

ProHance Reduces Unaccounted Absenteeism Leakage by 32%, Saving \$37k Annually for a Leading SaaS Provider



About the Customer

A leading SaaS provider in the life sciences and healthcare sectors, the company delivers digital transformation solutions to over 350 customers across 35 countries, including top global biopharmaceutical firms. Their offerings focus on regulatory compliance, risk management, and operational efficiency. To tackle unaccounted leaves impacting financial records, the organization leveraged ProHance to compare applied leave records with actual logged hours for August 2023. This approach minimized unaccounted absences, optimized resource utilization, and enhanced workforce efficiency.



Challenges



Manual Leave Management

The absence of an HRMS portal forced leave management to rely on email approvals, making the process inefficient and error-prone.



Leave Discrepancies

Significant gaps emerged between leave requests submitted and actual leaves taken, leading to unaccounted absenteeism.



Resource Utilization Gaps

Unaccounted short days (<5 hours logged) and planned leaves (<2 hours logged) contributed to financial leakage, impacting overall workforce efficiency.
(See fig 1)

Leave Validation	Short Days <5 Hrs	Planned Leaves <2 Hrs
ProHance	35	214
Customer	14	153
Leakage	21	61
Leakage %	60%	29%

(fig 1)



How ProHance Helped



Data-Driven Validation

ProHance compared applied leave records with actual logged hours for August 2023, uncovering discrepancies and quantifying unaccounted leaves.



Leakage Identification

ProHance identified two key contributors to absenteeism:

- Short Days (<5 hours logged): 60% (21 instances)
- Planned Leaves (<2 hours logged): 29% (61 instances)



Structured Leave Management

ProHance enabled a systematic process where users submit leave requests via timesheets, and managers approve them, ensuring greater accountability.



Corrective Reporting

ProHance generated detailed leakage reports, equipping managers to take corrective action and monitor cost-saving initiatives.



Value Created

By addressing unaccounted absenteeism, ProHance delivered measurable financial and operational improvements:



Leakage Reduction

Identified 32% total leakage, with savings potential quantified at \$ 37.5k annually. (Per FTE assumed as \$942 Per Month)

- **Short Days** (<5 hours): \$5.4k annual savings
- **Planned Leaves** (<2 hours): \$31.4k annual savings



Optimized Resource Utilization

ProHance enabled a monthly review process to track savings and enforce accountability.



Improved Workforce Efficiency

A structured approach to leave management minimized manual errors and enhanced transparency across the organization.

Book a Demo:

✉ marketing@prohance.net

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