



OBEGI

SUCCESS STORY



“To ensure we could continue to deliver the best-quality services as we grow, we needed a solution that can unify HR systems onto a single platform and enable real-time reporting and analytics to provide leadership with up-to-date information. Going forward, we had to manage all of our HR, and financial data on a single integrated platform.”



THE CUSTOMER



OBEGI Group is a highly diversified company with various different business activities; Chemicals, Banking and Finance, Consumer Goods, Logistics, Agriculture, Public Health, Landscaping, and Luxury Interiors. OBEGI group was established in 1905, and is currently present in more than 20 countries (Egypt, Lebanon, Saudi Arabia, UAE, Jordan, Syria, Belgium, IRAQ, Morocco, etc.) and 3 continents with more than 3000 employees.

People365



Being a leading HCM provider in the Middle East and Africa region, with over 30 years of experience, “People365” is a comprehensive Human Capital Management System (HCMS) consisting of the Time & Workforce Management, Payroll, HR and Mobility modules. Having more than 1,000 references coming from leading companies in all types of industries, People365 is compliant with more than 70 countries’ rules and regulations. The system helps companies manage the complete work cycle, from headhunting human talents all the way to retirement. People365 operates both regionally and globally, covering the MENA region through offices in Lebanon, KSA, Egypt and Dubai.

THE CHALLENGE

The challenge has been a very manual and labor-intensive HR. Data regarding employees often gets "stuck" in the HR department and is not accessible for general management. Managers or employees do not have any visibility to their own or their team members' information, creating inefficiency and a poor employee experience.



THE SOLUTION

In 2002, People365 (Workforce) embarked on a journey to resolve OBEGI's challenge. In the efforts to optimize their HR operations and processes on the group level, and after evaluating the local, international and territory vendors, Obegi Group decided to embark People365 solution covering the Time Attendance, Payroll and HR modules in January 2020.

"The automation of Time & Workforce and Payroll operations helped improve efficiency, reduce human errors and maximize ROI. The time attendance became accurate and reliable. As for reports, they became one click away, and the payroll process was no longer a hassle! It was the smoothest and easiest implementation ever, where the team was very professional and supportive, serving all our requests promptly. We are satisfied with the implementation of this solution in different countries and looking forward to finalizing its execution in other countries as well."

PAIN POINTS



Here's a taste of what our customer said when we asked them how it felt to manage projects before they implemented People365:



“We used Workforce, the older version of People365, for many years and we were so satisfied and achieved the end results we aimed for. But, as we began to truly globalize our organization, the manual systems, manual procedures, and related costs led to frustrations amongst the leadership team, so OBEGI made the decision to move to People365 as our core HR platform.”

OBEGI's main pain points mainly included the below:

- Each entity had its own system, stakeholders and processes.
- A complicated environment built on various applications and multiple rules and policies based on different countries and currencies
- The payroll, time attendance, leave management and HR functionalities were managed separately for each entity; therefore, data and reports were consolidated manually to provide analytical figures customized as per the requirements needed.
- No Real time and accurate reports
- Manual process in managing HR functionalities subject to human error prone and time consuming.
- HR officer's time was being consumed on repetitive tasks such as tiring searching for CVs, managing performance management, tracking leave requests and employee history or gathering data to create certain reports
- Organization Unit levels in all Entities were not structured and consistent on the group level
- No Flexible Time Attendance system to enable the management of different schedules, overtime and generation of time attendance results to payroll

BENEFITS



What used to take hours of work and required several people to get the job done is now a process that manages itself.

People365 helped OBEGI Group

to overcome lots of HR and employee burdens through ensuring:

1. Implementing different schedule types and different leave regulations compliant to country's rules and regulations.
2. Consolidating all employees' info and HR data in one system
3. Providing Real Time and accurate reports
4. Consolidating and structuring the organization.
5. Providing Analytical Reports
6. Automating payroll generation supporting multiple currencies and compliant to the country's rules & regulations.
7. Automating Employment Termination
8. Reducing paper and manual work by implementing HR processes and self-service
9. Automating the leave management allowing employees to submit their leave requests and consulting their own data using the self-service
10. Integration with Active Directory and allowing users using same credentials when signing into the system

WHY PEOPLE365



- ▶ A team formed of project managers, business consultants and subject matter experts with more than 30 years of experience in implementing HR processes with knowledge in different rules and regulations available in different countries.
- ▶ Useful project implementation methodology allowing the users to launch the system in a short period.
- ▶ A responsive Support team with exceptional quality service and presence in different countries in the region covering the services hours required.
- ▶ Engagement of the project and support team to answer customer needs and requirements.