



Gazzaoui Group Holding SUCCESS STORY



People365[®]
HCM



GAZZAOUI
GROUP HOLDING

“Confronting operational inefficiencies, we embarked on a transformative journey to revolutionize our HR processes across Lebanon, Qatar, KSA, and Offshore territories. With a vision for standardization, compliance, and unified policies, we found success in People365 Time & Workforce Management and Payroll solutions, paving the way for streamlined progress.”

– Waad Bou Samra-Group HR Manager | Gazzaoui Group Holding

THE CUSTOMER

Since 1936, Gazzaoui & Co has been a leading electro-mechanical provider of products and solutions in Lebanon, specializing in retail, Mechanical and Electrical projects, home automation, and Building Management Systems.

As a part of Gazzaoui Group Holding, the company collaborates with its sister company in Qatar, extending its influence across the Middle East. Gazzaoui Group Holding offers a range of over 35 world-class brands, catering to Smart Systems, Electrical supplies, Power and Control, Mechanical solutions, Lighting, ELV, and Maintenance.

The company has successfully executed projects for Landmark Hotels, Commercial buildings, Stadiums, Hospitals, and Universities in Lebanon and Qatar. With a team of over 200 experienced professionals and warehouses spanning 10,000 square meters, Gazzaoui Group Holding is positioned as the trusted partner for projects of any size.



Being a leading HCM provider in the Middle East, Africa, and Eastern Europe, with over 35 years of experience, People365 is a comprehensive solution that combines Time and Workforce Management, Scheduling, Payroll, Human Resources, and Mobility modules, designed to smoothly integrate key aspects of business operations. Having more than 1,200 references coming from leading companies across verticals, People365 is compliant with more than 82 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 EMEA region through offices in UAE, KSA, Egypt and Lebanon.

THE BUSINESS NEEDS

Gazzaoui Group Holding aimed to upgrade their HR processes by replacing the current system with an advanced and user-friendly HCM system. They required an enhanced system with a strong focus on responsiveness and adherence to regulatory standards to improve overall functionality. Gazzaoui Group Holding, sought progress by transitioning from the established system in Lebanon, Qatar, KSA and Offshore territories of conventional manual procedures to a more efficient HR automation system. Additionally, the company aimed to standardize operations across entities in the region, while ensuring compliance and establishing unified policies. This strategic shift was motivated by the aim of optimizing HR operations for increased efficiency and productivity.

THE CHALLENGE

Navigating the complex landscape of Gazzaoui Group Holding multinational operations posed a significant challenge when selecting a suitable HCM solution. With four different entities spread across diverse countries; their quest was to identify an end-to-end system that could effectively cater to the unique demands of their business units while aligning with the organizational goals. The search for a comprehensive solution was driven by the imperative to ensure efficiency and professional outcomes. The challenge was not only in finding a system that meets their immediate needs but also in identifying a dynamic solution adaptable to the evolving demands of their multinational framework. Gazzaoui group Holding vendor selection was a challenge, involving thorough research, reference checks, and negotiations to ensure a reliable and responsive HCM provider.



THE SOLUTION

GGH (Gazzaoui Group Holding) experienced a positive transformation in their operational efficiency and compliance standards upon integrating People365's Time & Workforce Management and Payroll solutions. The decision was driven by the impressive combination of robust features, cost-effectiveness, and the exceptional expertise demonstrated by People365's team. With the implementation of these modules, GGH achieved precise attendance tracking and effortlessly generated compliant, error-free payroll. The automated environment and seamless integration of business processes, facilitated by the user-friendly and flexible interface, delivered substantial advantages to GGH daily operations. Moreover, the swift and on-schedule implementation process further underscored the reliability of People365's solutions. The system enabled the company to free up their HR's valuable time for strategic initiatives.

Gazzaoui Group Holding experienced various benefits upon implementing People365 Time & Workforce Management and Payroll solutions, including:

1. Reduction in paperwork and physical storage requirements
2. Real-time tracking of attendance
3. Timely and accurate payroll
4. Ensured compliance with labor rules and regulations
5. Automatic updates to align with changing regulations
6. Robust reporting tools for data analysis
7. Quick retrieval of information for better decision-making
8. Efficient use of HR professionals' time for more strategic tasks
9. Increased data accuracy and reliability
10. Consistency in HR practices across different entities
11. Unified employee experience and policies
12. Improved overall organizational coherence

"People365's team offers excellent support and responsiveness, demonstrating expertise and commitment to meeting requests and deadlines. People365's Time & Workforce Management and Payroll solutions come highly recommended for companies aiming to embrace automation, ensure compliance, and enhance overall business efficiency."



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