

OrgPlus® Success Story



Over the last 2 years, du has established itself as a leading telecommunications company within the UAE.

Customer

Emirates Integrated Telecom Company - du

Industry

Telecommunications

Employees

2000+

Solution Focus

Oracle integration
Unified view
Span of control
Vacancy management

OrgPlus Product

OrgPlus Enterprise

du

With over 3 million customers, du offers value for money, whilst continuing to deploy state-of-the-art technology to allowing them to continually enhance the service experienced by their customers. As a rapidly growing enterprise, du employs over 2,000 staff, who hail from over 60 countries - mirroring the rich cultural diversity of UAE. du remains committed to providing fulfilling opportunities for quality talent in a cosmopolitan working environment.

Business Challenge

du management wanted an accurate, up-to-date snapshot of their organisation, which would provide them a real-time view of the enterprise. They were particularly interested in vacancy management. As a fast growing organisation it was important to have information on the number of open positions, filled positions and the applications in the processing stage.

du acknowledged that a visual representation of the organisation workforce data in charts was far easier to comprehend than their current approach of various flat spreadsheets which were manually updated from a variety of systems and sources.

Business Results

After evaluating several products, du selected OrgPlus Enterprise following a series of comprehensive demonstrations to the executive management of HR OD & Employee Services and on the back of consultant's advice.

OrgPlus is used by all HR employees across du from recruitment, manpower planning, business support, right through to employee services charting over 2000 employees across the organisation with over 40 users. du have found the tool user friendly and easily customisable.

The company's administrative staff has been relieved of the heavy burden of manually creating and maintaining organisational charts with Visio and Excel spreadsheets.

The organisations chart data is now pulled directly from the company's Oracle HRMS and refreshed regularly to provide a real-time view of the enterprise- saving du hundreds of labour hours annually.

OrgPlus provides management with immediate access to key HR metrics used for planning, budgeting and daily operations. Executive managers regularly use reports on span of control, diversity and vacancy summary.

OrgPlus has helped with company's business decisions, from identifying open positions for accurate recruitment and planning, to producing comparative analysis across the division's right through analytics for planning and organisational development.

“At du we are committed to continuous learning and innovation that adds life to life of our customers and employees. In pursuit of enabling our internal business partners (line managers and employees), OrgPlus tool is greatly helping line managers in making right business decisions in respect of organisation structures, management productivity, etc., besides improving employee engagement by enhancing role clarity and accountabilities.”

Ramakrishna Krovvidi, Vice President - OD Remuneration & Planning, du

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