Workrig
Workplace Simplified

⌜Reimagine People +
Work Management⌟

ABOUT WORKRIG

Workrig is an *award-winning* HR and Project Management solution, that caters to the entire landscape of People and Work Management, Beginning from Workforce Planning, Lifecycle Management, to Projects & Performance Management.

Workplace simplified™ by Workrig, empowers and engages employees to enhance organization productivity. Workrig - Human Capital Management Solution. and Workrig - Project & Portfolio Management Solution, help customers manage their most valuable, expensive and strategic assets - their human capital, projects & their customers.

SERVICE INDUSTRY - An Overview

To successfully manage projects in an IT organization, balancing between Time, Scope & Budget is the key to success. Effective forecasting, planning & tracking the three pillars of the Project are extremely crucial.

All processes in a typical IT setup are closely knit together. A small deviation in planning at one module has impacts on the Activities of other modules. From Hiring a talented Workforce on time to Managing this workforce with minimum efforts, Digitalization paves the way to success. The gap between required Skills demand and available Skills supply can be bridged through various Learning & Development initiatives.

Revenue generation activities in the IT/ITES industry are based on Actual Efforts spent, which can be captured and tracked through integrated tools like Timesheets. These can then be tied together with processes like Project Billing, Project Cost Analytics & Project Profitability. Resource Load, Resource Engagement & Work allocation can be used to measure Employee output and recognizing high performers. Rewards & Recognitions have a direct impact on Employee Engagement.

5 SOLUTIONS FOR THE SERVICES INDUSTRY

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TALENT ACQUISITION

Sourcing talented workforce in a timely manner is a crucial aspect of Recruitment for IT. With features like Workforce planning, End to End ATS, Parameter & threshold-based Candidate auto rating, and Integrated Onboarding process, the Workrig Recruitment module empowers the Recruiter to fulfill the organization's talent demands and needs and minimize the resource gap in an organisation.

RESOURCE & WORKFORCE MANAGEMENT

Optimum utilization of the Resources & workforce sets the stage for achieving high levels of productivity and customer success. The Resource Management module of Workrig gives the RMG and Stakeholders insights into the Forecast & Capacity Planning, Availability, Billing status of the resources against various projects. The module's Analytics feature provides insights into Project and Portfolio profitability.

EMPLOYEE ENGAGEMENT

An employee who feels a sense of belonging to your organization strives to achieve the highest levels of performance. Sentiment analytics, Artificial Intelligence, and Machine Learning have been used to detect fluctuations in the Happiness Index of the organization. Timely remedial measures and policies can then be set on an organizational level to manage the Employee's Happiness Index. On an individual level, the wellness quotient of an employee gets used to predict and reduce attrition.

TALENT MANAGEMENT AND CAREER DEVELOPMENT

Re-skilling & up-skilling the workforce ensures that the organization is aligned with the current industry trends. Workrig features like Succession Planning, Career Planning, McKinsey 9 Box Grid and Learning & Development enable the HR & managers to achieve efficient Talent Management in the organization. This has a direct impact on your Employee loyalty & top talent retention strategy.

Using the Performance Management module, managers can set Goals & KRAs (Key Responsibility Areas) for the employees. Periodic reviews, feedbacks & one-on-ones can be carried out using the system. The system provides the managers and decision-makers a real-time view of the status of Goals & OKRs (Objectives & Key Results).

WORK MANAGEMENT

Project Management is a crucial function of the IT/ITES industry. Workrig Project Management module assists Project Owners in creating & tracking schedule of activities & tasks and assigning these tasks to resources. The Timesheet & Billing activities enable the Project owner to track the efforts spent against the activities. Analytics on the Projects provides insights into the Profitability, Capacity, Resource Engagement & Load, and Billing & Costing aspects of the projects including resource productivity.

CORE HR

Automating mundane activities like Attendance capturing, Leave & Absence Management, and integrating this with the Payroll module, frees up the HR team capacity, and enables the HR team to focus on strategic initiatives. The statutory compliance module enables the organization to be compliant with the latest Labor Laws of the Central & State Governments.

CASES

Integrated People & Work Management for ITES firm

A mid level IT firm based out of Pune faced the problem of managing multiple systems to manage Payroll, Attendance, Performance, Recruitment & Projects. Workrig HCM's Enterprise+ offering replaced these disparate systems, and provided with one solution to manage end to end employee lifecycle. The result was improved efficiency, minimum manual interventions, streamlined workflows and smooth data flow. Time required for mundane HR Processes like Leave Approval, Payment processing & Leave validation reduced by 60%. Within the first one month, the organization observed 35% reduction in number of support tickets, enabling the HR team to focus on Strategic HR initiatives revolving around Employee Engagement.

An Intelligent Shift Rotation system for ITES firm

A startup in the IT industry faced a problem of managing shifts of the Application support staff. The 24X7 model of Application support provided for a large number of applications, with an added constraint of having a lean team led to a host of resource availability problems. Additional constraints like creating an optimal mix of L1, L2&L3 resources and planning capacity based on Resource Leaves, Resource Availability & Dynamic weekly off assignment presented a huge Capacity Management problems for the Management. The Workrig AI enabled HCM Roster Management System created an Intelligent Shift Management & Rotation system for the client. The self-learning algorithm currently operates at an accuracy level of 98.20%.

360 degree Performance Management System with Localisation option

An Indian Social Enterprise startup implemented the Workrig Performance Management module, for a 360 degree Performance Management exercise, for their 300 employees, situated across India. The review process was truly 360 degrees, with each employee being reviewed by Managers upto 3 levels up, Subordinates upto 3 levels down and at least 5 cross functional peers. The employees had to be rated on multiple parameters, based on multiple Competencies, such as Interpersonal skills, Leadership skills and Culture & Value related skills. Workrig Performance Management system enabled the client to smoothly implement the process. The localization module seamlessly translated the Review assessments into languages such as Tamil, Telegu, Marathi & Kannada, for the volunteers working from remote locations. The result was that the Performance Management process was completed in 50% less time as compared to previous PMS cycles.

5 ways it can impact your business

1 Seamless Onboarding of new Talent

2 Error free & One Click Payroll Process

3 Effective Management of Remote Workforce

4 Actionable Insights to enable decisions specific to People and Work

5 Better Engaged Employees

Contact Us
Contact us using this link **workrig.com/partners/** or email at **info@workrig.com** to schedule a Workrig Partner Consultation

Take a Demo
Join the exclusive group of Workrig Partner Network and access the critical technical, sales and marketing resources to help grow your business.

Get Consulted
Go through our free sales & technical competency training on product to receive Workrig Network Partner Certificate & get started immediately.

Get Live
Go through our free sales & technical competency training on product to receive Workrig Network Partner Certificate & get started immediately.

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