

**CASE STUDY**

# Flintec Transducers Transforms a 900+ Employee Workforce with PeoplesHR

How a global manufacturing operation in Sri Lanka digitalized attendance, payroll and employee services for a 900+ employee shift-based workforce



## FLINTEC TRANSDUCERS - WHO ARE THEY?



**Location**  
Sri Lanka  
Katunayake /  
Koggala  
Export  
Processing Zone



**Industry**  
Manufacturing



**Headcount**  
900+

**Flintec Transducers** is a global manufacturer specializing in precision force and weight measurement technologies. Based in Sri Lanka's Export Processing Zones, the company operates a large manufacturing workforce supporting global production and operations. With employees working across multiple production shifts, the organization manages thousands of HR transactions each month, including attendance tracking, shift adjustments, payroll and employee service requests. As a predominantly factory-based workforce, managing these activities efficiently is critical to maintaining smooth operations.

**As the organization expanded,** many HR processes struggled to keep pace with heavy reliance on manual workflows, spreadsheets and paper-based requests. This created administrative inefficiencies and made it difficult for employees to easily access HR services.

**To address these challenges,** Flintec initiated a structured HR digitalization program centered around its HRIS powered by PeoplesHR.

## THE CHALLENGES - WHY DID FLINTEC NEED PEOPLESHR?

**Managing HR in a manufacturing environment requires handling large volumes of workforce transactions** across attendance management, payroll preparation, shift scheduling and employee requests.

**With more than 24 working days per month and multiple shift changes within a single day, Flintec's HR team processed a significant number of workforce activities every month.**

### Manual HR Processes

Employee requests such as leave applications, salary advances and attendance verification were previously handled through paper forms and manually maintained spreadsheets. HR teams were required to consolidate requests and manually enter information into payroll systems. This increased administrative workload and introduced the risk of delays and data inconsistencies.

### Payroll Processing Complexity

Payroll preparation required consolidating attendance data, employee requests and shift adjustments from multiple sources before submitting payroll files to the finance team. The process required extensive validation and coordination across departments.

### Limited Employee Access to HR Services

Employees had limited visibility in their attendance records, pay slips and leave balances and accessing HR services often required direct interaction with HR personnel.

### High Transaction Volumes

With more than 900 employees operating across shift-based production schedules, the HR department handled a large number of workforce transactions including attendance tracking, leave approvals, payroll and shift adjustments.

**To support this operational scale, the organization required a more efficient and scalable HR platform.**

## THE DECISION - WHY DID FLINTEC CHOOSE PEOPLESHR?

### End-to-End Unified Platform

PeoplesHR provided an integrated system capable of managing the entire employee lifecycle within a single platform.

### Flexible Configuration

The platform allowed HR processes such as shift adjustments, leave approvals and payroll workflows to be configured according to Flintec's specific operational requirements.

### Enabling Employee Adoption

With the majority of employees working on the factory floor, accessibility was critical. PeoplesHR enabled it by providing HR self-service through KIOSK terminals.

### Dedicated Support Team

Responsiveness and support provided by the PeoplesHR team in resolving challenges and ensuring the system continued to support operational needs.

### Built for Growth

PeoplesHR provided a scalable platform that supports Flintec's long-term vision of building a digitally enabled HR function capable of evolving alongside its operational needs.

## THE TRANSFORMATION - HOW WAS IT DONE WITH PEOPLESHR?

### Leave Applications, Salary and Festival Advance Requests

Leave automation was among the earliest and most impactful wins back in 2016. Employees can now apply for leave through KIOSK terminals, the web portal or the PeoplesHR Mobile App, removing paper forms from a process that runs daily across the entire workforce. In 2024, salary advances and festival advances were brought onto the same digital channels. **Employees submit advance requests at any time without visiting HR. The Mobile App extends this further, giving employees leave balances, attendance records and request status from wherever they are.** This is particularly meaningful for employees on the production floor.

#### Key Outcomes:

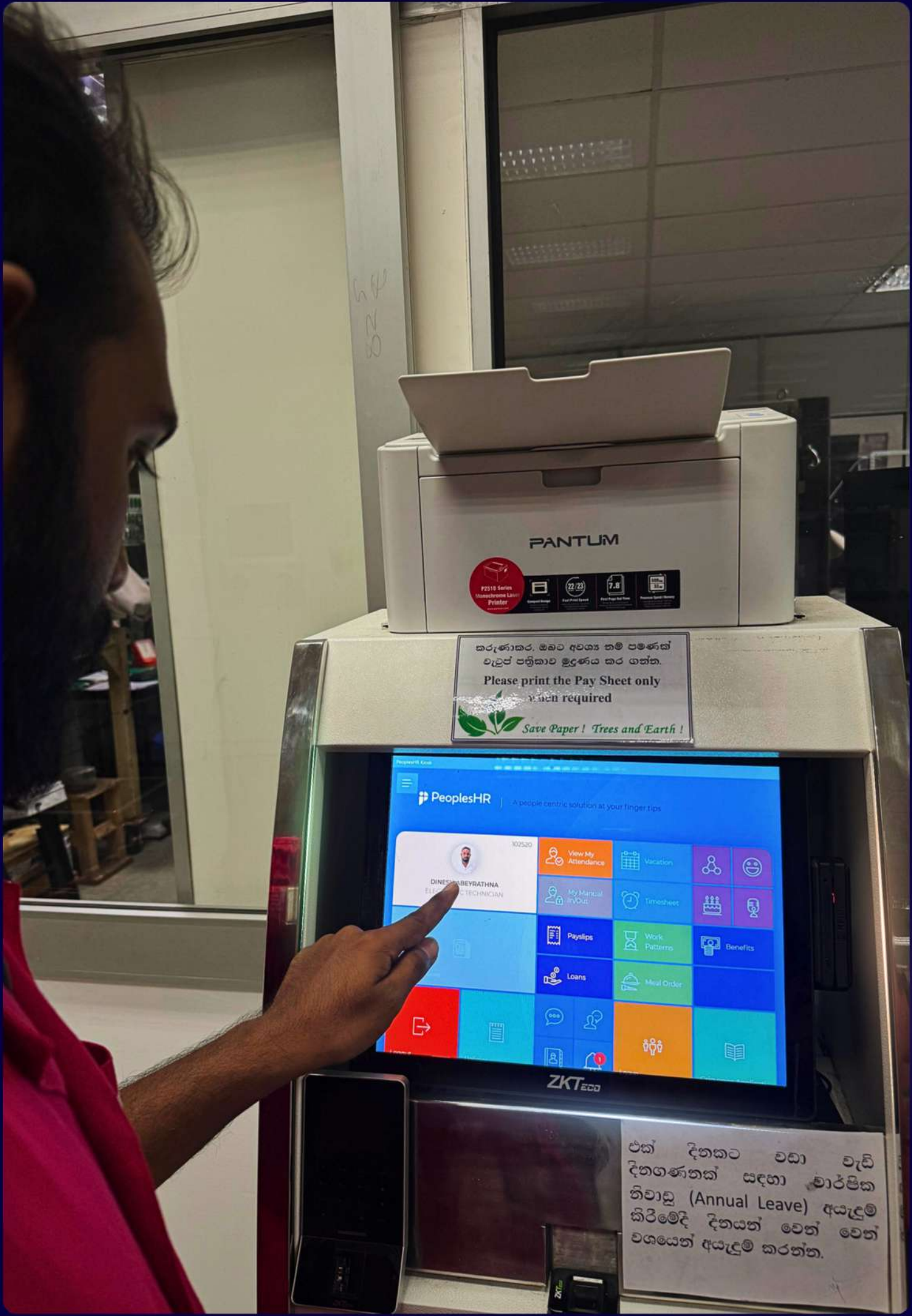
- Paper-based leave and advance forms eliminated
- Salary and festival advance requests handled digitally, entirely self-serve
- HR no longer manually processes individual advance applications

### OT Approval Process

Overtime requests previously ran on physical forms, submitted, routed and approved by hand. This was digitized, moving to PDF-based OT requests sent via email with digital approvals. **The process is now faster, fully trackable and requires no paper handling at any stage.**

#### Key Outcomes:

- Physical form circulation eliminated from the OT approval process
- Clear digital record of every request and approval



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## THE TRANSFORMATION - HOW WAS IT DONE WITH PEOPLESHR?

### E-Payslips & Payslip Self-Service

Executives and above now receive payslips directly via email. All other employees can view and print their own payslips through the KIOSK or Web Base. **This ended the practice of distributing printed payslips - a time-consuming, paper-heavy task for HR each month while giving every employee on-demand access to their own pay records.**

#### Key Outcomes:

- Printed payslip distribution eliminated entirely
- All employees have independent, on-demand access to their pay information
- Supports Flintec's broader move toward a paperless HR environment

### Digital Banking & Same-Day Salary Transfers

All salary payments - monthly salaries, EPF/ETF contributions, bonuses and advances now run through digital banking via bank diskettes integrated directly into the HRIS. Payroll preparation has been transformed too: the payroll file, **previously processed and ready by 6<sup>th</sup> or 7<sup>th</sup> of the month, is now ready by the 3<sup>rd</sup> of the month** eventually ensuring salaries go out on time, every time.

#### Key Outcomes:

- Payroll processing timeline improved from the 6<sup>th</sup> or 7<sup>th</sup> to the 3<sup>rd</sup> - enabling compliance with the financial deadlines of the parent company, the "Indutrade Group" while 4-5 working days was gained in each cycle
- Same-day salary transfers across all banks, whereas earlier, certain banks required one to two days to complete transactions when processed through traditional online banking uploads

## THE TRANSFORMATION - HOW WAS IT DONE WITH PEOPLESHR?

### Sick Room, Meal Request System & Training Module Integrations

**3 key operational systems were brought into the HRIS ecosystem via API integration.** The Sick Room Management System now automatically retrieves employee information as soon as an employee visits the sick room - **eliminating manual data entry by nursing staff and preventing duplicate or inconsistent records.** The Meal Request System was integrated with attendance data and RFID card usage, **allowing additional meal requests to be processed automatically** without requiring manual updates.

Additionally, selected fields from the Employee Master Data are now linked to our in-house-developed Training Module, **enabling automatic retrieval of employee details required for training-related tracking and reporting.**

#### Key Outcomes:

- Manual data entry eliminated at the sick room via API integration
- Meal requests handled automatically through attendance and RFID data
- HR no longer acts as a data relay between operational system



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Implementing an HRIS is not just about technology. It requires a shift in mindset across the organization. With the support and guidance from the PeoplesHR team, we focused on helping employees become comfortable using the system and integrating it into our daily processes. **Today, even our minor staff members submit requests directly through the KIOSK.** When you see that level of usage across the workforce, you know the system has truly become part of the organization.

Priyantha Jayawickrama  
General Manager HR & SHE  
Flintec Transducers Pvt. Ltd

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## THE HR TRANSFORMATION IN A SNAPSHOT

**900+**  
employees

Supported through digitized HR workflows via a unified platform

**100%**  
adoption

KIOSK and mobile HR services by the workforce

**>60%**  
acceleration

Payroll preparation process

**Same Day**

Salary disbursements via digital banking integration

**Paper less**

HR workflows supporting management of employee services

[Click Here](#)



Flintec's experience demonstrates that successful HR digitization goes beyond implementing new technology.

By combining system enhancements with strong employee adoption, Flintec has established a more streamlined and scalable HR operation supporting its manufacturing workforce while improving efficiency and employee engagement across core HR processes.

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