



# Ratna Global said bye-bye to mundane tasks

## About Ratna Global

Ratna Global Technologies support projects of all sizes around Application Development and Modernization, Integration, Order Management, Data and Analytics, and more. They have successfully addressed clients' complex business challenges through strategic planning, development, implementation and integration of highly innovative, flexible and customizable IT services and solutions. As an organization, they believe that by teaming together, they can see beyond organizations' surface changes and discover opportunities others might not see.

### Industry

ITES

### Head Quarter

Telangana

### Number of Employees

250+

### Results

Managers attained 72% more visibility

## Backstory

Being a start-up, they hardly had any policy documented in a place. Being a growing organization, many challenges were faced while adding resources to the organization. Lack of payroll software, centralization of employee data, maintaining excel sheets, and manual tasks were quite time-consuming.

Among one of the primary challenges faced by start-ups is mismanagement in prioritizing one HR task over others. Similar was the case here, and Payroll was given more importance, whereas maintaining leave records and employee management were of less priority. A good HR tool was required to eliminate this mismanagement at the very initial level. This led them on a quest for the most comfortable tool.

The need for an HR software kick started their search. They looked for some software, then got a couple of good feedback and reviews about Keka, that was when they came a step closer to Keka. Getting the demo account and receiving trials from the Keka team made them realize the reason behind those good feedbacks.

Demo sessions were quite accurate about the product and developed an understanding of its features and functionalities. All the features available were apt as per their requirements. They made the final decision to go ahead with Keka and started with the implementation process.

## Expectations from Cloud

Automation was the prime need. A one-stop solution to manage all the HR functions efficiently.

- Error-free payroll management and statutory compliances
- Flexibility to support various attendance capture schemes
- Maintaining leaves along with ease of comp-off
- Centralization of all employee data and reports

## Journey with Keka

In the initial implementation phase, there were no leave policies present. After spending time, effort and support from Keka team, they framed good policies and implemented it using Keka. Keka helped to maintain leaves and attendance in a properly structured manner. Their only emphasis was on Payroll and they used to ignore other issues, but Keka helped them recognize it and resolve it. The manual and time-consuming task of filling PF/ESI statutory forms got automated. Monthly ECR is available now within a click. Custom payroll structure generation option is also available, which helped them create multiple range-based salary structure, making the payroll more efficient. Reports and analytics have played a significant role in saving time of the decision-makers.

There are some more useful features available at Keka and they are soon planning to start using them as well, as they could save time at other processes.

## Extra Miles

Keka went the extra mile to make them realize the need for sound policies in place and put in extra efforts to help them frame the organization's right policies. Keka also helped them get the contacts of respective consultants, which helped their organization get registered under various government norms for PF/ESI.

There are some more useful features available at Keka and they are soon planning to start using them as well, as they could save time at other processes.

## Improvement at Ratna Global after adopting Keka

% Increase in  
productivity

**21%**

Time saved by HR  
team

**33 hrs**

% increase in visibility by  
managers

**72%**

Time saved in  
employee  
management

**32 hrs**

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We are happy and comfortable with the features Keka offers. It is easy to use and has saved a tremendous amount of our time wasted on manual tasks. Support team have always been good and helped us sort our queries. Sometimes they ask for some time to resolve the issue and positively come back informing us that it's fixed. Keka is doing good as a growing company and we expect to see more features to be coming.

- **Nirbhay Kumar Sinha**

Business Director