Lanson Toyota is one of the top Toyota Dealerships in India, with four state-of-the-art sales and service facilities in Chennai, one in Vellore and another in Pondicherry. The dealership has added more than 5000 happy members to the Global Toyota Family, since its inception in 2000.

Today, Lanson Toyota is a company with 1000 colleagues, 500 vendors, selling a car every 30 minutes and servicing a car every 3 minutes.
THE CHALLENGE

Most of the HR processes at Lanson Toyota take on a functional stance due to the large number of blue collar employees. These functions were done manually at Lanson Toyota previously, with just a basic system for payroll. Thus, they were in need of a single system that will automate all these functions.

WHY LANSON TOYOTA CHOSE hSENID

Lanson Toyota conducted in-depth market research and analysis in search of a Human Resource system that would fulfill their requirements, it is then that they came across hSenid HRMenterprise.

“hSenid HRMenterprise was the only solution that was able to address all our needs with its rich functionality. It is also affordable in comparison to other HR solutions in the market.”

Ms. Vishnupriya M., General Manager-Human Resources, Lanson Toyota

IMPLEMENTING HRMenterprise

The implementation process of HRMenterprise at Lanson Toyota consisted of implementing the following modules; Employee Information Manager, Employee Life Cycle, Organisational Chart, Time & Attendance, Absence Management, Payroll, Timesheets, Report Navigator, Disciplinary, Dashboards, Training & Development, Benefits Administration.

This process was initially challenging, due to the considerable amount of change that entailed in introducing a fully automated system such as this. However, the experienced and knowledgeable hSenid implementation team worked jointly with the team from Lanson Toyota to smoothen out the entire experience and streamline the HR processes.

“The team from Lanson Toyota supported us immensely to make this implementation a success.”

Mr. Nuwan Alwis, Project Manager, hSenid Business Solutions

The implementation process was followed by a training session by the hSenid team, to confirm that the users of the system possess the knowledge needed to use the system to its full potential.

THE MODULES THAT HELPED LANSON TOYOTA THE MOST

Absence Management
Time & Attendance
Payroll
Timesheets
Report Navigator

Lanson Toyota Case Study www.HRMenterprise.com
HRMenterprise is very flexible, which enabled us to configure the application as per our requirement. This helped us in consolidating our HR activities into one single centralised platform.

Ms. Vishnupriya M., General Manager - Human Resources, Lanson Toyota

**KEY BENEFITS BY IMPLEMENTING HRMenterprise**

- Complete automation of attendance monitoring
- Streamlining of leave application and approval
- Accessibility of pay slips online
- Availability of roster based timesheets management, which is helpful due to the large number of blue collar workforce
- Blue collar workers have access to a Kiosk to perform their own HR tasks
- Flexibility to access the system and conduct HR tasks from anywhere, at any time using a web-enabled device to access the web portal

**OTHER BENEFITS**

- Complete automation of previously manual functions
- Helped eliminate manual intervention, leading to improvements in productivity and utilization
- Significant amount of time saved on functional HR processes and considerable reduction in unproductive time
- Simpler payroll processing due to integration with Attendance and Absence modules
- Giving employees access to their HR information on a real-time basis has boosted the confidence they place on the company, leading to more satisfaction
- Generation of on-demand reports on HR based information, analytics etc. that will help manager gain a holistic view of the company
- Excellent security configurations in the system

“HRMenterprise is very flexible, which enabled us to configure the application as per our requirement. This helped us in consolidating our HR activities into one single centralised platform.”

Ms. Vishnupriya M., General Manager - Human Resources, Lanson Toyota
HRMenterprise is a comprehensive Human Resources Management and Information system that caters to a wider spectrum of HR functions to improve the HR business processes of organisations. The system has been deployed to over 700 clients in 18 varying business sectors across 30+ countries including diverse private and public sector entities; ranging from small & medium businesses to very large enterprises.

The system encompasses a structured approach from talent acquisition, nurturing, managing tenure life-cycle, compensation & benefits and smoother employee disengagement. It consists of over 30 functional modules that are seamlessly integrated to enhance visibility, empower decision support and enrich employee engagement. HRMenterprise is encapsulated by world class best-of-breed processes and practices consolidated throughout many years of client associations.

The product has been modeled for effective employee engagement from operational staff though powerful self-service capabilities and mobile accessibility for corporate level staff and functional staff as well as enabling the accessibility for lower levels of staff though kiosk based devices.

Powerful scalable options stretch the abilities of the product to be deployed over multifaceted enterprises, including varying localisations and fulfilling statutory reporting needs. It also ensures that employee data are securely managed and end employee HR functions are under their control improving higher productivity and employee engagement with necessary accessibility options. Successful deployment of the product gives you the surety of continuous returns on the investment whilst enabling the elevation of employees to fulfill the business needs of the organization with optimum functional and enterprise level collaborations.

About hSenid Business Solutions

With over 18 years of creative innovation in empowering human resource functions of global organisations, hSenid Business Solutions has become a leading provider of human resource solutions across Australia, Africa, India, Middle East, Singapore and Sri Lanka. Over the past few years, the organisation has ventured out into other areas including software development, tracking solutions and revenue management solutions.