

# Unified Payroll and HR System

Client    Subsidiary of a national telecommunications operator  
Role     Business Analyst, Project Manager  
Period   2008-08 — 2010-08

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## CONTEXT

A widespread branch network ran payroll and HR without a single system, producing accrual discrepancies, hard-to-manage motivation schemes, and weak links to financial planning — gaps that undermined the unified operating model needed before acquisition.

## APPROACH

Standardized payroll-calculation methodology and motivation rules across branches first, then integrated the HR platform with the budgeting system so personnel cost flowed directly into financial planning — accepting common rules over per-branch variation.

## OUTCOME

Standardized payroll and motivation across all of Subsidiary of a national telecommunications operator's branches on a single system, integrated with budgeting, and launched an HR platform serving 50+ users.

- Unified payroll and motivation accruals across all branches; HR platform live for 50+ users.
- Integration with the budgeting system improved financial-planning accuracy and personnel cost control.
- Higher transparency and manageability of payroll and HR at company level, supporting the pre-sale unified operating model.

## KEY RESULT

Introduced a single payroll and motivation system across 50+ branches, integrated it with budgeting, and launched an HR platform for 50+ users as part of the enterprise-wide pre-sale transformation.