

# Accelerating digital adoption through HRMS transformation

Rapid development and deployment of HRMS Solution to counter ransomware attack



A **US-based brewing systems and bottled beverages company** faced a critical challenge when a ransomware attack disrupted their HRMS management platform. To ensure the timely processing of salaries during the holiday season, a new HRMS solution was developed and deployed within two weeks and we were able to ensure significant time savings, accurate compensation for over **27,000 employees**, and automated paycheck verification to prevent a potential budget loss of **\$10 million per week**.

### **The Objective:**

To develop alternative HRMS solution for payroll processing during outage

A ransomware attack caused an outage in the client's HRMS management platform. An alternative solution was needed urgently to enable processing of salaries by the payroll team during the year-end holiday season. The Tech Stack used were Alteryx Analytic Process and Alteryx Server Platform.

### **The Challenge:**

Ransomware attack hampers access to employee attendance for salary computation

The ransomware attack prevented the HR team to access the attendance/ timesheet information of employees from Workday to compute their salary. The issue was deemed highly critical.

### **The Solution:**

Built three analytical apps in two weeks for timesheet verification and submission

In a two two-week span, a new HRMS solution for salary computation was built and deployed. Three independent analytical Apps were built by the developers and deployed on the Server environment to help Business users and the managers use their single sign-on credentials to verify, validate the timesheets and submit them.

#### **1st App verified correct charge code:**

Managers downloaded the timesheet template for consolidating/ verifying the hours submitted by employees electronically or manually. They could adjust /update the hours.

#### **2nd App validated the timesheets:**

The app checked for human errors based on pre-defined rules established by the HR. Any error detected was flagged to the Manager so that the timesheet could be adjusted accordingly.

#### **3rd App was used to submit the validated timesheets to the payroll team:**

The paychecks were processed, and disbursement of employee's salary accurately was done.

## The Benefits:

Ensured accurate payroll and prevented potential budget loss

The implementation of the new HRMS solution brought significant benefits to the US-based brewing systems and bottled beverages company. Managers saved 2-3 hours per day by automating the verification process, avoiding manual queries. Over **27,000 employees received accurate compensation** on time during the holiday season, **preventing potential budget losses of \$10 million per week**. The automation of paycheck verification using Alteryx ensured error-free processing, enhancing operational efficiency and employee satisfaction.

