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HRM SOFTWARE FOR A CORRUGATION COMPANY

A Case Study on Streamlined HR Operations and Performance Management

Introduction

A leading corrugation company faced challenges in managing permanent and temporary employees. They required an HRM system that could integrate KRAs, KPIs, and attendance tracking. Zolute developed a customized, open-source HRM tool with real-time attendance integration.

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Client Background

A leading corrugation company needed a solution to efficiently manage both permanent and temporary employees while streamlining HR processes.

- Key Requirements:
- Performance tracking through KRAs and KPIs
- Real-time attendance integration
- Cost-effective HRM solution

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The Challenge

1 **Diverse Workforce Management**
Handling performance metrics for both permanent and temporary employees.

2 **KRA and KPI Visibility**
Providing employees with a portal where they could easily view and update their KRAs and KPIs.

3 **Employee Objective Maintenance**
Allowing employees to log in, manage their EOs, and track their progress over time.

4 **HR Oversight**
Enabling the HR team to monitor employee performance and progress comprehensively

5 **Seamless Attendance Integration**
Integrating the HRM system with the ESSL attendance machine to fetch real-time attendance data.

6 **Cost-Effective Implementation**
Adapting an open source tool to meet specific requirements without incurring high development costs.

The Zolute Solution

Zolute developed a tailored HRM software solution by customizing an existing open source tool to align with the unique needs of the corrugation company. Key features of the solution include:

- **Employee Objective Management:** Set and update individual goals for clear progress tracking.

- **HR Monitoring Dashboard:** Provides real-time insights into employee performance.

- **ESSL Attendance Integration:** Syncs attendance data for accurate performance reviews.

- **Custom Open-Source Solution:** Cost-effective, highly adaptable to company needs

- **Unified KRA/KPI Portal:** Employees can view, update, and track performance metrics easily.

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Implementation Process

Zolute's approach to implementing the HRM solution included:

- **Requirement Analysis:** Consulted HR and management to define performance metrics.

- **Customization & Integration:** Adapted the open-source tool, added KRA/KPI tracking, and integrated ESSL attendance.

- **Iterative Testing:** Phased deployment with continuous refinements based on user feedback.

- **Training & Support:** Provided training and a dedicated support channel for smooth operations.

Results and Benefits

The customized HRM software delivered by Zolute yielded significant benefits for the corrugation company:

- **Better Performance Management:** Clear KRA/KPI tracking fosters accountability.

- **Efficient HR Operations:** Centralized dashboard simplifies monitoring.

- **Accurate Attendance Tracking:** ESSL integration ensures real-time data.

- **Cost-Effective Solution:** Open-source customization reduces costs.

- **User-Friendly Portal:** Higher engagement with easy objective tracking.

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Conclusion

Zolute successfully delivered a tailored HRM solution, improving performance tracking, streamlining HR operations, and integrating real-time attendance tracking. The cost-effective, scalable, and user-friendly system enhanced overall workforce management.

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Contact Us

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Empower your workforce with a tailored HRM solution! Optimize performance tracking, automate HR operations, and enhance employee engagement —Contact Zolute today to transform your HR management.

📞 **+971 544 961 587**

🌐 **www.zolute.consulting**

✉️ **connect@zolute.consulting**