

## Employee Portal Cuts Onboarding Delays by 60%

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### WHO WE ARE

“ UB Technology Innovations expertise in Microsoft Azure Services and Power Platform. We are the preferred Microsoft certified professionals and specialize in delivering technology-driven solutions and services to organizations. We design, build, automate and support a full range of business solutions to optimize growth and efficiency in businesses. ”

### WHAT WE DO

- Streamlined data management process
- Third Party System Integration
- Intuitive user interface
- Interactive customized reports
- Re-engineering Legacy Systems



### THE CLIENT

The client is a leading manufacturing firm with operations across multiple industrial sectors. They produce precision-engineered components and machinery parts used in heavy industries across the APAC regions. Their product line is tailored for high-performance environments where durability and reliability are critical. Alongside production, they also offer customized solutions for mechanical assemblies and support services. Their vision is to create a streamlined, agile workplace where people, data, and processes move in sync for their customers.



### CHALLENGES

In a manufacturing setup, workforce management directly impacts plant operations. If onboarding is delayed or employee data is inaccurate, it can disrupt shift planning, delay system access, or even impact safety procedures. Unlike office environments, plant operations depend heavily on timely coordination between HR, IT, and department teams.

In that context, the client organization reached a point where their existing way of managing employee-related tasks slowed them down into several recurring issues:

- Onboarding new employees involved manual back-and-forths between teams, causing delays in setting up emails, system access, and basic credentials.
- Employee information was stored in different files and tools, making it difficult to keep records up to date or find the right data when needed.



- Important events like promotions, anniversaries, or appraisal cycles were often missed because there was no structured way to track or manage them.
- Access to sensitive data wasn't well controlled—anyone with general system access could make changes, raising concerns around security and accountability.



## SOLUTION

Understanding the client's situation, we built a robust Employee Portal tailored to their existing workflows and systems, using modern tech that balances automation, security, and usability. The key features of the solution are as follows:

- Onboarding Automation:
  - A streamlined workflow is set up that generates employee codes, creates corporate email accounts, and allocates resources immediately upon hiring.
  - Role-based access provisioning happens automatically based on the department and role, removing the dependency on IT teams.
  - A self-service dashboard lets HR track onboarding status in real-time and step in only when needed.
- Centralized Data Management:
  - All employee information (roles, departments, profiles) is stored in a secure, centralized database built on MSSQL.
  - HR could bulk import or export data for transitions, record updates, or migrations without relying on spreadsheets.
  - Role-based permissions (RBAC) ensured only authorized people could make changes, while everyone else had appropriate visibility.
- Lifecycle Event Tracking:
  - Automated alerts notify managers and employees about upcoming appraisals, anniversaries, promotions, and other notable events.
  - Career progress tracking helped managers plan internal growth and make informed decisions quickly.
- Security and Access Control:
  - Using JWT authentication and clearly defined user roles, access was tightly managed.
  - The system was designed with granular permission levels for HRs, Department heads, and employees without crossover.

The technical foundation of this solution includes:

- Frontend: Angular 17.3.12 with Angular Material and Prime NG for a responsive, modern UI.
- Backend: .NET Core Web API to handle business logic, with RxJS and BehaviorSubject managing component state.
- Database: MSSQL, integrated for performance and data consistency.
- Deployment: Azure DevOps with Git/TFS version control for smooth rollout and change management.



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## SOLUTION BENEFITS

- The portal delivered tangible improvements across key operations, and the client was delighted with its impact from both an efficiency and user adoption perspectives:
- **Reduced IT Involvement:** Automating email ID creation, access provisioning, and role setup reduced IT involvement by over 50%, saving time and support resources.
- **Lower HR Workload:** HR teams saw a 30-40% reduced workload as manual onboarding steps and data updates were replaced with streamlined, automated processes.
- **Improved Data Efficiency:** Bulk import and export features eliminated repetitive data tasks, cut administrative time, and reduced data entry errors by 20%.
- **Faster Onboarding Cycle:** The onboarding process, which previously took up to 5 days, was completed within 1–2 days, reducing delays by 60% and accelerating employee readiness.
- **Stronger Access Control:** Controlled role-based access minimized unauthorized data changes, improving compliance and lowering data misuse or leakage risks.
- **Higher Data Accuracy:** Accurate and centralized employee records improved data quality by 98%, ensuring better tracking, reporting, and audit readiness.
- **Increased Employee Engagement:** Automated alerts for promotions and anniversaries improved employee engagement, leading to a 35% increase in satisfaction scores.
- **High System Adoption:** With over 95% adoption in the first quarter, the portal proved intuitive and well-aligned with day-to-day HR and employee needs.

### Conclusion

The client was highly satisfied with how the employee portal addressed their internal challenges. Our solution directly addressed inefficiencies that had long hindered onboarding speed, data consistency, and cross-functional coordination, resulting in a more agile and responsive work environment. UBTI continues to support high-growth manufacturing companies by delivering practical, system-aligned digital solutions that strengthen internal processes and prepare organizations for scale.



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## ABOUT US

UB Technology Innovations, Inc. (UBTI) is a leading global technology solution provider with more than 3 decades of experience across all industries, specializing in Capital Markets (Asset Management), Logistics and Healthcare. We are the preferred Microsoft Gold Certified partner backed by a world-class team of Microsoft Certified experts with rich experience in Azure Cloud Platform and Data Analytics.



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