

Case Study

Talati and Panthaky Associated Designers LLP.

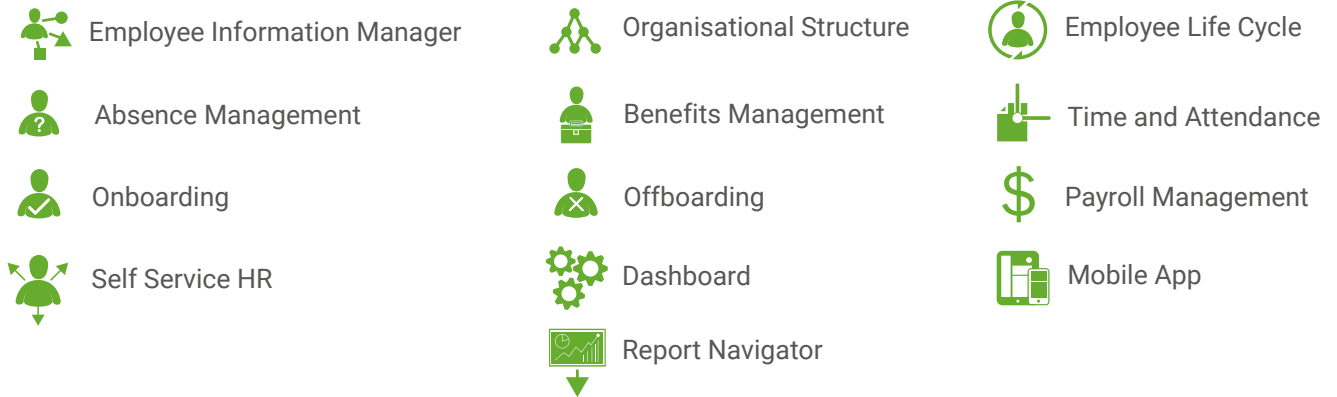
Name : Talati and Panthaky Associated Designers LLP.

Industry : Real Estate & Infrastructure

Number of employees : 300

Region : India

Organisational focus : Architecture, Interior Design and Construction Administration



About Talati and Panthaky Associated Designers LLP. (TPA)

Established in 1964, with its headquarters in Central Mumbai, TPA is a full-service design and consultancy firm that has over 50 years of experience, specialising in Architecture, Interior Design and Construction Administration. The company has a team strength of over 300 employees that comprise of architects, interior designers, engineers, draughtsman and support staff. Working towards the mission of providing design services that stand above the standard practices. Established as a premier design brand, TPA holds a large solid client base that have been with them for over 20 years.

Identified key requirements

The company's employee friendly HR policy became one of the main reasons for their pursuit towards acquiring an automated system. Upon which they were introduced to the capabilities of a HR solution that aided in minimising the long hours spent on manual record keeping and process management. With their main objective of obtaining a system that would hold in it the flexibility to fulfill their company's requirements and at the same time, accommodate their unique customisation request, it became a viable option to consider a HRIS. The manual processes that consumed and left a paper trail, and took up a large amount of effort and time also became a concern that was prompting the decision. TPA required a system that would not only automate their HR functions and adapt to their unique requirements but one that would improve its productivity.

Selecting the HR solution

The most crucial step in leaping towards a decision to change is identifying the right choice of product that would accommodate the company's requirements. To TPA, this change was moving from a fully operational manual system to an automated platform that centralised all HR processes. During the initial stages of which any company would identify and narrow down a few potential vendors suitable for the many constraints around the decision, they were introduced to PeoplesHR and its HR solutions.

The decision of including a HRIS to their company was based on the limitations which TPA was facing with the manual process that they had in place. A recommendation of PeoplesHR by their IT consultant, provided the perfect opportunity to structure their process while adapting a long-awaited change that the company was foreseeing for a while. Detailed and continuous pre-sales & sales involvement including personalised demos, POC's and workshops led by PeoplesHR paved way for the decision made by TPA. Upon evaluation PeoplesHR deemed competent in its ability to accommodate the desired requirement of the company.

The many detailed and functional aspects of the features offered through the system along with its user-friendly and attractive interface became added reasons that confirmed their choice. The system not only offered them the flexible choice of customisation to fit their unique requisites but also proved its capability of enhancing their HR functions on a centralised platform. Through which they were able to conduct all required activities in a more efficient, effective and timely manner.



The Choice of PeoplesHR as HRIS Provider

PeoplesHR is a Cloud based HRIS (Human Resources Information System) that caters towards the vast scope of operational, tactical and strategic HR functions in a company. Enabling higher performance while engaging and empowering employees to build a competitive organisation that assures continuous growth. The solution can easily be configured to meet the requirements of any business, be it a multi-national conglomerate or a budding start-up. By combining the power of Social HR, Mobility and a new level of Analytics, providing a new dimension of competitiveness to the company's HR strategy.

With the introduction of PeoplesHR the manual process that once consumed a great deal of effort and time came to a halt. The transition resulted in eliminating the paper trail that was involved and eased the information capturing and recording process with the centralisation. Features offered by the system eased the burden that was upon the HR of the company by giving employees the opportunity to directly interact with the system, in functions that can be easily handled on an individual basis. Leave applications, performance information and personal information became areas controllable and easily accessible to everyone within the organisation allowing a smoother work flow. The report generation capabilities of the system added to the benefits perceived by the company where the report extraction required lesser effort and considerably reduced the time consumed. The array of statutory reports available became an advantage, aiding further in the information capturing process. The system's use within the vicinity of TPA is more of functional nature as the implementation was a complete shift from the manual practices that were in place previously. Although the detailed features along with the continuous support towards growth gave them the confidence to make PeoplesHR their preferred choice of HRIS. Providing confidence to even move forward by further expanding the services obtained towards the strategic modules in the future.

“We were in need of an ERP solution that would be flexible to our requirements and accommodate our customisation requests and we are now able to use the HRIS system to our benefit and improve our efficiency with the ability to analyse our data with greater accuracy. We have always had constant and unfailing support from PeoplesHR and we are very comfortable with them now and look forward working with them by including several other modules such as Performance Management to continue improving our HR structure and overall capabilities as a company”

- Ria Talati

Benefits



A centralised source of information offering convenience in analyses



Higher efficiency in everyday tasks



Regulatory compliances that ease statutory reporting



Flexibility of customisable on demand reporting

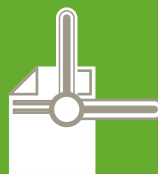
Top 4 Modules Rated Most Helpful



Report Navigator



Time & Attendance



Employee Information Manager



Absence Management

About PeoplesHR

PeoplesHR is an easily configurable cloud based HR solution that caters to the entire span of Human Resources Management of an organisation. The system creates a platform that enables all users to carry out their daily routine in a more effective manner with a higher level of efficiency, as each and every module is created in a way that creates a smooth work flow. The system encompasses a structured approach from talent acquisition, nurturing, managing tenure life-cycle, compensation & benefits and stronger employee engagement. With over 25 functional modules that are seamlessly integrated to enhance visibility, empower decisions, support and enrich employee engagement. Successful deployment of the product gives you the surety of continuous returns on the investment whilst enabling the elevation of employees to fulfill the business needs of the company with optimum functional and enterprise level collaborations.

With over 20 years of creative innovation, PeoplesHR has become one of the leading providers of human resource solutions across Australia, Africa, India, Middle East, Singapore, and Sri Lanka. Our state of the art HRIS applications that are developed to automate the HR functions and streamline the processes, cater to all HR and payroll needs of the industry from medium to large scale companies. Our presence among the telecom, finance and enterprise markets have aided us to drill deep and gather the necessary requirements to develop the system in the most comprehensive manner. We offer cloud based HRIS solutions that are built recognising requirements, unique to each individual customer, and it has become our main focus to tailor the services we offer according to the client expectations.