ProHance Facilitated a fast-growing leader in IT Services by delivering a solution for payroll calculation based on productive hours

PROHANCE

Payroll Dashboard

Executive Summary

The client organization headquartered in Pune, India specializes in IT Services. Established in 2008, they offer Advertising & Marketing Solutions; their vision is to deliver top-tier communication solutions to businesses spanning across scales. They are dedicated to empowering clients with victorious endeavors in the market through the implementation of adept marketing, lead generation, and demand generation strategies.

How ProHance Helped

- ProHance has provided a solution to differentiate work time objectives for two distinct functions as per the company requirement: revenue- generating and non-revenue-generating teams.

- For revenue generating groups, payroll calculation is done on the basis of time spent on core activities.

- For non-revenue generating groups, payrolls calculation is done on the basis of time spent on the system.

Challenges

Amid the pandemic, the management faced challenges in ascertaining time spent online especially on core-work activities. This data was crucial for payroll processing. The biometric system and manual entry fell short of providing a suitable solution.

This is where ProHance stepped in with a robust resolution that led to precise payroll calculations. Given the transition to hybrid work, they have seamlessly carried this solution forward.

Revenue		
Team	**Productive Time**	**Day Type**
BD Team	>=6	Work Day
BD Team	4-6	Short Day
BD Team	<4	Absent

Non-Revenue			
Team	**Time on System**	**Day Type**	**Salary**
Ops	>=6	Work Day	Full
Eng & IT	4-6	Short Day	Half
Marketing	<4	Absent	Absent

Value Created

Detailed Productive Time Analysis

Visibility into the core work time for users who received partial and full salaries, categorized by their productive time: less than 4 hours, 4-6 hours, and more than 6 hours, respectively.
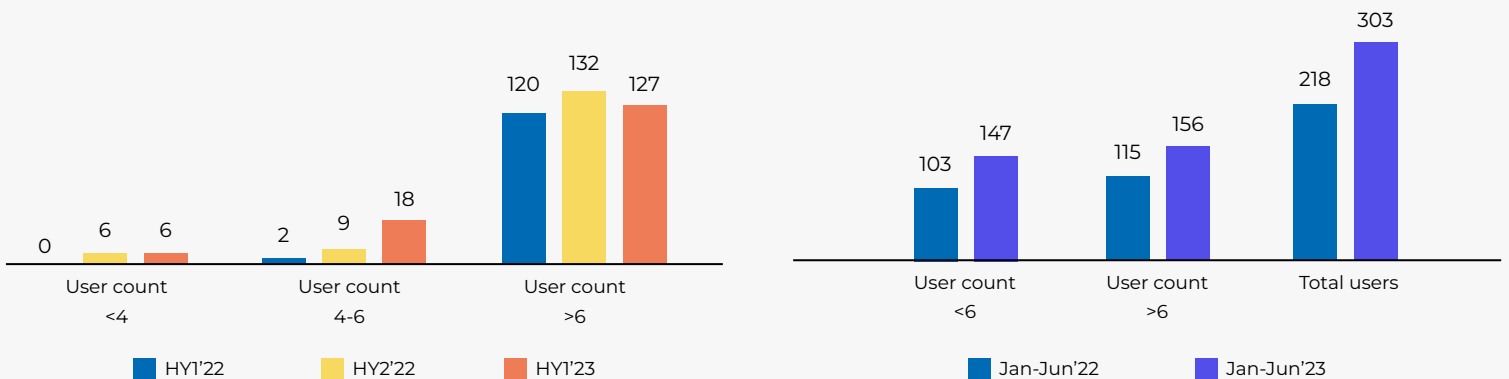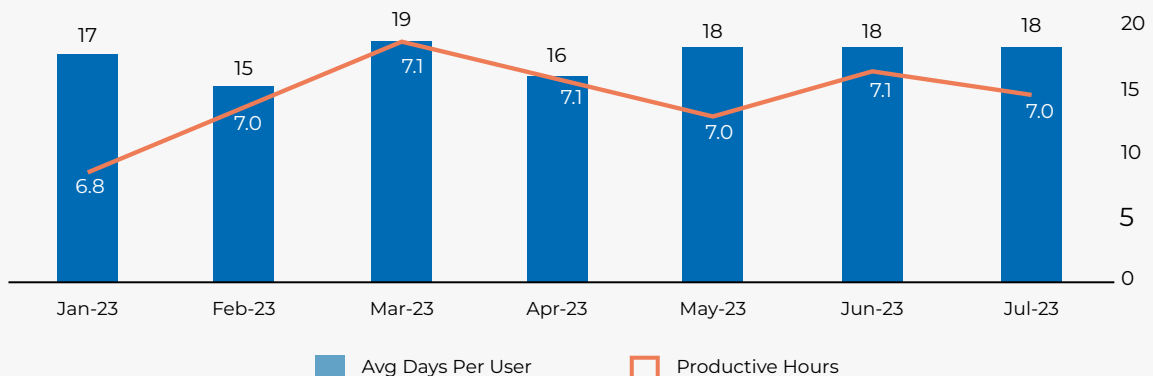
3% Productive Hours Enhancement

On average, each user works between 17 to 18 days in a month, with an average of approximately 1 short day per user over the last 6 months, showcasing consistent performance.

Significant Time Savings

Through automation, we've achieved improvements in sustainability and hygiene while maintaining precision without the need for manual intervention. As a result, the time required to consolidate the payroll report has significantly decreased.

Chart 1 — Avg Days Per User and Productive Hours by month:
- Jan-23: 17 days, 6.8 hrs
- Feb-23: 15 days, 7.0 hrs
- Mar-23: 19 days, 7.1 hrs
- Apr-23: 16 days, 7.1 hrs
- May-23: 18 days, 7.0 hrs
- Jun-23: 18 days, 7.1 hrs
- Jul-23: 18 days, 7.0 hrs

Legend: ■ Avg Days Per User   □ Productive Hours

Chart 2 — User count by productive hours:
- User count <4: HY1'22 = 0, HY2'22 = 6, HY1'23 = 6
- User count 4-6: HY1'22 = 2, HY2'22 = 9, HY1'23 = 18
- User count >6: HY1'22 = 120, HY2'22 = 132, HY1'23 = 127

Legend: ■ HY1'22   ■ HY2'22   ■ HY1'23

Chart 3 — User count comparison:
- User count <6: Jan-Jun'22 = 103, Jan-Jun'23 = 147
- User count >6: Jan-Jun'22 = 115, Jan-Jun'23 = 156
- Total users: Jan-Jun'22 = 218, Jan-Jun'23 = 303

Legend: ■ Jan-Jun'22   ■ Jan-Jun'23