

Creating an Empowered Happy Place for Employees

Aakash+Byju's Case Study



Transforming the edu-tech space in India

Aakash + Byju's, one of the leading Coaching Institutes of India, with a workforce of 8000+ employees and a legacy of 32 years, provides comprehensive test preparatory services to students preparing for medical, engineering entrance, school board and other foundation level exams. Aakash paired with Byju's is now transforming the edu-tech space. The core objective is to help students succeed and to bring to them a learning experience that helps achieve academic goals.

Aakash + Byju's

use of AI-backed full suite of hire2retain HRMS replacing existing systems to optimise Edu-tech people processes.



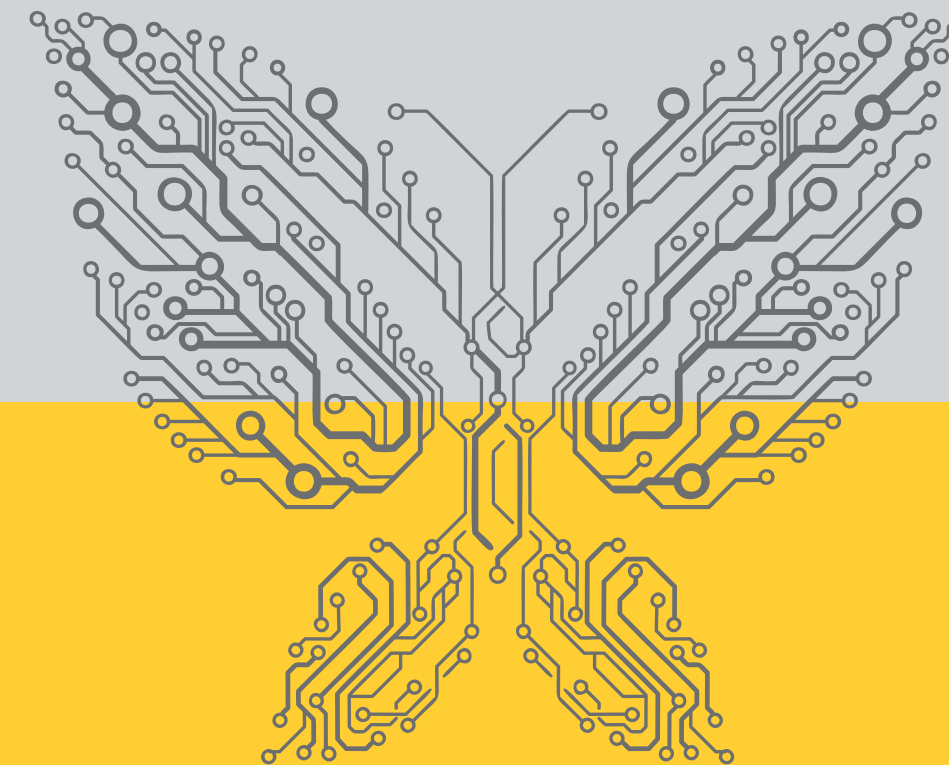
How Aakash + Byju's with HONO Engineered Employee Empowerment, Engagement & Morale Management

HR Vision@Aakash+Byju's

- A modern, digitized and productive workforce
- Expanding future capabilities
- Encouraging peer-to-peer learning & collaboration
- Enabling agile, digitized & scalable learning linked to performance
- Sustainable business development through employee engagement
- Simplified digital transformation through a mobile-first set-up
- Building a unified system for a pan-geographical workforce
- Real-time insights & dashboards to empower employees & people leaders

Trigger for Change

Challenges of Aakash + Byju's exemplified the challenges faced by large edu-tech companies, straddled with legacy systems. A centralised, integrated and highly configurable system was needed to efficiently help employees engage, self learn & collaborate, and for HR to seamlessly execute key processes.





“HONO’s emphasis on technology, particularly AI to address, simplify and humanise HR processes and its ability to transform HR into a productivity driver is something we believe in...We value the strong and constructive relationship with HONO, developed over years of association. We believe in working with brands that are committed to revolutionising the industry. And HONO’s vision and its high-end solutions show that promise.”

Aakash Chaudhry
MD, Aakash+BYJU’S

The Aakash + Byju’s HR-led Transformation Designed & Executed with HONO.

HONO brought transformative change to Aakash + Byju's, with the suite responding positively to all of the team's queries. HONO proceeded with a consultative approach and provided solutions to all the challenges faced by the Aakash + Byju's team.

Here’s a snapshot of the WISHLIST fulfilled by HONO

- Fully automated & scalable system to match the company’s continuous growth
- A platform bound by flexible pre-set workflows & nudges
- Execution that saves time on inaccuracies of manually managed processes
- Enhancing of employee experience with a 100% self-service app
- Seamless integrations with other solutions

- Something that drives collaboration and builds on Peer-to-Peer Learning
- Realtime, insightful & decision-enabling dashboards

Modules Implemented

- Recruitment
- Onboarding
- Leave & Attendance
- Pulse
- Performance Management System
- People Core
- Payroll
- Travel and Expense
- Employee Retention & Separation

Result

- Legacy practices automated with new-age tech-transformation.
- Scaled up operations from 500 to 8000+ employees, effortlessly.
- 200+ multi locations integrated on a single system with unified policies & practices.
- Academic & non-academic staff processes automated on a single solution.
- Digitised & automated the entire employee life cycle covering Talent Acquisition, Administration, Management & Retention.

“We were working on an older technology platform and were not able to make dynamic data-backed decisions. With different data fragmented at different sites, things were manual & there were chances of error. A lot of time was typically needed to collate any manpower data, say Exits, Joining, Payroll or Leave data. So, we had a challenge with controls. With HONO, the HR team is not busy collating data but is taking action on real-time insights. That’s why I like HONO - it puts you right in the driver’s seat!”

Hemant Sultania

Group CFO

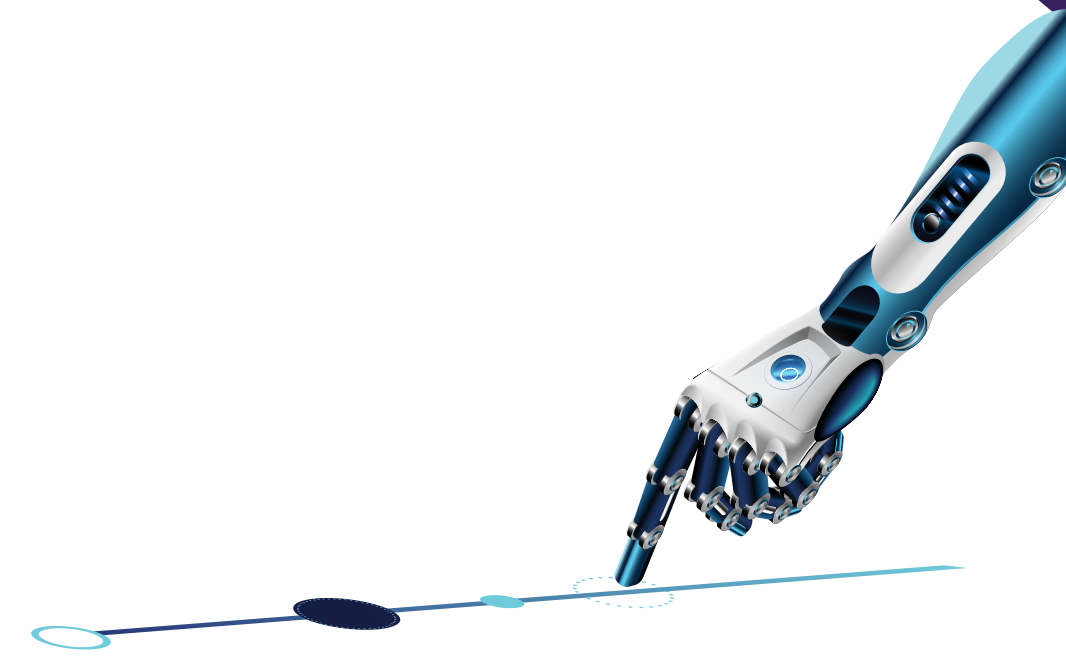
“Technology is important, so are the people behind the product & the ones implementing it. We spent a lot of time in creating the right processes to ensure the “Culture Fit “that would make our people happy ! The consulting approach by the HR leaders was on point and once the blueprint was ready the implementation was smooth ! I see us only moving upwards from here.”

Sachin Saxena

CHRO

Impact

- Happy employees
- Efficient & empowered people & teams
- Real-time analytics & reports
- Automated workflows
- Significantly enhanced HR efficiency & bandwidth
- 100% employee & manager Self-service
- 100% adoption of mobile app within 1 week of go-live
- Zero data leaks & improved security & compliance





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