

BIDCO OIL Refineries HR Transformation

Company Overview: BIDCO is one of the largest FMCG Conglomerates in East Africa offering Edible Oils, Cooking Fats, Margarine, Soaps, etc. in the region. A major player in Manufacturing Industry with more than 30 Brands available in 16 Countries of Africa. | **Location:** Kenya | **Employee Size:** 2500

Business Need	Solution	Benefits
<p>Challenging HR Requirements Existing HR application struggled with the challenging HR requirements of BIDCO. Too much burden on the Payroll team</p> <p>Single Centralized Solution Needed an integrated HR & Payroll solution that could provide rich HR Reporting functionality inline with rest of the SAP ERP Systems</p> <p>Manually Run HR Processes HR Processes were maintained and run manually including Time & Attendance, Paper based Appraisal Process, Leave Approvals etc.</p>	<p>Complete SAP HCM Implementation</p> <p>Phase 1 Modules implemented: Organizational Management Personnel Administration Time Management Payroll Accounting - Kenya</p> <p>Phase 2 Modules Implemented: Employee Self Service & Manager Self Service Performance Appraisal Training & Event Management Succession Management Recruitment</p> <p>Implementation Highlights</p> <ul style="list-style-type: none"> • Master data upload for Permanent staff as well as Casual laborers • User training on all implemented sub-modules • Payroll program modification and Custom programs • Kenya Legal and Statutory Requirements implementation for Payroll • Payroll results comparison • Time Recording Terminal Integration with SAP system • SAP HCM integration with SAP FI and CO 	<ul style="list-style-type: none"> • BIDCO is functioning well on its cost-reduction initiatives, including renovation in HR and Payroll Processes. • One single, consistent and accurate system for all the HR and Payroll related data • No duplication of Data Entry and Data Reconciliation occur any longer • Accurate and efficient functioning of the HR function • Improved Employee Satisfaction • A major benefit BIDCO derived was that the problematic technical integrations between HR data and existing SAP ERP software were removed. Thanks to the integrated HR and Payroll in SAP ERP HCM • Instant detailed Reports can be generated

“Altura Consulting Pvt Ltd is a specialist in the HCM domain in Kenya, India and has an impressive track record in various industry verticals for Implementation of HR Solutions. Altura has worked extensively with various SAP Partners for Product and Service Delivery and understands the scale, Kenya Legal and Statutory requirements as well as the complexity of BIDCO’s Business Model.”
– Alkane Patel, Senior IT Professional at BIDCO