

Overview

The client, a multi-billion dollar conglomerate comprising 10 publicly traded companies, operates across sectors such as Energy, Resources, Agribusiness, Logistics, Real Estate, Defense, Financial Services, and Aerospace. They wanted to streamline the payroll process for efficiently managing compensation for over 30,276 employees across 619 locations, ensuring compliance with diverse regulations.



Objective

Automate and optimize payroll processing and eliminate errors across diverse employee compensation structures.

Business Challenges

Handling a vast network of diverse employees, the client faced challenges in managing seamless end-to-end payroll processing system across multiple locations. The complexity increased with the need for regulatory compliance and frequent workforce changes, emphasizing the need for an automated payroll solution.

- **Cost-Effective Payroll Management:** Streamlining diverse payroll structures, while ensuring accuracy and compliance with multiple salary components.
- **Statutory Compliance:** Navigating complex payroll regulations across locations and employee categories including blue collar workers.
- **Workforce Changes:** Automating adjustments for new joiners, promotions, transfers, exits and loan scheduling for blue-collar workers.

The Solution

Aiming to establish a frictionless payroll process, we implemented an API-based **Payroll Input Centre** to collect and manage payroll inputs from different locations. This system contains a **Payroll Authorization Tool** that led to accurate and timely payroll output transmission across all legal entities and cost centers. Furthermore, we customized the system's interfaces to accommodate employee compensation structures and maintain seamless compliance with statutory regulations.

Value Delivered

Our automated payroll system reduced manual effort and streamlined employee record management for the client. Promotions, transfers, and final settlements were processed faster, while payroll was tailored to different employee categories and exceptions. Additionally, the system optimized loan scheduling for blue-collar workers and facilitated rate card-based wage calculations, providing a seamless payroll process for our client.

2,794

Cost centers got equipped with streamlined payroll execution, eliminating errors and delays.

619

Locations achieved smooth and accurate payroll processing.

27,000

Payroll inputs managed & verified.

Business Benefits

Enhanced Payroll Accuracy

Streamlined Workforce Management

Efficient Compliance Management

Optimized Processing