

AL Hadeetha

Industry

Mining

Country

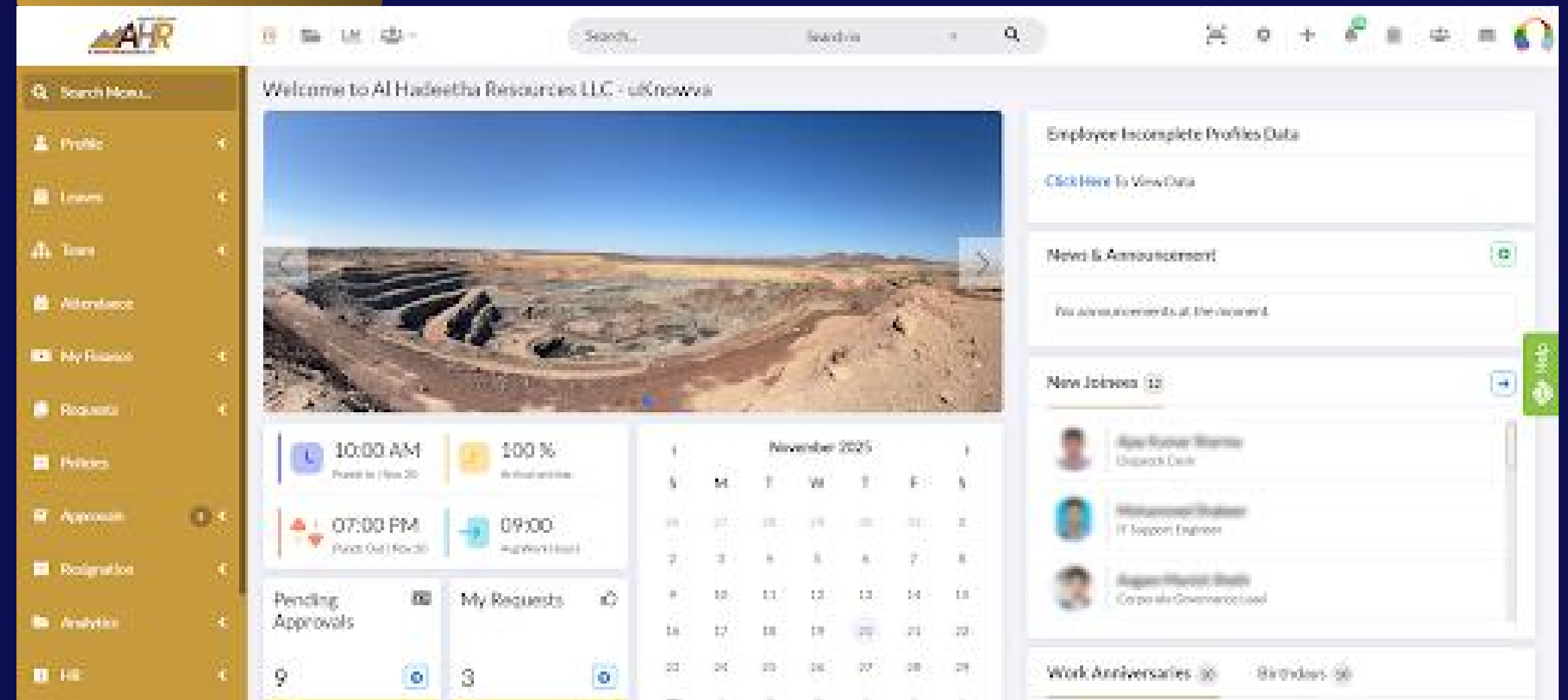
Oman



Case Study

9x Faster HR: How
AL Hadeetha Automated
Leave, Attendance & Payroll
with **uKnowva HRMS**

Automated Payroll



Centralized Records

Streamlined Leave & Attendance



www.uKnowva.com

Operations at the Edge of Scale



When Workforce Complexity Becomes Operational Risk

- 1 Over 200+ full-time employees across critical mining operations
- 2 1 remote project sites with limited connectivity
- 3 Rotational shifts (10) managed throughout
- 4 Site-level attendance captured offline
- 5 High dependency on accuracy, compliance, and timelines

“

“In mining, inefficiency doesn’t slow you down. It compounds the risk.”

The Hidden Breakdown



The Cost of Fragmented Workforce Operations

- ▶ Disconnected HR processes across locations
- ▶ Manual attendance, payroll, and workforce tracking
- ▶ No real-time workforce visibility for leadership
- ▶ Compliance tracking dependent on manual checks

Business Translation:

- ▶ Delayed decisions
- ▶ Payroll inconsistencies
- ▶ Compliance exposure
- ▶ Productivity leakage

“

“Operations were running. But control was missing.”

Inflection Point



When Workforce Risk Starts Impacting Operations

- ✓ Payroll delays began affecting site morale.
- ✓ Attendance discrepancies triggered billing disputes.
- ✓ Compliance audits exposed critical gaps in workforce records.

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“From managing employees → to proactively managing workforce risk at scale.”



The Strategic Intervention



From HR Operations to Workforce Command Center

uKnowva was introduced as a **transformation layer**, not just software:

- Centralized HRMS platform
- Employee & Manager Self-Service (ESS/MSS)
- Automated payroll engine
- Real-time analytics dashboards
- Biometric & attendance integrations

“

“This was not an implementation. It was an operational restructuring.”

The Complexity Layer



Transformation in a High-Risk Industry

- Multi-location workforce standardization
- Real-time tracking of field workforce
- Integration with existing attendance systems
- Compliance alignment across projects
- Change management across operational teams

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“In oil & gas, HR transformation is not digital, it’s operational.”

The Transformation Journey



From Manual Control to System Intelligence

- **Phase 1: Centralize**
Unified employee database via **centralized HRMS**
- **Phase 2: Automate**
Payroll & attendance streamlined using **automated workflows**
- **Phase 3: Optimize**
Decision-making enhanced via **real-time dashboards**

AREA	BEFORE (BASELINE)	AFTER (UKNOWVA)	IMPACT
 Payroll Processing	5–6 days/month	 < 1 day	7x faster
 Attendance Accuracy	~75–80% (manual logs)	 95–98% (biometric)	+20% accuracy
 HR Effort	~300 hrs/month	 ~30–40 hrs	9x reduction
 Compliance Tracking	Manual, audit risk	 System-driven	100% audit-ready

“

“From fragmented execution → to synchronized operations.”

The Power Shift



When HR Stops Tracking and Starts Driving

- ▶ HR reduced dependency on manual processes
- ▶ Managers gained direct visibility into teams
- ▶ Leadership accessed real-time workforce insights

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Outcome:

Decision-making
moved closer to
real-time.

Quantified Impact



Measured in Speed, Accuracy, and Control

- 7x faster payroll processing enabled by automated payroll engine
- 6 months redeployed from admin to operations through workflow automation & ESS/MSS
- 8x improvement in attendance accuracy using biometric integrations
- 6x faster workforce reporting via real-time analytics dashboards
- 5x improvement in compliance tracking speed through digitized workflows

“

“At this scale, speed is not efficiency—it’s risk reduction.”

Business Outcomes



From Operational Chaos to Financial Control

- 25–35% reduction in payroll errors avoided reprocessing costs.
- ESS reduced HR queries by 25–30% thereby lowering manpower load
- Automated compliance lead to avoiding penalties
- 3x faster workforce decision-making using real-time data visibility
- Near-zero payroll discrepancies via system-driven validations
- 2x increase in HR productivity by shifting to self-service ecosystems
- 100% audit-ready compliance framework enabled by digital records & tracking

“

“HR became a lever for cost control, not a cost center.”

Strategic Impact



What This Enabled for the Business

- ▶ Scalable workforce operations without increasing HR headcount
- ▶ Real-time visibility across projects and locations
- ▶ Reduced operational and compliance risks
- ▶ Converted workforce management from an operational function to a risk-controlled system

“

“Operational clarity became a strategic advantage.”

The Real Transformation



What Al Hadeetha Actually Built

- ▶ 200 + workforce → managed through single unified HRMS platform
- ▶ Manual dependency → eliminated via automation-first workflows
- ▶ Fragmentation → replaced by centralized data intelligence
- ▶ Delayed decisions → replaced with real-time visibility

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“Al Hadeetha didn’t just digitize HR.
They built a system where workforce complexity no longer creates risk—it creates control.”

Where Value Was Created

● Efficiency (time saved)

● Accuracy (error reduction)

● Risk (compliance)

● Insight (decision speed)

As Al Hadeetha transitioned to a unified HRMS ecosystem, the impact wasn’t just operational—it was measurable, strategic, and transformative. Here’s how value unfolded across key dimensions:

VALUE DRIVER	BEFORE TRANSFORMATION	AFTER TRANSFORMATION	BUSINESS IMPACT
 Efficiency (Time Saved)	Manual payroll & attendance tracking consumed 3–4 days per cycle	Automated workflows ■ reduced processing time to a few hours	~70% faster
 Accuracy (Error Reduction)	Frequent payroll errors and attendance mismatches led to rework	System-driven validations ensured ■ near-zero discrepancies	~90% reduction
 Risk (Compliance)	Audit gaps in workforce records exposed compliance vulnerabilities	Centralized, audit-ready records with automated checks ■	100% ready
 Insight (Decision Speed)	Delayed reporting led to reactive decision-making	Real-time ■ dashboards enabled instant insights	3x faster speed

Data Insight

What changed wasn't just the system—it was the speed, confidence, and control with which decisions were made.

By eliminating fragmentation and manual dependencies, Al Hadeetha moved from reactive firefighting to proactive workforce governance. Every data point—from attendance to payroll to compliance—became a real-time signal, not a delayed report.

This is where the real transformation happened:

- Efficiency created bandwidth
- Accuracy built trust
- Compliance reduced risk
- Insights unlocked strategic agility

And together, they turned workforce complexity into a scalable competitive advantage.

Closing Notes



If This Feels Familiar—You're Already Behind

- ▶ If your workforce is growing but visibility isn't → you're scaling risk
- ▶ If HR is still operational-heavy → you're losing productivity
- ▶ If decisions rely on delayed data → you're slowing execution

Benchmark your workforce operations against industry leaders

About uKnowva



uKnowva is currently present in 8+ major countries: India, the USA, Saudi Arabia, Egypt, Oman, Tanzania, Indonesia with 500k+ user base and 165+ satisfied clients. HRs leverage the availability of the AI-driven intelligent and insightful reports in uKnowva to manage and develop their workforce effectively. uKnowva HRMS is a cloud based HR system that automates and streamlines your everyday HR tasks flawlessly. Using it is helpful for saving work hours daily.

visit us at <https://uknowva.com>

About AL Hadeetha



Al Hadeetha Resources LLC is a leading mining company in the Sultanate of Oman, focused primarily on copper-gold exploration and production. It is a joint venture between Alara Oman Operations, Al Naba, and Al Tasnim Infrastructure, bringing together strong regional and international mining expertise. The company operates the Al Washihi–Majaza Copper–Gold Project in Oman, a strategically significant site for the country's mineral development.



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