

REC in Singapore

Unit4 Prosoft HRMS software delivers integrated, locally responsive and agile HR management

The Singapore subsidiary of REC – a leading global provider of solar electricity solutions – chose Prosoft HRMS as an agile, user-friendly solution to effectively manage its HR processes, meet all its local requirements and respond to ongoing business change.

Overview

REC in Singapore is a part of Renewable Energy Corporation ASA (REC), which is a leading global provider of solar electricity solutions offering sustainable, high-performing products and services for the solar and electronics industries. About 1,400 employees work in REC's purpose-built, integrated production facility in Tuas, Singapore. The facility consists of three manufacturing business units (the Wafer plant, the Cells plant and the Solar Panel plant), converting polysilicon into wafers, wafers into solar cells and solar cells into solar panels for customers worldwide. In 2012, a total of 722 MW of solar panels were produced.

REC in Singapore chose Unit4 Prosoft HRMS as the best solution to manage its HR processes effectively, address local business practices and requirements, integrate with its own and its parent company's business systems and enable users to update and adapt the system themselves, as the company's business needs continue to evolve.

Prosoft HRMS has delivered a range of benefits for REC in Singapore, including:

- Safeguarding and improving local and company-wide business visibility, thanks to excellent reporting and analysis tools and seamless integration with other key business systems.
- Enabling the company to accommodate and respond positively to the local regulatory and operating environment – meeting stakeholder and staff expectations.

- Providing clear, flexible analysis for managers to identify and resolve discrepancies fairly and to ensure that each employee's pay is 100% correct.

The need

REC, the parent company of REC in Singapore, had been using the IFS ERP suite to manage its processes, including human resource management. As REC's first subsidiary in South East Asia and in order to align itself with its parent company, REC in Singapore initially adopted the same software and the financial management module, in particular. However, the team in Singapore felt that the HR module of IFS was not able to meet key local requirements and thus wasn't the right tool to manage the company's most important assets: its people.

“Having previously used SAP, I feel that SAP is a system that is very controlled and not easily configurable to users' needs. One has to go through many different levels of access or approvals to make a change, which results in a very long lead time. However, with Prosoft HRMS, the super-user can easily make the change within the system, whenever there is a change to policies or guidelines.”

Philip Tan, Senior Manager, HRIS of REC in Singapore.



The solution

REC in Singapore began the search for more suitable HR software by setting as the key selection criteria that it must not only meet the company's needs but also be flexible, robust and able to integrate with its existing IFS financial system. In addition, the software would need to adhere to global standards and be able to cater to the company's upcoming expansion plans. With all these concerns in mind, the company selected Unit4 Prosoft HRMS – a perfect match and with the additional advantage that some of the staff were already experienced users of the solution.

The benefits

Prosoft HRMS has not only enabled REC in Singapore to manage its HR processes effectively in its local operating environment, but its post-implementation agility has also allowed users to make changes to the system easily and quickly.

In addition to providing useful standard reports within the system, Prosoft HRMS also allows users to select various fields and export to a report for analysis. The advanced SQL query writer has given REC in Singapore the ability to verify areas of data inconsistencies and discrepancies in the system,

especially in the area of time attendance, where the clocking system may not reflect the actual overtime and shift allowance correctly. "I use this query writer to pull out records that have discrepancies that vary from the actual scenario. From this report, I'll be able to check with the respective supervisor to rectify any discrepancies before processing payroll. This helps the company to make sure that employees are paid correctly – neither over- compensating nor short-changing them," said Philip.

“Prosoft HRMS has been an excellent choice for our company. It helps us to keep everybody happy: our HR teams gain a user-friendly, instantly familiar solution to help their daily tasks; our head office can depend on reliable, consistent, clear visibility of our operations and our employees can trust that they are fully rewarded for the hours they work.”

Philip Tan, Senior Manager, HRIS of REC in Singapore.

UNIT4

About REC

REC is a leading global provider of solar electricity solutions. With nearly two decades of expertise, it offers sustainable, high-performing products, services and investment opportunities for the solar and electronics industries. Together with its partners, it creates value by providing solutions that better meet the world's growing electricity needs. Its 2,300 employees worldwide generated revenues of more than NOK 7 billion in 2012, approximately EUR 1 billion or USD 1.3 billion.

ENERGIZING LIFE TOGETHER



REC in Singapore comprises four legal entities: REC Site Services Pte Ltd, REC Wafer Pte Ltd, REC Cells Pte Ltd and REC Modules Pte Ltd. which forms the multi-million investment in the Greenfield Site located in Tuas, Singapore. From its manufacturing facility in Singapore, REC manufactures and exports high-performing solar panels to customers worldwide. The three manufacturing business units, the Wafer plant, the Cells plant and the Modules plant act as independent business lines on-site, together with the REC Site Services business line, which provides support functions to manufacturing, such as the supply of central utilities. The co-location of the production entities is a means of achieving low-cost, more cost efficient large-scale production.

About Unit4

Unit4 is a leading provider of enterprise applications, empowering people in service organizations. With annual revenue of 500M Euro and more than 4000 employees worldwide, Unit4 delivers ERP, industry-focused and best-in-class applications. Thousands of organizations from sectors including professional services, education, public services, not-for-profit, real estate, wholesale, and financial services benefit from Unit4 solutions.

Unit4 is in business for people.

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