How a Leading Housing Finance Company Managed 90% of their Employee Queries through AI, Reducing Dependence on Manual Interventions.

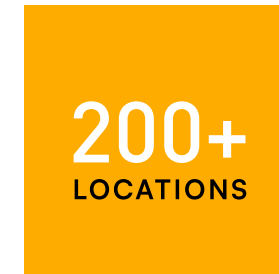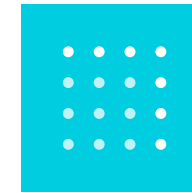Automation & Standardization of HR processes across 200+ Locations for 1200+ Employees with PeopleStrong

peoplestrong

1200+
EMPLOYEES

200+
LOCATIONS

"
Our key priority was ensuring the security of our sensitive financial data, while it was continually transmitted on-the-go by our on-field teams. We were looking for a one-stop HR-Tech solution that could ensure process homogeneity and assist our agile growth. "

Founder, Managing Director & CEO

The Challenge

As a fast-growing BFSI serving the underserved, this organization was looking to entirely digitize their HR processes. The company is digital-first in its business, and in their quest to build similar experience for their employees, they wanted to move beyond the traditional methods of using spreadsheets, emails and biometric devices. The company was clearly looking for a long-term partner which could help them solve today's problems while helping them put the building blocks of business growth in place over the next 3 to 5 years.

The Problem

Excessive Dependency on Human Intervention

- Traditional data maintenance tools such as MS Excel, numerous emails etc., were being used

- Need for a centralized and single source of truth for employee data

Lack of Secure Collaboration Mechanism

- Need for a secure data-sharing tool for internal. communication

- Requirement of mobile-first infrastructure for distributed on-field teams

Disparate Talent Acquisition & Management

- The company was in the process of identifying a technology platform to support agile and growing hiring process

- There was a need to create a digital talent pool and attract high potential talent

- Requirement for a centralized system to conduct structured employee onboarding & training.

Availability of Accurate & Complete Data on-the-go

- Need for Analytical Dashboards for data-driven decision-making

- With the ability to track and manage Performance Management

The Solution

A comprehensive HR Tech solution was implemented that improved HR process efficiency.

Tech Stack: Recruitment, Onboarding, Core HRIS, Leave, Attendance, Employee Lifecycle Management, Business Reimbursement, Payroll, Performance Management System, Learning, Collaboration, Al Chatbot and Analytics

Module Implemented: PeopleStrong Payroll

"

The best part about engaging PeopleStrong was that they were unlike the other vanilla IT solution providers for digitizing HRMS. They went the extra mile to help us migrate to modern features that really helped us solve key business challenges. These minute interventions are what now make that big difference to our team productivity and employee experience. "

Founding Member
HR Leader

Facilitating A Leading Housing Finance Corporation's Growth Aspirations

✓ **Migration To A Modern-Day Digitized HRIS**
Laid foundation for a new-age HR-Tech system with efficient automation, workflow mapping & employee lifecycle management

✓ **Secure Collaboration Providing Tremendous Ease For Widely Dispersed Teams**
Our tools enabled encrypted Mobile & chat-based collaboration for uncompromised data security & agility of transmission

✓ **Consistent & Elevated Employee Experience**
Enabling a synchronous employee experience across regions, branches, and employee seniority levels

✓ **Bringing People Performance At The Business Core**
Building cadence for efficient goal-setting, goal tracking, and overall employee performance

✓ **Improvement In Hiring And Training Procedures**
Standardized, structured process for recruitment, onboarding, and training of a modern-day digital talent pool

✓ **Enhanced Transparency & Efficacy In Decision-Making**
Data-driven insights for leadership & employees to measure the actual progress of work & iterate actions

Implementation: A Rigorous Governance & A First Time-Right Approach

PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5
HR Audit & Workflow Mapping	Implementation of PeopleStrong Suite	230+ Hours of Rigorous Testing & Training for all Users	Operational, Tactical & Strategic Governance	Ongoing Support to Drive Adoption for Increased ROI

The Impact

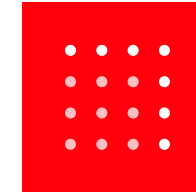**96%** High adoption rate within the organization in 3 months of going live

85% employees now rely upon the mobile app for daily check-ins and communication

90% employee queries answered by Jinie, the AI-enabled HR chatbot

100% of MIS and analytics dashboards now accessible in real-time

Unlock The True Potential of Your Workforce with PeopleStrong

Get in touch with our team for a complimentary consultation or a demo.

Schedule a Call Today!