



DS GROUP REDUCED **37%** TRAINING ADMINISTRATION EFFORT USING G-CUBE'S LMS:

37%

Reduction in
Training
Admin effort.

3 months

LMS Adopted
by 90%
of Employees.

30%

Time saved
by automating
functions
in LMS.

4200

Employees
reached
and given
timely updates.



TOP HIGHLIGHTS

A centralized, user-friendly learning platform was deployed to train and enhance extended workforce knowledge.

Automated reports & dashboards eased out training data analysis.

“Skill Path” feature allowed learners to view and opt for the available learning, thus minimizing the skill gap.





ABOUT THE CLIENT

The **Dharampal Satyapal (DS) Group** is a multi-business corporation with a strong Indian and international presence. Founded in the year **1929**, The group diversified and expanded its portfolio to accelerate growth and enhance value for the stakeholders. The key Business Pillars of the Group are Mouth Freshener, Food and Beverage, Confectionery, Agri, and other Investments.

- They have an employee base of **4200**.
- The company has a turnover of over **Rs 6500 crore**.
- The **DS Group** has been awarded Leadership in Energy and Environmental Design (**LEED**) with a Platinum certification.

BUSINESS REQUIREMENT

The **DS group** was handling the training needs of their employees on a manual basis; hence a lot of their admin time was being used in the process of identifying individual training requirements, assigning relevant training, and tracking completion. The issues related to the accessibility of training material along with lower employee engagement needed immediate attention.

The DS Group needed a centralized learning platform that included a dashboard that provided information such as training required, training delivered, and its impact on workforce performance. The training efficiency, we figured could not be evaluated due to the lack of a data compilation mechanism as all the data was maintained in excel files.

When they approached G-Cube to find a technology-based learning solution, they had specific needs –

- 01.** A centralized learning system to be implemented at the corporate level across various departments and related job roles.
- 02.** An intuitive user interface for easy access to different training modalities.
- 03.** To engage and retain talent by continuous upskilling through skill-based training.
- 04.** A Learning platform that would provide convenient ways of upskilling employees.



Major Challenges Faced



Unavailability of a common platform for accessing learning content and the related assessments.



Manual assigning/follow-ups for training through emails called for a lot of admin efforts.



No mechanism was available for training needs analysis.



There was manual maintenance of training records with no visibility at different hierarchical levels, making it time-consuming.

| Solutions

G-Cube deployed LMS “Disha” for the DS group to meet all their existing training and administration challenges and requirements. The LMS provided an overall solution to all the specific training needs of their extended workforce across multiple departments, job roles, and hierarchies.



The LMS included a feature called “Skill Path”. This allowed the admin to map an employee’s job role as per their skill requirement along with identifying the skill gap. Learners viewed the skill requirement related to their job role and acquired additional skill sets.



The LMS provided two interfaces – the ‘Learner’ and the ‘Administrator/Manager’ interfaces with a different set of functionalities as applicable.



The learners could see training calendars based on their weekly & monthly training requirements and kept track of training attended and completed.



The LMS was integrated with the HRIS that allowed learner profiles to be created, updated, and archived in accordance with their status in the HRIS.



LMS included the functionality where new users created had Learner roles by default. The manager role could be provided automatically to the users who were found to be the reporting authority of any user on the HRIS.



LMS helped with an integrated business intelligence tool for reports that provided insights on the total number of learners, learning hours, and assessment details.



The LMS provided a user-friendly interface to all the users with availability in both web application and mobile application formats. LMS could easily send emails and push learning notifications to users.



Impact

DS Group achieved a positive impact using “**Disha**” LMS and G-Cube’s continued support. The customized technology-driven training solution helped them with improving the workforce’s knowledge and increased productivity. Their employees became more aligned with the organizational business goals, and the following overall impact was observed since the launch:



37% reduction in overall training administration efforts.



Increased LMS adoption within **3 months**.



30% time saved via automating LMS functions.



4200 employees were given timely updates via a single platform.



Enhanced bonding between peers and higher employee engagement.



Self-tracking of training was completed along with continuous training feedback.



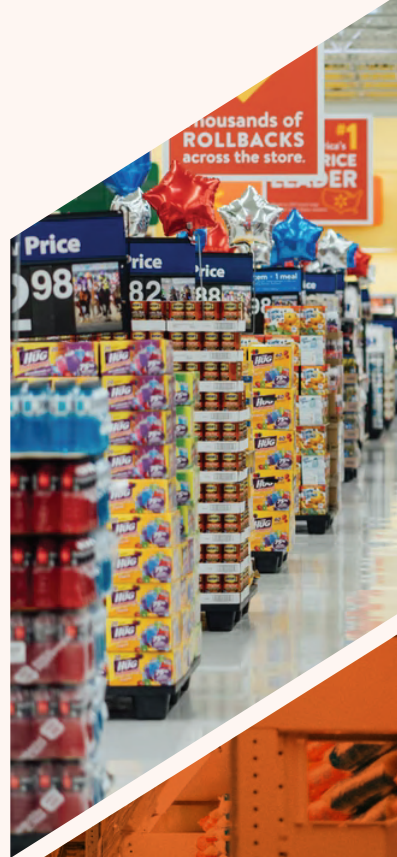
Greater autonomy & better monitoring.



Testimonial

"G-Cube LMS provided us with an easy and convenient to use learning solution for our learning requirements. From both the user and admin point of view, it makes for an efficient application. The ease of navigation, uncomplicated creation of batches, programs, and assessments with the consolidated data view and overall simple to use UI provides a wonderful experience for our employees and manager. Additionally, the responses from the G-Cube support team have always been prompt and smooth."

Mr Pranay Purohit, Senior Manager HR (DS Group).



INDIA

A-154/A, sector 63, Noida,
2nd floor, UP 201301

✉ info@gc-solutions.net

☎ +91-120-4000-200

USA

1600 Duane Avenue
Santa Clara, CA 95054

✉ info@gc-solutions.net

☎ +1-331-307-0012

EUROPE

Germany

✉ info@gc-solutions.net

☎ +49-696-435-084-96

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