


Nextuple ditched spreadsheets, saved 35 hours a week, and fixed payroll

 Industry : IT Saas

 Employees : 600+

 HQ : US, Canada, Bangalore

Modules Used :

- Hire
- Attendance
- Leave
- Mobile App



Vinod Kumar

Sr. Manager, Business & Finance

“The leave setup system has been a game-changer for us. We were amazed by the level of customization available, with options we hadn't even considered before. Some features truly opened our eyes to new ways of managing leave, giving us deeper insights than we ever thought possible. Thanks to this system, we now have full control over tracking and monitoring our employees' leave utilization, making our HR processes more efficient and effective.”

Introduction

For any fast-growing SaaS company, scaling isn't just about numbers—it's about ensuring your people and processes grow in sync. Nextuple knew this better than most.

As their workforce grew beyond 200 employees, HR challenges began to surface. Manual processes and fragmented systems made hiring slow, onboarding clunky, and payroll adjustments a frustrating ordeal. The leadership realized it was time for a change.

Navigating the growing pains of HR

- A single recruiter managed all open positions, struggling to meet the demand for top talent in a competitive market.
- Manual leave tracking left managers without clarity on employee availability, making resource planning difficult.
- Outsourced payroll systems created bottlenecks for last-minute changes, impacting accuracy and responsiveness.
- Excel-based asset tracking led to data inconsistencies and reduced accountability.

With Keka, Nextuple centralized and streamlined its HR processes, creating an efficient and people-centric system that delivered measurable results.

Recruitment made faster and smarter

Before Keka

- Recruitment was managed manually by a lean team, making it difficult to keep up as hiring demands grew.
- Interview scheduling was a time-consuming process, requiring back-and-forth coordination over emails.
- Candidate follow-ups were handled manually, leading to delays in communication

With Keka

- ✓ A structured dashboard offered complete visibility into open positions, simplifying decision-making for the HR team.
- ✓ Integration with Google reduced interview scheduling time to under 30 seconds, saving valuable time.
- ✓ Email triggers ensured candidates and stakeholders received timely updates, eliminating manual interventions.



Impact

Recruitment turnaround times improved by 40%, enabling faster hiring for critical roles and reducing strain on HR resources.

Delivering a great first impression

Before Keka

- Onboarding was managed through emails and spreadsheets, leading to missed documents and process delays.
- Company policies and guidelines were shared manually, often leading to inconsistencies in communication.
- Candidate follow-ups were handled manually, leading to delays in communication

With Keka

- ✓ New hires uploaded all required documents through the platform, ensuring a smooth and error-free process.
- ✓ Tailored onboarding workflows created a welcoming experience for employees.

- ✓ Company rules and guidelines were embedded into the onboarding process, ensuring clarity from the first day.



Impact

Onboarding efficiency improved, with employees reporting higher satisfaction and faster integration into their roles.

Reimagining payroll

Before Keka

- Payroll processing was outsourced to a third-party provider, making last-minute adjustments difficult and time-consuming.
- There was no system in place to easily identify payroll discrepancies, increasing the risk of errors and delays.
- Employees had to rely on manual paperwork and back-and-forth emails for tax declarations and compliance-related submissions.

With Keka

- ✓ Keka's advanced payroll variance calculation feature enabled Nextuple to identify discrepancies and optimize payroll accuracy.
- ✓ By minimizing reliance on external processors, Keka gave Nextuple greater control over payroll operations.
- ✓ Tax declarations and other compliance tasks were simplified through Keka's intuitive platform.



Impact

Payroll accuracy rose to 100%, with processing times halved, saving both HR and employees significant effort.

Driving performance with clarity and alignment

Before Keka

- Employees and managers lacked visibility into performance expectations, leading to misalignment and reduced accountability.
- Review cycles were often delayed due to manual follow-ups, causing bottlenecks in appraisals and promotions.

With Keka

- ✓ Flexible performance review cycles were designed to align with Nextuple’s specific business objectives.
- ✓ A centralized dashboard provided visibility into employee and organizational goals, fostering accountability for both employees and managers.
- ✓ Timely reminders ensured the appraisal process stayed on track and was completed without delays.



Impact

Performance evaluations were completed faster, with employees and managers reporting higher engagement in the process.

Review Cycles Questions

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Annual Review Cycle - 2023 Product

Launch Reviews 450 employees | **Reviews in Progress 468 employees** | Post Review Analysis 54 employees | Summary & Publish 9 employees | Salary & Promotion 32 employees | All Employees 540 employees

Nomination 212 | Review Form Filling 200 | Review Meeting 56

All Employees 100 (100%) [Take action](#) | Waiting on self 64 (64%) [Remind](#) | Waiting on RM 22 (22%) [Remind](#) | Waiting on Peers 14 (14%) [Remind](#)

Legal Entity	Business unit	Department	Location	Status	Q Search	
<input type="button" value="Remind"/> <input type="button" value="Skip"/> ... Total: 212 <input type="button" value="Download"/> ...						
Employee name	Emp No.	Business Unit	Department	Due on	Waiting on	Actions
<input type="checkbox"/> Lisa Sebin Product designer	3246	HRMS	Design	May 30, 2016	Pranay Tiwari	<input type="button" value="Remind"/> <input type="button" value="Skip"/> ...
<input type="checkbox"/> Aman Jarwal Frontend Developer	3246	HRMS	DevOps	May 30, 2016	Rekha Singh	<input type="button" value="Remind"/> <input type="button" value="Skip"/> ...
<input type="checkbox"/> Mohit Parag Talent Acquisition Specialist	3246	HRMS	HR	May 30, 2016	Satish Kumar	<input type="button" value="Remind"/> <input type="button" value="Skip"/> ...
<input type="checkbox"/> Nandita Patil Product designer	3246	HRMS	Design	May 30, 2016	Pranay Tiwari	<input type="button" value="Remind"/> <input type="button" value="Skip"/> ...

Actionable Insights Timelines Progress

Measurable gains from Keka's implementation

35 hours

per week reduced in HR administrative workload

60%

improvement in turnaround time with revamped recruitment processes.

25%

rise in satisfaction scores due to a better employee experience.

Nextuple's journey highlights the fact that HR transformation isn't just about efficiency—it's about enabling growth and empowering people. With the right tools, processes, and vision, companies can create scalable HR systems that fuel success and build a thriving workplace.

About Keka

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!

 Sales: +91 8929208062

 Mail us at: isales@keka.com

