

LIVEDIGITAL TECHNOLOGIES PVT LTD



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A Highland Group Entity



Odoo HRMS Transforms HighLand Group

FMCG INDUSTRY

Introduction

Highland Group of Companies is a diversified conglomerate with multiple business units operating in various industries, including Sea Food manufacturing, Plastic Manufacturing, Export Etc. With a workforce of over 5,000 employees spread across different locations, the company faced numerous challenges in managing HR-related processes efficiently. To address these challenges, Highland Group decided to implement a robust HRMS.

Challenges

- **Recruitment Process:** The existing manual recruitment process was time-consuming and lacked proper candidate tracking, resulting in inefficiencies.
- **Onboarding and Documentation:** Onboarding was cumbersome due to the excessive paperwork and lack of a standardized process.
- **Leave Management:** The absence of a centralized leave management system led to inconsistencies in leave policies and difficulties in tracking employee leave balances.
- **Attendance Tracking:** Manual attendance tracking resulted in errors and discrepancies in employee attendance records.
- **Payroll Processing:** Manual payroll calculations were prone to errors and required significant time and effort.
- **Expense Management:** Managing employee expenses and reimbursements was challenging and lacked transparency.
- **Advance Requests:** There was no systematic process for handling employee advance requests.
- **Insurance Management:** Keeping track of employee insurance policies and claims was cumbersome.
- **TDS and Tax Compliance:** Ensuring accurate TDS calculations and tax compliance was a complex task.
- **Overtime Tracking:** Overtime worked by employees was not accurately tracked, affecting payroll accuracy.
- **Shift Scheduling:** Creating and managing employee shift schedules manually was time-consuming.
- **Exit Management:** The exit process lacked a structured approach, leading to delays in employee separation.



Solution

Highland Group implemented an integrated HRMS solution to address these challenges:

- **Recruitment Module:** The HRMS included a recruitment module with applicant tracking, resume parsing, and interview scheduling, streamlining the hiring process.
- **Onboarding Module:** A digital onboarding module was introduced to automate document collection, employee orientation, and task assignment.
- **Leave Management:** The system offered a centralized leave management platform, allowing employees to request leaves, managers to approve them, and HR to track leave balances.
- **Attendance Tracking:** Biometric or card-based attendance tracking systems were integrated into the HRMS, ensuring accurate and real-time attendance data.
- **Payroll Processing:** The HRMS automated payroll calculations, including tax deductions, allowances, and deductions, ensuring accuracy and compliance.
- **Expense Management:** Employees could submit expense claims through the system, and managers could review and approve them digitally.
- **Advance Requests:** A module for advance requests was implemented, allowing employees to request advances and HR to process them efficiently.
- **Insurance Management:** Employee insurance policies and claims were managed within the HRMS, ensuring transparency and timely processing.
- **TDS and Tax Compliance:** The system calculated TDS deductions accurately and generated tax-related reports for compliance.
- **Overtime Tracking:** Overtime hours were tracked automatically, and the system integrated this data into the payroll process.
- **Shift Scheduling:** HR managers could create and manage employee shift schedules digitally, considering employee preferences and compliance requirements.
- **Exit Management:** A structured exit management module was introduced, covering all aspects of employee separation, from exit interviews to clearance processes.

Results

The implementation of the HRMS resulted in significant improvements:

- **Efficiency:** HR processes became more efficient and less error-prone.
- **Accuracy:** Data accuracy improved across all functions.
- **Employee Satisfaction:** Employees had better access to HR services, such as leave requests and expense submissions.
- **Compliance:** The system ensured better compliance with tax and labor regulations.
- **Cost Savings:** Manual efforts were reduced, leading to cost savings for the organization.



Conclusion

Highland Group of Companies successfully implemented an HRMS solution that streamlined various HR functions, from recruitment to exit management. This comprehensive system improved efficiency, accuracy, and compliance while enhancing the overall employee experience.

About US

Livedigital Technologies Pvt.Ltd: 5 Odoo Certified Consultant (Odoo 16)

We Livedigital Technologies Pvt is a state-of-the-art technology Company acting as a platform to transform organizations into digital enterprises. LD TECH is a dynamic team of Odoo-certified experts, dedicated to fuelling business growth through Odoo ERP solutions. As your end-to-end Odoo ERP implementation partner, we excel in tailoring Odoo to match your unique business needs. Our tech-savvy Odoo architects craft customized solutions, while our skilled functional consultants ensure a seamless onboarding experience.

If you're in pursuit of an exceptional ERP solution, choose Odoo. For the best implementation partner, choose LD Tech. Let's connect and transform your business."

Our Odoo Services:

Consulting: Our Odoo experts work closely with you to assess your needs and design a strategy that leverages Odoo's capabilities to drive your business forward.

Custom Development: We create tailored Odoo modules and applications to address unique business requirements and streamline processes.

Implementation: We handle the complete Odoo implementation process, from installation and configuration to data migration and integration.

Training: Our training programs ensure that your team is proficient in using Odoo to its full potential, optimizing productivity.

Support and Maintenance: Count on us for prompt support, regular maintenance, and updates to keep your Odoo system running smoothly.

Upgrades and Migrations: We ensure your Odoo system stays up-to-date and secure through seamless upgrades and migrations.



Industries We Serve:

We have successfully served businesses across a wide range of industries, including Still Manufacturing, Sea Food Production, retail, e-commerce, healthcare, education, and more. Our industry-specific expertise allows us to understand the unique challenges you face and deliver solutions that make a difference.

Ready to Transform Your Business with Odoo?

Partner with LD TECH today and experience the power of Odoo tailored to your business needs. Contact us to schedule a consultation and take the first step toward streamlining your operations, increasing efficiency, and achieving your business goals with Odoo.

Unlock the potential of Odoo with LD Tech. Your success is our priority.

Why Choose LD Tech as Your Odoo Service Provider?

At LD Tech, we understand that every business is unique, and so are its needs. Our team of experienced Odoo experts specializes in tailoring solutions that align seamlessly with your specific requirements. Here's why you should choose us as your trusted Odoo service partner:

- 1. Expertise:** Our team comprises certified Odoo professionals with in-depth knowledge of the platform's capabilities. We stay up-to-date with the latest Odoo developments, ensuring you receive cutting-edge solutions.
- 2. Customization:** We don't believe in one-size-fits-all solutions. We work closely with you to understand your business processes and objectives, customizing Odoo modules to fit your needs perfectly.
- 3. Implementation Excellence:** From initial setup and data migration to module configuration and integration with your existing systems, we ensure a seamless Odoo implementation tailored to your business.
- 4. Training and Support:** Our commitment doesn't end with implementation. We provide comprehensive training to empower your team to make the most of Odoo. Plus, our ongoing support ensures you're never alone on your Odoo journey.
- 5. Cost-Effective Solutions:** We offer cost-effective Odoo services that deliver maximum value for your investment, helping you reduce operational costs and improve efficiency.

Contact us at

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