurate recording of employee attendance and compliance with company policies and regulations.

By implementing these modules, we've empowered organizations to optimize HR processes, enhance employee engagement, and drive organizational success.

Role of S P A in Project:

- **Solution Conceptualization and Design:**

S P A meticulously conceptualized and designed the SAP SuccessFactors (SF) implementation, ensuring alignment with the client's HR needs and organizational goals.

- **Solution Integration and Rollouts:**

S P A seamlessly integrated the SF solution into the client's existing infrastructure, facilitating smooth rollouts across the organization.

- Project Management and Solution Development:

With a dedicated focus on project management, S P A oversaw the entire implementation process, ensuring adherence to timelines and budgets.

Our team spearheaded solution development efforts, customizing SF modules to suit the unique requirements of the client.

- Duration: 11 Months Implementation and Rollouts:

Over the course of 11 months, S P A efficiently managed the implementation and rollouts of the SF solution, ensuring timely delivery and minimal disruptions to operations.

- Completion of Employee Central Module Implementation:

A significant achievement within the project timeline was the successful implementation of the Employee Central module.

S P A facilitated the seamless adoption of this pivotal module, empowering the client to centralize employee data management and optimize HR processes for enhanced efficiency and productivity.