Pearson Lanka
Case Study

Summary

Industry | Education
Number of employees | 350
Region | Sri Lanka
PeoplesHR client since | 2013

About Pearson Lanka

Pearson Lanka is a leading education company that educates millions globally. The organisation offers educational material, multimedia learning tools and technology, assessments and other services to both students and teachers, ranging from; pre-school to high school, early learning to professional certification.

The organisation publishes a wide array of imprints such as Scott Foresman, Prentice Hall, Addison-Wesley, Alyn and Bacon, Benjamin Cummings and Longman. Pearson Lanka is also a forerunner in electronic learning tools and methodologies, assessment development, scoring services to both educational and professional bodies worldwide.

Pearson Lanka was founded by Samuel Pearson in 1844 in England, however its origins go back to 1724 when Thomas Longman founded "Longman". During the 1880's Pearson Global was one of the key building contractors, nevertheless, today, Pearson Global has evolved into an entirely different company and is living Weetman Pearson's vision- harnessing new technologies, bravery of vision and decency to the people and cultures he worked with.

Challenges faced by Pearson Lanka

Pearson Lanka used several disconnected, manual Microsoft Office based applications for most of their operational HR activities. The disconnected applications led to complications during manual data transfer and resulted in data duplication. Employee information was stored on spreadsheets, which made it difficult for them to access information very fast.

The mother company located in the U.S had a need to expand Pearson Lanka, thus the company underwent a rapid recruitment phase, where over 100 employees were recruited during the course of 2013. They are hoping to increase the carder by more than 100 employees during 2014. Due to this vigorous growth within the company, it was essential for Pearson Lanka to streamline their recruitment process and have a solution that would scale with them and not require any additional resources.

Pearson Lanka did not have a systematic, standardised process for recruitment, which in turn caused hindrances to the performance of HR executives who were involved with recruitment. They lacked a system that allowed them to boost their performance and were reliable enough to carry out their recruiting activities.

Pearson Lanka did not have an automated system to capture the time and attendance of employees. Attendance was captured manually by signing in a book. However, this raised concerns about the legitimacy of the attendance data that was captured. Therefore Pearson Lanka required a more methodical and accurate system to track attendance.

The absence management at Pearson Lanka was also not conducted in a methodical manner. Employees had to apply leave using email, which had to go through their supervisors to the HR department for approval. This process often caused many issues and confusion with the leave applications, and the HR team often had to waste time sorting them out.

Choosing the 'right' solution

After evaluating several HRIS vendors, Pearson Lanka picked PeoplesHR. The key reason behind the decision was PeoplesHR's maturity in the HR industry. It is a system that has evolved for over 19 years by undergoing intense creative innovation by adopting latest trends and technologies in the HR field.

PeoplesHR's Recruitment module automates the entire recruitment process. It aids with finding vacant positions within the organisation, finalising the requirements, creating interview panels, selecting recruitment stages, short listing, scheduling interviews and recording all comments during interviews. This was something Pearson Lanka was looking for, to streamline their recruitment due to the company's expansion.

PeoplesHR's Employee Information Manager module maintains all relevant employee related information including all personal information, detailed qualifications, work experience etc. The module helps to easily manage detailed information of every employee, which will enable the HR team of Pearson Lanka to function more efficiently.

PeoplesHR's Time & Attendance module enables to consistently track and monitor employee attendance, and can be customised as per an organisation's requirement. It allows the HR team of Pearson Lanka to gain a good understanding of employee attendance patterns and helps with historical analysis.

PeoplesHR's Absence Management module enables Pearson Lanka to track an employee's leave in a systematic manner. It also sorts out multiple leave types such as; annual, casual, sick leave etc. The module shows how they should be allocated, applied for and used up.

In addition, the feedback Pearson Lanka received from current users regarding PeoplesHR's support and service was another key reason that attracted them towards the product. They also found the employees of PeoplesHR to be knowledgeable and experts in the industry.

Implementing the system

The implementation of PeoplesHR took on a phased approach to ensure smooth transition within Pearson Lanka. The initial phase comprised of implementing Employee Information Manager and Time & Attendance module. Once all the information was transferred to the system for these two modules, the second phase begun. The second phase included the implementation of the recruitment module. A few simple configurations were made to the product in order to tailor make to meet to the requirements of Pearson Lanka, and the system was ready to be used by the employees of Pearson Lanka.

The implementations was supplemented by a training program in order to ensure that all employees of Pearson Lanka would have the necessary knowledge to use the system and capitalise on the benefits the system has to offer. These training sessions were conducted in order to ensure that proper change management takes place within the organisation.

The support team of PeoplesHR offered impeccable support after the implementation process was completed. The HR team emphasised on the quality of after-sales support and service offered by the support team. They mentioned that the people were very accommodative and were always available whenever Pearson Lanka needed support with the system.

How Pearson Lanka benefited by using PeoplesHR

PeoplesHR has enabled Pearson Lanka to automate all its HR functions and helped them cut back on a lot of manual tasks with regard to managing employee information, recruitment processes and attendance capturing. This has enabled the staff of Pearson Lanka to focus more on strategic HR functions, which are essential for the productivity and growth of the company.

Pearson Lankan to cut back on the time spent on transferring all attendance data in to the system manually.

The leave application process of Pearson Lanka is now very systematic and simple. They simply have to enter the necessary data such as; dates they will be on leave, the reason for leave and the type of leave (annual, casual, sick etc.), and submit the request. The assigned supervisor will then receive it in a form of an email and will be able to approve or reject it with just one click. This allowed Pearson Lanka to eliminate their lengthy, time consuming leave process and contributed towards building employee satisfaction.
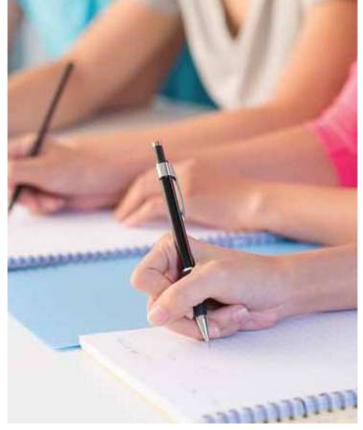
The management of Pearson Lanka is able to generate reports at the end of every month from the system on all HR related statistics such as recruitments, leave etc. These reports are then sent to the mother company. This has enabled the company to easily generate a snapshot of what is going on in the organisation with ease.

Overall, Pearson Lanka has been able to reduce costs incurred with regard to recruitment and operational HR by uplifting the productivity levels of the employees, and have more systematic and streamlined operations within the company.

With the help of PeoplesHR Recruitment module Pearson Lanka was able to standardise their recruitment processes and have a more methodical procedure to recruit employees. This allowed the recruitment team to expedite the entire recruitment process and cut back on time spent on many manual tasks. They now have all CVs stored on one database, in an easily accessible and systematic manner. The PeoplesHR Recruitment module has also streamlined the transfer of CVs to relevant personnel for reviewing through the system. They no longer have to use email for this process, and are able to track exactly where the CV is and its status at any given time and provide statistical reports of the recruitment process for high level decision making.

Application for available vacancies at Pearson Lanka is now much simpler, applicants simply have to fill in an application form hosted online and submit. This process has made recruitment easier and less time consuming. It has also enabled Pearson Lanka to receive a pool of more talented candidates. It also, enabled Pearson Lanka to keep a record of the costs incurred on the recruitment and selection process and helps to manage budgets adequately.

The attendance device captures attendance details such as the in and out timings of all employees of Pearson Lanka through a finger print device, thus, enabling them to capture more precise data. It has also enabled the HR team at

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About PeoplesHR

PeoplesHR is a cloud based HR solution that will engage and empower your employees to build competitive organisations that are constantly achieving desired goals. PeoplesHR can be easily configured to meet the requirements of any business, be it a multi-national conglomerate or a budding start-up. By combining the power or Social HR, Mobility and a new level of Analytics, PeoplesHR provides your organisation a new dimension of competitiveness to your HR strategy.

Our award-winning HRIS has evolved with two decades of intense development and now serves over 1000 clients globally across 18 diverse industries in 30+ countries.

Our Global Coverage

Contact Us

Log on to our website to find a partner in your region or send us an email for more information.

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