

ProHance Helps 9% Reduction in Deficit Working Hours for leading Staffing & Payroll Company



About the Customer

The customer, a leading HR and Payroll Outsourcing Company in India, serves diverse industries like IT, GCC, ITES/BPM, and Healthcare across 17 countries. Known for delivering tailored staffing solutions, they operate in key cities such as Bangalore, Hyderabad, Chennai, Pune, Mumbai, Delhi, and Noida. Despite their industry leadership, they faced challenges in managing attendance and payroll efficiency.

ProHance stepped in as a transformative partner, implementing streamlined attendance management and optimizing payroll processes. This collaboration led to a 9% reduction in users contributing to deficit working hours, enhancing workforce productivity and operational excellence.



Challenges



Accurate Record-Keeping

- Difficulty in tracking daily employee logged hours with precision.
- Challenges in comparing expected logged hours against actual logged hours.
- Ensuring adherence to clock-in and clock-out times.



Limited Attendance Visibility Across Locations

- Managing attendance across offices located in Bengaluru, Chennai, Hyderabad, Mumbai, and Noida.
- Lack of centralized visibility into attendance data.



Inefficient Leave Approval Workflow

- Inconsistent tracking of leave requests and approvals.
- Need for a streamlined and transparent leave approval process.



Labor Law Compliance

- Ensuring adherence to labor law requirements across locations.



How ProHance Helped



Automated Integration with HRMS Portal (E-Manage)

- Enabled real-time synchronization between ProHance and the HRMS E-Manage system, ensuring daily updates on first login and last logout across all locations.
- Streamlined the identification and reduction of deficit working hours by comparing expected versus actual hours worked.



Automated Updates Through ProHance

- Once leave is approved, half-day login hours are updated in the E-Manage system automatically, ensuring accurate attendance and payroll data.



Streamlined Leave Approval Workflow

- Missed Swipes : If no login is recorded, it is flagged as a "Missed Swipe," prompting employees to apply for leave.
- Short Day Missed Swipe : Missed swipe-ins on short days are also flagged, requiring employees to specify a reason for their leave application.
- Manager Approval : Leave requests are automatically routed to the respective manager for review and approval.



Value Created



9% of the users had deficit logged hours which has come down to Zero since last one year.



Streamlining of timely payroll process.

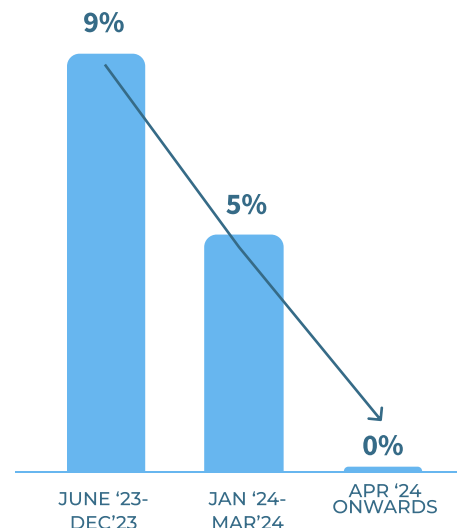


ProHance has established a robust payroll mechanism by ensuring precise management of working hours and attendance.



Unaccounted absenteeism is at 0%.

Deficit Percentage



Book a Demo:

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