

# Fueling PBSP's Scalability and Social Impact through HR System Automation

Discover how PBSP, one of the largest NGOs in the Philippines, leveraged Sprout's automation capabilities to drive greater social change. #SproutSuccessStories #GreatEmployersUseSprout



**854**  
Headcount



**Non Government  
Organization**  
Industry



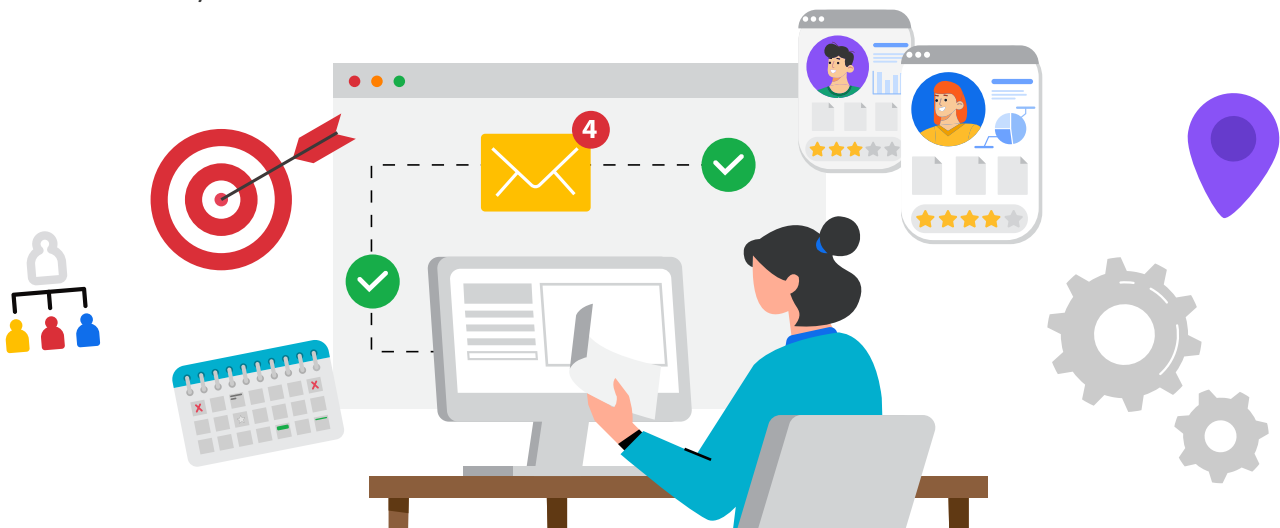
**Sustainable  
Solutions**  
Product

## Background

Philippine Business for Social Progress (PBSP), one of the largest NGOs in the country, creates sustainable solutions as a response to societal problems. Challenged by an **outdated system** that couldn't keep up with their needs, **Executive Director Elvin Uy and HR & Admin Services Manager Ronald Romero** sought to upgrade their HRIS (human resources information system) to acquire a more flexible system that could match their requirements for their regular and project-based employees.

Before adopting Sprout, they relied on traditional methods, such as biometrics, to clock in their employees' attendance. They also used Google Sheets as a rudimentary HR system but it could not keep up with their organizational needs. After considering different services, they determined that Sprout's HRIS is the one that could fulfill their unique business requirements.

With Sprout, the company was able to significantly improve their HR processes. They streamlined their attendance management system, reduced errors and eliminated the need for manual computation. By optimizing their HR processes, they could focus on more impactful work delivering positive changes to the communities they serve.



## History

PBSP started in 1970 when business leaders came together and asked themselves “what can businesses do to help in poverty reduction?” Since March 1971, wherein they only had the original 50 founding members who did everything, they now have 260 members nationwide, and over 800 staff throughout the country. They have over 100 projects every year and spend around Php 2 to Php 4 billion annually in various programs and projects centered around health, education, environment, livelihood and enterprise development, and social inclusion.

## Mission

PBSP is committed to poverty reduction by promoting business sector leadership in, and commitment to programs that lead to self-reliance.

## The Challenges

### Difficulty managing core employees and project-based workers

The organization operates in the field of national and community development, focusing on project-based work to achieve its goals. While they have a **core team of 50 employees**, they often augment their workforce for specific projects. In total, they have a headcount of **approximately 800**, composed mainly of personnel who come and go on a project basis.

The process of hiring contractual workers, onboarding them, and offboarding them when their contracts expire posed an additional difficulty.

### Time-consuming manual HR processes using excel sheets

Before implementing Sprout, PBSP relied on **time-consuming Excel sheets** in managing their HR processes. As a non-profit organization operating at an enterprise level, PBSP realized the necessity of upgrading their HR system. They understood the importance of finding an HRIS solution that aligns with their unique business requirements and supports their organizational strategic objectives.

PBSP sought a comprehensive HRIS solution like Sprout to optimize their HR operations. This decision was driven by the recognition that their existing **manual processes** were not efficient enough to meet their growing needs and organizational scale. By transitioning to Sprout, PBSP sought to streamline their HR processes and reduce the time it takes to complete HR tasks.

### Overseeing their geographically dispersed workforce

PBSP initially relied on biometrics to manage their employees' time and attendance. Employees had to clock in and out at their designated times. They encountered a significant challenge in effectively tracking their employees' time and attendance, particularly when employees had to work at different office locations.

Recognizing the importance of streamlining their timekeeping processes, PBSP sought a solution that would enable efficient management of employee attendance, while also empowering employees to take responsibility for their own timekeeping.

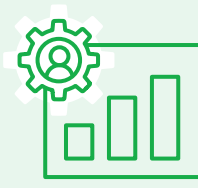


## The Solution

PBSP and Sprout worked together in...



**Streamlining** the management of manpower fluctuations within the evolving NGO



Ensuring smooth operations and goal achievement by **optimizing company processes**

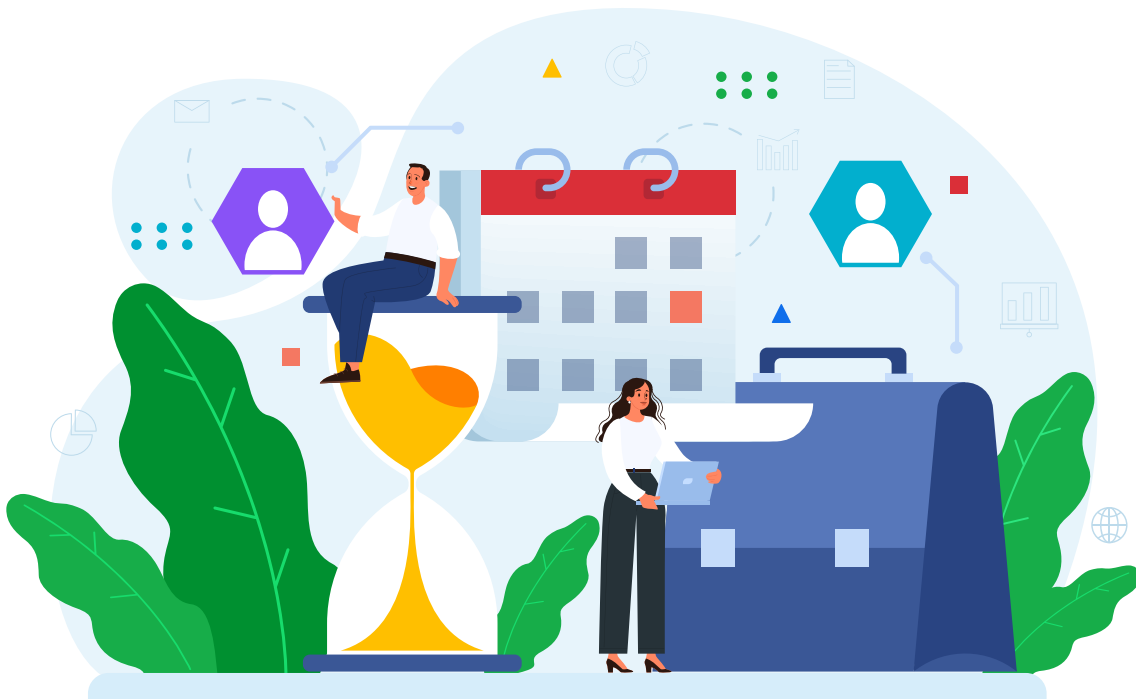


**Enhanced Monitoring** of their team across various geographic regions in the country

## The Results

PBSP sought a reliable partner capable of supporting their continuous growth and adapting to their unique organizational needs. As the largest corporate-led local NGO, PBSP recognized the value of implementing a system like Sprout to **streamline their HR operations** and focus on strategic tasks, fostering further development.

By integrating the user-friendly Sprout system, PBSP successfully simplified previously complex and burdensome processes within their organization. Sprout's mobile app significantly **improved timekeeping management** for employees, while also enhancing the **efficiency of leave requests and approvals** through its intuitive interface.



PBSP experienced a remarkable shift in their HR operations with the introduction of Sprout. This transformation empowered them to achieve their objective of acquiring an efficient HR system, effectively managing their enterprise-level organization. The system seamlessly handled tedious monthly and bi-monthly tasks such as timekeeping, attendance tracking, and payroll implementation, freeing up valuable time and resources for the HR department.

Overall, the implementation of Sprout empowered PBSP to **optimize their HR functions**, ensuring **smooth and efficient management** of essential tasks while allowing the organization to focus on its core mission.

## Testimonials


**PBSP has shared great things about how Sprout has significantly simplified their company operations.**

*"It's really more of the ease of use. With people using most of their time on the mobile phone for work by checking snippets of information or things that they need to complete - the mobile app is actually useful for many."*

**RONALD ROMERO**

HR & Admin Services Manager  
PBSP

  
**Users  
Love Us**

  
**Best  
Usability**  
SUMMER  
2022

  
**Best  
Relationship**  
Enterprise  
SUMMER  
2023

  
**Momentum  
Leader**  
SUMMER  
2023

  
**Leader**  
SUMMER  
2023

## About Sprout

Sprout Solutions is the largest local SaaS company in annual recurring revenue (ARR) in the Philippines, impacting the lives of Filipinos by improving business in the country. Sprout offers an HR platform for the future of work with an ecosystem of desktop and mobile solutions that automate and simplify core HR & Payroll, recruitment, performance management, employee engagement and benefits, and valuable HR analytics. These innovative solutions have been consistently awarded by G2 and Capterra, recognized global review sites that identify top business software products. Also awarded as a 2022 Growth Champion locally and in APAC by Philippine Daily Inquirer and the Financial Times.

  
SOLUTIONS



info@sprout.ph