



Case Study

For



Unit No. 110, IRIS Tech Park , Sector 48, Sohna Road,
Gurgaon, India, 122018

Case Study

We developed a full-fledged LMS system for a leading logistics company using Odoo.



Summary

HRuday is an application used by Ecom Express, a leading Indian logistics service provider, to internally manage their employees and get through the organization's hierarchy. They also use this application to test their employees' knowledge with respect to new products with a rewards system in place for employees who pass the test. Besides, the application is used to manage the hiring process for new employees, thereby acting as an ATS system as well.

Industry

Logistics

Type of Users

Internal workforce (White Collar and Blue Collar Employees), Candidates, Pre-joiners

Tech Stack Used

Odoo, Python, Django, SQL, HTML, CSS, JavaScript

Team Size

3 Backend Developers, 1 Frontend Developer, 1 QA Engineer, 1 Project Manager (On-demand), 1 Technical Architect (On-demand)


Challenges

Our client was one of the top logistics service providers in India with massive customer base and a huge workforce that required regular skill training and knowledge transfers. However, they lacked a scalable software platform to facilitate effective learnings and employee training programs across the wider organization. Neither did they have any sort of analytics solution to assess their staff training programs, nor any robust criterion for performance evaluation. Other challenges included the potential risk factors like record deterioration, lack of storage space and physical handling.

Scope of Work

The Ecom Express' team sought our ERP development services to build an LMS module to train their employees with respect to new products and processes. They wanted to develop an enterprise solution to address the aforementioned challenges by providing a quick and improved learning experience to their workforce. The main objective here was to develop a comprehensive LMS system to ensure that their employees have access to all relevant information about their roles and responsibilities at the organization. Moreover, the client wanted to automate their recruitment pipeline and employee training programs by offering interactive and engaging online courses.

The project requirements were as follows:

- Optimize accessibility and scalable uptake of blended learning courses for employees
 - Track learning journeys for all employees
 - Automate training attendance records
 - Enhance learning programs for employees “on the go”
 - Provide certifications to employees at the end of learning journeys
 - Instant performance review based on PKT (Process Knowledge Test) post trainings
 - Gamification of learning journeys to ensure a “Learning Culture” across the organization
 - Reduced dependency and flexible accessibility for learners
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Our Solution

Our team of ERP developers holistically analyzed the client's requirements and formulated an effective execution strategy to achieve the project requirements in a phased manner. We used Odoo community version to develop a full-fledged LMS solution as per the client's requirements. Furthermore, we addressed the client's requirements with the following deliverables:

1. Blended Learning Courses

We used Odoo LMS module to convert their training data into various courses and created blended learning courses for employees, candidates and pre-joiners. Also, we optimized these courses for all three types of users and their position at the organization.

2. Course Certificates

Their courses mainly comprised of powerpoint presentations, tests, and audio/video content. We designed the courses in a way that users may get a certificate after successful course completion.

3. Reward Points


Our team provided them with an effective reward system wherein the users will get reward points based on their test score. We also created an intuitive dashboard to showcase top scorers as well as the rewards points obtained by them.

4. Learning Journeys

Our solution enabled the client to track learning progress and journeys pertaining to both white collar and blue collar employees. At the same time, it helped them with a fair performance evaluation based on the learning journeys of their employees.

5. Gamification

The most challenging aspect was the gamification of courses and training programs with minimal use of artificial intelligence. We used the Odoo gamification module to achieve the required functionality by gamifying various courses based on their content and questionnaire.



Results Delivered

We successfully achieved our client's requirements and delivered the following

- We developed a corporate LMS system using Odoo as per the client's requirements.
- In addition to providing the aforementioned features, we achieved all our client's requirements within the stipulated time-frame.
- Our team also built a custom Applicant Tracking System using Odoo to facilitate seamless recruitment, hiring, and employee onboardings.
- The solution helped the client's organization to reduce dependency on the HR team by automating most of the tasks associated with recruitment, training/learning and attendance management.

About Oodles ERP

Oodles ERP is a software services company that offers complete enterprise software development services with a focus on implementing next-gen technologies. With a proven track record in custom ERP development, we have successfully completed 50+ software projects related to CRM, HRM, inventory/warehouse, eCommerce, supply chain, and logistics. We are mainly focused on helping startups and small-to-medium enterprises to achieve digital transformation through cost-effective ERP software solutions.

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