

Complex Payroll Rules Automated

For a group with diverse policies and people needs

Author: KG Mohan

- Streamlined operations for a major multinational conglomerate
- Automated complex payroll for 5,800+ employees
- Integrated APIs to replace manual data entry
- Enabled real-time processing and self-service

Overview

In 2025, a prominent player in the consumer and personal care, robotics and automation, infrastructure, aerospace, and water treatment divisions, partnered with us to automate and streamline their payroll and exit processes using APIs. With diverse businesses leading to multiple pay structures and voluminous inputs, the organization required a solution that ensured accuracy, compliance, and efficiency while improving employee experience.

Objective

To simplify and standardize payroll execution across multiple pay structures, reduce manual intervention, improve compliance, and deliver a seamless exit management system with data accuracy and real-time insights.

Business Challenges

- **Complex Payroll Structure:** 5 pay structures and 3 payroll groups with exclusive timelines and cutoffs.
- **High Input Volume:** Multiple benefits and monthly optioning on basket of allowances resulting in voluminous inputs into payroll
- **Insourced Payroll runs on SAP:** Resulting in high costs, data hygiene issues, and lack of skilled in-house payroll maintenance.

The Solution

- Designed and implemented a robust Payroll and Exit Automation System tailored to client's diverse structures.
- Introduced structured workflows with automated data integration across multiple inputs.
- To Build interfaces for VPF, Loan, WBP, LOP, and Car Lease, reducing manual dependency.

Value Delivered

- Standardized workflows with reduced errors
- Real-time incentive processing and seamless multi-cycle execution
- Improved employee experience with quick, self-serve access
- Audit-compliant, scalable payroll for 5800+ employees

Business Benefits



Efficiency



Compliance



Transparency



Accuracy



www.alldigitech.com



sales@alldigitech.com



[company/alldigitechltd](https://company.alldigitechltd)