

Geography

Mindtree Ltd.
Bangalore, India

Industry

High tech, professional services

Products and Services

IT services

Employees

16,000

Revenue

US\$715 million

Manjunath Kamat

Associate Director of the
Information Systems Team

“Thanks to a successful implementation by Blueprint Technologies, our HR team is now able to drive business at a strategic level with SAP SuccessFactors solutions, which are both comprehensive and simple to use.”

Improving Employee Engagement and Development with SAP® SuccessFactors® Solutions

Technology is a broad concept that has come to refer to breakthroughs that enable a better, more efficient solution – which is what Mindtree aims to do for its clients by delivering digital transformation and IT services from ideation to execution. While the most obvious benefit of technology to a small business is increased productivity, growing companies such as Mindtree also need transparency and engaging tools to keep employees motivated to serve customers better.



Why SAP SuccessFactors solutions

- » Cloud-based solutions with proven success
- » Ease of deployment and adoption with anytime, anywhere access
- » Scalability that supports employee growth

Resolution

- » Worked with Blueprint Technologies to deploy the SAP SuccessFactors® @Performance & Goals, SAP SuccessFactors Compensation, SAP SuccessFactors Onboarding, and SAP SuccessFactors Learning solutions
- » Automated the new-employee campus induction processes
- » Allowed anyone to provide employee feedback, helping annual performance appraisers provide accurate ratings
- » Deployed a compensation planner to calculate pay increases for high performers that are aligned with the budget
- » Introduced role-based learning programs to address skill gaps and help employees move to the next level

Future plans

- » Roll out SAP SuccessFactors Onboarding in other regions
- » Deploy the SAP SuccessFactors Succession & Development solution

4–5 hours per day
Saved in the onboarding process

Holistic
Performance evaluations based on extensive feedback

Significant
Reduction in drop outs

Paperless
Onboarding process

Higher
Candidate satisfaction and employee engagement

Better
Joining ratio in new offers

Meaningful
Role-based learning programs

Accurate
Calculations for compensation that award merit and keep within budget