



Background

Mumias Sugar Company Limited in its leadership role in the industry has diversified into sugar, power, water and ethanol production. The company currently produces 34 MW of electricity of which 26 MW is exported to the national grid. It is also expected to produce 24 million liters of water and 22 million liters of Ethanol per annum. Mumias still maintains its dominance in the sugar Manufacturing sector with a 60% market share.

Project Highlights:

Time lines: 1 year

No. of Employees: 2000

Overview

Mumias Sugar planned to implement SAP Human Capital Management Solution, in their organization to streamline the HR processes.

The need for HCM

Mumias Sugar Company Limited is a leading sugar producing company in Kenya. They have implemented SAP ERP with FI, CO, SD, MM, PP, PM, QM modules in the year 2006, and planned to implement SAP Human Capital Management System in their organization to streamline the HR processes.

Key Challenges

- Overtime Workflow
- Infotypes enhancements
- Payroll processing for different employee groups.
- Tax calculations.
- Loan calculations and regular tracking.
- Employees absence record maintenance.
- Work schedules for different employee groups.
- Overtime booking, approval and calculations.
- Proper reporting structure

Choosing the right implementation partner

Altura Consulting being a premier SAP HCM Partner, with proven global and local expertise, was then engaged for the delivery and implementation of SAP HCM.

Services Rendered

Altura delivered SAP Human Capital Management Solution for in the following process areas

- Organizational Management
- Personnel Administration
- Time Management
- Payroll (International)
- Overtime application

Benefits

- Accurate Work schedules and Leave maintenance.
- Custom Application for Overtime Planning and allocation with accurate Calculations and Reporting Structure
- Master Data Maintenance for all employees
- Accurate Payroll Processing
- Robust control on the system
- Well maintained Organizational Structure
- Payroll Reports according to the statutory components
- Bank Remittance Reports
- Tracking the Employee Loan Balances