

boodmo Streamlined Performance Management Process

About boodmo.in

boodmo.com, a Smart Parts Online Pvt Ltd unit, is the country's largest online marketplace for auto components buyers. Founded in 2015, the company has a massive database of genuine and aftermarket replacement parts offered from over 400 suppliers across the nation. Being an unorganized sector in the country, sometimes it becomes challenging for the car owners to find replacement parts. Their platform offers a trusted channel for both car owners and auto parts dealers to come under one roof to reap the maximum benefits out of it.

Backstory

There was already a basic tool in place for capturing attendance data and processing payroll. As they were already exposed to HR automation but were hardly satisfied with its output. The payroll was outsourced, creating a lack of control of the authenticity of one of the essential HR operations. Information processed was insufficient to get insights from the data. To derive respective statistics, one was supposed to create manual excel sheets. This prolonged process was consuming almost all their time. They never felt the comfort they expected to have with a payroll and attendance software in place.

Industry

Automotive

Number of Employees

200+

Head Office

Gurugram

Results

87% Increase in field sales
employee punctuality

For getting the luxury of true automation, the management strived for a change of software. This resulted in a long queue of vendors present in the market, claiming themselves to be the best. But it was their strict specifications that kept on rejecting the dealers. Then their HR manager, Swayam, recommended Keka, as it was not his first time using this HRMS. He was part of HRMS tool evaluation in his previous organization, it was he who implemented Keka in his last organization, and the results were remarkable. Now, he wanted to look forward to such amazing changes in his recent organization.

This is how their voyage to get true automation was successful.

Expectations from Automation

When the platform promises automation, it should help in:

- Eliminating the need for manual excel sheets
- Tracking real-time attendance data
- Automating payroll, to eradicate errors
- Making payroll and statutory compliance easy
- Enhancing employee experience
- Providing different organizational analytics
- Streamlining performance management
- Furnishing multilevel approval chain

These were already present in Keka. There was no need to ask for a specific requirement. The management got what they were seeking for, and the impressive UI was the final flourish.

“The UI/UX is fabulous from both employer and employees’ perspective. Continuous improvement to the product offering, which is amazing for any organization.”

Organizational Impact



Adopting the Awesomeness of Keka

All worries that were surrounded by an outsourced payroll vanished with the implementation of Keka. Also, the confidence that Keka brought along with its transparent and streamlined processes was wonderful. The authenticity of payroll and expense processed was not a problem anymore, eliminating the need for cross-verification of the data or waiting for the third party to process payroll as per TAT.

“I have implemented Keka in my previous org, and it was no brainer to implement it again in my current org.”

The adoption and implementation were effortless. Within no time, payroll was processed without any dependencies. The six-step payroll process ensures error-free processing. The expense module present in both the mobile and web app, made expense claim convenient for employees as they can directly add expenses and attach receipts from their gallery. The approval process is made so simple that managers can approve requests directly from their inbox either on mobile or web app.

The robust performance management system, offering both the OKR and traditional methods, goals and review setting process, is quick. One-on-one meetings and praises impress the employees as well.

“Performance management is excellent. OKR module is beneficial in migrating the org from a traditional PMS to a more modern one. Also, the OKR template setting is a great feature.”

The launch of new features in Keka always amaze organizations just like the recently released Employee Pulse. It is a part of engage, from where one can conduct a pulse survey and employees can answer the set of questions providing significant insights to the organization. It is the latest feature loved by boodmo.com.

“The newly introduced “pulse” is a very useful to diagnose organizational health and is acting as a tool to carry out organizational development by helping identify problem areas.”

Extra Miles

The implementation team and sales team are some of the reasons that make their journey with Keka smooth. They never had any unsatisfactory support conversation. The excellent support received right from the sales team to support have always been decent.

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After implementing and using keka in two of my organizations and experiencing its fantastic results, I will give it a 10/10. When in doubt about HRMS, choose Keka!

- **Swayam Jaiswal**
CEO