DFL: Tightening Employee Relationships for Fewer Disputes with HR Solutions from SAP

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When it comes to bolts, screws, washers, and more, the motto at Deepak Fasteners Limited (DFL) is, "You name it, we have it." As the largest industrial fastener manufacturer in India, DFL is dedicated to providing customers with high-quality products that last a lifetime. And, with four manufacturing plants, this means managing its highly skilled workforce in a way that allows every employee to excel.

Using the SAP® ERP Human Capital Management solution and the SAP Payroll and Time Change Management application, DFL has centralized HR data across five personnel areas. With its new employee interaction center, the DFL family can come closer together. Plus, HR can identify the root cause of friction and quickly step in to prevent disputes, allowing workers to focus on the nuts and bolts of doing their best.

Partner

ALTURA

DFL DEEPAK FASTENERS LTD.

Executive overview

Company
Deepak Fasteners Limited

Headquarters
Ludhiana, Punjab, India

Industry
Industrial machinery and components

Products and Services
All types of fastener products, including nuts, bolts, washers, screws, and wrenches

Employees
2,000

Revenue
Rs 7 billion (US$128.72 million)

Web Site
www.deepakfasteners.com

Partner
Altura Consulting
www.altura.in

BUSINESS TRANSFORMATION

The company's top objectives

- Integrate HR activity into the SAP® software landscape
- Consolidate payroll processes for five plants across India to comply with regulations for each region
- Optimize use of working capital and resources in dispute management

The resolution

- Deployed the SAP® ERP Human Capital Management solution and the SAP Payroll and Time Change Management application
- Engaged Altura Consulting and the SAP Consulting organization for the implementation and went live in four months and within budget

The key benefits

- Streamlined HR processes, allowing the HR team to focus on core activities
- Enabled the identification of root cause issues for better dispute prevention
- Improved control over and accelerated processing of HR data
- United a scattered workforce with an employee interaction center
- Improved productivity through the automation of paper-based processes

"Our new SAP software not only helped us cut the number of dispute cases and speed resolution, but it also gave us the visibility into root causes we needed to head off disputes in the first place."

Gurinder Grewal, Chief Operation Officer, Deepak Fasteners Limited

TOP BENEFITS ACHIEVED

17%
Fewer dispute cases

29%
Less time to resolve disputes

100%
Fewer errors related to payroll calculations

26220 (13/05)

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