

Streamlining HR functions to improve workflow for a smoother employee experience

## A leading oil and gas company rolled out a new modern HR solution that their employees love, and we delivered!

### The Client

One of Europe's largest exploration and production companies with more than 1900 employees from the Barents Sea to the Bonaparte basin. In order to attract top industry talent and create an environment for their employees to flourish, the client aimed to automate the process of HR request application.

1900

Employees

40

Nationalities

124.4

kBOE/D

### Before the solution

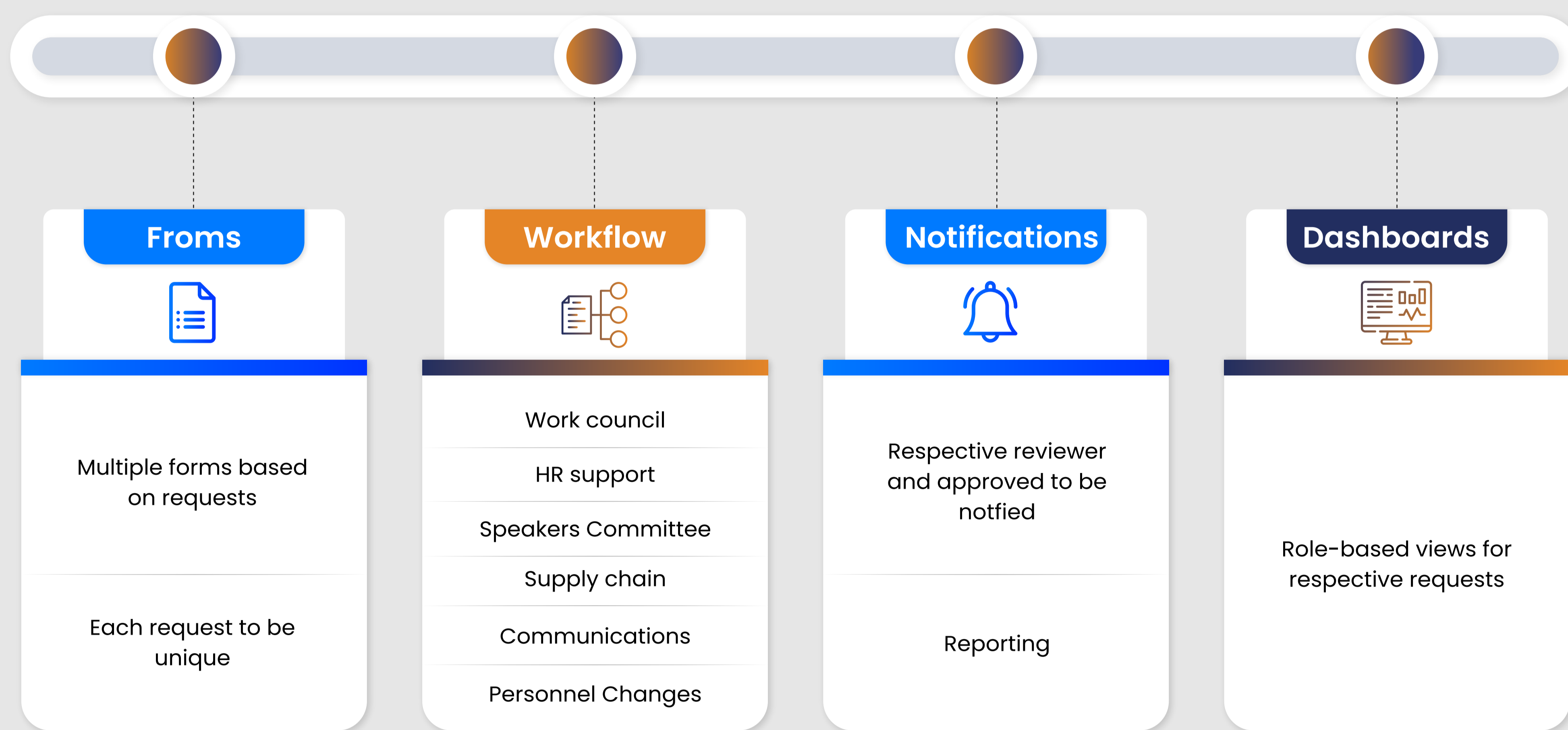
- ▶ The client has been using a web application as a platform for various departments to record, review, approve/ reject, and publish information about their employees, consultants, and contractors.
- ▶ The process has become too disorganized, which is delaying the approval process inordinately and was making the process too inefficient for the employees and impacting their morale.

### Challenges

- ▶ Employees worked in a wide range of offshore and onshore locations, so there was a need for a coherent solution that could be easily used by anyone.
- ▶ The solution had to be able to handle multiple types of requests in customized forms to ensure absolute efficiency for a faster process

### Objectives

Automate the process of HR Request application from forms to workflow to notifications, and a dashboard for employees to check the status of requests. Ensure the new system is easily usable by the wide range of employees and contractors working with the organization



### SOLUTION HIGHLIGHTS

## Acuvate developed a PowerApps application platform solution to automate request approvals and notifications management

Employees from different departments could record, review, approve/reject, and publish information about employees, consultants, and contractors from a single dashboard. They would also get complete information based on their role and the type of request.

The solution had the following features:

Multiple forms for based on type of requests

Item level for permission for each request

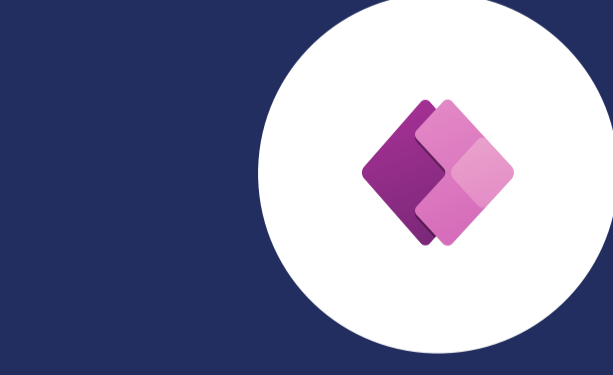
Approval notifications through emails and in teams

Approval notifications through emails and in teams

Approval workflow implementation

Dashboard for each role

### TECHNOLOGIES EMPLOYED



Microsoft PowerApps



Microsoft Flows



SharePoint Online



Microsoft Dataverse (CDS)



Power Automate



Power BI



Azure SQL



MS Teams

### Results

Acuvate's expertise in delivering customized solutions on Microsoft Power Platform has been proven again with our application that exceeded the client's expectations on what it could do, and how it could help their employees adopt company policies better.



Better compliance



Saved 80% time



Automation reduced effort by 50%