



One of India's leading General Insurance companies and a joint venture between Sundaram Finance and Royal & Sun Alliance UK.

Industry: Insurance
Employees: 400
Geography: 24 locations across India
Turnover: Rs. 180 crore
www.royalsundaram.com

Adrenalin® Applications at Royal Sundaram:

Phase 1:

- Personal Information Management with Reports
- Travel Management
- Claims & Re-imbursments
- Corporate Asset Management
- Leave Management & Attendance
- Employee Polling
- Advances & Settlement (Personal Loan, Salary Advance, Car & House Lease)
- Training Management System

Phase 2:

- Performance Management System
- Training Management System
- Payroll

Deployment Summary

Adrenalin® is available across 4 locations in Royal Sundaram and is used regularly by approximately 400 employees over the intranet/internet.

Using proven technology to become an award-winning 'employer of choice'.

Royal Sundaram is a joint venture (general insurance) company between Sundaram Finance and Royal & Sun Alliance, UK. Focussed on *delivering customer value*, Royal Sundaram (RS) pursues a number of innovative HR practices to ensure their workforce is **highly motivated and empowered to deliver high levels of service** in a fiercely competitive business. Royal Sundaram required a reliable HR software platform to **provide role-based access to critical information, knowledge and HR services**, aimed ultimately to help make employees more productive.

Adrenalin® provides the advantage.

Based on Royal Sundaram's business requirements, Adrenalin® provided a configuration that would:

- Deploy a comprehensive, role-based HR system extending various employee administrative services across the intranet/internet. All HR workflow is fully automated and archived and uses the email system as channel for approvals.
- Provide a content platform for critical business information, knowledge and eLearning.
- Provide various kinds of reports to HR, Business managers and workgroups that would aid decision-making and build awareness to critical business initiatives
- In subsequent phases, provide strategic HR capabilities aligned to business requirements, like an integrated Performance Management and Training Management system.

Adrenalin® is being deployed in two phases.

In Phase I, the following modules were deployed:

- **Personal Information Management** that records all employee details such as work details, education, certification & experience details and organisation charting & reorganiser tool
- **Leave Management System** which includes functionality to record attendance, maintain leave ledger, plan leave, apply/cancel leave requests, leave credit, leave balance regularisation & balance adjustment and leave credit program
- **Claims & Reimbursement System** – This includes LTA, Medical claim submission and a comprehensive reimbursement system
- **Advances & Settlement** (Personal Loan, Salary Advance, Car & House Lease)
- **Travel & Expenses** for all domestic and international travel
- **Corporate Asset Management**
- **Knowledge sharing corner**, newsletter, Insurance News and eLearning integration
- Bulletin Board, Royal Sundaram forum and contests area
- Employee Polling, Library, Income Tax Planning, Salary Certificate and stationary requests

Phase II provides:

- **Training Management System** – with functionality for creating and administering an Annual Training Calendar more efficiently and cost-effectively.
- **180* Performance Management System** with goal-setting, tracking against milestones and appraisals with various reports
- **Payroll** integrated with the HR system to provide accuracy and punctuality in delivering payroll services with over 75 statements and reports built-in.

“With more than 95% usage, Adrenalin® has transformed the way we touch people with the organisation.”

- Prabhu Nambiappan, VP-HR Royal Sundaram

“In a recently conducted internal satisfaction study, our employees were pretty vocally supportive about the services provided by HR on Adrenalin®.” - Prabhu Nambiappan, VP-HR Royal Sundaram

Adrenalin® delivers significant returns.

Adrenalin® empowers employees by:

- Consolidating **all employee information in one central repository** precluding the need for multiple employee masters maintained by individual applications across functions/processes.
- **Giving all 100+ employees single-window web-based access to all their HR processes**, reducing time spent on administrative activities, significantly enhancing individual and corporate productivity.
- Automating and web-enabled the time-and-error prone paper-based employee processes, **achieving considerable reductions in administrative time and costs and business process times**
- Boosting administrative efficiency to create a more strategic HR Department by **reducing the number of enquiries handled by HR personnel, increasing data accuracy, reducing the huge paper-form associated costs**, and by providing workflow-supported self-service processes
- Empowering employees who now have **online access to all relevant business and company information**, insurance updates and policy, and who can interact with other colleagues using various for a like the bulletin board, ‘fun at work’ and RS forum. They can raise forms and queries independently
- **Supporting informed decision making through analytics** and reporting tools that allow the managers to review performance and other metrics of employees
- **Enhancing employee satisfaction** by working in an energised and transparent environment.

In 2003, Royal Sundaram was awarded the DH Avenues Award for HR Excellence for Innovative HR Practices, based on their implementation and usage of Adrenalin®

“Adrenalin® is another milestone in our journey towards world class performance. It is part of our enduring commitment to drive world-class performance & get the best support from technology & services.”

"With adrenalin® we are able to provide an environment to our people in which they can perform many transactions and access information easily. This e-enabled environment allows us to increase people productivity significantly"



Prabhu Nambiappan

Vice President-HR, Royal Sundaram



Adrenalin® is brought to you by Adrenalin eSystems Limited, a Polaris Software Group Co., that specialises in delivering next-generation enterprise applications in the areas of web-based Human Resources, Payroll, Employee and Manager Self-Service, and Workflow Automation. Polaris Software Lab Limited is the world's first SEI CMMi Level 5 company and featured in the Forbes List of best companies under US\$ 1Bn.

Let's talk. Call 1 600 44 4445

W: www.adrenalinet.com/india E: info@adrenalinet.com