



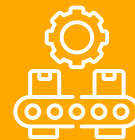
factoHR helps GHCL to
streamline and centralized
multi-location HR and
payroll process.

Meet **GHCL**

GHCL Limited is an almost four decade old giant in the Chemical, Textile and Consumer Product Industries based in Gujarat, India. It can boast of Its market reputation, double digit turnover in billions or its remarkable initiative in the renewable energy sector but what it chooses to instead boast about is its consecutive certification as 'A Great Place to Work' by its 10,000+ employees.



GHCL LTD
was promoted
in 1987



The company
is manufactured
industrial
chemicals and
textiles.



Has 4
locations across
India



Employees
6,000 +
workforce

Problem - 1



Different solutions at different locations

GHCL has four locations, and each site uses a different solution, so the configuration of HR policy or new statutory rule in each system is cumbersome and time-consuming. Each system has different reporting formats, so reconciliation is laborious and nonproductive.



Location 1
Solution A



Location 2
Solution B



Location 3
Solution C

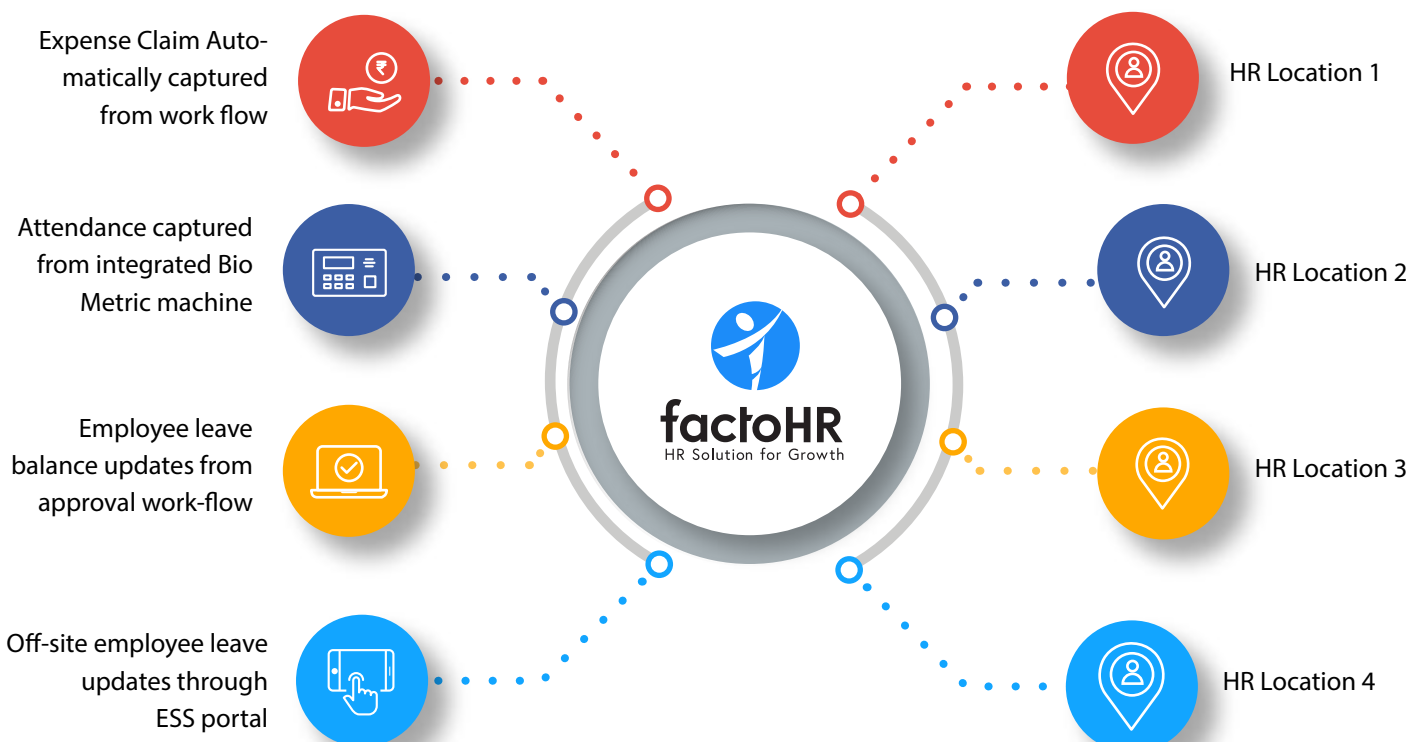


Location 4
Solution D

Solution - 1

Unified single platform for all HR needs

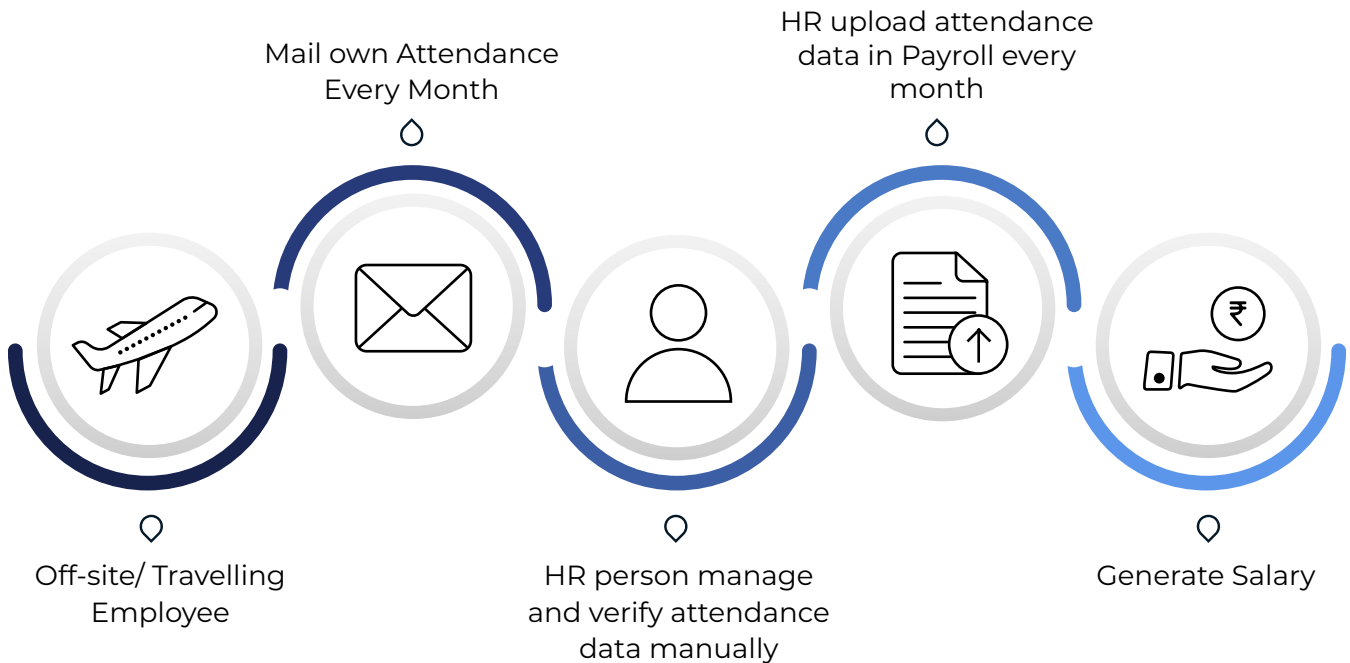
With factoHR's cloud-based, integrated solution GHCL has improved work efficiency in multi-folds and reduced payroll processing time from weeks to hours.



Problem - 2

Disconnected Attendance System

Traveling employees submit attendance through mail to their respective HR at month-end. HR has to upload attendance manually in the system, which is error prone, inefficient, and becomes a bottleneck for the entire salary process.



Solution - 2

Online attendance and leaves using ESS

Now an employee can mark their attendance or request leave from any location using factoHR's ESS portal. Attendance and leaves captured and stored in system, will be automatically considered for payroll processing.

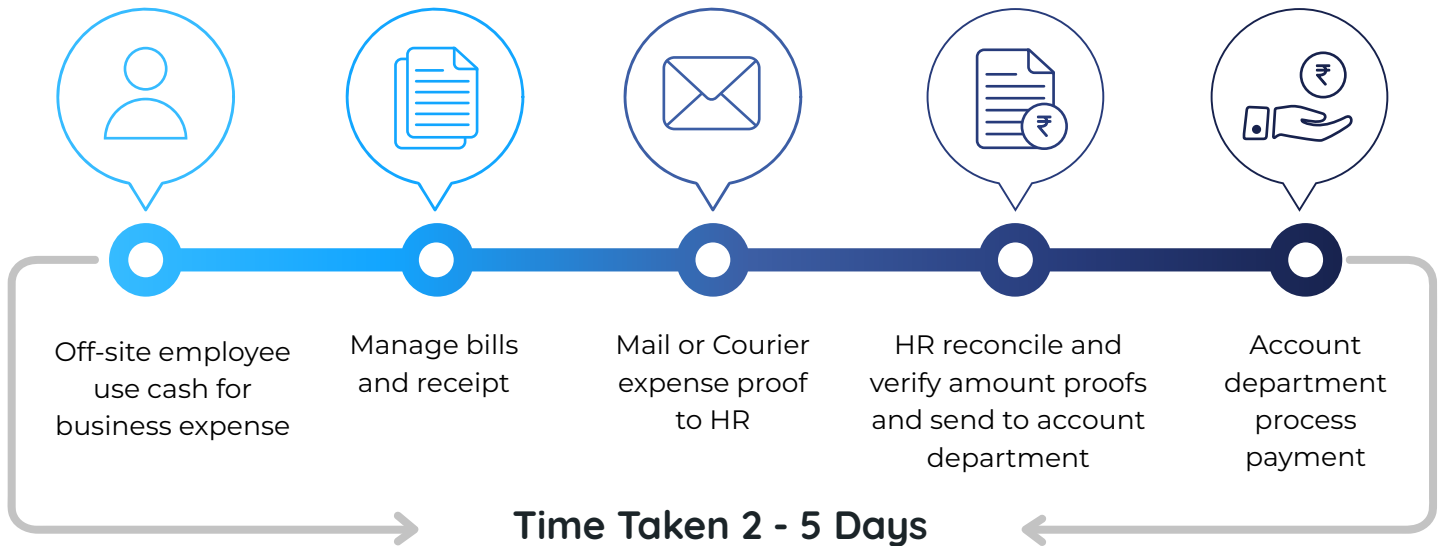
DATE	SHIFT	RAW IN	RAW OUT	TOTAL HRS	ABSEN	AB DEX	AB ODI	AB HES
01-OCT-19 MON	BOVIERL CORP_STAFF_1	08:56	13:00	04:04	08:00	06-Oct-18	18:00	09:00
		08:50	16:30	09:20	08:00	06-Oct-18	18:00	09:00
		08:56	18:22	09:26	08:00	06-Oct-18	18:00	09:00
		08:58	18:29	09:31	08:00	06-Oct-18	18:00	09:00
		08:57	18:25	09:24	08:00	06-Oct-18	18:00	09:00
		08:55	18:18	09:23	08:00	06-Oct-18	18:00	09:00



Problem - 3

Manual Application Approval

Off-site or traveling employee submit their expense claim and proofs through mail or courier to HR for verification. Then proofs are given to the accounting department for the payment. It was a time-consuming and labor intensive process.



Solution - 3

Multilevel workflow based approvals

factoHR's cloud base travel and expense module allow an employee to file expense claim with proof directly through the ESS portal. HR or manager can review and approves claims online. It simplifies expense management for employees and gives more control and visibility over employee expenses.



Implementation

GHCL has evaluate many HR platform available in market and choose factoHR to streamline and centralize their HR and payroll activities

Modules Implemented at GHCL



Travel Expense

- ✓ Travel Application
- ✓ Payment Batch
- ✓ Claim Detail
- ✓ Claim Summary
- ✓ Medical / LTA
- ✓ Eligibility Checking
- ✓ Mobile, Driver, Fuel
- ✓ Email Mobile Approval

Attendance & Leave

- ✓ Attendance / Leave Application
- ✓ Submission of Attendance
- ✓ Leave Balance
- ✓ Time sheet Entry
- ✓ Attendance / Leave Report
- ✓ Time sheet Report
- ✓ Bio-Metrics Machine Work Schedule



Payroll

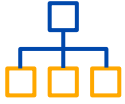
- ✓ Salary Process
- ✓ Payroll JV
- ✓ Final Settlement
- ✓ Leave Encasement
- ✓ Statutory Compliance
- ✓ Loan Eligibility
- ✓ Loan Rule Configuration
- ✓ Ad-hoc
- ✓ Arrears Calculation

The ROI & Impact of HR Tech Transformation



Operational Efficiency

GHCL has improved operational efficiency immensely and reduced total man-hours required in one payroll cycle to 400 from 3200, an 87% improvement in work efficiency.



Centralized Unified System

GHCL has eradicated all manual processes or workflows and replaced those with a single unified system that can synchronize all data, policy, and automatized processes and workflows at the global company level.



Decentralized Decision Making

Now with multilevel workflow approvals in leave, travel, and claim submission, managers are empowered to make a decision, which heightens the efficiency of each workflow.



Data Security

With factoHR's granular level access to employee's confidential data, GHCL has decentralized operation while maintaining data confidentiality and security.



factoHR's Best Practices, Integrated modules and User friendly interface helped us to create centralized platform for our organization to automate end to end processes from on-boarding till retirement of all employees.

Vinod Pandey,
IT Head, GHCL Limited.

To, know how factoHR can drive transformation
for your company ?

[SCHEDULE DEMO TODAY](#)