

Scalable HR Transformation with ERPNext

Migrating from SAP HCM to ERPNext enables customized payroll, reduced costs, and scalable HR capabilities.

Overview

- Migrated from an on-premise SAP HCM system to a fully integrated, cloud-based ERPNext platform.
- Delivered a scalable HR solution with modules covering payroll, recruitment, onboarding, and performance management.
- Achieved 40% cost savings, increased HR efficiency, and improved employee engagement with a user-friendly interface.



Client Profile

A Kuwait-based packaging and consumer goods manufacturer, operating across six units in five countries. With over 1,000 office and factory workers, the company is a regional leader committed to eco-friendly practices. Their HR operations spanned multiple geographies, necessitating a centralized, scalable, and cost-effective solution for workforce management.

Challenges: Fragmented HR Systems

- **Limited Flexibility:** Existing SAP HCM system couldn't be easily customized for overtime calculations or evolving HR needs.
- **Inefficient Integration:** Overtime data from ZKTeco attendance devices was manually processed, leading to delays and inaccuracies.
- **High Operational Costs:** Licensing and maintenance of the SAP system imposed a significant financial burden.
- **Complex User Experience:** The interface was difficult for HR teams to use and lacked support for modern HR functions like onboarding and performance tracking.

Solution: Delivering a Scalable ERPNext Solution

After a thorough evaluation of the client's HR processes, QBurst recommended ERPNext as a robust alternative to SAP HCM. The open-source, cloud-ready platform provided extensive flexibility and scalability to meet the client's immediate and future HR needs. We implemented a tailored ERPNext solution featuring:

- Seamless integration with existing ZKTeco attendance systems for automated overtime calculation.
- Deployment of comprehensive modules including Recruitment, Onboarding, Performance Management, and Succession Planning.
- A PWA-based self-service HR app to enhance usability for employees across all units.
- Migration to a cloud-based setup, eliminating the limitations of the previous on-premise infrastructure and reducing IT overhead.

Implementation Highlights

- **Custom Overtime Calculation** integrated with attendance data
- **Progressive Web App (PWA)** for easy employee access on any device
- **Cloud-Based Architecture** enabling remote access and reduced maintenance
- **Modular ERPNext Design** for future expansion (e.g., Learning & Development)
- **User-Centric Interface** improving adoption and reducing training time

Impact

- **40% Cost Reduction:** Lower licensing and maintenance fees compared to SAP.
- **Improved Productivity:** HR staff spent less time on admin tasks and more on strategic work.
- **Enhanced User Experience:** Simplified workflows and positive feedback from both HR teams and employees.

- **Real-Time Decision Making:** Integration with attendance, inventory, and sales systems enabled better visibility.
- **Scalable HR Operations:** Enabled expansion into recruitment and performance management without additional platforms.