

AL- tasnim

Industry

Infrastructure, Oman

Country

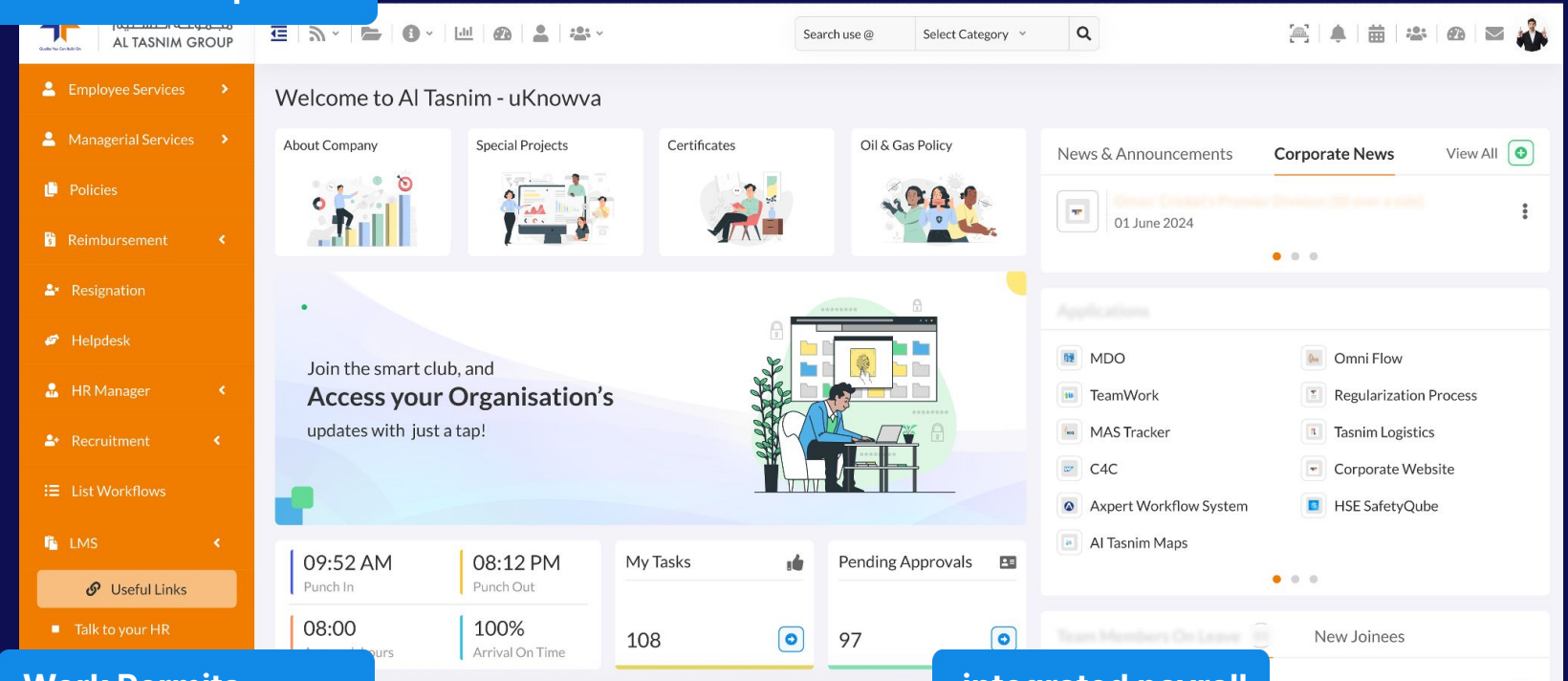
Oil and Gas



Case Study

uKnowva HRMS Drives Global Compliance for Al Tasnim's Workforce Visa Management

Customized Reports



Work Permits

integrated payroll

Key Stats

70 %

Improvement in automation of recruitment processes

50 %

Improvement in Recruiter productivity and efficiency

80 %

Improvement in recruitment TAT

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Challenges Face

Inefficient Tracking and Onboarding

Onboarding data was only reflected in the system after the process. Recruitment and onboarding activities were tracked manually in Excel sheets.

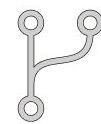
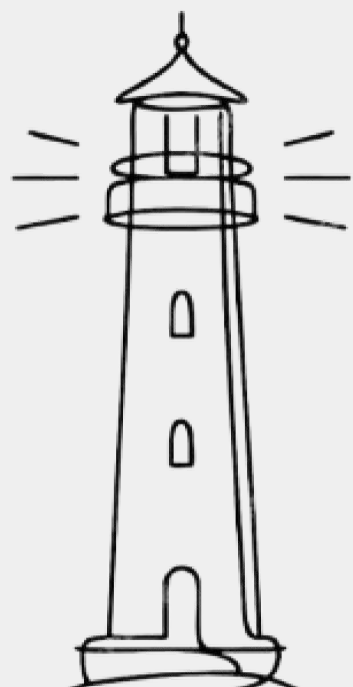
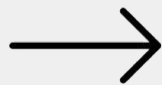
Lack of Recruitment Automation

Recruitment processes were not automated within SAP. Entire manpower requisition had to be entered manually after approval.

Complex Vendor Coordination for Expat Hiring

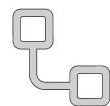
Nearly 70% of recruitment was for expats. Required extensive coordination with India-based and international vendors.

Investigating the cause



RECRUITMENT

The recruitment process was manual and dependent on offline approvals. Manpower requisitions had to be entered in SAP only after approval, which delayed the entire hiring cycle.



TRACKING

Onboarding updates and recruitment progress were tracked in Excel sheets, leading to inefficiency, lack of visibility, and delayed reporting.



VENDOR MANAGEMENT

Around 70% of recruitment was for expats, requiring heavy coordination with multiple vendors in India and abroad. Without a central platform, tracking and communication were difficult.



LABOUR HIRING

Nearly 70–80% of recruitment was in the labor category, which was difficult to automate. Constantly changing processes made standardization and automation even more challenging.



SYSTEM LIMITATIONS

The existing SAP system was rigid and required extensive customizations. Processes kept changing, but the system could not easily adapt, increasing inefficiency.

Strategy Devised



1

Implemented **custom dashboards** to replace static reports with dynamic, role-based insights, giving HR leaders real-time visibility into manpower requisitions, recruitment progress, and onboarding status.

2

Automated workflows for manpower requisition approvals, offer letters, and agreement stages, eliminating manual steps and reducing dependency on Excel-based tracking systems.

3

Developed a tailored module for work permit eligibility checks, aligned with Oman's labor classification rules (Class 1, 2, 3) before visa application

4

Introduced a vendor portal to streamline expat recruitment, enabling real-time tracking and smoother coordination with India and international vendors.

5

Laid the foundation for phased automation rollouts, ensuring future scalability while stabilizing critical processes like recruitment, onboarding, and compliance.

6

Enabled partial automation of labor category hiring after the agreement stage, improving tracking efficiency despite frequent process changes.

Our Solution



Custom Dashboards for Recruitment Visibility

To address the lack of transparency in hiring, uKnowva HRMS delivered dynamic dashboards that tracked manpower requisitions, candidate progress, and onboarding updates in real-time, helping HR leaders make faster, data-driven decisions.

Automated Workflows for MPR & Approvals

We designed customized workflows for manpower requisition approvals, offer letters, and agreement stages. This eliminated offline approvals and Excel tracking, ensuring smoother recruitment operations and quicker turnaround times.

Vendor Portal for Expat Hiring

A dedicated vendor portal was implemented to streamline expat recruitment, enabling better collaboration with local and international vendors. This centralized solution improved accountability and simplified the coordination process.

Work Permit Tracking Module

Recognizing Oman's labor classification rules (Class 1, 2, and 3), we built a work permit tracking system that verified employee eligibility before visa applications. This minimized errors and ensured compliance with regulatory requirements.

Labor Recruitment Automation

For the 70–80% labor category hiring, partial automation was introduced after the agreement stage. This helped HR teams efficiently track labor recruitment while adapting to frequently changing processes.

Scalable and Future-Ready HR System

We established a phased rollout plan, beginning with critical recruitment and onboarding modules, while leaving room for future automation and compliance upgrades. This ensured stability today while preparing for tomorrow's needs.

Departments Benefitted

HR

Gained end-to-end visibility into recruitment, onboarding, and labor hiring through custom dashboards, automated workflows, and compliance-ready

Operations

Partial automation in labor recruitment helped operations teams handle large-scale hiring more effectively while adapting to changing processes.

Legal

With the work permit tracking module aligned to Oman's labor classifications, the compliance team could validate eligibility before visa applications..

Talent Acquisition

Benefitted from the vendor portal and automation of manpower requisition approvals, reducing manual follow-ups.

About uKnowvva



uKnowvva is currently present in 7+ major countries: India, the USA, Saudi Arabia, Egypt, Oman, Tanzania, Indonesia with 200k+ user base and 450+ satisfied clients. HRs leverage the availability of the AI-driven intelligent and insightful reports in uKnowvva to manage and develop their workforce effectively. uKnowvva 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.

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About AL-Tasnim



Al Tasnim Group is a 100% Omani-owned conglomerate with over four decades of excellence in construction, oil & gas, mining, infrastructure, and building solutions. With a workforce of more than 20,000 employees across 55+ locations, the group has played a pivotal role in shaping Oman's modern landscape through landmark projects such as the Royal Opera House Muscat and Muscat International Airport. Renowned for its commitment to quality, safety, sustainability, and innovation,