



Ezetap taps Neeeyamo, goes live with SuccessFactors in 21 days

Neeeyamo, an HR outsourcing and technology services provider deploys Employee Central and Performance Management/Goal Management (PM/GM) in 21 days

Overview

Need for HRIS and Performance Management in a rapidly growing organization

Ezetap needed implementation of a core HRIS and a Performance Management System to drive goal-directed performance improvement.

A winning combination

Neeeyamo deployed SuccessFactors Employee central (EC) and PM/ GM using Rapid Deployment Solution (RDS) for an accelerated go-live. It leveraged the use of the platform to enable employees have a better view of their information and help managers make informed talent decisions.

Rapid deployment, quick realization of benefit

Ezetap has its very first HRIS in use. The employees had better insight into their performance and their contribution to the organizational goals.

Solution components

Services

- Neeeyamo's Rapid Deployment Solution

SAP-SuccessFactors

- Employee Central
- Performance and Goal Management

Ezetap is a Bangalore based mobile payments service provider for emerging markets. Ezetap has been in the forefront of transforming payments in India and has more than 70,000 smart POS service points ranging from well-known enterprises to tens of thousands of small retail businesses.

Challenge

Ezetap was established in the year 2011 with funding from top-tier investors. The company within a short span of time has grown to employ more than 250 employees. All HR activities were carried out manually making it a cumbersome task for the HR. The growing employee population resulted in increasing HR needs like data/ document management, handling employee queries, strict adherence to statutory requirements, data tracking etc.

Being a start-up – Ezetap wanted to build the performance DNA within the culture of the organization. Ezetap wanted to use Objective Key Results (OKR) for their Performance Management. Their HR plans were jotted down for the year 2016 and the management wanted HR to roll out an effective HCM suite by last quarter of year 2015. Neeeyamo was faced with the daunting task of completing the implementation in a month and also configure OKR framework which is very different to the SuccessFactors Goals and Performance Management. This was never done before in SuccessFactors.



“We are impressed by the competencies of vision and partnership solution that Neeeyamo could offer us and feel that it will help to enable our aggressive growth plans for the future.”

—Kalyani N, CHRO Ezetap

Solution

Having realized that a core HRIS in place would be the perfect answer to address all the Human Resource challenges, Ezetap chose to have SAP SuccessFactors Employee Central implemented. A quick go-live was extremely crucial.

Breaking the myth that HRIS implementations need to be long and complicated, Neeeyamo implemented SuccessFactors at Ezetap using its own version of India Rapid Deployment Methodology, to go-live in 21 days. Employee Central served as a single system of record with complete employee data. The system helped gather, classify, process, record and disseminate information for effective management of workforce in the organization. EC generated various reports on salary, benefits etc. and provided up-to-date relevant and required information, facts and figures which helped HR make effective decisions. The system was configured to create a compelling user experience for all roles in the organization. The simplified user interface helped reduce errors and boosted user adoption.

Addressing the challenge of employee performance, the Performance and Goal Management module was implemented to provide a personalized 360-degree view of the performance data for both the managers and employees to improve performance and productivity. The module was optimized to simplify, define, and track objectives thereby improving productivity and performance.

The Goal Management module was leveraged to implement OKR framework. OKR helps simplify, define and track objectives and their outcomes to ensure different teams are aligned transparently.

Neeeyamo helped Ezetap address the HCM challenges and realize the benefits of having a core HRIS. The implemented solution was easily scalable to suit the growing business demands of Ezetap and its employees.

Benefits

- All HR data with strategic and tactical relevance migrated to Employee Central
- Provided 100% visibility into HR transactions
- Performance Driven Organization – with effective OKRs
- Great User Adoption
- HR Time spent on transactions reduced significantly

For more information

Neeeyamo is a leading HRO solutions provider focused on technology and operational transformation. We serve clients across six continents, 24 X 7 supporting entire hire-to-retain cycle. Solutions include HR Outsourcing, HR Technology and HR Consulting.

Neeeyamo offers and delivers globally HR services with proven best-in-class technology platforms. Our unique delivery model ensures customer proximity and local law compliance, leveraging global partnerships to meet specific market-region requirements, including Payroll, Benefits, Workforce Administration, Recruitment Support and Employee Helpdesk. Our solutions eliminate major capital outlay using an on-demand service based model, and delivery from cost effective locations.

This document is current as of the initial date of publication and may be changed by Neeeyamo at any time. Not all offerings are available in every country in which Neeeyamo operates.

The performance data and client examples cited are presented for illustrative purposes only. Actual performance results may vary depending on specific configurations and operating conditions. It is the user's responsibility to evaluate and verify the operation of any other products or programs with Neeeyamo's products and services.

THE INFORMATION IN THIS DOCUMENT IS PROVIDED "AS IS" WITHOUT ANY WARRANTY, EXPRESS OR IMPLIED, INCLUDING WITHOUT ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND ANY WARRANTY OR CONDITION OF NON-INFRINGEMENT. Neeeyamo products are warranted according to the terms and conditions of the agreements under which they are provided.



Please Recycle