

Joveo's payroll overhaul: 80% faster processing and seamless efficiency with Keka

 IT Services and Consulting

 Employees : 300+

 HQ : India and US

Modules Used :

- Leave
- Payroll
- Experience



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Keka's payroll module has been a game-changer for us. It's one of the most advanced and reliable payroll systems we've come across for India, making our payroll processing faster and smoother than ever. With Keka, we've cut our payroll processing time by 4 days, giving HRs more time to focus on strategic priorities.

Introduction

By 2020, Joveo found itself at a crossroads. Rapid growth combined with the sudden shift to remote work had pushed their HR systems to the brink. Managing a workforce of 100+ employees across India and the US using manual Excel-based processes led to inefficiencies, compliance risks, and frustrated employees.

Key problems

- ▶ Leave tracking was chaotic, with verbal requests leading to scheduling conflicts.
- ▶ Payroll errors delayed salary disbursements and posed compliance risks.
- ▶ Managing employee assets remotely was nearly impossible, creating inventory mismatches.

For Joveo's HR team, these challenges meant spending more time fixing errors than driving strategic initiatives—until they found Keka.

Simple and transparent leave management

Before Keka

- Employees skipped formal leave requests, relying on verbal communication.
- No visibility in employee availability resulted in challenges in collaboration and project planning.
- Without visibility into leave utilization, employees risked burnout, affecting productivity and work-life balance.

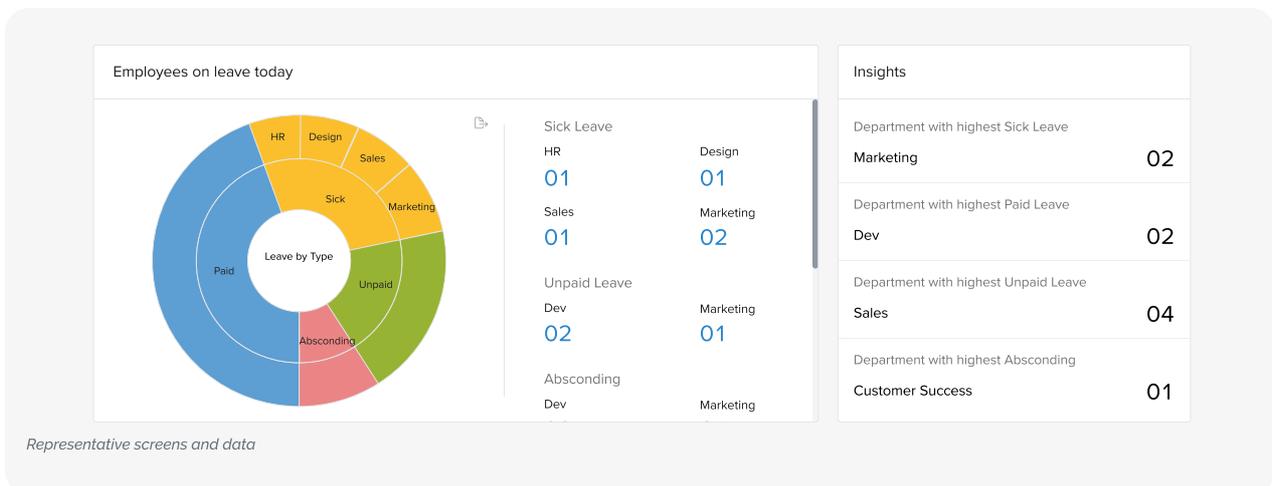
With Keka

- ✔ Managers accessed a centralized dashboard with real-time insights into employee availability across teams and regions, enabling better project planning and resource allocation.
- ✔ Employees applied for leave directly through Keka’s employee portal and instantly viewed their updated leave balances.
- ✔ Admins could configure region specific leave policies and holiday calendars, ensuring compliance with local regulations.
- ✔ Real-time leave tracking eliminated errors, ensuring accurate records and simplifying payroll calculations for the HR team.
- ✔ Comprehensive leave utilization reports allowed HRs to analyze trends and foster a healthier work culture.
- ✔ Region-specific policies ensured seamless leave management and compliance across locations, including the US.



Impact

5+ hours saved weekly for HR teams through automation in leave tracking and approvals.



80% faster payroll with zero errors

Before Keka

- Payroll data was collated manually from Excel sheets, making errors and delays more likely.
- Relying on a third-party vendor meant HR had limited control over payroll, leading to communication gaps.
- Due to manual payroll processes, the HR team had to freeze payroll inputs on the 22nd of each month, leaving no room for adjustments.
- Manual payroll processes posed significant compliance risks, creating vulnerabilities in wage calculations and statutory adherence.

With Keka

- ✓ Keka automated the collation of payroll inputs, eliminating the need for manual efforts.
- ✓ The system seamlessly gathered data from attendance, leave, tax declarations, and other sources, ensuring accurate and reliable payroll processing.
- ✓ Payroll processing time dropped by 80%, freeing HRs and finance teams to focus on strategic tasks.
- ✓ Bringing payroll in-house gave HRs full control over the process, eliminating dependency on third-party vendors, reducing miscommunication, and ensuring timely execution.
- ✓ Built-in tools ensured tax declarations, statutory deductions, and WPS file submissions were automated, simplifying audits.
- ✓ Payroll-related employee queries dropped to near zero, significantly reducing administrative overheads.



Impact

Joveo achieved 80% faster payroll processing with zero errors, seamless compliance, and improved employee satisfaction.

Technovert Solution Pvt. Ltd
Group 1

Bi-week #7
Completed

Bi-week #8
Completed

Bi-week #9
Finalized

Bi-week #10
Current

Bi-week #11
Upcoming

Bi-week #12
Upcoming

Bi-week #12
Upcoming

Bi-week #10 | Jun 14 - Jun 27 (14 days)
[More payroll actions](#)

Employees	Run by	Employee deposit	+	Total deductions	+	Total contributions	=	Total payroll cost
240 <small>^12 v5</small>	Tue, Jun 29, 2023	INR 50,00,000/-		INR 10,000/-		INR 2,00,000/-		INR 52,10,000/-

1 Review & finalize
Not started

2 Payments
Not started

3 Tax & compliance
Not started

⚠ Please fix errors

Run payroll

Representative screens and data

Employee experience: **Saving \$7,000 annually** and building transparency

Before Keka

- Organizational charts were created using a third-party tool that cost \$7,000 annually.
- Working remotely during COVID disrupted asset visibility, making inventory tracking a constant challenge.
- Expense claims for travel and relocation were handled manually, leading to delays in approvals and reimbursements.

With Keka

- ✓ All policies, contracts, and processes were integrated into Keka, consolidating data and reducing reliance on external tools such as DocuSign.
- ✓ Keka's Employee Directory replaced their third-party tool with a built-in organization tree that provided a dynamic view of the company's hierarchy at no extra cost.
- ✓ Keka's asset management module centralized all asset data in one place, providing real-time tracking of both assigned and unassigned assets of remote and in-office employees.
- ✓ Employees submitted travel and relocation reimbursement claims directly through Keka, reducing approval delays.



Impact

Joveo saved \$7,000 annually, streamlined asset tracking, and delivered a transparent, centralized experience for employees.

Measurable gains from Keka's implementation

30+ hours

saved weekly across HR operations.

80%

faster payroll processing.

7000\$

annual savings by consolidating tools.

100%

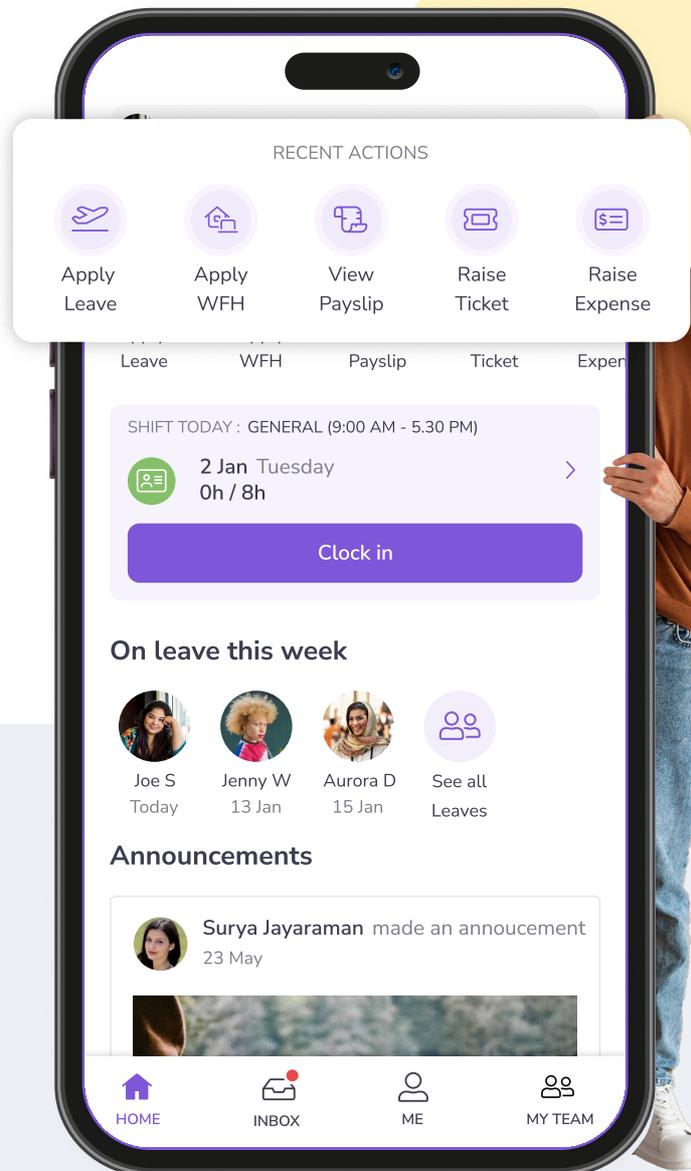
compliance with statutory requirements.

With HR operations streamlined, Joveo aims to elevate employee experience by leveraging Survey and Pulse tools to gather real-time feedback and foster deeper engagement, all while keeping everything connected in one place.

About Keka

Everything you need to build a great company

Keka is your people enabler. From automation of people processes to creating an engaged and driven culture, Keka is all you need to build a good to great company.



Reach out to us!

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