



**Nath Bio-Genes (I) Ltd.**

# Nath Bio-Genes sows the seed for HR transformation with Akrivia HCM

Case Study

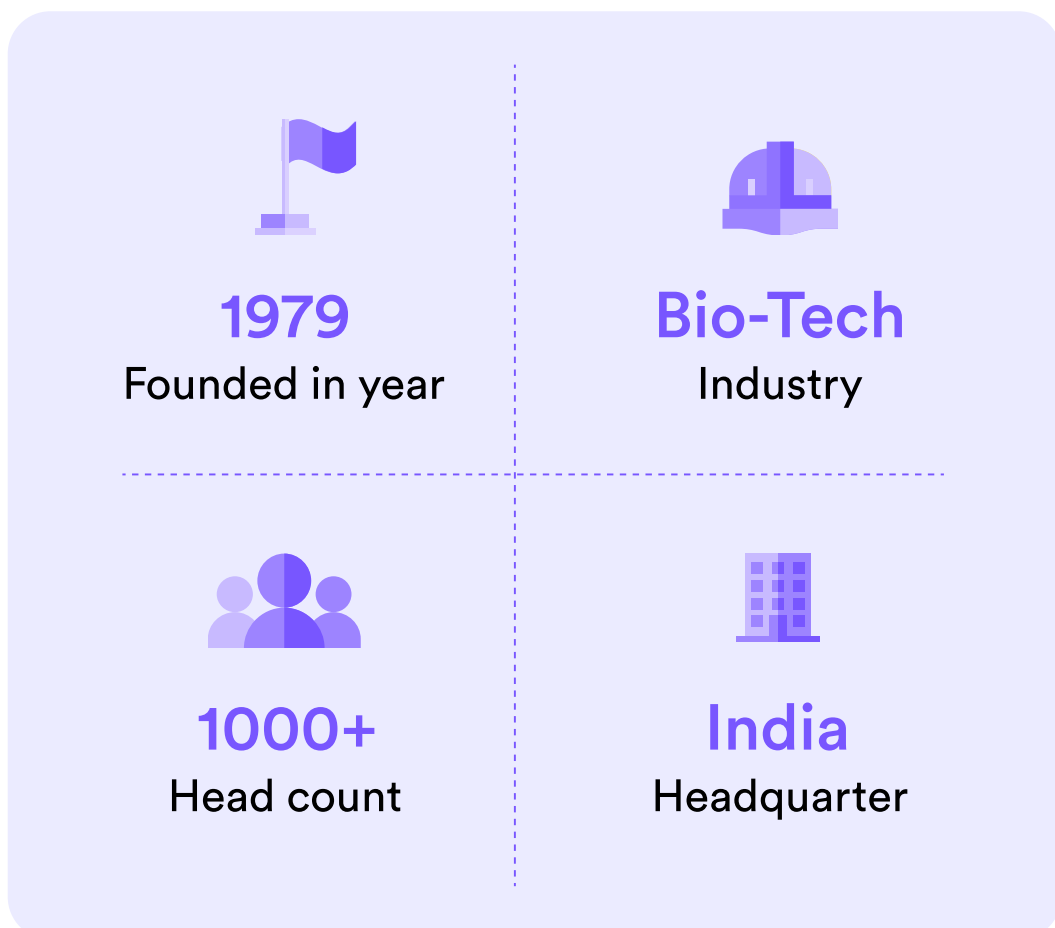


## About



**Nath Bio-Genes (I) Ltd.**

Nath Bio-Genes India Ltd (NBIL) is a leading name in the agricultural biotechnology industry with robust Indian and global footprints. They have been at the forefront of seed genetics and biotechnology innovations for over 40 years. With a commitment to delivering high-quality seeds and agricultural solutions, they have established themselves as a trusted partner to farmers, distributors, and agribusinesses across the world.



They are also committed to complying with the Sustainable Development Goals (SDGs) of the United Nations and participating in reducing hunger, and improving the socio-economic conditions of farmers around the world.

## HR challenges associated with business growth

With a team of 500+ employees spread across the country, the NBIL team was facing problems:

- Related to Human Capital Management (HCM)
- Owing to the lack of great employee experience (EX) for a large and diverse group like theirs
- Related to their HR team not able to focus on strategic tasks

When they reached out to the Akrivia HCM's team, they were in a dire need to revamp their human capital practices. They wanted a technology platform that could upgrade their HR operations and processes, make the management of the entire employee lifecycle easy for their HR team while providing an enhanced EX to their workforce.



Preliminary research and conversations with NBIL's leadership team indicated specific pain points that demanded immediate attention and improvement.

## Problem Statement



Day-to-day workforce management for a wide-spread employee base across the Indian subcontinent had resulted into a time-strapped HR team. They were majorly preoccupied with manual intervention and transactional tasks, heavily impacting their strategic productivity.



No proper Learning and Management System (LMS) for the organization's focus on Compliance and Risk Management. Being in the biotech and seeds synthesising industry, having a workforce trained through industry's protocols, compliances and rules was of utmost importance across the organisation.



There was hardly any time for the HR team to come up with data-backed business insights since they could only do administrative reporting.



Expense management was a cause of concern for field sales employees collaborating across the country with farmer customers. This led to a compromised employee experience for the largest workforce chunk of the organization



No mobile-friendly systems were available to ease the burden of 'always on the move' employees in filing claims, marking attendance, etc.

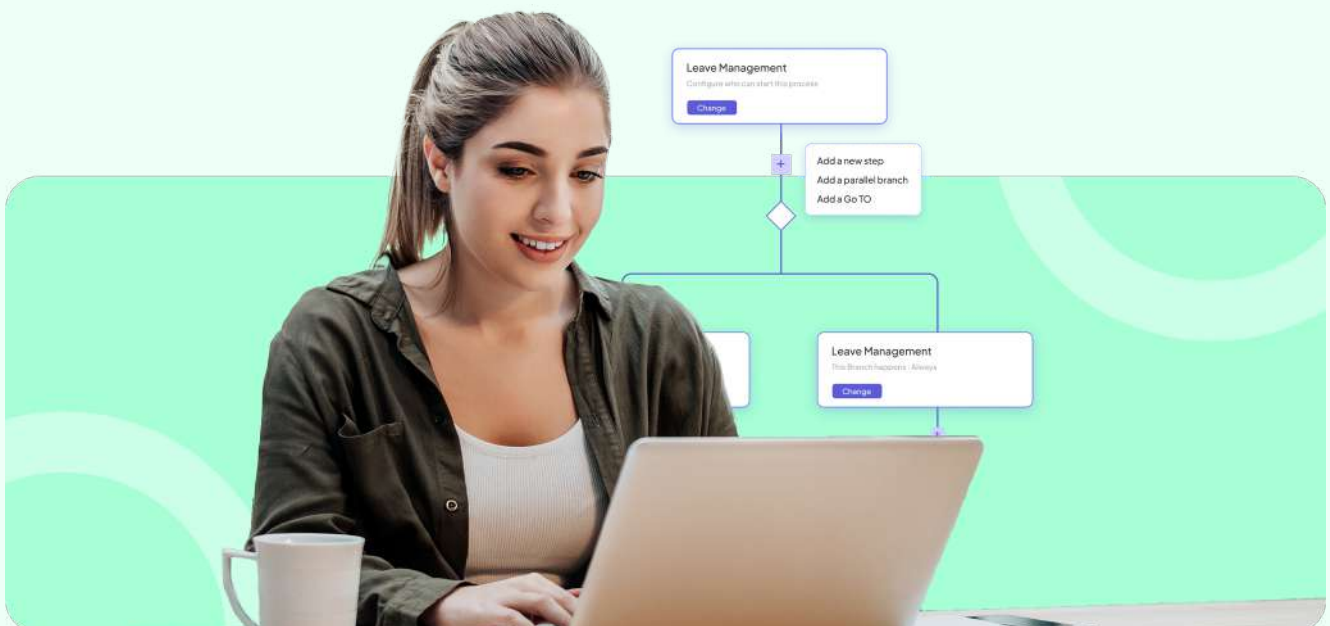
The need was to onboard a solution that could not just address the problems but also not cause discord amongst the existing setup within the 40+ year old organization.

## The initial steps towards HR automation

Akrivia HCM team started out solving for legacy issues by understanding the existing system at NBIL. First step for implementation was data configuration and its transfer. Post the data mapping, it was about customization of modules to fit the NBIL scenario, it took the team only 4 months to implement 23 Akrivia HCM modules for NBIL. The implementation was more than a success with a commanding user adoption rate of 70% in the initial stages only!

Akrivia was also able to reduce manual intervention that marred the system by creating and streamlining workflows for all things human capital. Right from onboarding an employee to enriching their career through trainings and learnings to adding ease of access by mobile application. NBIL leadership was able to look at their employees' journey from hire to retire through the Akrivia HCM lense.

This lense also allowed them to make data driven decision on issues such as employee recruitment, rewards, retention and more.





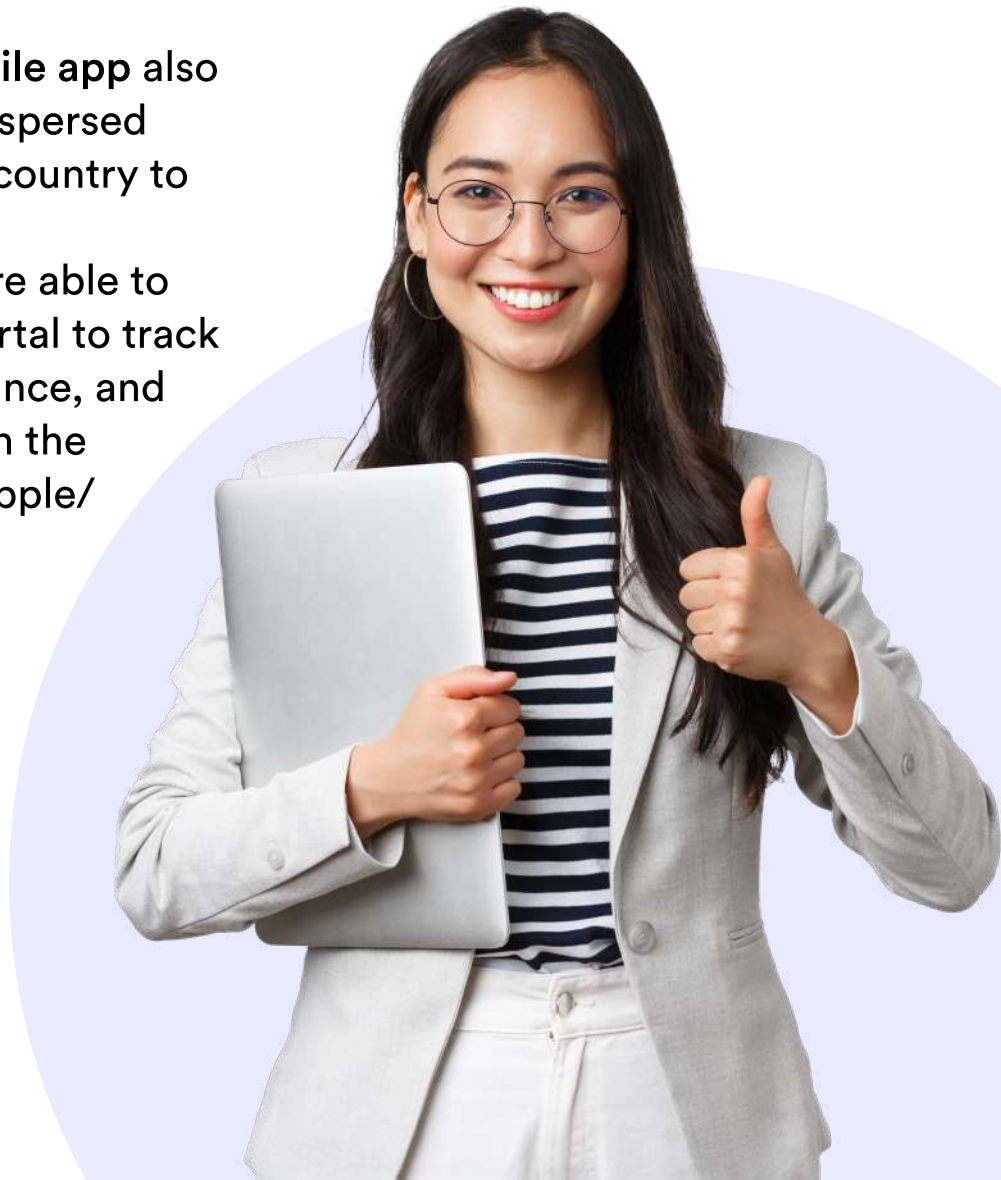
With all HR information including reporting and analytics being stored in one place and available across the organization, all HR processes are now seamless, improving HR productivity, and enabling HR to be a strategic business advisor.

# The remarkable results achieved with Akrivia HCM

The Learning Suite in Akrivia HCM enabled the NBIL team to conduct Compliance Training. Being in a business that has its own set of compliances to deal with, the LMS was able to provide necessary trainings needed by different hierarchies within the NBIL team in a way that was easy for them to inculcate.

On the Expense Management front, NBIL employees were now able to do cost-effective tracking and accounting for all the expenses through Akrivia HCM, this was a huge relief especially for the deeply distributed field sales team, who were now able to file expenses, seek reimbursements and get faster approvals for these spends in a matter of minutes.

The Akrivia HCM mobile app also enabled remote and dispersed employees across the country to be connected with the organization. They were able to use the self-service portal to track and mark their attendance, and understand changes on the payroll through their apple/ android devices.





In summation, Akrivia was able to familiarize the NBIL team to a more modern approach to doing seamless workforce management. Whether it was marking attendance from remote locations, filing expenses, accessing training content, or tracking important announcements by field sales workers to office employees, **Akrivia HCM proved to be the HRMS of choice at NBIL.**



## The success of HCM adoption

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Today, when it comes to data, we are not dependent on the individuals but are only dependent on Akrivia.

Akrivia HCM offers us a single source of data which is accessible as per role requirements and need. But it's not just about retrieving the data and putting into an excel sheet, it's also about the data analytics they offer which has been very helpful especially in gathering insights from an attrition standpoint.”

- Abhinav Jadhav, CPO of NBIL

Scan to embark your  
HR transformation journey.

