

Ecophos is a 27 year old enterprise based in Belgium. It is a world leader (from last 5 years) in providing innovative technology solutions for the phosphate industry.

Headquartered in Brussels with manufacturing in France, Bulgaria and Egypt. Ecophos employs more than 1000 regular and part time employees across different companies directly or indirectly



Solutions Implemented



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

Key Challenges

- Paper-based human capital management processes required the same employee information to be input by multiple people into multiple systems
- Being a global organization, each country managed employee information in the systems used locally
- Management of leaves and accrual was done manually. Efficiency and compliance was always a challenge
- Transferring attendance and leave data to payroll system was done manually

Benefits

- Single centralized employee information management system used for global workforce.
- Management of paid leave accrual policies and regulation across different countries in a single system
- Workforce Scheduling and Rostering. Management of regular and part time work schedule based on FTE
- Exporting attendance and leave data to the external payroll system. Integrated with different payroll service providers in different countries