Case Study - HRMS Solution for Salary Processing and Mid-Tenure Indemnity Settlement

INSPIRRIA

Location:	**Bahrain**
Industry:	**Real Estate**
Products:	**Leave Management System , Payroll Management**
Benefits	**Accurate Salary Processing and Mid-Tenure Indemnity Settlement**

About Company
The company was esablished in 1996 in Manama, Bahrain. It is working into Construction & Materials, Investment Services and Real Estate.

Business Challenges
The Company had two main challenges - leave salary calculation and mid-tenure indemnity settlement There was a need for accurate and efficient salary calculations based on the available leave balance which have subsequent impact on the salary. Additionally, the mid-tenure indemnity settlement process required precise handling of unpaid leave, indemnity salary, and unauthorized leave days, along with accurate payroll calculations.

Solutions Offered:

- The Inspirria HRMS solution involved utilizing specific criteria for both calculations, such as leave application dates, entitlement, eligible days, and past leave history.
- We incorporated checkboxes to trigger the calculations only after leave applications were approved, preventing duplicate entries.

Benefits :

- Accuracy and Efficiency: By automating the leave salary and indemnity settlement calculations, the chances of errors and discrepancies were significantly reduced. This ensured accurate and timely salary disbursements to employees.

- Seamless Integration: The solution seamlessly integrated with the existing Oracle NetSuite System, requiring no major system overhauls.
- Compliance and Data Integrity: The solution adhered to standard leave and payroll functionalities within Oracle NetSuite. This ensured compliance with company policies and regulations, maintaining data integrity throughout the process.
- Time Savings: The automation of the entire process led to time savings for HR and payroll teams. Manual calculations and paperwork were minimized.
- Email Notifications: The system generated email notifications, keeping employees informed about their leave salary calculations.

About Inspirria Cloudtech

Inspirria Cloudtech management brings together its 10+ years of experience in Oracle NetSuite Cloud ERP implementation and consulting for enabling successful cloud implementations across the globe. Inspirria Cloudtech has a range of Built for Oracle NetSuite SuiteApps offering comprehensive automated solutions to wide-ranging clients. We leverage proven methodologies and the expertise of our team members to help you easily integrate our SuiteApps for Payroll Management, Rental Business, Service Management, Leave Management System and Indian Taxation Bundle for Oracle NetSuite, driving superior outcomes. Inspirria Cloudtech also covers a range of Oracle NetSuite Solutions for Property Management, E-invoicing regulations in Saudi Arabia, and Oracle NetSuite in the Arabic language.