PeoplesHR | ZILLIONe
EXCEEDING EXPECTATIONS

Zillione, an Enterprise Technology Solutions Provider, Embraces Automation to Enhance HR Efficiency

Client Profile

Organization	:	Zillione
Industry	:	Information Technology
Location	:	Sri Lanka
Employee Count	:	200+

Introduction

A pioneer since 1979, Zillione has become a Sri Lankan powerhouse in enterprise technology solutions. Through strategic partnerships with industry giants and fostering in-house development talent, Zillione delivers best-in-class technology tailored to client needs. Over 700 clients across the globe have benefited from Zillione's "Customer First" approach. Zillione empowers businesses to overcome challenges & maximize IT investment, making their solutions the cornerstone for success in today's demanding landscape. Recognizing the ever-evolving needs of their own workforce in supporting clients, Zillione adopted PeoplesHR as their HCM provider.

The Challenges:

Recognizing the limitations of manual processes in human resources management, ZILLIONe, one of Sri Lanka's top enterprise technology solutions providers, undertook a strategic initiative to improve efficiency and accuracy. Traditionally reliant on spreadsheets and manual data entry, these processes were susceptible to human error and hindered overall effectiveness. While a rudimentary internal payroll system had been implemented, it remained inadequate, particularly in complex tax calculations and ensuring overall data integrity. These shortcomings resulted in operational delays, potential inaccuracies, and undue pressure on HR personnel.

Inefficiency:

HR staff spent excessive time on repetitive tasks like data entry, payroll processing and leave request processing.

Increased Compliance Risks:

Manual processes were prone to errors in data entry and calculations, leading to payroll discrepancies. These discrepancies could result in non-compliance with tax regulations, labor laws, and other relevant HR and payroll standards.

Employee Experience:

Employees lacked efficient self-service options for tasks like requesting leave, tracking benefits, and accessing training materials.

Lack of Insights:

Reporting was cumbersome and time-consuming, hindering HR's ability to gain valuable insights into workforce trends and make data-driven decisions.

Scalability limitations:

The existing system couldn't accommodate ZILLIONe's growth plans, making it difficult to onboard new hires efficiently, which was a crucial factor for future success.

The Solution:

To address these challenges, ZILLIONe implemented PeoplesHR, a comprehensive HCM (Human Capital Management) solution. PeoplesHR offered several features designed to streamline processes, improve data accuracy, and empower employees. Here's a breakdown of how PeoplesHR addressed specific problems:

Streamlined Processes:

PeoplesHR automated key HR workflows such as payroll processing, leave request approvals, and benefit enrollment. It provided an integrated platform for storing and managing employee data.

Employee Self-Service:

Employees gained access to a user-friendly portal where they could submit leave requests, track benefits, access training resources, and manage personal information.

Real-Time Reporting & Analytics:

PeoplesHR offered pre-built reports and a user-friendly report builder, enabling HR to generate reports with ease & gain valuable insights from workforce data. User satisfaction with report accuracy significantly increased as human error was minimized. Furthermore, report generation volume saw a remarkable 40% relative increase, showcasing the expanded capabilities and efficiency brought about by automation.

Improved Data Quality:

PeoplesHR provided tools for data validation and ensured data consistency across all functionalities.

- Bulk import features facilitated efficient data migration from existing systems, achieving a perfect 100% data completeness for transitioned employee information.

- Overall data accuracy across all modules improved, leading to increased satisfaction.

- Payroll calculations achieved a 100% accuracy rate, eliminating risks associated with human error and ensuring tax compliance.

- Employee profile completeness also saw a significant increase of 25%.

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Adaptability & Scalability:

PeoplesHR offered a flexible and scalable platform that could easily accommodate ZILLIONe's growth plans. PeoplesHR streamlined the onboarding process for new hires, facilitating their swift integration into the organization. The system's inherent flexibility allows the seamless addition of new features as business needs evolve. Data import efficiency within the Benefits Management module demonstrably improved by 78% following the implementation of a bulk upload functionality. Significantly, PeoplesHR facilitated full automation of critical HR processes, encompassing employee information management, performance evaluations, training & development programs, benefits administration, report generation, and payroll.

Transformative Results:

The implementation of PeoplesHR resulted in significant improvements across various aspects of ZILLIONe's HR operations:

Increased Efficiency: Automation of key HR functions freed HR staff to focus on strategic initiatives.

75% Payroll processing time reduced by 75%.

80% Leave request processing efficiency increased by 80%.

Data extraction efficiency also saw significant improvements,

60% increase for employee hierarchy data.

87% increase for life cycle details.

67% Benefit request processing became 67% more efficient with automated notifications & self-service options.

87% Report generation efficiency skyrocketed by 87% with pre-defined reports and a user-friendly report builder.

Improved Accuracy:

Elimination of manual data entry significantly reduced errors in employee records and payroll calculations, achieving 100% accuracy.

Enhanced Employee Experience:

Employees gained self-service options that improved their experience and reduced their dependence on HR for basic tasks.

80% Leave request efficiency increased by 80%.

50% Check-in/out efficiency rose by 50% with biometric integration.

87% Benefit application efficiency saw an 87% increase.

67% Benefit reminder efficiency jumped by 67%.

92% Benefit approval efficiency reached a staggering 92% with automated HR notifications.

75% Training need request efficiency improved by 75% with employees empowered to directly submit requests.

Data-Driven Decision Making:

Enhanced reporting provided HR with valuable insights for workforce planning, talent management, and resource allocation.

Scalability for Growth:

PeoplesHR facilitated seamless onboarding of new hires with a 67% efficiency increase and scaled effortlessly to meet ZILLIONe's growing workforce.

Sustainability:

The transition to a paperless HR system resulted in a significant reduction in paper usage, achieving a commendable 90% average monthly reduction, demonstrating ZILLIONe's commitment to environmental responsibility.

Conclusion:

ZILLIONe's successful HR transformation with PeoplesHR serves as a prime example of how modern HRIS solutions can revolutionize organizational processes. Increased efficiency, improved data accuracy, and a more empowered workforce were just some of the benefits ZILLIONe reaped from this strategic investment. This case study reinforces the significant impact HR technology can have on an organization's overall success.

About PeoplesHR:

PeoplesHR is a trusted provider of Human Capital Management (HCM) solutions across Asia Pacific, Africa, and the Middle East. The feature-rich platform caters to all HR needs, from daily tasks to strategic initiatives. With over 25 years of experience, PeoplesHR empowers over 1 million users in more than 1600 organizations across 20 industries in 40+ countries.

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