Gulf Cement: Applying Best Practices in HR Management with SAP® ERP HCM

Gulf Cement Company, a manufacturer of cement and clinker, dramatically improved HR management thanks to the SAP® ERP Human Capital Management solution. By introducing HR best practices, the company reduced errors in payroll and **boosted staff efficiency**.

Implementation Partner

Executive overview

Company
Gulf Cement Company

Headquarters
Ras-Al-Khaimah, United Arab Emirates

Industry
Mill products – cement manufacturing

Products and Services
Cement and clinker

Employees
600

Web Site
www.gulfcement.ae

Implementation Partner
Fujitsu

BUSINESS TRANSFORMATION

The company's top objectives:
- Easy running of payroll to avoid manual calculations and improve accuracy of attendance- and overtime-related payroll computations
- Reduce paperwork to maintain HR data and conduct HR transactions
- Improve traceability of data corrections and changes
- Institute uniform company-wide HR policy, enabling calculation accuracy

The resolution:
- Implemented SAP® ERP Human Capital Management (SAP ERP HCM) solution
- Assigned Fujitsu to conduct implementation of SAP ERP HCM
- Completed implementation in 7 months, within budget

The key benefits:
- Reduction in time to upload attendance and overtime data for payroll run
- Elimination of errors on attendance- and overtime-related payroll computations
- New capability of traceability and time stamping to HR data, data changes, and data corrections

"Our new SAP software helped provide traceability on employees' HR records, reduced paperwork, and significantly improved efficiency and effectiveness in payroll runs."

Ranjit Simon John, SAP Applications IT Officer, Gulf Cement Company

TOP BENEFITS ACHIEVED

66%
Less time to upload HR data for payroll run

50%
Less response time for employee data requests

100%
Fewer errors related to payroll calculations

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