



CASE STUDY



L&T HYDROCARBON ENGINEERING

“We have implemented Tydy as an Onboarding platform at all our hydrocarbon business locations. This has resulted in saving us time and huge costs to the tune of USD 200,000. The joining process which took around 2 to 2.5 hours per candidate has now been reduced to just 15 minutes per candidate.”

Manish Sharan

Senior DGM, Human Resource, L&T Hydrocarbon
Engineering (LTHE)

Impact

MONEY SAVED

Over **USD**
200,000

TIME SAVED

90%
per candidate, from
2.5 hrs to 15 mins

STREAMLINED PROCESSES

Across business
verticals, locations
and job roles

L&T Hydrocarbon Engineering (LTHE) is an engineering, procurement, fabrication, construction and project management company providing integrated 'design to build' solutions to large and complex Offshore and Onshore hydrocarbon projects worldwide.

Size:	7000-10,000 employees
Location:	India - Vadodara, Hazira, Chennai, Kattupalli, Mumbai and Oman
Industry:	Engineering, Construction, Project Management, etc. - Oil and Gas sector
Business Verticals:	Onshore, Offshore, Construction Services, Modular Fabrication and AdVENT (Advanced Value Engineering & Technology)

The Protagonists

L&T's Shared Services Centre handles payroll for L&T's 50,000+ employees, covering 7 separate ODs and 37 subsidiary and associate companies. They were looking for an automated solution that would streamline onboarding for new LTHE employees across multiple locations.

The Challenge

MANUAL PROCESS:

LTHE's entire onboarding process was manual. They were onboarding 1000+ employees per year, for roles ranging from General Managers to Electrical Engineers to Foremen to Senior Designers across business verticals. While being tedious, repetitive and time consuming, it left too much room for human error.

FRAGMENTED DATA:

Since they were hiring for separate business verticals and job roles, they had too many different types of Employee Application forms. Their data capture process was fragmented, often done by the recruiter who filled them out by conducting a long drawn out Q&A session.

MULTIPLE TOOLS:

Integrating their HR Management Systems was multi-layered, messy and problematic which meant mindless 'busywork' for HR.

TOO MANY BLIND SPOTS:

With thousands of employees across far flung project locations, the HR team was looking for a way to collect feedback from their workforce throughout the employee journey, from pre-boarding to well after onboarding.

Our Solution

DIGITIZED DATA FLOW:

LTHE now has one of the cleanest and most user friendly data capture forms. Whether it's generating statutory forms or integrating data flows with other systems to segmenting employees by location, department or role, HR Managers can now orchestrate everything from one dashboard, or what we like to call the Tydy Control Centre. This helps save immense amounts of time and effort.

GAMIFIED AND MOBILE-FIRST:

Through gamified feedback forms and personalized, mobile-first content, employees receive information via their mobile phones. So no matter where they are, in a Mumbai office highrise or on an oil rig in the Caspian Sea, they receive important communications such as a Message from the CEO, Company Policy, Employee Benefits, etc. all in one place.

INTELLIGENT INSIGHTS:

HR Managers and Admins can access data and analytics which helps them spot patterns and trends across all LTHE locations. These hidden insights are invaluable for employee engagement and retention and to analyse what's working and what's not.

EMPLOYEE EXPERIENCE:

LTHE now has a two-way communication channel with their employees through which they can deliver timely content or run quick Pulse Surveys. With Tydy's proprietary campaign technology, they gather feedback at various important touchpoints such as interview feedback on offer acceptance, Day 1 feedback, Week 1 feedback, asset allocation feedback, etc.

“While we initially thought of solving for just the onboarding process, after complete implementation of Tydy’s integrated version, we have been able to streamline not only the onboarding process but also end-to-end recruitment and HR operation processes.”

Manish Sharan

Senior DGM, Human Resource, L&T Hydrocarbon Engineering (LTHE)