



CASESTUDY

# Suzlon's HR Revolution: Riding the Wind of Real-Time Data with Darwinbox

Optimizing workforce decisions with  
actionable insights

**SUZLON**

 **darwinbox**

INDUSTRY

**Renewable Energy**

HEADCOUNT

**7,000+**

LOCATION

**India (HQ) and  
15+ countries  
(across six  
continents)**

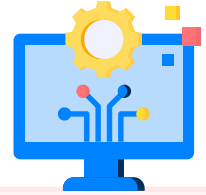
Suzlon Energy, headquartered in Pune, India, is a global renewable energy leader specializing in wind power since 1995. With operations in over 15 countries, 14 facilities in India, and a workforce of more than 7,700, Suzlon manages over 111 wind farms with a total capacity exceeding 14,950 MW.

Despite this success, Suzlon's HR processes were hampered by fragmented systems, manual workflows, and inconsistent data. These issues led to inefficiencies, errors, and challenges in generating accurate reports on metrics like headcount, attrition, and diversity. High attrition rates in certain business units, along with replacement costs, highlighted the need for a centralized HCM platform.

By adopting Darwinbox, Suzlon unified its HR processes, improved data accuracy, and gained the ability to make informed decisions in areas like leave, attendance, helpdesk, recruitment, and Diversity, Equity, and Inclusion (DEI).



# The Shift from Fragmented HR Systems to a Unified Platform



## One Platform, Endless Possibilities

Before Darwinbox, Suzlon's HR landscape was characterized by disparate systems and heavy reliance on manual processes. The company used a legacy HCM solution for basic HR functionalities but faced significant challenges due to:

- ✗ **Disintegrated data:** Lack of integration between various HR systems leading to scattered information and inefficiencies
- ✗ **Manual data aggregation:** Dependence on manual processes for compiling and processing HR data, resulting in inconsistencies and delays
- ✗ **Inaccurate data:** Absence of a single source of truth for HR data, resulting in discrepancies during decision-making

Furthermore, high attrition rates in some business units (up to 25%) and the associated replacement costs highlighted the urgent need for a unified HCM platform. Disjointed systems made it difficult to track headcount and attrition trends accurately, particularly from a DEI perspective. This hindered Suzlon's ability to make data-driven decisions at the pace required for a business of its scale.



# The Darwinbox Solution

Darwinbox enabled confident decision-making by addressing these challenges through streamlined HR processes, improved data accuracy, and actionable insights:



## System Integration

Replacing standalone systems with a unified platform to ensure seamless integration across key HR processes such as recruitment, time and attendance tracking, and performance evaluations



## Data Centralization

Consolidating all HR data into a single source of truth, reducing inconsistencies and improving data accuracy



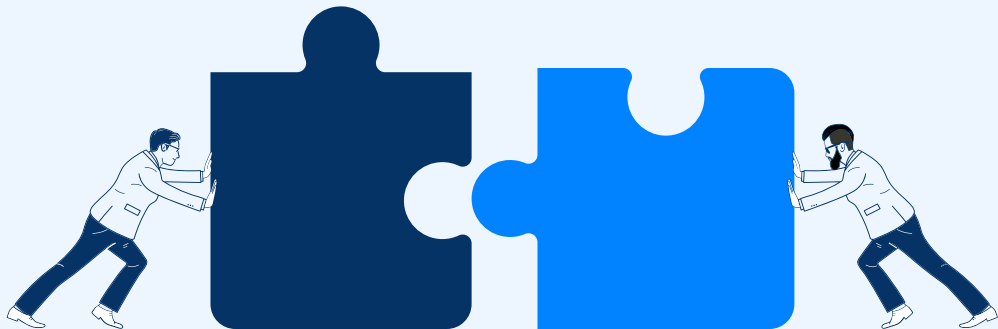
## Streamlined Workflows

Automating workflows for processes such as reporting, attrition analysis, and headcount tracking, reducing manual dependency



## Improved Analytics

Providing real-time dashboards and insights to empower HR leaders with actionable data for faster, more effective decision-making





# Impact

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## Efficiency & Automation

- **50% reduction** in manual tasks, freeing up HR teams to focus on strategic priorities
- Automated reporting & dashboards eliminate manual data consolidation, reducing errors and saving time



## Data Accuracy and Visibility

- **100% data accuracy**, ensuring reliable workforce insights
- Seamless integration of HR processes across all facilities and geographies for unified operations
- Complete business visibility through real-time data consolidation across departments



## Real-Time Insights

- Real-time workforce metrics provide instant access to key performance indicators
- Simplified dashboards & filters make data navigation effortless, allowing HR teams to extract relevant insights quickly
- Faster, more confident decision-making, backed by accurate, real-time data



# Transforming HR Operations with Darwinbox

## From Manual to Automated Reporting



Before implementing Darwinbox, Suzlon's HR team struggled with manual, error-prone processes for time and attendance, headcount, and attrition tracking, impacting operational efficiency across its entire value chain. Workforce availability is critical at every stage to maintain smooth production cycles, ensure seamless project execution, and minimize downtime. However, without real-time visibility, Suzlon faced challenges in anticipating workforce shortages, optimizing shift planning, and ensuring the right talent was available when and where it was needed.

High attrition rates, especially in critical skilled roles, added to the challenge. Hiring from other locations increased relocation, training, and productivity costs, making local hiring and retention a business priority. However, with no centralized system, workforce tracking remained reactive rather than proactive.

By automating workforce tracking and reporting with Darwinbox, Suzlon gained real-time visibility into workforce availability, attrition trends, and hiring needs-enabling HR leaders to take timely, data-driven actions.



# The Darwinbox Solution

Darwinbox streamlined Suzlon's HR operations by:



## Enhanced Dashboards

Providing dashboards for real-time insights into headcount, attrition trends, and recruitment metrics



## Holistic & Segment-Wise Analytics

Enabling deep workforce visibility with drill-down capabilities across location, business unit, department, and function for precise analysis and decision-making



## Automated Reporting

Introducing schedulers for generating and distributing automated reports, reducing dependency on manual effort

## Impact

**50%**

reduction in report preparation time using **Report Scheduler** feature

**12-18**

**hours saved** per report, allowing HR teams to focus on strategic initiatives

**100%**

**automated reporting across 14 facilities** in India has eliminated manual data collation, enabling real-time insights

# Unlocking Insights for Workforce Stability and Retention

## Data-Driven Decisions, Smarter Strategies

High attrition rates, particularly among ground-level technical employees, posed a significant challenge for Suzlon. These roles required specialized skills, and replacements were costly and time-consuming. With Darwinbox, Suzlon now has access to centralized dashboards that provide real-time workforce insights, helping identify trends and potential risks at an aggregate level.

However, workforce decisions are not solely driven by data—local nuances play a crucial role. Each region has unique workforce dynamics, and Suzlon's local HR teams act as a validating layer, providing contextual insights that a system alone cannot capture. Now, with Darwinbox's analytics combined with local HR expertise, Suzlon can take a balanced, data-backed approach to workforce planning. This collaboration enables proactive, location-specific retention strategies that were previously reactive and fragmented.



# The Darwinbox Solution

Darwinbox provided dashboards to track:



## Diversity Insights

Providing data on gender diversity within attrition trends to support DEI initiatives



## Real-Time Analytics

Delivering headcount data and workforce stability insights in real-time, enabling HR leaders to make data-driven decisions

By integrating real-time system data with localized HR information, Suzlon has been able to bridge the gap between high-level workforce insights and on-ground realities.

## Impact



Increased focus on high-attrition regions and critical skill sets

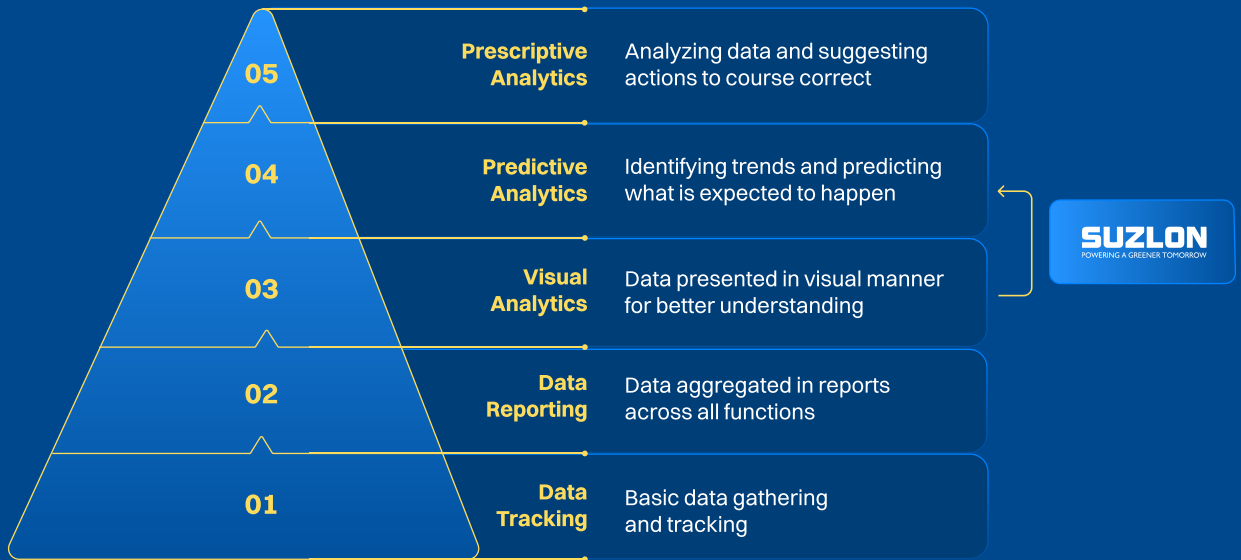


Improved ability to create targeted retention strategies based on both centralized data and local HR validation

# Future Roadmap: Unleashing Darwinbox's Full Potential

Scaling HR innovation to drive Suzlon's vision forward

With basic analytics in place, Suzlon now has a consolidated view of HR data, allowing for accurate tracking of headcount, attrition, and workforce trends. These insights have streamlined reporting and improved decision-making, laying the groundwork for more advanced, predictive analytics.



Suzlon aims to further leverage Darwinbox to:



Enhance forecasting capabilities for attrition and recruitment



Implement cost and effectiveness metrics in recruitment dashboards



Integrate performance data with business metrics for comprehensive analytics



*“The dashboards have been very helpful in providing real-time insights and automating critical workflows. However, we recognize there is much more potential in the Darwinbox system that we have yet to fully explore. As we continue to familiarize ourselves with the platform's capabilities, we anticipate uncovering additional efficiencies and deeper insights to further enhance HR operations.”*



**Deepesh Bhatt**  
General Manager - HR, Suzlon



Darwinbox's ongoing improvements and Suzlon's commitment to HR digitization are set to create a future-ready HR ecosystem, driving the company's mission of powering a sustainable tomorrow.

[Setup a Demo](#)

