



People365<sup>®</sup>  
HCM

# Antoine

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**Antoine**

Librairie Antoine S.A.L  
Since 1933

OPENING HOURS

Mon - Fri 8:30 - 19:00

Sat 8:30 - 18:00

مكتبة أنطوان ش.م.ل.

**LIBRAIRIE ANTOINE**

**S U C C E S S   S T O R Y**

*"The implementation of People365's Time Attendance, Payroll, and Recruitment modules was smooth and efficient. These solutions, along with excellent post-sales support, have automated our processes and improved our HR management efficiency. The user-friendly interface and robust features have made it easier to manage employee attendance, handle payroll compliance, and streamline recruitment. People365 has had a positive impact on our HR operations, allowing us to prioritize strategic initiatives and employee development."*

– Tony Saadeh- HR Manager | LIBRAIRIE ANTOINE

## THE CUSTOMER



Librairie Antoine is a renowned Lebanese bookseller, book distributor, and publisher. The organization plays a leading role within the retail landscape, featuring an impressive network of 12 bookstores across Lebanon.

The company reaches markets beyond its borders, engaging in wholesale and distribution in vital export markets such as Saudi Arabia, the Gulf countries, and Morocco. Notably, Librairie Antoine benefits from the power of global e-commerce, further amplifying its reach and impact in the literary world.

Being a leading HCM provider in the Middle East and Africa region, with over 32 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 1,200 references coming from leading companies in all types of industries, People365 is compliant with more than 72 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 UAE, KSA, Egypt and Lebanon.

## THE BUSINESS NEEDS

Understanding the need to adapt to modern business requirements, Librairie Antoine needed to revamp its HR operations. The primary objective was to optimize their human resource processes, which had long been reliant on labor-intensive manual tasks that left room for mistakes. The transition from Excel spreadsheets to an integrated Human Capital Management (HCM) system became paramount to effectively manage employee attendance and payroll processes while adhering to regulatory laws. Librairie Antoine's teams had to start the payroll process at least one week before its generation, a burden and a waste of time. Furthermore, calculating transportation allowance based on attendance was a complicated process. Their database was confined within Excel sheets. One of the main bottlenecks was the yearly income tax calculation, which, devoid of automation, posed significant challenges along with the creation of comprehensive reports.

In the retail sector, it's crucial to manage rotating shifts to cover customer service throughout different hours and days of operation. Handling these shifts properly is essential avoiding issues like employee dissatisfaction, more absences, and even resignations. To tackle these problems, using an automated HCM solution becomes vital for allocating shifts and attracting needed talents. Librairie Antoine needed to maintain more efficiency, accuracy, and relief from tedious HR tasks.

## THE CHALLENGE

In pursuit of enhanced automation, accuracy, efficiency, cost-effectiveness, adherence to evolving laws and regulations, and streamlined workforce transitions, Librairie Antoine embarked on the journey of searching for an end-to-end Human Capital Management (HCM) solution addressing their complex HR demands. The challenge was to find an intuitive, user-friendly platform, ensuring seamless integration without extensive training or disruption. The transfer of existing Excel sheets and coding structures posed a significant obstacle to a seamless migration to the new system. Librairie Antoine aimed not only to revolutionize their HR operations, but also to accomplish this transformation with minimal friction and a rapid implementation timeline.

## THE SOLUTION

After careful evaluation of numerous solutions and offers, Librairie Antoine made the strategic decision to implement People365 Time Attendance, Payroll, and Recruitment modules. This choice was driven by the product's cutting-edge technologies, coupled with the company's renowned reputation in the industry. The system's user-friendly interface and the team's exceptional expertise further solidified their selection. By establishing a centralized and systematic database, the company achieved effortless access to vital employee information. With the system's remarkable automation capabilities, Librairie Antoine seamlessly generated annual tax calculations, NSSF reports, and more. This automation liberated the organization from time-consuming administrative burdens, enabling them to redirect their energy towards strategic endeavors that foster growth and innovation.

## BENEFITS

"After adopting People365's solutions, we have seen notable improvements at various levels."

### The benefits Librairie Antoine received when adopting People365 HCM solutions:

1. Enhanced managers' oversight of team attendance
2. Improved attendance management
3. Optimized HR workflow
4. Realized time and cost efficiencies
5. Increased operational effectiveness
6. Accurate, timely, and regulatory-compliant payroll processing
7. Streamlined tax reconciliation process
8. Reduced administrative burden
9. Precise transportation calculations through time attendance data
10. Automated workflows substituting manual procedures
11. Shifted from disparate silos to a centralized database approach
12. Improved data accessibility and consistency
13. Seamless report generation

"During the quick implementation process, People365 demonstrated their commitment and their exceptional after-sales service, available even beyond regular working hours which highlights their dedication. Their solutions are tailored to our specific needs, making them a valuable partner for improving HR efficiency and overall productivity. We strongly recommend People365 to enterprises looking to enhance their HR processes."