

# NASCO SUCCESS STORY



People365<sup>®</sup>  
HCM

NASCO



*"We needed to bring new digital capabilities into our company. People365 has really helped us scale those capabilities across three crucial areas – Time & workforce management, payroll and HR streams. All are vital to how we are turning ourselves into a digital-centric company."*



## THE CUSTOMER

### NASCO

Nasco is a reputable Insurance Group originally founded in Lebanon in 1969. Today it is operating in multiple countries (Lebanon, France, United Arab Emirates, Kingdom of Saudi Arabia, Qatar, Turkey, Nigeria, Egypt, Iraq, and S.Korea) with more than 26 entities driven by a cohesive team of 1,005 experts.



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 CHALLENGE

Nasco Insurance Group was divided into several entities, each working on a different system with different stakeholders and processes. Thus, they were operating in a complicated environment that included manual procedures with no real time data and reports.

## THE SOLUTION



The core of the NASCO solution is the optimization and automation of HR operations and processes. People365 stood out to Nasco Insurance Group because of its value, flexibility, accuracy and the fact that it provided a single, unified platform for the organization. The benefits of People365 modules that Nasco Insurance Group has noticed after implementation include the consistent improvement, single, unified platform, and easy employee access. People365 modules also offered a significant cost reduction and improved system agility.

# PAIN POINTS

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



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

- Payroll generated separately for each entity; therefore, data and reports are not consolidated.
- Payroll reports generated from the used system are not automatically exported to Excel format, so the reports are not analytical.
- The payroll data is exported manually into Excel, and then manually imported into the accounting system.
- No Real time reports
- Reports prepared manually
- Rigid criteria for reports
- Absence in HR employee master files.
- Employee master data related history is entered, maintained, and tracked manually.
- Manual employee termination and payroll users calculate the dues and update the employee status and profile manually.

# BENEFITS

Here's what NASCO members said when we asked them what changed since the adoption of People365:

“

Having a single location for files, reports, requests, etc. has kept everyone on the same page.

”

“

Dealing with employees in different entities is no longer an overwhelming obstacle.

”

“

Implementing People365 modules was a pleasant procedure; the team was able to adapt quickly to the system.

”

## People365 helped NASCO Insurance Group to overcome lots of HR and employee burdens through ensuring:

1. Consolidation of all employees' info in one system and providing flexibility to implement different regulations and be compliant to different countries' rules
2. Inter-Entity Payroll Reports Consolidation
3. Real Time Reports
4. HR History
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 by implementing HR processes and self-service
8. Automation of leave management allowing employees to submit their leave requests and consult their own data using the self-service

# 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.



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