



CASE STUDY

Optimizing Leave Management Capabilities

DUBAI GOLD & COMMODITIES EXCHANGE (DGCX)



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Over the years using OrangeHRM we can now confidently say it is reliable, easy to use, value for money and most importantly backed up by a fantastic support team that has been attentive to our support calls.”

Rubeen Rashik
Manager - Systems & Applications
Dubai Gold & Commodities Exchange

Located in Dubai, United Arab Emirates, DGCX is the leading commodities derivatives exchange in the Middle East. With a mandate to enhance trade throughout the Emirate, DGCX includes members from the Indian subcontinent, Middle East, Europe and the United States. DGCX recently announced its intention to focus on West Asian clients through the launch of Emerging Market (EM) currency products.

Since the commencement of trading in November 2005, DGCX has grown to provide strategic financial opportunities and a tactical trading forum to its international membership.



The Problem

Affordably and effectively replace a manual leave management system

The manual, paper-based leave management system in use by DGCX was insufficient for the growing needs of their HR department. DGCX sought a turnkey, automated solution to track and audit employee leave, provide calendaring and allow schedule sharing, among other capabilities.



DGCX was also interested in a browser-based portal that offered dashboard integration of announcements, along with the posting of policies and documents.



Evaluation of a variety of HR products and vendors did not provide the platform needed by DGCX. Impressed by the online presence and options offered by OrangeHRM, DGCX approached OrangeHRM for a solution.



OrangeHRM Open Source is a highly flexible, feature-rich human resource management system (HMRS) serving millions of users around the world. DGCX took advantage of a free trial run offered with our Open Source, Enterprise and Professional products.



Commenting on its test run of the product, DGCX notes, “OrangeHRM, being browser-based, required no clients to be installed. It has an easy-to-use interface, is customizable to any length, and is affordable. The platform was stable throughout our rigorous testing.”



Solution

OrangeHRM Open Source platform with a customized leave management module

To meet the needs of the DGCX HR department, we customized our Leave / Time Off management module. Coupling the free OrangeHRM Open Source platform with customized leave management features gives DGCX a comprehensive, cost-effective HR solution that includes

- ✔ Browser-based custom leave / time off calendaring
- ✔ Integrated audit functions with user machine passwords
- ✔ E-mail alerts on expiration of visas, passports and other events
- ✔ Easy staff access to announcements, policies, compliance and other HR forms
- ✔ Trouble-free creation and management of configurable duty rosters
- ✔ Dashboard integration and access to graphical reports

Commenting on implementation of the OrangeHRM leave management solution, DGCX notes, “Employees can now not just conveniently apply for leave but also check their past leaves and scheduled leaves in their own department. Managers can approve a subordinate’s leave and see the leave pattern of their entire team.”

The OrangeHRM platform and modules are intuitive and easy to implement. Skilled support is always available from our client support team

Describing the onboarding of the OrangeHRM leave administration module, DGCX states,“Employees are satisfied as the process is now quicker, simpler and they could easily adapt to the new platform without much training required on the software.”



BENEFITS DELIVERED

Cost and time efficiencies for employees and management

With a focus on providing rapidly expanding financial services in the Middle East, DGCX required a paperless, cost-effective leave management solution adaptable to its unique HR environment.

The customized OrangeHRM leave management module streamlined the leave application and approval process for employees and managers, enhanced information sharing and reduced the physical storage space and costs associated with a paper-based, manual HR system.

With 50 users on the system, DGCX experiences no software slowdown. Utilizing OrangeHRM team support services when needed, DGCX observed

“We are glad that OrangeHRM is backed up by a strong support team. They have given us an efficient support so far. We have never regretted the fact that they have no local presence in Dubai.”

Taking advantage of OrangeHRM products and client service allows DGCX to reduce the time and expense lost to an outmoded leave management system. The shift to OrangeHRM allows DGCX to focus on forward business movement and future objectives. At OrangeHRM, we are proud when a client reports our product and services, “delivered on all requirements.”

Whether yours is a local, national or global enterprise, OrangeHRM offers benefits across the board. Commenting on the advantages of using OrangeHRM products and services, DGCX mentioned



Affordable product



Customizable, reliable and easy-to-use software



Efficient support

Exploring solutions is important when organizations experience challenges in their HR environment. OrangeHRM thrives on helping business of all sizes define issues and develop flexible, cost-effective human resource solutions. We work hard to make your HR functions easier.

Increase your efficiency and decrease demand for your time and budget dollars. When you face an HR challenge, talk to our team at OrangeHRM or download a free demo of our platform today.

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