

TNT Supports Business Growth with Scalable, High-Performing Human Resource System



TNT Express Worldwide
Philippines Inc.

Offices:
Pasay, Makati, Shaw,
Laguna, Cebu

www.tnt.com

Industry:
Transport

Employees:
400

Certifications:
Sarbanes-Oxley (SOX)
ISO 9001:2000, ISO 14001:2004
and OHSAS 18001:1999

Products and Services:
Easy Pay Enterprise
ePortal Self-Service HR



Implementor:
Sigmasoft Solutions Corp.

TNT Global Express, a global leader in logistics and transport, selected the best option when they decided to implement the main modules of Creative's Easy Pay Enterprise – Core, Pay, Leave, and e-Portal, an online Web-portal for employee self service.

Their old system was purchased last 1990 that aims to automate the manual process of computing employee wages. It is a standalone DOS based system developed in Clipper with Foxbase as its database.

The system's approach to Payroll computing is straight-forward, everything has to be placed from attendance, OT, tardiness, loans and other income. During in its early years, the system was good as requirements is still not complicated. Yet with the changing requirements, the system have met a number of limitations and from here TNT had sourced out a number of vendors to match its requirements.

A number of weakness was identified on the old payroll system and these are the following:

- Stand-alone: being DOS-based in nature, unable to operate on a distributed processing environment, delegation of work is not performed.
- Audit trail is not established, unable to identify the changes being performed by who, when and what
- Maintenance of loans and other income is fixed, unable to create entries should a need arise
- Historical list of deductions and other statutory payments cannot be produced
- Unable to link leave procedure, hence leave listing cannot be produced
- Processing and printing of tax annualization and alphalist cannot be performed
- Limit procedure in back-up and restoration

With the increasing number of employees as more and more satellite offices are opened, the tedious task of addressing the concerns of the employees and their management also increases, so the need for a proven and working HR System to effectively manage this becomes another critical criteria.

The company, after careful evaluation has decided to implement EPE through Sigmasoft Solutions Corp. Among other things being considered are reputable track record in the market, client base and the providers' expertise in implementing HRIS to companies in various industries.