

“A kinship that resulted in employee care”

About ekincare

ekincare is an integrated health benefits platform helping organizations save up to 25% healthcare costs and lowering their health insurance premiums. It takes a data-driven approach to employee wellness.

Industry

Health, Wellness & Fitness

Headquarter

Hyderabad

Backstory

ekincare used an HR platform which unfortunately failed to evolve to their needs. There were gaps between the leaves and attendance policies practiced and what the tool allowed. The transparency and flexibility which the organization wanted could not be achieved regarding the configurations of policies, resulting in a lot of dependency on the support team. HRs had to face a lot of pain in bridging the gap with manual interventions, which brought a lot of frustration.

The prerequisites for forming a new bond

After facing challenges with the previous HR platform, while they started looking for another platform, the prerequisite criteria were comparatively longer.

- Employee friendly
- Easy to set up policies
- Centralization of employee data
- OT policy configuration
- Real-time attendance tracking
- Accurate leave capture
- Performance management system
- Ease of employee management
- Provides detailed reports
- Includes expense management
- Error-free payroll processing
- Help management in decision making

The mutual handshake

ekincare was looking for a better HR solution, where leaves, attendance, and shift policies for their employees would be simple and took care of their policies. They evaluated many platforms all over India, eventually they came across Keka, which was barely two kilometers away from their office. It was a perfect fit for their organization's requirements. Moreover, they were about to raise a Series-A round. Keka could generate various HR reports required for it within few clicks. These easy to absorb reports were enough to impress their future investors. It resulted in a beautiful opportunity for these two organizations to shake hands and grow simultaneously.

Kinship between ekincare and Keka

The features of Keka were really fascinating for ekincare, but at the same time, they retained the fear from the previous experience of using cloud software. They decided to adopt the leaves and attendance module first. The journey of interactions with sales and implementation was convenient. The onboarding process was quick and trained HRs enough to do policy set up on their own, contrary to the previous platform. The leave and attendance management were good enough to gain their trust. They expanded their plan and also adopted Keka Payroll. Keka rebuilt the lost confidence over HRMS, which made them subscribe to Keka's ATS and performance system within a year. With the various combinations offered by Keka to configure the leave and attendance policies, HRs could change rules based on the locations and departments without any support person's intervention. This feature itself offered a great sense of relief to the organization. This implementation made the HR tasks easy and offered an engaging platform to the employees with self-explanatory navigations and birthdays and work-anniversary alerts, which brought smiles to employees.

The absence of automation while conducting performance reviews resulted in favoritism and bias in the organization during appraisals. But Keka performance review offered calibration and conducted a fair performance review. Now they are conducting monthly and quarterly reviews. Payroll is no more complicated and time-consuming with Keka's automation. It helps to a great extent reduce the efforts involved in the payroll process. Leaves and attendance modules are directly linked to payroll, ruling out the chances of errors while calculating ad-hoc, OT, or LOPs. The same platform can also perform compliance management and tax declarations.

Organisational impacts

% Increase in
productivity

28%

% time saved in
payroll processing
process

76%

% accuracy attained
in attendance capture

100%

% punctuality
increased

73%

% increase in
employee satisfaction

82%

% increase in
transparency in the
organization

76%

Employee's platform
adoption level

86%

From the first month

Ease of processing
Payroll (Scale of 1-10, 1
being toughest, 10 being
easiest)

9.5

#Hrs saved in employee
management

32hrs

#Hrs reduced in HR
process

42hrs

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We are more than happy to collaborate with Keka. The UI/UX design of Keka is really appealing. Performance management is really great, it helped us a lot.

- Sunil Pavarala
HR Coordinator