

UWA

Industry
Education

Country
India



Case Study

UWA × uKnowva HCM Building a Modern HCM Foundation for a Global Workforce

*India implementation / A proven foundation
for multi-geography HR*

Centralised HR

The screenshot displays the uKnowva HCM interface for The University of Western Australia India. The interface is divided into three main sections: a left sidebar, a central dashboard, and a right sidebar. The left sidebar contains a search bar and a list of menu items: Profile, Leaves, Team, Attendance, My Finance, Requests, Reimbursements, Policies, Approvals, My Performance, and Recruitment. The central dashboard features a welcome message, a 'Connect & Collaborate' banner, a clock showing punch-in and punch-out times, a progress bar for arrival on time, and sections for 'My Requests' and 'Pending Approvals'. The right sidebar includes a 'News & Announcement' section, a 'Team Member On Leave' section, and a 'Work Anniversaries' section. The interface is branded with the University of Western Australia India logo and includes a search bar at the top.

Connected Workflows

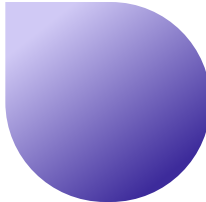
Scalable HCM



www.uKnowva.com

One UWA. Multiple Workforce Realities.



 UWA's India operations were taking shape while key implementation and delivery teams remained based in Australia. Daily employee operations needed to be **centralised, visible and easier to manage across locations**.

That created a very different & challenging HR operating environment:



- Centralised workforce data
- Standardised HR processes
- Localised workflows
- Connected systems
- Employee self-service

 How do you establish a modern HCM operating layer without creating another silo?

The Challenge: Building HCM Infrastructure Without Adding Complexity



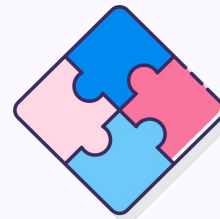
● Before uKnowva-



No central HCM layer



Manual employee processes



Integration complexity



Multi-location workforce



Scaling without infrastructure

“

The requirement was clear:

HR teams spent more time managing processes than employees.

WHY uKnowva?



UWA Didn't Need More HR Software.

It needed a system people would actually use. UWA chose uKnowva because three things stood out:



01 — ADOPTION

Intuitive, mobile-ready employee and manager experience.



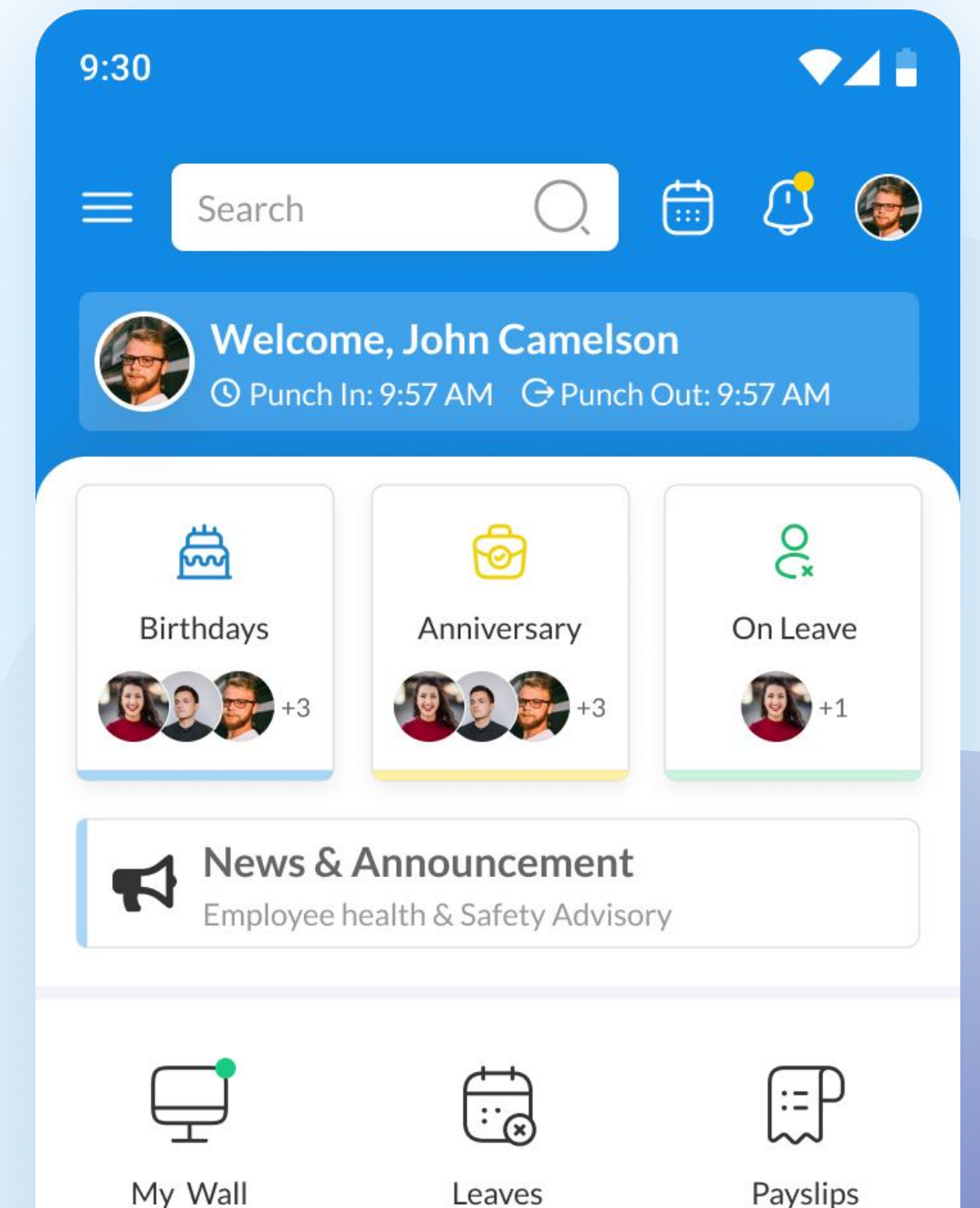
02 — CONNECTIVITY

Integration with the existing enterprise technology ecosystem.



03 — CONFIGURABILITY

Ability to adapt workflows and policies to local operating requirements



THE BUILD



One Employee Record. One Connected HCM Experience.

uKnowva brought UWA's core HR operations into one connected environment.



CORE HCM

*Employee data
Organisation structure
Employee lifecycle*



EMPLOYEE EXPERIENCE

*Employee data
Organisation structure
Employee lifecycle*



HR OPERATIONS

*Payroll data
Workflows
Approvals*



ENTERPRISE CONNECTIVITY

*Integrations
Identity
Downstream systems*

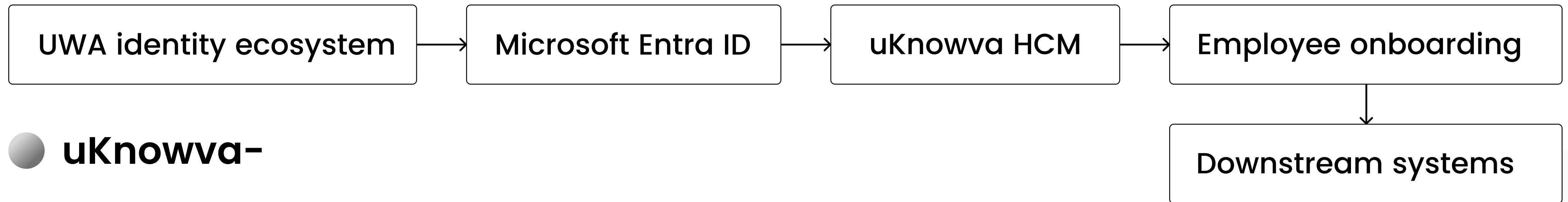
Rather than adding another point solution, uKnowva became a connected HR operating layer.

“

THE DIFFERENTIATOR



UWA required integration with **Microsoft Entra** to support its employee onboarding ecosystem. This required more than standard configuration



uKnowva-

Captured employee information

- Triggered workflow - To push employee data between systems.
- Automated data transfer- Helping employee information flow into the Entra portal.
- Connected with Entra - Ensured data was transferred accurately.
- Reduced manual handoffs

The result: A more connected onboarding architecture.



THE IMPLEMENTATION



Enterprise HCM Doesn't Have to Mean a Long Transformation Cycle

75 Days

From –No central HRMS To–A live HCM operating foundation



with:

- Employee Database
- Leave
- Attendance
- Onboarding
- Payroll

“It was to establish the right foundation quickly, without compromising the broader operating environment.”

THE SCALE STORY



Start at the right scale. Build for the next scale.



UWA currently has

65+

employees today

2

locations

7

HCM capabilities

The value isn't the number of employees. It is establishing an architecture that can scale with the organisation.

uKnowva created a foundation that can accommodate:

- More employees
- More HR transactions
- More operational activity
- More integration requirements

The strategic win:

UWA didn't have to wait for complexity to arrive before building the infrastructure to manage it.

“

THE NUMBERS



UWA × uKnowva

- **75 DAYS**
Implementation timeline
- **65+**
Employees currently supported
- **2**
India locations- Mumbai + Chennai
- **HR capabilities implemented:**
Employee Database | Leave | Attendance | Onboarding | Payroll | Reimbursements | Integrations
- **1**
Connected HR operating layer- For UWA's growing expansion

WHAT THIS PROVES?



India demonstrates the platform's adaptability. Australia is the opportunity to extend that foundation

→ 01 — Rapid transformation

A modern HCM foundation can be established quickly.

→ 02 — Enterprise connectivity

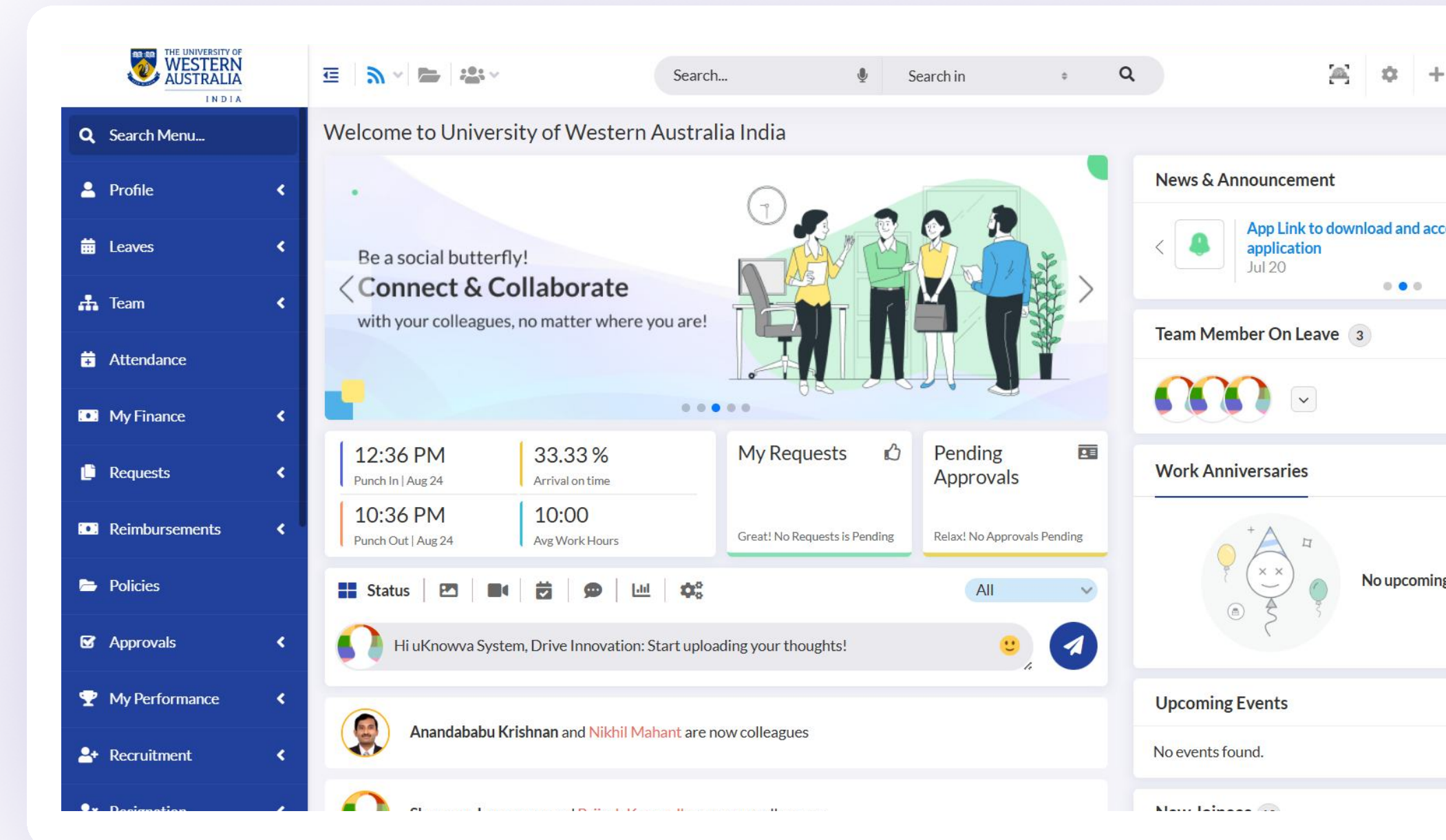
HCM can integrate into an existing identity ecosystem.

→ 03 — Local adaptability

Workflows can accommodate geography-specific requirements.

→ 04 — Employee adoption

HR technology can be designed around usability rather than system complexity



WHAT UWA GAINS?

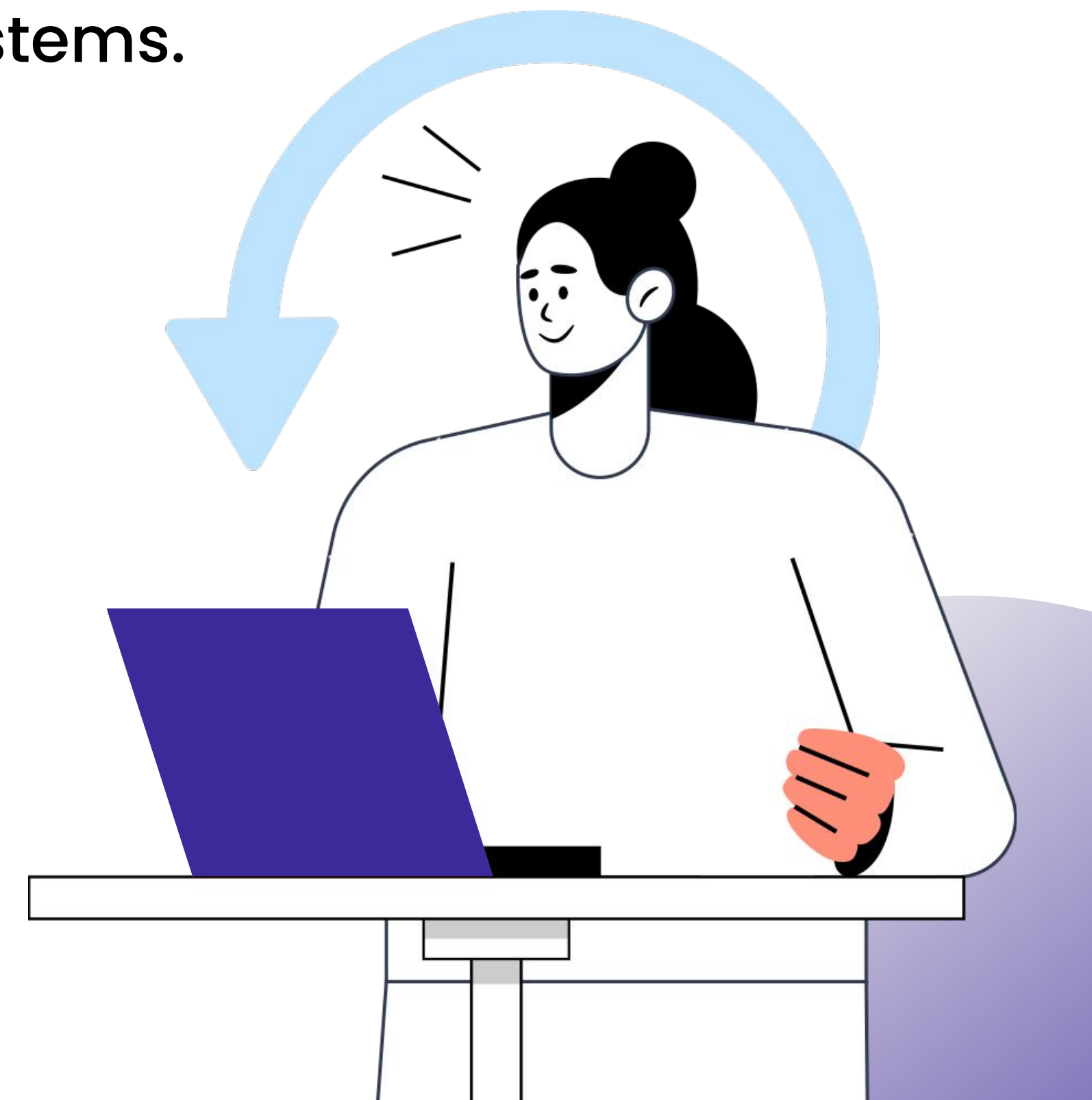


- **Less manual administration**– with structured digital HR processes.
- **Greater visibility**– through centralised employee information.
- **Connected workflows**– through integration with downstream systems.
- **Scalability**– with an HR foundation built for a growing workforce.
- **Operational readiness**– for UWA's next phase of India expansion.

UWA was building for growth.

uKnowva built the HCM foundation behind it.

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About uKnowva HCM



uKnowva HCM is currently present in 10+ major countries: India, the USA, Saudi Arabia, Egypt, Oman, Tanzania, Indonesia with 800k+ user base and 217+ satisfied clients. HRs leverage the availability of the AI-driven intelligent and insightful reports in uKnowva to manage and develop their workforce effectively. uKnowva HCM 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 UWA



The University of Western Australia (UWA) is a leading Australian university recognised for excellence in education, research, and innovation. With a strong global presence and a growing operational footprint in India, UWA brings together diverse teams and functions across geographies. As its India operations expanded across Mumbai and Chennai, UWA needed a modern, connected HR infrastructure to support employee management, streamline HR processes, and enable scalable workforce operations. This created the foundation for its partnership with uKnowva.



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