Case Study

Aljawda Company

AlJawda's company Experience after
Implementing Jisr

Jisr.net

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Aim of the Study

Highlighting the problems and challenges faced by Aljawda Company and its restaurants in HR management.
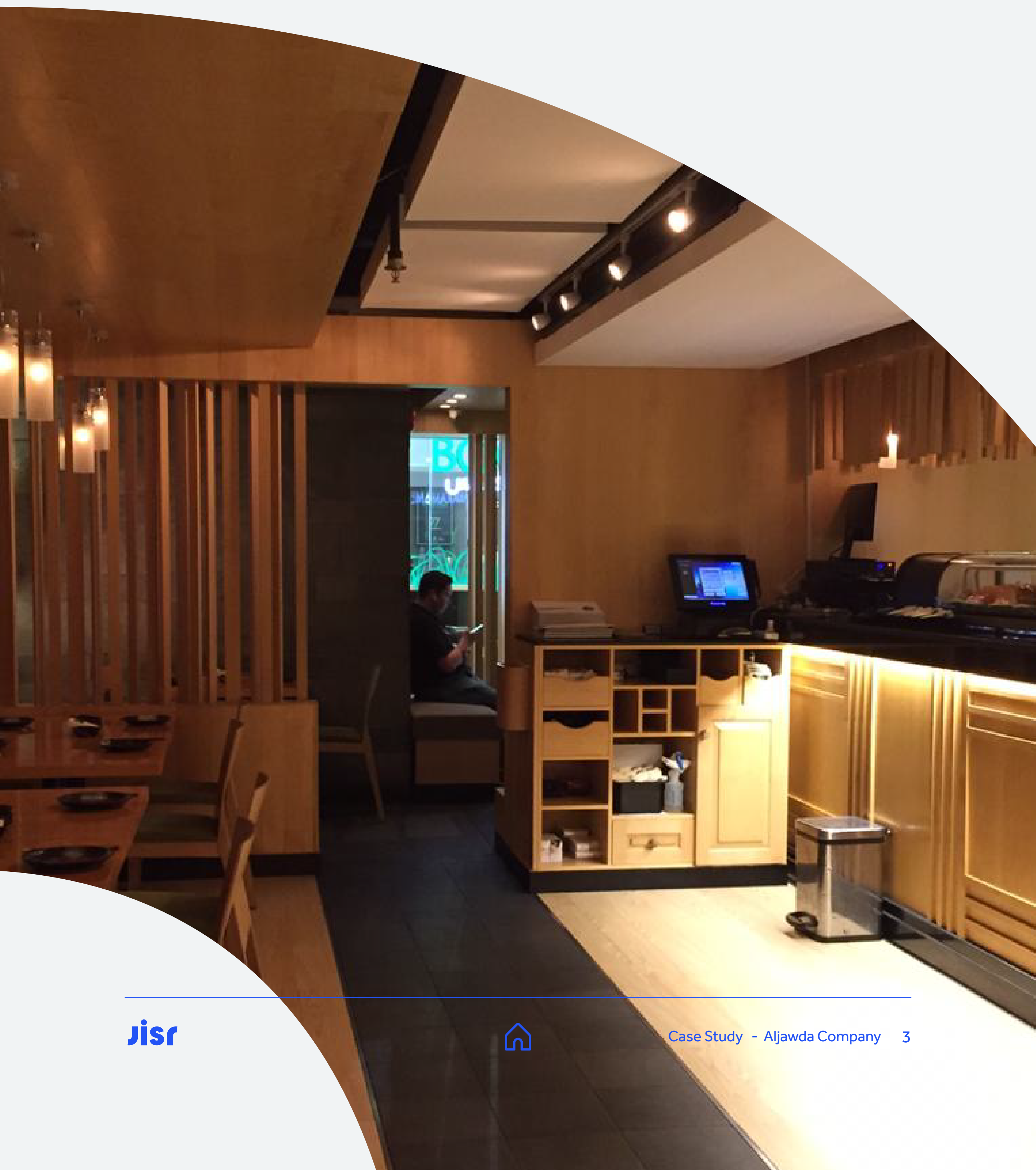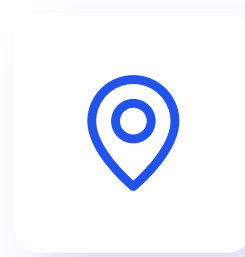
About Aljawda

Established in 2008, it has Branches in four different locations with a number of more than 300 employees. The company faced some arising challenges according to the number of employees and the multiplication of branches, but many of these challenges were overcome through implementing Jisr system
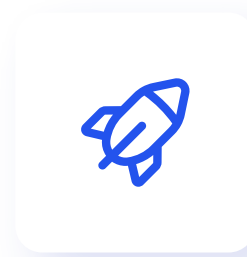
+**300**
employees

04
locations were
covered

2008
Established in

Aljawda
in Lines

"

The most important reasons for choosing locally designed system to manage Human Resources were: The outcomes provided by Jisr such as data and reports, secondly the interactive side of the system that improves the communication among employees

Mr. Hani Sa'ed
HR manager at Al-Jawda

Significant challenges

1 Managing Human Resources was based on ERP system, it was chosen to standardize the work style in all branches and increase productivity

2 Administrators who chose ERP System were not familiar with Human Resources work but the increased cost needed review

3 The plan could not keep pace with the increased work development and the updates of regulations concerning Labor Law

4 The company could not meet the Employees' expectations and their satisfaction

How did the challenges affect HR management ?

The challenges faced while using an ERP system were:

01

The employees were not experienced to use the system

02

The continuous need to update work regulations and employees' information

03

Increasing cost of recruiting HR team

04

Frequent errors

05

The time wasted in implementing ERP system

06

Difficulty in training HR management new employees to implement ERP

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I started hiring HR employees who are experienced in implementing Jisr system

Mr. Hani Sa'ed
HR manager at Al-Jawda

How has Jisr helped Aljawda in HR

Helping employees to upload data and benefit from self-services

It takes less than 30 minutes to train the employee to use Jisr

Reminding HR staff of the tasks of issuing permissions and official documents

The ease in following-up asset issues and issuing reports related to employees expenses

Increasing employees' productivity

Reducing errors related to operational procedures which means saving time and effort

Reducing the need for recruiting more employees to follow-up the operational work

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Today's performance evaluation feature proved success in the semi-annual employees' evaluation, it is being done automatically and perfectly gives all the needed data

Mr. Hani Sa'ed
HR manager at Al-Jawda

Steps to implement Jisr System

2020

October
Jisr was chosen and all the data was prepared to upload

November
more than 130 employees were trained to use the system within four days

December
Jisr system was implemented to manage attendance, leaves and payroll (ensuring that the system is free from errors)

2021

January
implementing Jisr for vacations and late arrivals, payroll was fully automated, and letter templates were identified on the system

jisr