



Enhancing HR Efficiency with Government Funding



Since the launch of the Technology Voucher Programme (TVP) in 2016 by the Innovation and Technology Commission under the HKSAR Government to promote SMEs' effective use of IT services and solutions, enterprises have upgraded their HR management and obtained the TVP subsidy with IPL HRMS's one-stop service. Meko Enterprises Limited (Jollibee) is one of these successful TVP adopters. (TVP project ref: www.itf.gov.hk/en/projectsearch/projectprofile/index.html?ReferenceNo=TVP/0975/19)

A Rapidly Expanding Fast-food Chain from the Philippines

Jollibee is a Filipino multinational chain of 1,300 fast-food restaurant outlets operating in Asia, North America and Europe. Landing the Hong Kong market in 1996 with ambition, Jollibee today is backed by around 1,000 employees serving the local public with more than 10 stores across the city. It offers cheerful fried chicken coupled with warm and friendly service, which makes Jollibee a popular fast-food chain among the public.



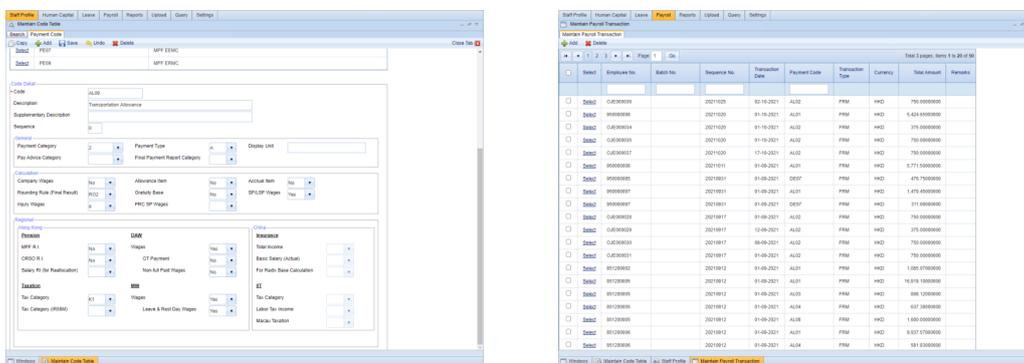
Challenges of HR Operations Serving Multiple Branches

In the past, Jollibee relied on an in-house HR system with extensive manual procedures to process their staff leave, attendance, payroll and other HR matters. Opening more branches with an expanding workforce, the company has seen the challenges of a catering business with unstructured HR data handling and complex payroll calculation. This has urged the company to look for an e-system that can simplify HR operations with centralized management while fulfilling Hong Kong's employment regulations, especially the Employment

(Amendment) Ordinance 2007 (713 Ordinance). Jollibee selected IPL HRMS with decades of experience helping enterprises transform their HR management.

Digitizing HR Management with Central Platform

Through TVP's subsidy and the IPL HRMS team's coordination, Jollibee established an all-in-one HR management system to enhance daily HR operations. Understanding Jollibee's HR difficulties from varied salary components of full-time and part-time employees of different tiers, IPL HRMS delivered a solution that ensures reliable payroll and HR processing which is compliance ready. The system empowers HR with a meticulous combination of various allowance (attendance, shift and travel), leave, overtime work, bonus and retro-pay automation settings, achieving accurate payroll calculations with all the average wage, statutory minimum wage, MPF and other legal components covered.



Enabling Comprehensive Attendance Management

Jollibee used to collect rosters and timesheets from branches each month and each branch had its own practice in handling the records, which involved substantial logistics and data consolidation. Now IPL HRMS provides a powerful Attendance Management module, allowing branch managers to easily plan team rosters and back-office HR to visualize employees' various data of attendance, absence, lateness, etc., which are also integrated into the payroll calculation. This helps standardize the procedures, save data handling cost and ensure payroll accuracy. The module also generates diversified reports for HR's data analysis.

Empowering HR Management with Scalability

With IPL HRMS, Jollibee has digitized HR operations with centralized employee data maintenance and full-featured payroll and HR automation, largely improving management efficiency. Jollibee's HR can focus more on planning and decision-making with the management, to prepare for the continued expansion of the chain business.

Director of Meko Enterprises Limited (Jollibee), Mr. Vincent To said, ***"It was a great experience to work with IPL HRMS. From consultation to project implementation, they showed an excellent manner in assisting our HR transformation. We learned many skills in setting the HR system, which will be beneficial to our business expansion."***

