Experience how fHR became part of this HR Manager's life

The Initial Rant:

- We have 3500 employees working in different shifts, different weekly off types, different holiday calendar, different locations across the country
- We have a total of 25 different shift types along with a flexible shift mapped for certain departments
- We have about 20 different weekly off types along with a rotating weekly off for certain employees that change every month
- We also have certain employees belonging to 5 day week and others belonging to 6 day week
- We have certain offices across the country with biometric attendance and certain offices that do not have biometric. Employees swipe in at one office and swipe out at another
- We have rules for late coming and early leaving that needs to appear in payroll reports. For example if an employee comes to work late for 3 days in a month, half-day leave will be deducted

The Pain Points:

- Data is not configured in a unified platform for all employees across various locations. We spend lot of manual hours collating attendance reports and payroll reports; that we wonder whether we should call ourselves HR-administrators than HR managers
- The reports that we spend 8 hours creating will be read for just 15 minutes
- If the employee is not using the self-service effectively, it is left to us (the HR) to do all the manual attendance and regularization process
- Adding fuel to the fire, the support personnel in the current system keeps changing and we do not get a support person who knows our business and our leave types

The fHR Approach:

- Listed all shift types, locations, weekly off types, holiday settings, 5 day& 6 day work week - will all permutations and combinations and put them as a WORK CALENDAR
- Mapped all the employees to a work calendar after collaborating internally and with HR team
- Created a rotating off leave type with an approval work-flow
- Created optional holiday - holiday type that an employee can choose with an approval workflow

formula HR