

HR Technology For Efficiency and Transparency



Legacy to New Age Technology Transformation

200 year old retail business
looking to adopt new age HR
Technology

*Redesigning HR processes, focusing
on building HR capability and
augmenting the same with new age
technology platform, this company
has truly transformed its HR
function and is on its way to build
data-driven HR practices*

Executive Summary

The traditional business was looking to modernize itself in wake of increasing competition from organized players. Building transparency and efficiency in HR were critical for survival and growth. Technology was chosen as a vehicle to drive the same.

Challenges

1000+ people organization operating with legacy HR systems and processes with distributed workforce in 8 locations. The geographical diversity posed challenges in ensuring employees have visibility to their information with HR.

The owners were keen to transition to a new age technology platform that can help them in building an efficient and effective HR function which moves up the value chain.

How Nuestr Helped

We focused on HR processes and people capabilities and worked with key stakeholders to re-design processes and build effective HR Team.

We also defined HR Technology needs and expectations by taking a 360 degree view of the same and then helped in selection of the right solution.

We program managed the implementation to ensure it meets its stated objectives

Results, Return on Investment and Future Plans

Company has since increased its number of stores by 3 thus increasing employee headcount by 180+. This has not resulted in addition of FTE in HR back-office support.

HR has moved to being more data-driven function now that all information is available in 1 system, thus further improving its credibility in the business.

We continue on our journey of data driven HR and continue to identify process improvement and technology integration opportunities for various HR processes.

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New age cloud based HR Technology solution has reduced work load on HR teams and has improved visibility of employee information. Shifting from manual processes to digital processes in all aspects of HR.

