

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Brandix Apparel (Pvt) Ltd.
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Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title Brandix OneClick Human Resources Automation System
Category F01 - F80 Solutions, Implementations, and Training Programs or Media > F01 - F50 Solutions & Implementations > F27 - Human Resource Management System - New or New-Version
Solutions & Implementations Submission Format Written Answers
a. If you are nominating a brand-new product, state the date on which it was released. If you are nominating a new version of an existing product, state the date on which the update was released. If you are nominating an implementation, state the date on which the implementation was completed. Required The first phase of the OneClick implementation at Brandix was completed in March 2023. Phases 2 and 3, including additional modules such as performance, grievance handling, benefits, onboarding, and analytics, were implemented progressively through November 2023 to October 2024.

b. Describe the features, functions, and benefits of the nominated product, service, or implementation (up to 350 words). Required

OneClick is a Human Capital Management (HCM) solution implemented across Brandix's operations in Sri Lanka. Developed in collaboration with PeoplesHR, this cloud-based system (upgraded from HCM 7.1 to 9.1 with self-service) represents a leap in digitizing, unifying, and modernizing HR processes for over 25,000 employees, marking a key milestone in our digital transformation journey.

The primary users of the application are factory associates, team leaders, and HR professionals across our manufacturing locations. This audience includes individuals with varying levels of digital fluency, making simplicity, accessibility, and usability core to the system's design.

Designed as a one-stop, mobile-first platform, OneClick allows users to manage their work-related needs and access a range of HR services that include:

- 1. Checking leave balances
- 2. Viewing pay sheets
- 3. Applying for leave
- 4. Requesting training or counseling support

As one of the first companies in Sri Lanka to deploy this solution across all factory locations, we have achieved substantial benefits that have brought about cost efficiency and time savings, as well as enabled better communication between staff and supervisors, empowering associates to independently manage day-to-day HR interactions, reducing the need for in-person visits to HR offices.

Key benefits of this platform include:

- 1. Efficiency: Attendance self-service & leave, self-service increased from 100%
- 2. Workforce Empowerment: All employees, including factory-level and third-party workers, gained real-time access to HR services.
- 3. Organizational Agility: Data-driven decision-making now powers workforce and operational strategies.
- 4. Financial ROI: USD 98,098 saved annually through reduced HR effort (17 FTEs), AMC costs, and hardware infrastructure.

By centralizing HR functions and improving transparency, OneClick has facilitated closer collaboration between Operations and HR, while contributing to a more agile and responsive workplace culture.

OneClick reflects Brandix's broader vision of leveraging technology to drive organizational progress. With over 50 years of experience in global apparel manufacturing, we build lifelong partnerships and co-create Inspired Solutions that advance sustainability and well-being.

c. For the nomination of a product or service, outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. For the nomination of an implementation, outline the need or problem that was identified, why the solution was chosen, how the solution was implemented, and the results of your implementation to date (up to 350 words). Required

Need

Prior to OneClick, our HR operations were managed through plant-specific systems with minimal integration. This created inefficiencies in payroll, data access, and employee engagement, especially among non-executive factory associates, who lacked digital HR access entirely.

Why the Solution Was Chosen

Brandix selected HCM 9.1 (via hSenid) as a scalable cloud solution to streamline and digitize HR operations across geographies and employee levels. The goal was to deliver real-time, self-service access to HR while improving governance and decision-making.

Implementation

The OneClick mobile application was introduced as a single-access point for associates to manage HR related tasks and has been made available in multiple languages and tailored for users with low digital exposure. Recognizing that a large proportion of factory associates had limited experience using smart devices or digital platforms, we rolled out a structured digital literacy enablement program in parallel. This program spanned a wide spectrum of digital topics and was designed to build foundational confidence while supporting app adoption.

Phase 1 (Mar 2023): Core system migration, leave, attendance, and payroll implementation. Introduced mobile apps and kiosks to address tech accessibility.

Phases 2–3 (Nov 2023–Oct 2024): Rolled out grievance, benefits, performance, training, offboarding, manpower planning, and analytics. Change management strategies included OneClick Champions, off-peak training sessions, and localized communication.

Results

The implementation of OneClick has enabled over 25,000 associates to access real-time HR information with greater transparency and autonomy. As a result of sustained usage and the digital literacy program, we have observed a notable uplift in digital engagement among associates, with a significant surge in smart mobile device usage across locations. This shift marks a broader transformation in digital behavior, contributing to HR efficiency and the long-term digital empowerment of our workforce.

- 1. Self-service adoption rose from 4% to 96% for attendance and 31% to 99% for leave within 8 months.
- 2. Financial savings of USD 98,098 per year were realized through reduced HR workload, ██████████ and third-party support.
- 3. Equitable access was achieved across staff levels.

The success of OneClick lies in its human-centric deployment, business-wide impact, and role in enabling Brandix's shift toward smarter, digital-ready operations.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The supporting video provides a visual walkthrough of the OneClick implementation across our operations. It highlights the scale and impact of the solution through real user interactions, testimonies from associates and HR personnel, and footage from on-ground deployment across factory locations in Sri Lanka.

The video illustrates how OneClick has enabled self-service access to HR for over 25,000 employees, especially frontline factory associates who previously lacked digital access. It visually demonstrates ease of use, increased adoption, and the tangible cultural shift toward digital fluency within a diverse workforce.

The video further underscores several results mentioned in the submission, including:

The shift from manual to digital HR interactions (e.g., applying for leave, checking payslips)

The integration of kiosks and mobile access points

Increased employee autonomy and engagement

Seamless collaboration between HR and Operations teams

By featuring real environments and stakeholders, the video validates the implementation's human-centric design and operational relevance. It also supports our broader narrative of driving a digital-first workplace through thoughtful and inclusive innovation.

Also attached is a case study that outlines the key challenges we faced in managing a large workforce across multiple locations, the strategic implementation of the OneClick Human Capital Management (HCM) system, and the resulting operational improvements.

Webpage Link

Would you like to add an additional webpage link?

Yes

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

No

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