

TeamLease Services Limited is a leading human resource solutions provider based in India. TeamLease provides a range of services to companies, including temporary staffing, permanent staffing, payroll processing, and employee background checks.



Key highlights

- Building a highly scalable, secure, & optimized Infra on AWS
- Seamless migration of the app from an on-premises hosted platform to AWS



Customer Profile

Client: TeamLease Services Limited

Industry: Human Resource Services

About Client:

TeamLease Services is one of India's leading human resource companies offering a range of solutions to 3500+ employers for their hiring, productivity, and scale challenges. A Fortune India 500 company listed on the NSE & BSE, TeamLease has hired 17 lac people over the last 17 years and has 2 lac+ open jobs every day.

The Company in partnership with the Government of Gujarat set up TeamLease Skills University (TLSU), India's first vocational university, at Vadodara.



Business Driver

Managing and maintaining colocation DCs consisting of multi-OEM equipment; monitoring, managing, and maintaining legacy operating systems; applications; application licenses; and maintaining uptime for IT and Non-IT equipment became a major challenge to TeamLease.

1. Applications were running on VMs which led to slow app experience to users during peak loads like month end payroll cycles, bulk recruitment etc.
2. Customer also looking to setup data analysis platform and maintaining single source of truth.
3. Multiple versions of the operating systems were creating a huge burden on maintenance and most of them were running without a centralized patch management system or configuration management system leading to inconsistent and insecure operating environment.
4. Multiple DB servers (MSSQL, PostgreSQL, MYSQL etc) were deployed and configured without HA which left customer with fear to lose data or disruption in services any time. Most of the data base server version were outdated therefore limiting with performance and advanced features and same time the DB backup was maintained manually (on external SSDs to meet the RRO and RPO requirement) and were consuming lot of human resources.
5. Active Directory was not maintained properly and had replication issues across Colo DC's. Business LOB applications faced latency during authentication which led to slowing down applications.
6. Developing and retaining skilled resources to manage middleware, hardware, and security was also a big concern.
7. Customer's customer base increased and most of the infra was over consumed and applications were not performing as On-premises solution was not scalable.



Solution Overview

1. Migration to AWS to overcome the challenges of general DC management.
2. Cloud Migration Readiness Assessment Services to assess the existing infrastructure, application configuration, dependencies and so on.
3. Use suitable migration strategy following 6Rs to migrate workload on AWS Cloud.
4. Setup landing zone to create separate dev, test, prod AWS accounts, setting up and enforcing centralized access polices and security controls, maintain access logs in different AWS account and more.
5. Amazon Simple Storage Service (S3) to setup data lake and maintain single source of truth.
6. Migrated the SQL Active Passive Cluster to Active-Active always on architecture.
7. Migrate database to PostgreSQL to save cost of DB licenses and management.
8. Automated backup policies and leverage EBS, S3 Standard, and S3 Glacier to archive data meeting RTO and RPO requirement.
9. Re-hosted & consolidated Business applications and AD in single VPC to authenticate faster than earlier.
10. Migrate and modernize shared file system on cloud using optimized and scalable storage like EBS, EFS and FSx.
11. Locuz CloudOps Managed services to monitor and managed 24x7.



Benefits

- Fault tolerant, on-demand auto scalable tiered architecture
- Application Performance Improvement by up to 35% as compared to the on-prem servers.
- DB query performance improved over 2x due to change in SQL deployment architecture i.e. Active-Passive Cluster to Active-Active always on cluster.
- faster user authentication by AD consolidation.
- Removed dependency on heterogeneous physical hardware and passive outdated infra and exceeded 99% uptime requirement.
- Single file share to maintain proper permissions and access control.