

Wingify gets Defense Level Secured System.

About Wingify

Wingify, headquartered in Delhi, is an India based, fast-growing software company that makes globally admired technology products. Their flagship product VWO Experience Optimization Platform, is loved by thousands of businesses and users across 90+ countries. The customer list includes brands like Microsoft, Lenovo, Walt Disney, Target, eBay, and Ubisoft.

Industry

ITES

Head Office

Delhi

Number of Employees

200+

Backstory

An organization with an employee strength of about 400, using manual HR processes was a tough deal. Creating and managing excel and google suite for employee data was still fine, but then editing and deleting minor changes regularly was a gruesome task. Even adopting an external third-party payroll software for processing payroll could only bring a slight relief but costed a great fortune. They tried using Performance management software, but that was too much for namesake and couldn't add much value. Lack of data accuracy and automation was the cause of the distress of the organization.

Expectations from HR Automation

As automation was the only solution, Wingify made up their mind to opt for the best solution in the market. And to make evaluation effective, they come up with their own checklist:

- Lack of a centralization of employee data, made the new joined HR to struggle to access the employee data. They wanted centralized platform for employee data to make it easier and readily available.
- The availability of various flexible leave plans in the organization required a robust system to configure and maintain it.
- Outsourcing payroll added up extra cost to their process and wanted an efficient and effective payroll solution to cease the outsourcing process and save cost.
- As worked with Indian defense, wanted a system to match the same level's security requirements. Hence, security check should be done before signing up for a HRMS software.
- Asset data management in the excel sheet was ineffective in the long run. A platform was needed to reduce manual processes and remain effective.

Inspecting the right solution

Wingify got in touch with many big players in the market and did a thorough evaluation of every possible aspect. Be it the software stability, security or the depth of features, some or the other was always a reason to discard a product. But it was not the case with Keka! The management wanted to ensure a robust one-stop solution without compromising data security. As they work with Indian defense - security means everything to them. Still, not all the evaluated platforms would easily agree to perform various security tests on their platform by the client.

Evaluation and Adoption

A gradual adoption process pans out. Wingify wanted to perform vulnerability and penetration tests. They received complete cooperation from Keka to perform the tests. As the test results were satisfactory, Wingify proceeded with the onboarding process in Keka.

Various flexible leave and attendance options were available with them, but there was no proper policy in place.

Keka helped Wingify frame better policies with a flexible workflow available at Keka. A trial run of the leave and attendance module was done to ensure its proper functionality, and real-time data syncing was also checked for accuracy.

Keka offered multiple functionalities at one place, Wingify wanted to bring the outsourced payroll inhouse, payroll was processed and outsourced parallelly for a month to check the efficiency. Adopting Keka was a cost-effective option, moreover, getting payroll inhouse was a bonus.

Once the compilation was done and the test cases were solved, Wingify accepted Keka as their HRMS platform. The CS executives and salespersons provided a detailed demo trial, their promptness and availability for solving the queries made the adoption process smooth. “All the promises were met, and expectations fulfilled.”

The configuration process made all the settings clear moreover; easy UI did the rest of the magic. Not much training efforts were needed to train the HRs and employees.

Data Matrix

% Increase in productivity	26%	Data accuracy attained	45%
% increase in ease of access of data to HR team	60%	% Data security attained in employee data	3%
Time saved in payroll processing	20hrs	Reports and analytics helped decision makers save	8hrs

Keka- The Troubleshooter

From addressing security concerns, creating policies to automation of HR processes, everything was addressed with ease. Either a solution was already present in place, or a workaround was available, it made the experience overwhelming.

- Centralization of data solved the fundamental problem of the HR team. The easy availability of various reports and analytics decide on making a time-efficient process.
- Leave and attendance management with real-time data sync is effective. Various attendance capture options are present, along with customized shifts.
- Attendance capture options like Web Clock-in, Remote clock-in, Work from Home, biometric integrations, selfie attendance are present for effective attendance tracking.
- Payroll not only comes with accuracy but additional features like easy and is hassle-free tax declarations.
- A well-integrated leave, attendance and payroll system is present, eliminating the chances of error and boosting the payroll process.
- The availability of the Org chart provided easy visibility of the organizational hierarchies and team structures.
- The asset management team was maintaining the lists in Google Suite, but Keka's asset management made this process much easier and convenient.

A defense level secured system, well-integrated and constantly evolving product. Customer needs are taken into consideration and properly intimating the customers about new features and updates. It's the reason why our hopes are high for this promising product.

Extra miles

A supportive and understanding experience is delivered from keka. We wanted to do a penetration test to check the software's security measures. Keka was cooperative with the whole process and provided necessary security policies and data on time to make it easy for us to perform security tests. The sales, onboarding and support process went on smoothly with the genuine help and contribution of various POCs at different points of time.

They were always there to help with issues faced, like providing demo accounts, guiding the complete process. Likewise, for the performance management system's trial, as per the request, a demo account was created with

real-time data instead of dummy data to help cross-check the functionality. They got satisfactory results with the demo account and the support team helped them set up a similar account. This was really a significant effort from the support team's end.

"All the promises made by the team are always fulfilled, this keeps getting our hopes high."

Our queries were answered promptly, and our requests and requirements were also heard. The continually evolving platform has various updates happening and then there are times when we see our requirements being fulfilled uniquely at Keka.

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Many promises are delivered and yet some promises made - this is how is our relationship with Keka. They helped us structure our leave policies with a flexible workflow. Keka is still growing and they surely listen to the client's requests in this journey. Thus, we eagerly wait for Keka Updates, to see an implementation of our request, but sometimes we get the solution to those problems, which we haven't even recognized as a problem

- Priti B
HR Manager, Wingify