

mitsuLIFT SUCCESS STORY



People365[®]
HCM

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“Seeking a transition to an automated environment and connected business processes, we adopted People365 HCM solution. Efficiency and analytics have improved significantly. Moreover, we gained the ability to measure the performance of our employees and make data-driven decisions effectively.”

THE CUSTOMER

Mitsulift has a long history in elevators, escalators and moving systems at large. Founded in 1984, the company was born out of a Lebanese industrial family, starting as a reseller of products made by Japan's Mitsubishi Electric Corporation. In 2000, Mitsulift Group started a joint venture with Mitsubishi Electric Corporation spreading its expertise to developing countries most affected by hectic urbanization. Mitsulift has become the region's leading company with operations in Cyprus, Ghana, Greece, Ivory Coast, Jordan, Malta and Nigeria, rolling a development model that focuses on long-term local investment.

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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.

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THE CHALLENGE

With more than 500 employees, the mission of our HR department was complicated before adopting People365. They had to deal with manual procedures with no real time data and reports. Managers and employees did not have any visibility to their own or their team members' information, creating inefficiency and a poor employee experience. Also, employee evaluation used to be far from being employee-centric.

THE SOLUTION



Mitsulift implemented People365 solution covering Time & Workforce Management, Payroll and Performance Appraisal. The implemented modules enabled Mitsulift to easily create compliant error-free payrolls, efficiently manage employees' time attendance, leaves, shifts and schedules and systematically evaluate resources performance thanks to a parametrized interface with access to customized and automated reports. Moreover, performance management has become more focused on employee wellbeing and support through evaluating, developing and rewarding systems. Not to forget that reports became available at the touch of a button.

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PAIN POINTS

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

“ Due to the usage of manual procedures we had been facing lots of pain points including:

- The payroll data was exported manually into Excel, and then manually imported into the accounting system which was time consuming and subject to human error.
- No Real time and accurate reports
- Reports prepared manually
- Data and reports were not consolidated.
- No Flexible Time Attendance system to enable the management of different schedules, overtime and generation of time attendance results to payroll
- No available systems for a seamless employee performance appraisal ” ✓

BENEFITS

“Simply, we get more work done, quicker and better. Productivity is up. Errors are down. Employees are happier.”

People365 helped Mitsulift to overcome lots of HR and employee burdens through:

1. Consolidation of all employees' info in one system and providing flexibility to implement different regulations and be compliant to different countries' rules
2. Payroll Reports Consolidation
3. Real Time Reports
4. Management and automation of data stream
5. Automation of payroll generation to Accounting System
6. Automation of payroll generation to Bank Transfer Files and providing flexibility to implement different files and banks templates
7. Reduced paper and manual work
8. Automation of leave management allowing employees to submit their leave requests and consult their own data using the self-service
9. Time racking system for employees attending work from any location
10. A platform that supports data consolidation and modelling in order to support robust analytics
11. Implementation of new functionality such as user interface, dashboards, and mobile capabilities.
12. Elimination of manual and paper-based record keeping
13. Easier and faster decision-making process based on business & personnel performance and cost parameters
14. Robust data driven analytics enabling executive management to make faster and informed strategic decisions

“People365 team is professional, knowledgeable and provided excellent support. The solution enables us to work efficiently and timely from any location. Thanks to People365, our managers are able to receive real-time accurate data to make the best decisions possible.”



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