



Elegant MicroWeb
Delivering the Value of Technology

Case Study

Saudi Arabia Client Implements ERP, Human Capital and Inventory Management and Business Intelligence Solutions





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The Client

The Client organization is comprised of six diverse divisions of business, based in Saudi Arabia. The business was established in 1985 and the client is a pioneer and business leader in numerous specialized fields, including specialized technical services for Air Defence of KSA, as well as Construction, Electro-Mechanical, Specialized Sub-Contracting for Waterproofing and Thermal Insulation, Operation and Maintenance, Specialized Aluminium Supply and Installation, Automotive Trade, Car Rental, and Automotive Parts Distribution.

The Objective

The Client wished to develop and implement an ERP System to address a twofold objective:

1. The client wished to develop a Human Capital Management (HCM) Module to organize and manage users and team members and categorize users as interviewee or employees by location, division, department and designation, and manage training, attendance, accruals, benefits, insurance, payroll, leave and other factors. The system would require compliance with the Saudi Arabian market, and cover the Hajj vacation permits flow and Employment Sponsorship through

transfer of Iqama from a previous employer as well as financing for renewal. It must also provide integration with other ERP modules, and establish and support complex workflows, routines and utilities of the business.

2. The client wished to design and develop an Inventory Management Module for the new ERP system to manage creation of inventory, tracking of inventory, maintenance of stock counts, inventory sales and usage, bifurcation of inventory in lots and more. This system must support integration with the other ERP modules, and the development and support of complex workflows, routines and utilities.

The Client required that both modules be integrated with existing modules for Finance Management, User Management and the Common Framework defined to follow within the overall system, and provide a high-performance, easy-to-use reporting tool for on-the-fly and periodic reporting and analysis of data contained in all integrated systems.



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The Solution

Elegant MicroWeb worked closely with the client team to define requirements and to design, develop and implement solutions for a seamless rollout of new features and functionality.

The Elegant MicroWeb team coordinated its project and support approach to:

- Collaborate with stakeholders to complete a System Requirement Study and release planning
- Collaborate with key product team members to design a test plan
- Collaborate with client team to plan for internal and production releases
- Ensure network, hardware, and technology compatibility and performance
- Define and implement QA and support processes to accommodate upgrades and ongoing maintenance
- Develop and deploy an appropriate training program for users

The scope of this project included:

- HCM Module Development
- Inventory Module Development
- Inter-module Integration
- Integration with existing User Management and Finance Management modules
- Analytics and Reporting using ElegantJ BI Business Intelligence through API integration
- Rigorous product documentation process for all phases of delivery, with complete code information and business rules
- Support and Maintenance
- Training

Solution and Project Impact

HCM Module

HCM is one of the most essential processes in the organization. It organizes and manages recruitment and all aspects of Employee Administration, Payroll, Benefits and more. Standard deductions, benefits and leave policy were implemented to comply with the Saudi Arabian Employment and Labour Laws.



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HCM Module Functional Highlights:

- Recruitment process from interviews to on-boarding with orientation and conversion to Employee status
- Organization and management of Employees based on Divisions, Departments, Locations and Positions
- Managing employee attendance and linking it with shift, accrual and payroll
- Managing employee benefits, e.g., Life and Health Insurance, Retirement Plans etc.
- Employee leave and vacation management
- Skill set maintenance and updates with tracking of training courses and attendance
- Payroll setup to include Pay Codes, Deductions, Salary Matrix and Pay Schedules
- Compliance with Hajj vacation permits flow and Employment Sponsorship through transfer of Iqama from a previous employer
- Employee Sponsorship transfer from a previous employer and financing for renewal of same
- Exit process for Resignation, Termination and employee Retirement
- Support for multi-lingual field labels and field entry
- Workflow
- Reporting

Inventory Module

The Inventory Module covers all aspects of inventory management and the overall process of goods moving across departments, divisions and locations within the company.

Inventory Module Functional Highlights:

- Organization of Inventory for different locations and warehouses
- Price groups maintenance for Retailers and Wholesalers
- Item bifurcation into batches, lots, categories and price groups
- Units of Measurement, Vendors and Currency Management
- Stock Count Schedule and Calendar management
- Categorization and organization of various items into an assembly
- Support for multi-lingual field labels and field entry
- Serial Number Maintenance and Item Allocation Management
- Workflow
- Reporting



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The Technology

- Front-end: Angular
- Back-end: Java based frameworks - Spring, Hibernate, Spring boot
- Database: MySQL
- Reporting: ElegantJ BI Business Intelligence Analytics tool

Elegant MicroWeb Role

The Elegant MicroWeb team provided support, knowledge and skill in the following areas and activities:

- Requirement understanding and the design of a project roadmap in close collaboration with all stakeholders
- Technical feasibility
- Graphics, Layout and User Experience Design Integration
- Architecture, Development, Maintenance and Support
- Continuous enhancement, upgrade and roll out
- Implementation, integration and support
- Training and Support for technical and business users

Conclusion

Comprehensive ERP development was crucial to the client business and to simplifying what had become a cumbersome business management process. The Elegant MicroWeb team provided world-class support at every step in the process and developed the required modules to manage inventory and organize and manage human resource related activities. The Elegant MicroWeb team also implemented a reporting and analysis solution using the ElegantJ BI product suite to enable business users to easily design and use custom reports so the business would function more smoothly and users could handle these tasks on their own without the assistance of IT, developers or data scientists, thereby improving data literacy and productivity throughout the organization.

All solutions were developed to be completely database driven and support multiple languages and field labels so the system is scalable and flexible, easy to maintain and easy to adopt within all divisions, departments. This multi lingual English and Arabic language support is crucial for localization and system framework. Following the successful implementation of these integrated modules, the product solution suite, including the ElegantJ BI reporting tool, will be productized to serve other Client businesses.



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EMR5161C – Case Study – Saudi Arabia Client Implements ERP, Human Capital and Inventory Management and Business Intelligence Solutions - Version 1.0 - Published 2019
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