

## Hotel

# Creation of HR Processes and EO Compliant Payroll



## Facts at a glance

- 300+ Staff Permanent
- Global Revenue, Private
- A leading Hotel that was created from ground zero including staff recruitment

## FlexSystem Solution

- [Human Resources Management](#)
- [Business Intelligence](#)

## Key Issues

- New hotel so system and processes to be created
- Solution must be future proofed
- Must be “CSR” compliant and a Green Solution
- Must be heavily automated to leverage technology and efficiency gains
- Must facilitate onboarding of staff and the full recruitment process

## Needs and Challenges

- Must support management decision and approval process
- Must implement comprehensive Employee Self Service (ESS) to reduce administration
- Must handle explosive growth from almost nothing to 300 people
- Minimum wage legislation and interpretation during roll out
- Some scope changes at the last minute that needed to be incorporated in system
- Must have full audit trail, comprehensive security levels, traceable records
- Full monthly and ad hoc management reporting capability

## Benefits

- Project completed on time and within budget
- Hotel achieved independent “Green” award. Of course the system contributed as part of a bigger green undertaking by the Hotel
- Improved staff work : life balance through ESS
- An HR dimension to management reporting
- Cost savings
- Extensive automatic reconciliation capability allows staff to focus on key issues

