



## HRpro d.o.o.

*Since all players on the global market have equal access to all factors of business, the competitive edge can only be achieved through the acquirement and successful use of the human resources.*

### Environment

The business function of the Human Resources and Payroll Management System has increased in importance over the last decade and is taking a more significant role within the business system.

According to some research, the average use of intellectual capital in most European firms is between 5 and 15%.

In order to use this capital more efficiently it is necessary to implement sophisticated software support. The process of developing specialized software support for Human Resources and Payroll systems is increased due to popular demand, and many solutions exist on the market today. However, most of these solutions only partially solve the problems of specific business processes.

### Why HR.net

Analyzing the growing needs of large corporate business systems in Croatia and the region, we encountered a growing need for adequate information system support to the process of Human Resources and Payroll Calculation management. The offering in this segment was very small and insufficient. Six years ago, acknowledging this market demand, we decided to transform from the company focus from general purpose software design to a specializing in support for Human Resources and Payroll Management

We designed our own software solution, HR.net, which met the needs of large enterprises:

- Integrated and complete coverage of all business processes regarding Human Resources management and Compensation and Payroll systems
- Include all world-wide proven standards in to the solution while closely attending to the needs of regional requirements in the region with the flexibility to easily adapt to the dynamically changing local legislature.
- The system is based on the latest technology and can easily exchange information with other systems in the company as an integrated part of the business process (SAP, BAAN, MS Navision etc.)
- The development of the application uses the vast experiences of large enterprise with adaptation to specific processes.
- Along with a good software product, we also offer high quality service during the implementation and maintenance of the solution.



### Specifics

The specifics of this business area (the Human Resources and Payroll Management System) are largely related to local issues (legislature, cultural traditions, corporate culture etc.) and that is one of the reasons for the many successful projects we have completed. Global solutions of large software corporations are very difficult to localize and often have a high rate of failure.

### HRpro and Partners

In order to fulfill our goals, keeping in mind the size of our market, we had to organize ourselves accordingly

Current goals have been met using our own resources and the resources of our partners like Ericsson N. Tesla and independent consultants.



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## Satisfied Customers

Over time we have grown to the leading provider of services in this field and have usefully completed the following projects

- Ericsson Nikola Tesla d.d.
- Zagrebačke Pekarne Klara d.d.
- VIPnet d.o.o., Zagreb
- Hrvatska banka za obnovu i razvitak (HBOR)
- AWT International
- RTL Hrvatska d.o.o. za usluge
- Generali životno osiguranje d.d.
- Raiffeisen Bank Austria
- HVB – Splitska banka
- Državna geodetska uprava
- Hypo Alpe-Adria Grupa (Hypo Alpe-Adria-Bank ....)
- T-Mobile Hrvatska d.o.o.
- Croatia Airlines
- Grawe Hrvatska d.d.

## Foreign Markets

Acknowledging a similar situation in the markets of other mid-European transitional countries, we decided to expand there. Our first successful experiences have been in Slovenia.

On the Slovenian market we are present together with the Slovenian firm ITS Systems Ljubljana, which is one of the largest IT companies in the country. Together we successfully realized a project in Planika from Kranj. The market interest is large and we expect many projects in the future.

## Focus

Under new conditions, our focus is to continue to develop products and provide specialized services in the field of Human Resources and Payroll Management. Other activities are developed with our partners (marketing, sales, support) who are large and reputable firms. With our partners we plan to enter other transitional markets. Our partners are Ericsson N. Tesla, (one of our first customers who became our partner) and ITS systems in Slovenia.

This type of focus and dedication to the area of Human Resources and Payroll Management gives us many competitive advantages such as:

- We don't just sell and implement HR.net, but rather use it as a basis for the solution of business problems. In HR.net, the needs and requirements of our clients are the center of attention. The knowledge and experience built in to HR.net, along with the ease of adaptability to specific requests provide the user with a complete solution to all business needs. During the implementation phase, we maximally use the synergy of our knowledge and experience together with the knowledge and requirements of our clients in order to advance the business processes in the company.
- Our advantage (especially over foreign competitors) is a deep acquaintance with the local legislature, habits, customs and corporate culture of domestic companies, which we manage to blend together with the world-proven standards with regard to Human Resources and Payroll systems.
- We also offer full support to our users with regard to software or business issues. Each client has their own „liaison“ available 24 hours a day. We believe that „The Customer is always right“.

All this makes our company unique in this market and in other transitional countries.

For all additional information please call tel: ++385 1 484 3037 (Mr. Zvonimir Ercegovac and ms. Ivana Bednjanec) or e-mail: hrpro@hrpro.hr



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