



ramcohcm | Intuitive. In-memory. Cool Interface.

Believers in Imagination!

An American multinational conglomerate, ranking among the Fortune 500, this company that was established in the early 1890's, stepped into India by installing the country's first hydropower plant in 1902. Today, all of its global businesses have a presence in India, and the company participates in a wide range of manufacturing, services and technology businesses. With more than 13,000 professionals across 41 legal entities and 25 different payroll policies, handling payroll has always been a hurdle. The company approached Ramco to find a solution that would help streamline the rather unwieldy payroll process.

Roadblocks to Success...

Apart from handling the Payroll, other major factors that added to the resistance were:

- Inorganic growth
 - Multiple flexi benefit plans and compensation policies with no common pay structure
 - Lack of automation for JV to Oracle Financials
 - Variation in tax calculations due to change in flexi options
 - Non-availability of centralized data
- Multiple vendors
 - 20 vendors across 10 locations for different businesses
 - Multiple SPOCs for collection, collation of input & output data
 - Difficulty in managing retireals across 41 legal entities
- Collation of manual inputs from different locations
- No common SLA across various vendors
- Managing inter entity movements a major challenge
- No common Employee Self Service (ESS) across groups

How Ramco Got Past It

Ramco enabled them to experience seamless working with:

- Centralized payroll team
- A single platform for all processes
- A redefined common FBP structure with only two options (annual and monthly)
- Centralized SPOC
- Single sign-on for employees
- Linking with internal Leave Management system
- Seamless automation of input-output processes



Major Paybacks

- Standardization
 - Single solution across all entities
 - Automated input with minimal data entry points
 - Common reports and seamless inter entity transfers
 - Grade/Band Consolidation
 - Common online dashboard to manage SLA Metrics
- Standard Interface
 - Oracle HRMS
 - KRONOS time system
- Employee Experience
 - Common Employee Self Service (ESS)
 - Single touch point for Query Management
 - Last mile Compliance Management
 - Toolkits to manage future migration

Want Ramco to Help You Too?

To find out more on how Ramco can answer your needs, just drop in a mail to contact@ramco.com or visit us at www.ramco.com/hcm

