

People Matters  
Infini-T Awards 2025



**Aarti Industries** Won Gold for

# HCM Innovation & Implementation



# Executive Summary



Aarti Industries has transformed its reimbursement and Exit dues verification processes by addressing a long-standing financial cost-structure requirement- accurately mapping Internal Order Numbers (IONs) for every type of employee reimbursement. Previously a manual, error-prone task, Aarti Industries automated this through Darwinbox Studio with a rule-based engine that assigns the correct ION based on expense type and location, while handling complex approval flows across diverse reimbursement categories such as travel, asset purchases, life event benefits, and exceptional cases.

This end-to-end digitization not only ensured accurate cost allocation but also accelerated reimbursement processing by 50%, reduced turnaround time by 3 days, and saved 500+ HR man-hours annually. Employees now enjoy faster settlements, clear visibility of their reimbursement transaction, and a smoother experience. At the same time, finance and HR gain stronger governance, asset tracking, and real-time data insights.

A second key innovation was the automation of Exit dues verification workflows triggered by employee resignation. By syncing these workflows dynamically, Aarti Industries improved HR agility and ensured smooth, policy-aligned payroll action without manual intervention.

## Problem Statement

Aarti Industries follows a structured internal financial cost-allocation practice where every reimbursement - from travel to non-travel, asset purchases, life-event allowances (marriage, health checkups), and even exceptional admin expenses - must be booked to the correct Internal Order Number (ION). Each ION is budgeted against specific cost combinations (expense type + location).

However, the existing setup at Darwinbox did not fully account for the complex cost allocation rules. HR teams had to manually refer master data, match IONs, and route requests across multiple approval layers, leading to:

- High turnaround time in reimbursement processing cycles have led to delays in SAP reconciliation.
- Limited visibility for employees and approvers.

There was an opportunity to bring greater discipline and transparency to reimbursement processes - especially around entry and exit management and tracking of asset-linked reimbursement like mobile devices.

Aarti Industries needed a digitized, rule-driven, and auditable reimbursement framework that not only met its internal cost-structure rules but also improved speed, transparency, and employee experience.



## Key Challenges

- **Complex Reimbursement Landscape:** Multiple categories (travel, asset, life-event, exceptional) each with unique approval flows and eligibility rules.
- **Manual ION Mapping:** Finance teams spent hours ensuring every expense hit the correct cost bucket.
- **Limited Visibility & Delays:** Employees lacked real-time reimbursement transaction status; approvers had no consolidated view.
- **Data Fragmentation:** Finance lacked a single-source view to analyze reimbursement trends and spend.



## Solutions Leveraged from Darwinbox

### ION Automation via Studio & Reporting Framework

- Built a rule-based engine in Darwinbox Studio to auto-map IONs by expense type + location.
- Integrated complex approval hierarchies for travel, asset, life-event, and exceptional reimbursements.

- Enforced eligibility rules (e.g., asset reimbursements cannot repeat within 3 years).
- Shifted from batch to near-continuous sync (24-hour cycles) for faster settlements and SAP integration.
- Established a single source of truth for finance to track cost allocation with zero manual coding.

### **Digitized Reimbursement & Asset Tracking**

- Complete visibility into assets reimbursed (e.g., mobile devices) - who owns what and when it was claimed.
- Self-service interface for employees to track reimbursement progress in real time.

### **Exit dues verification Workflow Automation**

- Used Amplify Scripts and API orchestration to trigger Exit dues verification workflows dynamically upon separation events.
- Automated admin alerts, audit logs, and approvals - eliminating manual follow-ups.



## **Impact & Outcomes**

- 50% faster reimbursement cycle, with average turnaround time reduced by 3 days.
- 500+ HR man-hours saved annually by eliminating manual ION mapping and approvals tracking.
- 100% accurate cost allocation to IONs, strengthening financial governance and reporting.
- Greater employee satisfaction with real-time reimbursement visibility and faster settlements.
- Approver productivity boosted with clear dashboards and instant access to reimbursement history.

- **Cross-functional insights:** Finance can now view spending by category (travel, asset, life-event) instantly for better budgeting.
- Exit dues verification workflows now fully automated, freeing HR for strategic tasks while ensuring policy consistency.



## Innovation & Differentiation

Aarti Industries went beyond simple automation by creating a multi-dimensional, rule-driven reimbursement engine - integrating financial accuracy, employee experience, and operational agility in one framework. The continuous sync model ensures near-real-time processing, while entry/exit controls and asset visibility bring unprecedented governance.

The Exit dues verification workflow innovation further shows how HR can proactively respond to talent movements while reducing manual overhead. This is business-aligned HR tech - built for scale, accuracy, and agility.



## Strategic Alignment

These innovations align with Aarti Industries broader vision of digitally transforming both HR and finance operations while elevating the employee experience. Faster settlements, cleaner cost data, and automated talent processes mean HR can focus on engagement and Exit dues verification rather than administrative firefighting - while finance gains audit-ready, accurate cost reporting at scale.



## Change Management & Adoption

- Minimal disruption: Automation worked in the background without burdening employees.
- Approver empowerment: Dashboards and status tracking improved decision-making.
- Clear policies & training ensured smooth rollout and rapid user confidence.

## Scalability & Future-Readiness

- The ION logic and reimbursement engine can be extended to new categories, business units, or cost codes.
- The Amplify + API orchestration model enables future workflow automation in other areas such as onboarding, exits, and performance.
- The real-time cost visibility now supports better budgeting and risk management across the enterprise.

## Conclusion

Aarti Industries digitized complex reimbursements and cost allocations with a rule-driven ION automation engine on Darwinbox - reducing processing time by 50%, cutting TAT by 3 days, and saving 500+ HR hours annually. With faster settlements, clear employee visibility, and accurate cost mapping to SAP, Aarti achieved financial discipline, operational agility, and a significantly better employee experience - while also automating Exit dues verification workflows for seamless talent management.