Exelsys Customer Success Story

Talent Management: Abacus

Leading independent professional services firm streamlines its processes and reduces paperwork, going green with cloud-based Human Capital Management software

Client Profile

Abacus is the leading independent professional services firm in Cyprus. Established in 2001, Abacus offers insightful solutions, expert advice, and results in the global business sector—all delivered with unmatched client service.

Being an independent services firm, Abacus is able to work outside of the inherent constraints of international network practices. This enables the firm to provide the desired level of personal attention and confidentiality to its clients.

Raising corporate statutory compliance standards, fulfilling accounting obligations, dealing with tax compliance issues, providing fiduciary services, and other related activities—accurately, objectively, and with integrity—are at the heart of the Abacus business.
The Challenge

Abacus was maintaining human resources (HR) records in a mixture of Lotus Notes databases and a number of excel spreadsheets and paper forms. This primarily paper-based solution created unnecessary processing costs and overhead for the HR department—specifically with hand keying employee details and having to maintain, in many cases, the same information in different databases and spreadsheets. Abacus knew that this was not a sustainable practice and thus began a corporate initiative to “go paperless.” While the immediate need was within the HR department, there was focus on finding a solution to take the HR department paperless as well as achieve the following:

- Streamline processes
- Improve efficiency within the HR department
- Improve employee productivity with self-service
- Ensure anytime, anywhere access for all employees

The Solution

Exelsys HCM was identified as the ideal solution, because it not only fit the business requirements of the project to take HR paperless, but it also offered additional Web-based solutions to support Abacus’s goal to go paperless. Such solutions include online Leave of Absence Management, Recruitment Management, Staff Appraisals, Training Management, and online documents all within a self-service portal, accessible to each employee according to his/her role within the organization.

The Benefits

Using the latest technology, Exelsys allows any manual HR process to be replicated in electronic form, and enables a wide variety of tasks to be carried out by employees on a self-service basis. In addition, Exelsys has a highly flexible, customizable workflow engine, which enables organizations not only to automate standard HR procedures, but also to digitize a range of other (non-HR-specific) business processes.
Abacus initially started with their employee records-keeping function and then moved onto online Leave of Absence, Training Management, and Recruitment Management, and the use of the Salary Management modules.

Since deploying Exelsys HCM, Abacus has achieved its goal of going paperless in the area of HR and has streamlined related processes. Exelsys HCM has also brought about a reduction in administrative work for the HR department and a greater degree of flexibility for employees. Now, for example, when an employee wants to request leave, he/she can do so via self-service. By accessing Exelsys from his/her PC (or remotely via laptop or mobile), the employee can type in a request for leave. The request is routed electronically to the employee’s manager for approval and is then directed automatically to the HR department.

Quality of reporting has also improved with Exelsys HCM. Information about any HR-related matter is immediately available or can be easily extracted using the flexible Analytics Reporting engine.

About Exelsys

Exelsys is a software development company specializing in the new Cloud computing platform. It develops new technology applications based on the latest tools and technologies and delivers its products and services through a network of partners around the world.