

# AfreximBank gains greater visibility and control over their employees through better time management processes



## Customer Background

Afrexim Bank is an International bank headquartered in Egypt. It was established in 1993 by African government, African private and institutional investors, as well as non-African financial institutions and private investors, for the purpose of financing and promoting intra- and extra-African trade. The Bank has branch offices in many countries like Harare, Zimbabwe, and Abuja, Nigeria.



## Afreximbank - Online Time Management Solution (OTMS) Implementation

### Company:

Afreximbank

### Industry:

Financial Services

### Location:

72 (B) El Maahad El Eshteraky Street - Heliopolis, Egypt

### Website:

<http://afreximbank.com/>

### ECS Products:

ECS Online time Management Solution (OTMS)

## FAST FACT



**SAP® Certified**  
Integration with SAP Applications

## Challenges

- Difficulties in managing and administering employee time data records
- High error rate due to the manual effort exerted to record personnel times which put challenges on the management to evaluate employee data
- Excessive administrative tasks performed by HR team that prevented them from focusing on the more strategic parts of their roles.
- Inability to reliably recognize and reward employees
- Increased employee cost
- Difficulties in payroll management due to the incorrect time & attendance data

## Objectives

- Optimize employee time-tracking
- Reduce administrative tasks for HR administrators
- gain a real- time and fully integrated HR time tracking solution

## Resolution

- Implementing **ECS Online Time Management Solution (OTMS)** - a user friendly solution for employee time collection and SAP certified interface HR-PDC

## Implementation Results



Increased productivity  
for HR and Payroll



Reduced manual  
administrative effort



Real-time and fully  
integrated HR time  
tracking solution

75% ↓

Reduction in time spent  
to track personnel time

## Challenges

After the successful implementation of SAP ERP solution for the banking sector at AfreximBank, they realized many noticeable benefits in their business operations that pushed them to continue exploring new ways to capitalize the system's value. As an extension for the SAP HCM module, they sought to implement SAP Time Management module in order to improve workforce productivity, reduce manual administrative effort and gain more control over their workforce management. Their old system was not able to provide them the full visibility needed to accurately manage personnel time data. They relied heavily on manual work that unreasonably led to high error rate, which affected the payroll operation and increased employee cost. They took the decision to replace the time management. After doing research on the market and making a comparison between the several products available, AfreximBank chose ECS OTMS to fulfill their business need.

## Resolution

Over the course of 2 months, ECS team was able to implement Online Time Management Solution (OTMS)- A Certified SAP HR PDC solution . ECS also offered full staff training to speed up their familiarity with ECS OTMS. An approach for implementation strategy was chosen based upon the proven experience with similar projects. The project was managed and executed using the ASAP Focus methodology and toolset.



A need for better employee time management and strong HR system

“We are now able to manage our employees more efficiently and with less effort thanks to SAP HCM and ECS OTMS”

HR Manager



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## Results

ECS has successfully implemented SAP HCM Time Management and installed ECS OTMS with full integration with SAP ERP system. Now, Afrexim managers have easy access to employee's time data and the employees are managed in an efficient way. Beside the implementation, extra enhancements were requested by the bank and applied by ECS team like enabling email notification for work item assignment, leave request workflow, "Clock-In/Out Corrections" customization in Employee self service (ESS), they also implemented SAP single sign-on and integration with windows active directory. As a result of this, Management and HR Administrators has greater visibility and access to better reporting to build more informed decisions about their employees. This helped in ensuring up-to-date and reliable information, so they can guarantee that payroll process is managed correctly and without errors.

Also, After the implementation and due to the trust in ECS consultant team, AfreximBank requested from ECS to install and configure SAP Solution Manager and to customize the Service Desk module and activate the Early Watch Service to monitor its Servers. ECS will continue to propose integrated and flexible solutions which will allow AfreximBank to change and evolve processes and structures without technical constraints.