

Early Technology Adoption: Integrated HR Solution (Hire to Retire)

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The Journey so far.....



Dr Jivraj Mehta Smarak Health Foundation, Bakeri Medical Research Centre

- A 205-bedded multi-speciality Hospital, established since 1989 registered under Bombay Trust Act 1950 having an employee strength of more than 750.
- Accredited by NABH-5th Edition, NABL, NABH (ER), NABH (Nursing Excellence), NABH (Research Ethics Committee), NABH (Blood Bank), NABH – Digital (Platinum)



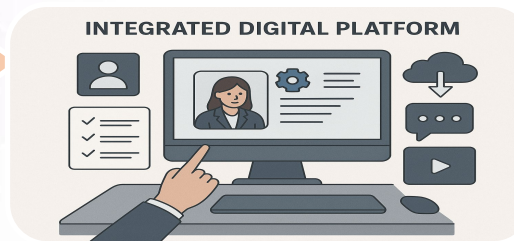
HR: Integrated Solution comprising of all the modules from Hire to Retire

- **Adrenalin Max (HRMS):** End-to-end robust applications for each process in the employee lifecycle to ensure Hire to Retire is in place and on time with the best employee experience
- **Medlern (A Solution to Learning & Development):** A digital learning solution for hospitals & healthcare professionals. It is dedicated to improving patient outcomes through the development of the organizations' greatest asset: their people.

Turning Challenges into Opportunities



- **The Problem** – Manual Process of Hire to Retire resulting to Lack of Real time Data, Delay in Deliverables, Limitation to Analytics & Planning, Dissatisfaction for both HR & Employees



- **The Solution** -Integrated HR platforms like Adrenalin Max with Medlern unify recruitment, payroll, Performance Management, Compliance and Separation into one seamless ecosystem.

Roadmap to Success: SMART Goals & Phasewise Execution

S

•• Specific Objective : Deploy a single HRIS Platform with its all core modules

M

•• Measurable Outcome : 100% Digital HR

A

•• Achievable Target : Roll out all core modules within 12 months

R

•• Relevant to Existing Context : Enable real-time, data-driven workforce planning and significantly improve employee and manager self-service experience

T

•• Time – Bound Goal: Complete full system Go-Live and transition to stabilization phase within 18 months from project initiation

Phase Implementation

To ensure controlled, iterative deployment with high user adoption

Phase I

Discovery & Planning (Apr-23 to May-23 for 2 Months)

Phase II

Design & Configuration (June-23 to Sep-23 for 4 Months)

Phase III

Testing & Training (Oct-23 to Dec-23 for 3 months)

Phase IV

Deployment & Optimization (Jan-24 to till date...)

Delivering Results: The Impact We Created

Real Results upon Implementation

75%

Error Reduction

with

100% Faster

Salary disbursement from 10th to 3rd of Every month
40-45 entries of arrear/recovery reduced to 10-12 per month

34%

Higher Training Man Hours

Increased Average Training Man Hours from 24 to 32 on implementing Trainings in Local Language

33%

Time Savings

From 3 HR Team members reduced to 2 Members with better Employee Engagement

13%

Satisfaction Boost

ESS improved from 78% to 88% within the first year of implementation

100%

Digitization

Helps to make a Green Planet by saving at least 100 Pages of Paper per Day

Modules	Talent Acquisition	Life Cycle	Payroll	L & D	PMS	Off Boarding	Overall
Usages	100%	100%	100%	80%	100%	100%	97%



From Concept to Scale: Replicability in Action

Minimal investment was required which got neutralized from Manpower Cost savings.

Cost Effective

Platform Compatibility

Adrenalin is integrated with Matrix & Hikvision for Capturing the Attendance records

Payroll (On Call), Time Back Policy, Auto PL encashment in Dec etc. are Customized based on our requirement

Customization

Modular Design

Cloud-based components helps everyone to have the access from anywhere

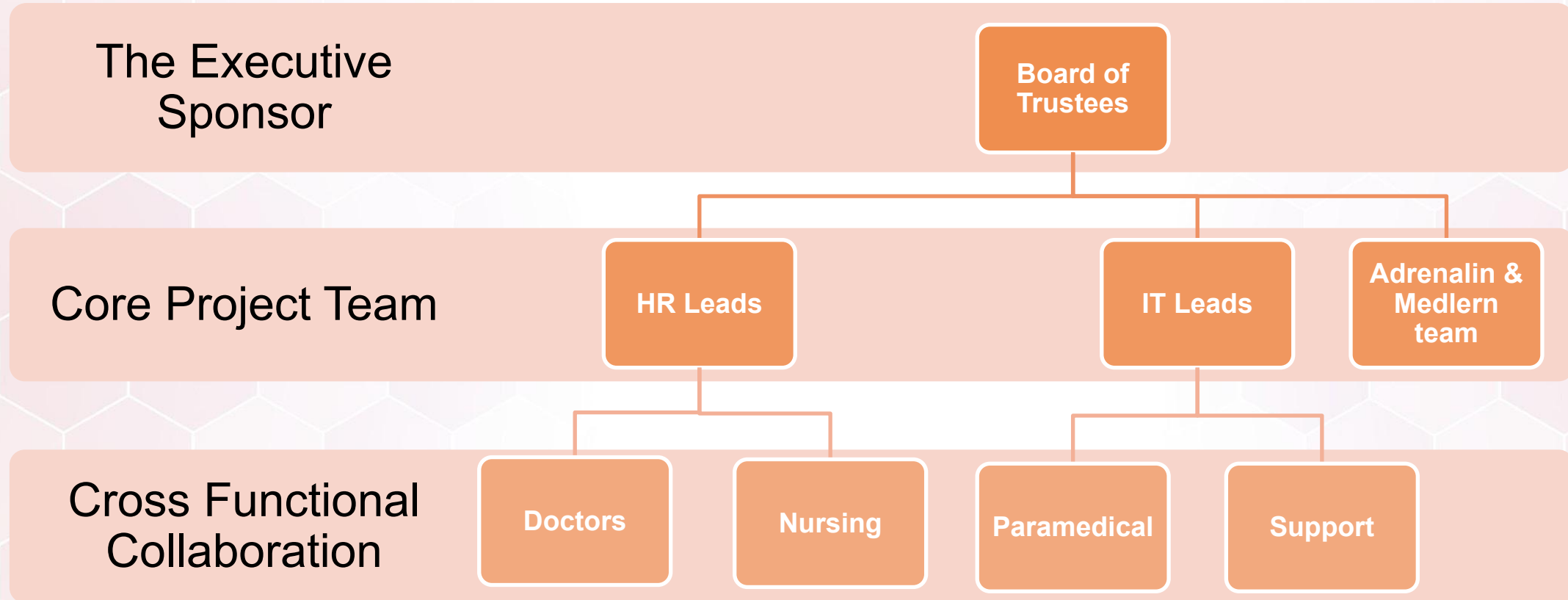
Enhanced Self Service app with ease access from Mobile for their Requirement

Employee Experience

Integrated Solution

All the modules covering Hire to Retire

Collaborative Efforts Driving Success:



From Ideas to Impact: Innovation in Action

Essential for Success

Integrated HR solutions are no longer optional—they're essential for maintaining competitive advantage in today's market

Technology + People

Success requires combining powerful technology with thoughtful change management and cultural transformation

Strategic Investment

Invest in your people and processes to realize the full benefits of integrated HR from Hire to Retire

Embrace Integration to Unlock HR's Full Potential

The Future of HR: AI, Automation, and Continuous Improvement

Thank You....

