



eLeave (Leave Management System) Case Study

Schneider Electric brought flexible leave policies and better control over unplanned leaves through eLeave

Schneider Electric India is an Indian arm of France-based multinational corporation that specializes in electricity distribution, automation management and produces installation components for energy management.

Challenges –

Schneider Electric was striving for stronger leave policy implementation which includes


- Difficulties in enforcing fair and accurate leave policies
- Better centralized system – Ensure leave policy implementation throughout organization
- Struggling to bring proper control over unplanned leaves with single level leave approval
- Lack of user-friendly system making difficult for employee to accept system based leave process
- A lot of time consumed in consolidating leave-reports of various locations
- Existing system unable to fill communication gaps among various stakeholders (applicant, hr, manager)

Solution –

Farsight offered eLeave, robust enterprise-class leave management system with following capabilities

- Flexible and Scalable System – Implement and manage any number of leave policies

- Centralized system for effective leave management
- Leave management from single dashboard
- Better Control – Multi level leave approval
- Convenient & Effective Communication – Accept/reject application and send notification through email & SMS
- Empowered HR – Create weekly/monthly MIS reports at a click of a button

 **Schneider Electric reduces time of leave management and report consolidation to few minutes from many hours. They ensured fair and accurate policy implementation across different locations in India.**

Multi level leave approval brought better control over unplanned leaves with convenient leave approval/disapproval option through email and SMS.



Business Benefits –

Schneider Electric has matured leave management process while achieving various benefits like

- Schneider Electric, now, can check its resource availability at a click of a button
- Schneider has centralized system to ensure same leave policy implementation across different locations
- Easily define leave policy on various parameters like departments, business unit, employee seniority etc.
- Bring better control over unplanned leaves with multi level leave approval
- Saves time and cost of consolidation of weekly/monthly MIS reports. It also reduced dependency for collecting leave data from different location through single database for all leave records
- Convenient leave management with accept/reject applications through email & SMS. Besides, effective communication through automatic email and SMS notification to all stakeholders (applicant, manager, HR etc.)

Farsight IT Solutions

Farsight is a leading technology-based HR Solutions Company, founded in 2009 with head quarter in Faridabad, India. Farsight enables organizations in strengthening HR with tools that automates complex HR processes yet gives them the simplicity & flexibility to accommodate their each & every business requirements for employee lifecycle management. We pick client's industry best HR practices and integrate with high-end technologies to offer unique competitive advantage.

Farsight specialties are automating HR processes –

- Recruitment
- Workforce Management
- Training & Development
- Performance Management
- Payroll & Benefits
- HR MIS/Dashboard
- Leave & Attendance Management



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