

**Tradelinks** is a 30+ year old diversified business group based in Muscat, Oman. It is one of the leading contractor in the Power Generation, Transmission and Distribution sector in the middle east.

**Headquartered** in Muscat with offices in other countries in the middle east. Tradelinks group employs more than 4,000 regular and part time employees across different locations directly or indirectly



## Solutions Implemented



- Core HR, Onboarding
- Workforce Management
- Time and Attendance
- Robotic Leave Accruals
- Exit Management
- Employee Self Service
- Mobile Self Service
- Integration with Payroll

## Key Challenges

- Tradelinks used different systems e.g. HR, Timesheet Management, Paid Leave and Allocating Resources to the projects. HR Productivity was marginalized to to amount of manual work done.
- Allocating workforce in different project as per the demand, monitoring availability and calculating workforce cost by project was a constant challenge.
- Skills and competency management was not in practice and projects always struggled to find competency people to allocate in the projects

## Benefits

- Single centralized employee information management system used for end to end HR and workforce management needs
- Effective management of workforce scheduling and allocation in the project increased productivity
- Project wise workforce demand and costing helped in analyzing cost over runs and variation
- Management of shared resources and allocation of their time to the projects was an important goal that Tradelinks finally achieved