



## SUCCESS STORY

*“OrgPlus is greatly helping line managers in making right business decisions in respect of organization structures, management productivity, etc., besides improving employee engagement by enhancing role clarity and accountabilities.”*

**Ramakrishna Krovvidi**

Vice President - OD Remuneration & Planning



**Industry**

Telecommunications

**Employees**

2,000+

**Solution Focus**

Global View of Workforce  
Accurate Org Charts  
Vacancy Management

**Product**

OrgPlus Enterprise

du is a telecommunications company in the United Arab Emirates with a subscriber base of 3.48 million. They offer fixed mobile telephone lines, broadband connectivity, and IPTV services to homes and businesses across the U.A.E.

### Business Challenges

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 organization 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 Solution

After evaluating several products, du selected OrgPlus Enterprise following a series of comprehensive demonstrations to the executive management of HR OD & Employee Services.

OrgPlus is used by more than 40 HR employees across du from recruitment, manpower planning and business support to employee services – charting over 2000 employees across the organisation. du has 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 organisation’s 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.



## Business Results

OrgPlus now provides du 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 the company's business decisions, from identifying open positions for accurate recruitment and planning to producing comparative analysis across multiple departments right through analytics for planning and organisational development.

### About HumanConcepts:

HumanConcepts enables enterprises to better manage organizational change of all types, including growth, rightsizing and reorganization.

Using solutions from HumanConcepts, customers can achieve organizational agility, more easily understand how they are organized, plan for the future, and transition the workforce to its optimal state. Used by many of the world's largest organizations, HumanConcepts solutions provide immediate return on investment by enabling companies to reorganize faster, manage financial targets, stay in compliance and reduce both cost and risk. The company's products are certified by leading ERP and talent vendors such as Oracle, SAP, PeopleSoft and Lawson.

HumanConcepts is based in Sausalito, California, with offices in the United Kingdom, Germany and Singapore.

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