



## CASE STUDY: ADCORP

### About Adcorp

Adcorp is South Africa's largest diversified workforce management and business process outsourcing company

Adcorp is reknowned for placing high-quality people into all kinds of employment - be it on a permanent, temporary or contract basis. The company also helps its tens of thousands of clients with a wide range of outsourced services - from recruitment and training to psychometric testing and payroll management.

### Business Challenges

Adcorp uses MS Dynamics AX 2012 as their ERP system, which needed to be customized in preparing for the new legislation. Some of the main challenges in this light were:

- Need for ability to accommodate additional information
- Need for ability to propose relevant contracts to their customers
- Requirement for reports that support governance of contracts and ensure compliance to regulations

### Project Description

The Government of South Africa is pushing for a new legislation on labor market reforms. This new legislation impacts employers of contract staff. Adcorp employs over 70,000 staff, larger percentage of which are on contract. Hence Adcorp was forced to redefine their processes in response to this new legislation and wanted a system to support the redesigned processes

### Nihilent's Role

Nihilent was entrusted to develop and deliver system using Microsoft Dynamics AX as the base and customizing as appropriate. Nihilent was able to deliver the entire project as required within the desired timelines.

### Business Benefits

- Reduced likelihood of impact of new legislation, through visibility into availability of contract staff arranged in order
- Ability to be alerted of any rule enforceable on contract workers based on their tenure, as part of new legislation
- Effective compliance with regulations, eliminating the need for a team to constantly monitor employee information and the impact of their allocation

### About Nihilent

Nihilent is a global consulting and solutions integration company using a holistic and systems approach to problem solving. Headquartered in Pune, India, Nihilent's executive team has over 500 person years of experience in international consulting, IT outsourcing and IT services. Nihilent's operations span North America, Europe, Africa, Australia, Middle East and Asia. Nihilent Australia is a subsidiary of Nihilent. Our mission Change for Performance encapsulates our commitment to make change happen systemically in terms of people, process, technology and knowledge for achieving sustained performance for our clients.