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**Summary:**For a staffing company, Teamlease's escalating volumes of business needed scalability and a basic booking keeping software was proving to be unwieldy. Migrating to Sage Accpac's ERP solutions helped Teamlease make a smart shift.**Highlights:**Scalability and intergrading of all transactions at line item level have been the greatest gains for Teamlease.**Configuring reports that meet Indian statutory requirements of Service tax, TDS has become swift and easy**Reader ROI:How duplication helps upload large amounts of data from other system**Enhanced integration between payroll and financial systems**How to improve MIS and analyze your business**The Organization-** Teamlease services is a Rs. 700 crore staffing company and with over 650 clients. It operates from 19 geographical locations in India and provides a range of temporary and permanent manpower solutions from establishing a co-employment relationship with clients to undertaking turnkey and recruitment mandates for permanent fulfillment.**Business case -** With escalating volumes of growth, Teamlease was finding it difficult to manage data with its outdated booking software. "We were using Tally as our bookkeeping software. Given the rapid growth that we have experienced in the last few years, Tally was periodically breaking down," explains K. Venkatesan, CFO, Teamlease. 2000 customer invoices and salary journal entries, 60,000 payments per month- the volume was too much for Tally to handle. Therefore only summary transactions could be entered into the accounting software and multiple excel files had to be managed and reconciled. Further all MIS had to be prepared in excel outside the system. The project: Realizing it was time for change, Teamlease considered a number of options for upgrade including SAP, Oracle and Navision. Finally, they opted for Sage Accpac ERP because of its ability to handle over 20,000 charts of accounts, 2000 invoices and over 100000 payments. Teamlease invested in financial modules of general ledger, accounts receivable, accounts payable and Sage Accpac insight-business intelligence and reporting tool. It radically improved reporting functionalities across multiple departments in zero downtime, resulting in a much more scalable transaction management system. The switch enhanced integration between payroll and financial systems giving Teamlease a holistic view of their business. First steps: Teamlease implemented Sage Accpac ERP between January to March 2007, and went live on it on April 1, 2007. They have made an investment of approximately Rs. 15 lakhs. "We faced several challenges while making the shift. As Is and To Be Processes had to be thoroughly reviewed. Master Data had to be collated from multiple sources," explains K. Venkatesan. There was considerable debate on the change of process. Data that had accumulated on Tally over the years had to be cleaned up, and people had to embrace the new system. Emphasizing on the benefits of the new technology helped the CFO win people over in his team. "Sage Accpac ERP has helped us to improve our MIS and therefore allowed us to analyze our business more closely" Benefits: "Sage Accpac ERP has helped us to improve our MIS and therefore allowed us to analyze our business more closely, we are able to upload large volumes of data from other systems, without much duplication of entry" says K.Venkatesan. Scalability and intergrading of all transactions at line item level have been the greatest gains. It has helped Teamlease quicken operations while generating flexible MIS based on SBU. Configuring reports that meet Indian statutory requirements of Service tax, TDS has become swift and easy. For many growing businesses, it's not a matter of if they'll need enterprise resource planning (ERP) software, but when. As a company grows, so does its amount of data generated—and data sources to track. Managing all that information across multiple platforms becomes costly, time-consuming, and prone to mismanagement. While there's no hard-and-fast rule about when it's time to take the plunge, a lot of the small business owners we talk to share common pain points that an ERP system can resolve. If your business identifies with the following telltale signs, you're probably in need of an ERP. Even if the implementation your business chooses comes with high upfront costs, you'll save money in the long run by streamlining processes and maximizing workflow efficiency. You've outgrown your existing software Out of the hundreds of buyers we've talked to in the last year, our advisors recommended an ERP to 31% of them on the basis of corporate growth. Much in the same way we outgrew our favorite Led Zeppelin tee as teenagers (a sad day indeed), adolescent businesses experience similar growing pains with software. You can try to stretch it out and wear it until you lose all circulation in your torso, but you're really just delaying the inevitable. Data is the blood of your business, and you have to keep it flowing. If you're processing data in entry-level software applications built to hold only so much volume, you need a more robust system to do all that heavy lifting. How an ERP helps: ERP software is designed to store large amounts of data across the spectrum of business operations. These operations include accounting, manufacturing, CRM, or HR, to name a few. The flexibility of ERP systems provide SMB owners with room for continued growth and, just as important, some welcome peace of mind. Your existing process is inefficient If you're losing track of all those spreadsheets, constantly switching between software, or struggling to get your apps to communicate with each other, don't worry—you're not alone. These are common challenges for a growing business, and some of the main reasons to upgrade to an ERP system. A manufacturer, for example, relies on demand forecasts to manage production and maintain adequate inventory levels. But to do so accurately and efficiently requires a streamlined supply chain process, one that integrates sourcing, sales, distribution, and other manufacturing planning functions. A lack of communication between codependent processes is almost certain to result in unwanted surpluses or shortages. And in manufacturing especially, such inefficiencies can derail production, throw off timelines, and wreak havoc on a company's bottom line. How an ERP helps: ERP's flagship offering is its ability to integrate functions seamlessly, combining disparate operations in a single, central workspace. This eliminates most, if not all, of the duplicate processes you're doing across a number of different applications. It also reduces the risk of data entry errors, since information only has to be entered once into a centralized system. You're spending too much on software integration Without an ERP, odds are good that your business relies on various software integrations to streamline data and access it cross-departmentally. But integrating multiple applications isn't cheap. Between license fees, staffing, training, operations, and the labor required to get them to work well together (if they even work together at all), the price of owning and integrating multiple pieces of software can add up real fast. The majority of small businesses that have called Software Advice and were recommended an ERP prefer an all-in-one system. Far less popular is best-of-breed software, which comes fully formed and without the level of customization businesses crave. How an ERP helps: Whether you find an integrated or a best-of-breed ERP system to be a better fit for your business, all ERP systems streamline data while reducing training costs, user error, and the expense of maintaining multiple systems. To learn more about the differences between integrated and best-of-breed ERP systems, take a look at our report "What Is Postmodern ERP?" You're struggling to meet customer demands Your customers are vital to your organization, and the last thing a growing business needs is a failure to deliver on the promise of your product. Whether you're having difficulty managing and tracking inventory, retrieving customer-specific financial information, or producing comprehensive reports for clients, ERP software allows you to organize and access data in a central location. Say, for instance, you're a manufacturer who is increasing production and adding a new plant. But you're still using manual methods and disparate applications to track inventory and process purchase orders, and things are getting messy. In this case, an ERP system can help you scale appropriately and account for any increase in demand. How an ERP helps: ERP software can help streamline and simplify the manufacturing process in the following ways: ERP systems collect data from accounting, CRM, order management, and shipping, among other departments.It also consolidates this data into a single, easy-to-navigate dashboard, providing greater efficiency, accuracy, and insight into your internal processes. These efficiencies are essential to ensuring that your customers remain happy and loyal advocates of your business. For illustration purposes, this is what a comprehensive manufacturing dashboard looks like: Infor VISUAL dashboard (Source) How to start your ERP software search The barriers to obtaining and implementing ERP software are lower than they've ever been, thanks in large part to the emergence of cloud-based ERP software—a market worth, as Gartner notes, almost \$14 billion (full research available to Gartner clients). The move is also being accelerated by lower upfront costs and more specialized, industry-specific platforms. We've covered the most common factors driving users towards an ERP, but the reasons for upgrading your software tools—and knowing when to do it—go far beyond what we can cover in one article. Whether you're in the exploratory phase or ready to make a selection, you first need to determine whether your business meets the criteria for an ERP. Here's what to do: Meet with your employees and major stakeholders to find out what operational challenges they're experiencing by having to use multiple systems.Perform an audit on your current processes and systems to see how an ERP could specifically improve your workflow. Once you've done that, be sure to leverage the following Software Advice resources for all things ERP: Browse our ERP software page. This tool allows you to sort and filter top-rated products by market, business size, or budget. To learn more about a given piece of software, simply click on the name.Evaluate the FrontRunners® for ERP. Based on real user reviews, the Software Advice FrontRunners® study highlights the top ERP products in the market.Talk to one of our software advisors. Our expert advisors provide free, fast, and personalized software recommendations, helping companies of all sizes find products that meet their business needs. Schedule an appointment with an advisor here.







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