Digitalization of HR Processes

At LTHE, innovation is a continuous process. Our staff is constantly on the lookout to find ways to make our processes more efficient.

Challenges

- Need for a comprehensive 3rd party recruitment solution.
- Need for a one stop online query management system which addresses employee queries on a real time basis.
- Need for a Training Management System on which Training function could be managed across LTHE

HR - eRec

Solution

- An end-to-end online recruitment system
- Developed in-house
- Covers all stakeholders HR, Employees, Consultants, HODs and external candidates

HIGHLIGHTS

- Connects Recruiters of all verticals and locations of LTHE
- Designed as per standard process of T&D Manual
- Scalable, replicable & can be easily implemented across other operations as well
- Eliminates need for investment in third-party system
- Resulted in savings of over ₹1.5 – ₹2 million
- LTHE's ICONS award winner

EQM - Employee Query Management System

Solution

- One stop online platform
- Addresses employee queries on a real time basis

HIGHLIGHTS

- User friendly layout; easy for employees from anywhere in the world to stay connected
- Measures the effectiveness of the process owner and makes them accountable for their area of work
- Quicker query resolution
- Maintains transparency; making the HR department more approachable

TMS - Training Management System

Solution

- Single platform for the whole of LTHE
- Designed and customised to the needs of individual Business Units within LTHE

HIGHLIGHTS

- Single platform for Training Management, in line with One LTHE One System philosophy.
- Structured and Scientific
- Centralized Skill Inventory helps in searching for required talent across the breadth of the organization.
- Standardizes Training Management System with the roll out of the system in 14 BUs
- Automates the training management process
- Approach identifies skill gaps.
- Employs a logical way to generate training need based on gaps.
- Till date, has 3400+ skills, 3900+ skill profiles and 900+ training programs across LTHE.
- Helps to know effectiveness of a training program in enhancing employee skills.