



## Case Study of iWeb Enterprise Suite For An Auto Ancillary Manufacturing Company based out of Pune, INDIA.

The Customer makes Auto Ancillary Products out of a radical steel and iron powder and is first of its kind in India & the whole of Asia.

They have opted for all the modules of iWeb Enterprise Suite including the PRM module.

### Problems before implementing iWeb Enterprise Suite's PRM Module:

- Recruitment Management was not streamlined.
- No facility to enter direct Job Applications in the system.
- No proper Joining & Orientation process followed
- Attendance Management was done manually and hence erroneous
- OT, Travel being done manually hence not accurate
- No process of Personal Action Management being followed
- Appraisal was all haphazard
- No insurance management process in the existing system
- No direct facility to enter & update leaves directly by the employees
- Visitor Management not tracked
- Ad hoc basis of Library & Books Management.
- Salary / Wage calculation issues as people being paid on hourly basis. No proper check or Control
- No integration between Attendance, Leave & Payroll Processing
- No proper authentic MIS for the Management available currently.

### Challenges Faced by the iWeb Implementation Team:

Understanding their precise business needs and mapping them to the software was a bit cumbersome as there was a labor union to be tackled and laborers to be convinced to use the software since it was a local company and did not follow any Document / Process Standards. An onsite Study on the ISO, CMMi and Six Sigma standards was conducted for over a Month based on which the full system was designed, configured, customized and implemented. During the System Requirement Study their existing personnel were trained on managing and configuring the iWeb PRM Module.

Local Connectivity was another issue and we have deployed the solution in a LAN, WAN scenario.

Implementation in a multi-OS, browser kind of scenario as the customer uses Linux, Macintosh and even Windows 98, XP, 2000 on the client side.



### iWeb Enterprise Modules Implemented:

PRM – People Relationship Management  
Other ERP Modules

### Scenario After iWeb Enterprise Implementation:

- Recruitment Management became 100% online and streamlined with Job Application, Interview Management, Appointment Scheduling & Employee Joining all happening online in the system.
- All the HR and people issue including the hourly wage calculation issues solved miraculously under the PRM (People Relationship Management Module).
- Time and Attendance being calculated with Biometrics which is directly linked to the iWeb Enterprise Suite and the Salary / Wage calculation logic being customized and fit into the system gives accurate salary records.
- Overtime process captured in the system hence making it logical and authentic
- Travel Requests, Statements etc all made available in the system on real time basis thereby easing the pressure to compile and collaborate this data. All is available in the system as and when required 100% on a real time basis.
- In-Time, out-time and Outdoor visits being tracked properly with the system.
- Exit Process, Disciplinary Action and Full & Final Settlement along with Leave Encashment & Leave Management done totally from the PRM Module thereby reducing and eliminating all issues and errors in these process and data compilation whatsoever.
- Minute to Minute MIS with iWeb's Enterprise Suite . Also, Six Sigma based process reports to find the current Sigma levels and planning on improvements became possible.
- Implementation of appraisal management with the KRA definition gave employee totally different, fresh & very professional flavor.
- Books & periodicals tracked perfectly due to the Library Management module being implemented.
- Visitor & Security Management added a professional touch to the entire company operation and management.
- Proper Shift rotation logic managed the constant labor production planning issues and the entire Shift Management Process solved all woes of the company for people management & tracking.
- Enablement of Employee Self Service portal eased the activities to be performed by HR department as the Payslip, leave application, loan application, Travel expense & TDS projections were available to each employee in their own portal
- Since iWeb Enterprise is a totally web-based application. With a single deployment at the server – the system was up and running on all clients via browsers. The customer uses Linux, Macintosh and even Windows 98, XP, 2000 on the client side and our application is working on all OS, cross browsers – like IE, Opera, Mozilla, Mac IE.

### Winning points:

Our Winning point in this case was the strong iWeb Implementation and Customization Methodology which is made after 8 years research and experience on various projects and by strictly following the ISO, CMMi and Six Sigma Standards all blended together along with iWeb's technological miracle - The RAD Tool – 'AgileWiz BPMS™' which is a codeless tool which makes



programming redundant. The entire HR Department is now paperless and works seamlessly integrated with all other departments with all their business specific customized business logic embedded deeply into the system.