

Use Case

# Eliminating the “Maintenance Tax”

How a GCC Enterprise Can Reclaim 30% of HR  
Bandwidth by Moving to a Native Regional Core



Akrivia Copilot

What's on your mind?



End of Service  
Benefits (EOSB)

## The Architectural Compromise

For years, GCC organizations are operating on a "Global Standard" HCM suite. While the platforms are powerful, they lack the local depth required for Gulf-specific operations. This creates a massive Architectural Overhead



### The Validation Bottleneck:

Every month, the HR team spends 40+ man-hours manually cross-referencing attendance data against regional statutory requirements (WPS in UAE, GOSI/Mudad in KSA, PASI in Oman, or SIO in Bahrain).



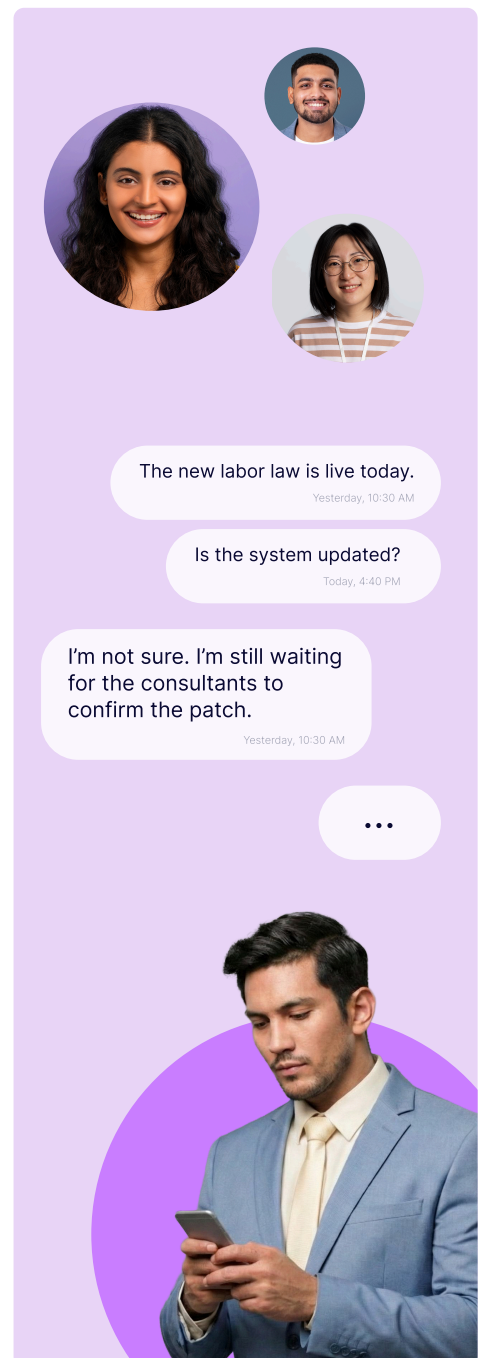
### The Data Bridge:

Because the system treats local payroll as an "integration" rather than a core feature, data lives in silos. The team becomes "data bridge builders" rather than HR strategists.



### The Maintenance Tax:

Global HR Tools are not built for the Middle East. Every time a regional labor law changes, you are forced to hire expensive external consultants to build custom "patches" or fix broken integrations between payroll, attendance and performance.

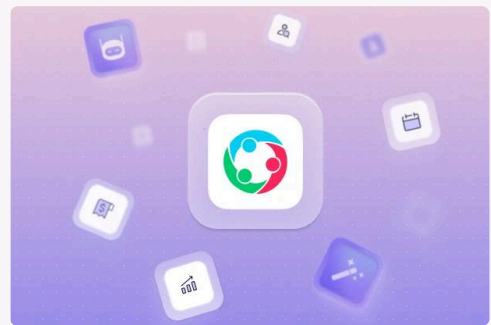


# The Single-Engine Transition

The organizations should be moved away from the *"Global Suite + Local Patch"* model to Akrivia HCM Model. The goal is to implement a Native Regional Core where local labor law and statutory reporting are built into the platform's core.

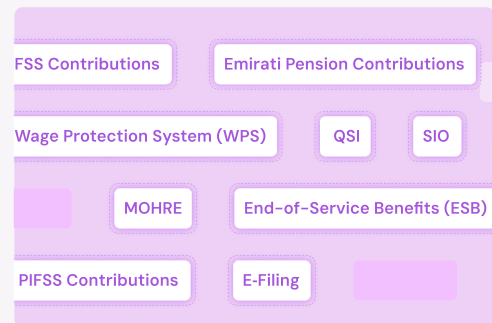
## Unified GCC Lifecycle

Every employee touchpoint across the UAE, KSA, Oman, Kuwait, and Bahrain should be moved into a single engine.



## Native Payroll Logic

Statutory outputs (Mudad-ready files, WPS files, and GOSI/PASI/SIO contributions) become direct system outputs, not manual workarounds.



## Real-Time Compliance

Automate the calculation of End of Service Benefits (EOSB) and regional pension schemes based on live, real-time data.



## The Comparison

# Ending the Consultant Dependency

By moving to a unified system, organizations can eliminate the need for outside help and "*shadow budgets*" across these four pillars

Area of Maintenance	The Old "Patchwork" Model	Akrivia "Native Core"
System Admin	Needs external experts (MSPs) to change policy.	Native UI managed by your internal HR team.
Data Flow	Needs IT consultants to bridge different tools.	One engine for everything no bridges are required
Reporting	Needs data specialists to build local dashboards.	Regional ROI dashboards are direct outputs.
Updates	Needs QA consultants to test local "patches."	Updates are GCC-aware and risk-free.

## The Results

The following metrics were recorded 6 months post-implementation:

Metrics	Before Akrivia HCM	After Akrivia HCM
Manual Data Entries	~250 per payroll cycle	Zero
Pre-Payroll Validation	5-7 Business Days	4 Hours
Statutory Filing	Manual Export/Format	Direct System Output
Team Bandwidth	80% Admin / 20% Strategy	50% Admin / 50% Strategy



# Trusted by Top Enterprises Across GCC

*We combine the power of enterprise systems with region-specific capabilities to support complex workforce requirements across the Middle East.*



## Stop paying the "Maintenance Tax"

*If you are tired of bridging data gaps and manual statutory reporting, we invite you to look at the platform and see how a native regional core handles GCC complexity in real-time.*

Book your session →





# Reimagine your people operations with Akrivia HCM



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