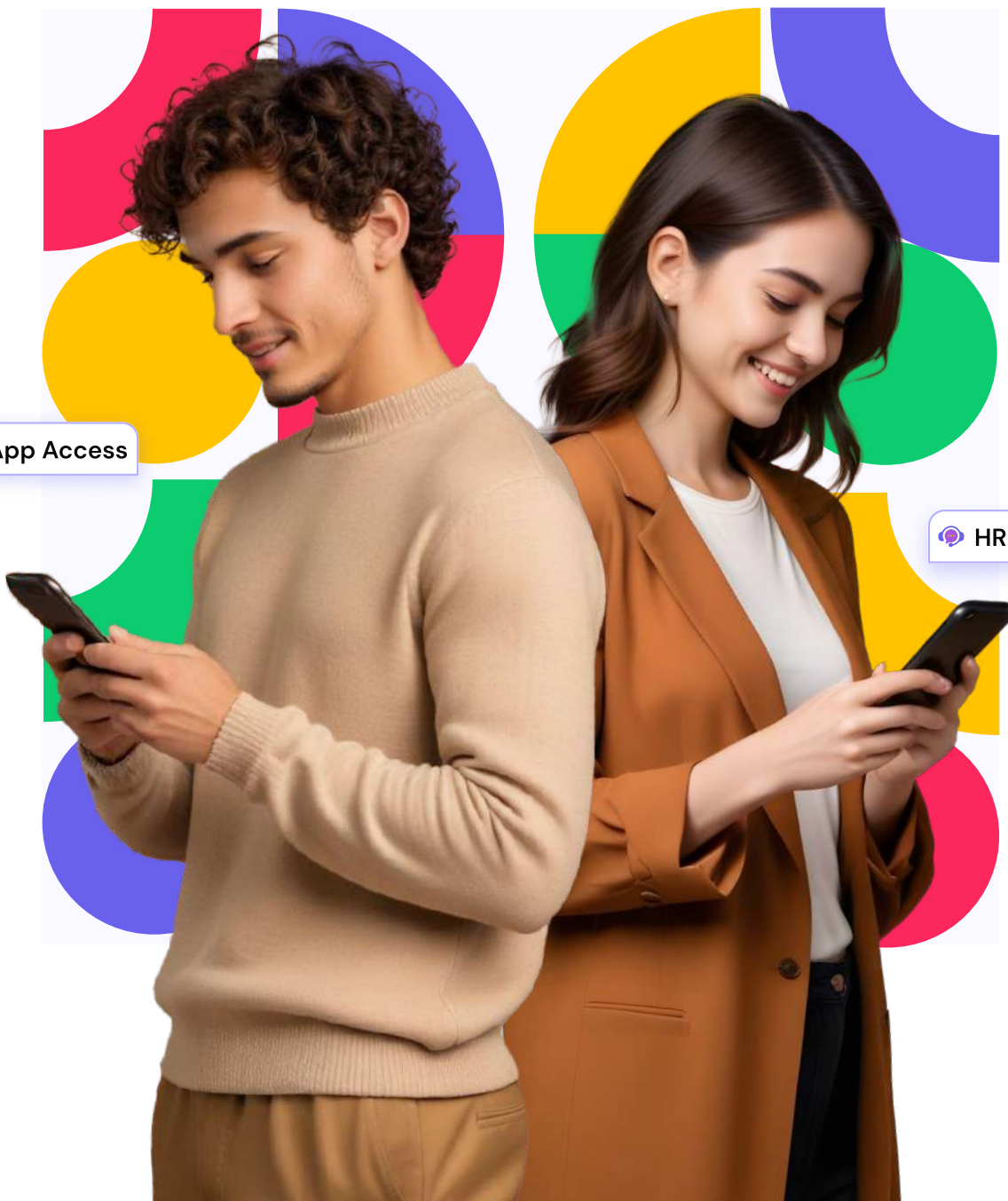




# HR Transformative Story of Apar Industries: From Manual Processes to 100% Paperless HR!

Case Study



Mobile App Access

HR Help Desk



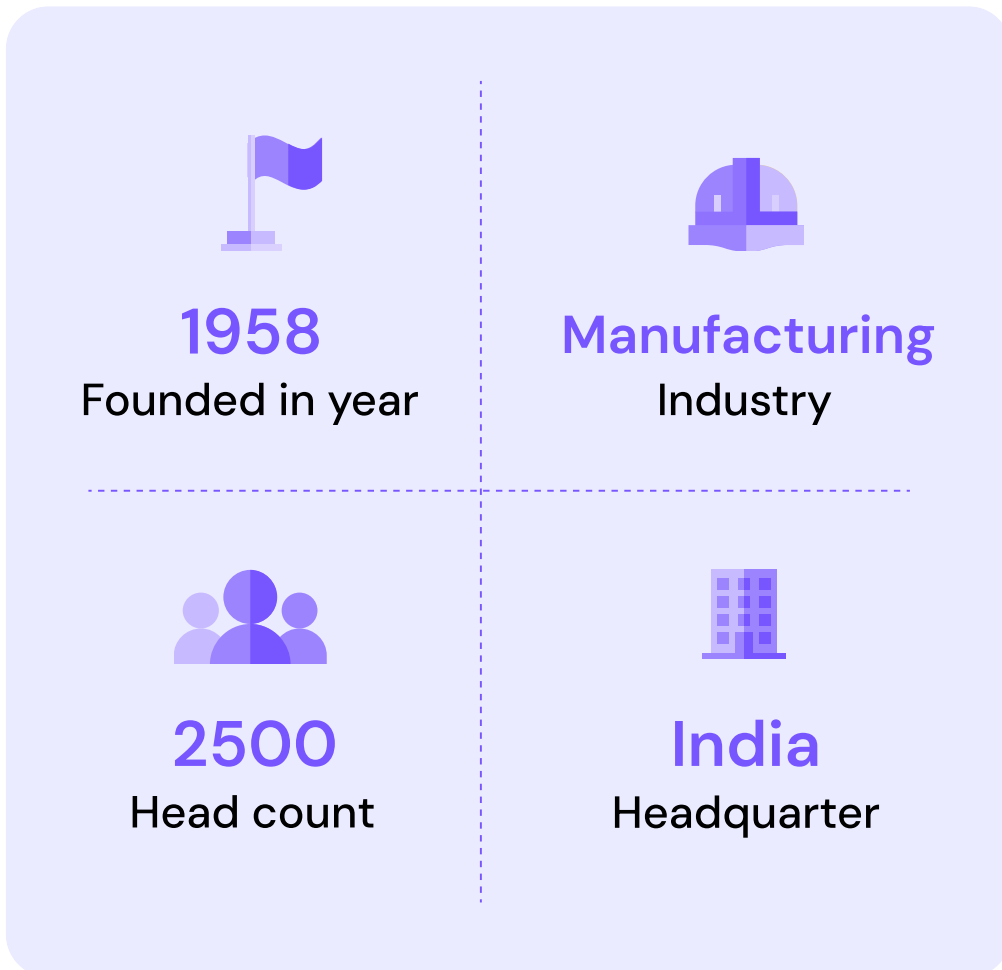
With India primed to be a major manufacturing powerhouse, contributing 17% of the GDP, the manufacturing companies in India are all poised to be part of this growth trajectory.



However, to sustain growth in the long run, companies need to streamline their workforce strategies. Apar Industries knew it well, and that's why it made the decision to implement a unified HCM software.



Established in 1958 in India, Apar Industries has been in the manufacturing sector for over six decades. It has diversified into a \$1 billion entity, gaining trust as a leading manufacturer and supplier of conductors, transmission cables, specialty oils, polymers, and lubricants across 140 countries.



To scale its business even further, the company focused on optimizing the efficiency of its manufacturing facilities. The company is driven by a robust workforce comprising over 2500 employees. To streamline its workforce, Apar Industries needed a new-age HRMS software.

## Problem Statement

# HR Challenges that were hindering Apar Industries' growth

Before zeroing in on Akrivia HCM as its HR tech partner, Apar Industries faced a complex web of offline processes, decentralized practices, and a lack of standardization across its diverse business verticals.

As Apar Industries expanded its operations worldwide, the lack of a centralized HR system led to inefficiencies and inconsistencies in HR practices.



The company didn't have access to real-time data, which started affecting its decision-making processes. It also led to delays in recruitment, performance evaluations, and talent management.



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**Kirti Patkar, AGM–HR**  
at Apar Industries,  
vividly reflects on the  
hurdles the company  
faced, **"Digitization,**  
**standardization,**  
**centralization**  
– these were the key  
challenges affecting  
our HR functions".



In addition, manual processes were leading to increased administrative burdens, negatively affecting employee productivity and morale. Without a standardized system in place, tracking employee data, managing payroll, and ensuring compliance became laborious tasks that further aggravated the HR challenges for the company.



Besides those, the decentralized nature of HR operations was leading to inconsistencies in policies and procedures across different business units and geographical locations. All these issues not only resulted in a lack of clarity among its employees but also posed compliance risks for the company.

## Solution

# How did **Apar Industries** figure out the right solution?

The problems that Apar Industries faced had one common thread: the disjointed nature of HR processes. Akrivia HCM followed a methodological approach to identify APAR Industries' HR challenges.

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Addressing our HR complexities necessitated a comprehensive strategy encompassing diligent planning, strategic partnerships, and smooth implementation.”

– Kirti Patkar



In the initial stage, before zeroing in on Akrivia, the first step of Apar was an in-depth examination of its existing challenges and finding out the best HR practices for a growing manufacturing company.

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We compiled these insights into a comprehensive document. The subsequent phase involved a market survey to identify a product or software solution that aligns with our requirements and organizational objectives.”

- Kirti Patkar

This introspective phase helped the company determine its requirements clearly and define the desired outcomes. Powered by this knowledge, the company then started working on the process of vendor evaluation to identify a solution provider that aligned with its vision and objectives.

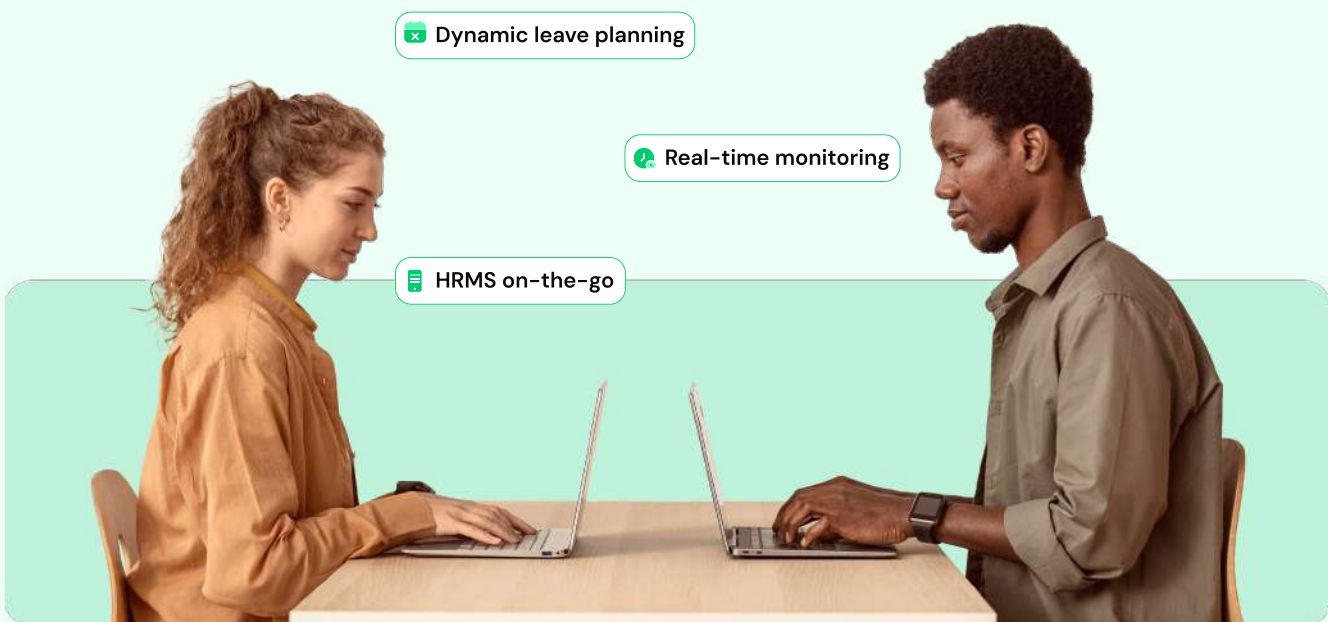




## Solution

# How Akrivia HCM became the top choice of Apar Industries

Due to the robust features and highly configurable solutions Akrivia HCM offers, it naturally became the first choice of Apar Industries. In addition, the proven track record of Akrivia HCM in addressing similar challenges faced by organizations in the manufacturing sector was an added advantage. The decision to partner with Akrivia HCM was driven by its ability to provide end-to-end HR solutions that could streamline processes, enhance efficiency, and drive organizational growth.



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Akrivia's auto-shift identification proved to be a game-changer, offering a rare solution in the market and significantly simplifying the complex task of managing shifts efficiently.”

- Kirti Patkar

# A glance into the seamless implementation process

After thorough planning, the implementation of Akrivia HCM was carried out in different phases under the close collaboration between APAR Industries' HR team and Akrivia's implementation experts. During the initial phase, the focus was on configuring the system to meet Apar's unique requirements, which were: customization of workflows, data migration, and integration with existing systems.



The active involvement of key stakeholders from Apar Industries during the implementation process ensured complete alignment with organizational goals and a seamless transition.

In addition, regular training sessions were conducted to familiarize employees with the new system and streamline the process of HCM adoption. To help address any challenges or concerns promptly, a dedicated support team from Akrivia HCM provided seamless assistance.



From mitigating risks to addressing issues iteratively, the phased approach to implementation helped Apar Industries in many ways. Most importantly, it also helped ensure minimal disruption to business operations.



As the system went live across various business units and geographical locations, feedback mechanisms were established to gather insights and fine-tune the system even further.



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The phased approach, coupled with careful planning and collaboration, was instrumental in dealing with the complexities”.

- Kirti Patkar

Akrivia's Setup Book worked as a guiding compass, streamlining the incorporation of diverse requirements and leading to hassle-free integration.

Overall, the successful implementation of Akrivia HCM marked a significant milestone in the digital transformation of Apar Industries' HR processes. By leveraging cutting-edge technology and best practices, Apar Industries overcame its HR challenges and laid a foundation for future growth and scalability.

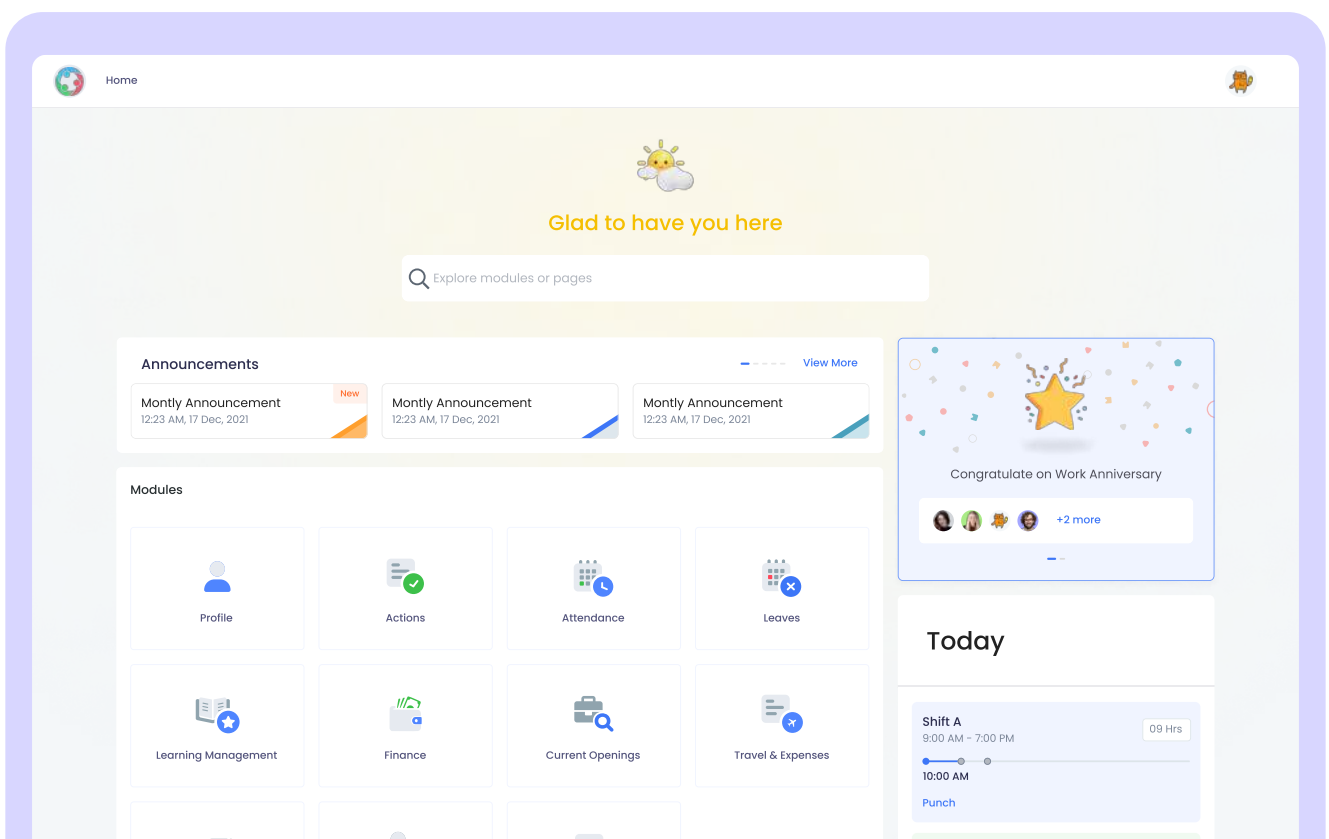


# Overcoming the roadblocks with Akrivia HCM

With the implementation of Akrivia HCM, Apar Industries witnessed some significant improvements in efficiency and transparency within its HR operations and workflows. Here are some of the most significant ones.

## 1. 100% Paperless HR!

One of the most notable achievements was the streamlining of administrative processes, leading to a 77% reduction in time spent on manual paperwork and administrative overheads. Tasks such as leave management, attendance tracking, and performance evaluations were automated, freeing up valuable time and resources for HR personnel to focus on strategic initiatives..



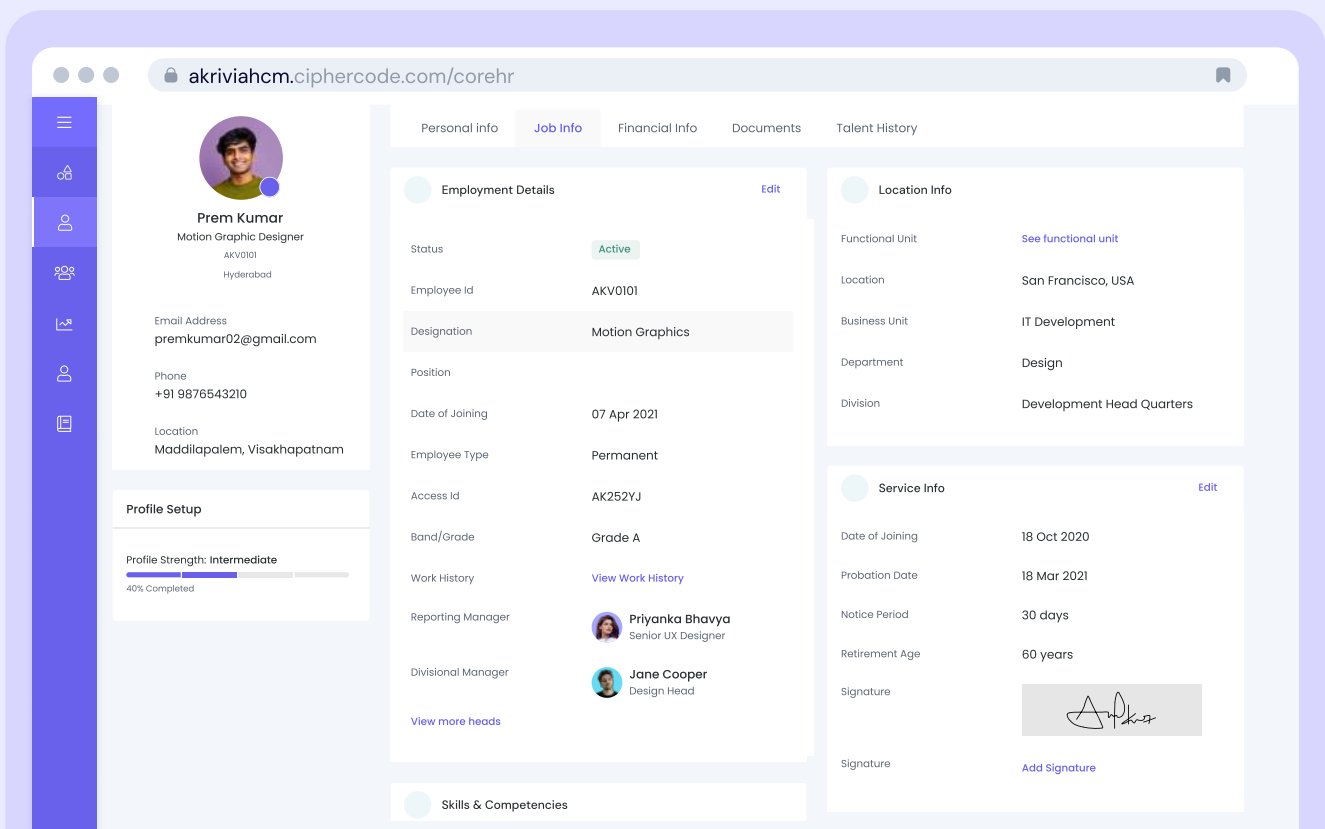


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The Akrivia HCM system brought about a considerable **reduction in paperwork** and manual interventions. Beyond the operational enhancements, it played a pivotal role in building a culture of efficiency and transparency within our HR operations.” – Kirti Patkar

## 2. Reduced dependency on HR

The introduction of self-service portals empowered employees to manage their HR-related tasks independently, reducing dependency on HR staff and improving overall employee satisfaction. Real-time access to data enabled managers to make data-driven decisions, leading to a massive 41% increment in workforce management and productivity.



## 3. Leveraging analytics in Performance Management System

Akrivia HCM's advanced reporting and analytics capabilities provided Apar Industries with actionable insights into its workforce dynamics, enabling it to identify trends, track key performance indicators, and optimize HR strategies accordingly. This data-driven approach facilitated better workforce planning, talent management, and succession planning, ensuring alignment with organizational goals. It reduced the time spent on assessing employees' performance by 85 percent!

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The resonance between our expectations and Akrivia's product offering was striking, making it an ideal fit for our needs and significantly streamlining our performance management processes."

- Kirti Patkar





## 4. Scalability for Business

Furthermore, the system's scalability and flexibility allowed Apar Industries to adapt to changing business needs and accommodate future growth. As the organization expanded its operations, Akrivia HCM proved to be a reliable partner, providing the agility and scalability needed to support Apar Industries' growing workforce requirements.

## Winning the day with Akrivia HCM

Overall, the implementation of Akrivia HCM resulted in tangible improvements across various HR metrics, including reduced time-to-hire, improved employee engagement, enhanced compliance, and cost savings.

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The agility, cost-effectiveness, and unwavering commitment of partners like Akrivia HCM underscore the transformative power of collaboration”

- Kirti Patkar

Scan to embark your  
HR transformation journey.

