Hacked the secret of Best HRMS

About HackerEarth

HackerEarth is the most comprehensive developer assessment software that helps companies accurately measure developers' skills while recruiting. More than 1000 companies across the globe use HackerEarth to improve the quality of their engineering hires and reduce the time recruiters spend on screening candidates. Over the years, they have also built a thriving community of 4.5M+ developers that come to HackerEarth to participate in hackathons and coding challenges to assess their skills and compete in the community.

Industry
Computer Software

Locations
San Francisco and Bengaluru

Number of Employees
200+

Backstory

Being a tech-savvy organization, HackerEarth was aware of the importance of automation and SaaS solutions' benefits. For managing human resources, they went for automation, but the employee experience they received was disappointing. Complex payroll and employee management processes of the tool made processes time-consuming. HackerEarth was quick enough to realize this fact and started evaluating other SaaS tools which don't have such gaps.

Expectations from Cloud

To make their vendor evaluation perfect, they had created a list of their expectations, and a list of pain points was well prepared. In addition, the Internet is overflowing with information on HRMS solution providers. So, they started collecting knowledge and created a short list for actual in-depth evaluation.

Key evaluation factors were

- Employee policy configurations
- Effortless payroll process
- Simple navigations
- User friendly for employees
- Automation should be time saving
- Enriched employee experience
- Help management in decision making

Landed to the right platform from a simple browser search

Various iterations of browser search and reference collection were performed to select the actual worthy tools for evaluation. But then, one browser search landed them over Keka.com. Furthermore, the various product screens displayed over the website provided a glimpse of the unique UI of Keka. And the first impression was all set, but it took a lengthy assessment, evaluation, and comparison process to get the actual image of the tool. As a result, Keka was selected to provide a world-class employee experience to their employees.

Instantaneous Implementation

The whole onboarding process was smooth as it was quick and easy to set up and configure policies at Keka. The rich options available to pick and choose for setting up and configuring policies made it convenient. Moreover, the added support and insights from the product specialist about the best practices and a few shortcuts made the whole journey so effortless. Within no time, the setup was completed, and they were all set to go live with Keka.

Organizational Impacts

Increase in productivity	13%	Increase in employee engagement	24%
Increase in ease of access of data to HR team	72%	More visibility attained by managers	83%
Data accuracy attained	100%	Hours saved in employee management	42 Hrs

Extraordinary payroll processing

They never thought payroll could be this effortless to process and manage. The option to preview payroll was like a helping hand before running the actual payroll. Generating payslips in no time and one of the most significant features of all time is the option to roll back salary for an individual employee. This reduces the trouble of rolling-back the payroll in bulk just because of an employee, but it became efficient with this feature. Employees got clear visibility on their finances as they can manage their tax declarations independently. And the diverse set of downloadable reports and analytics saved HR's time to create such reports now, and they can directly start analysing payroll data.

Fluent leave management

Just like the overall tool, leave management was smooth for the entire organization. The HR team had to convey the new process of managing leaves to the employees, just for once. Employees were able to handle it with ease on their own, without queries. Even the employees appreciated the new way of applying for leave and the stepwise transparent process, informing them about the leave balances and approval workflow.

Keka – a tool that is loved throughout the organization!

> Keka is very easy to use. I didn't find it difficult to use and even my team also felt the same. It is so easy to setup policies and track them.
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> **- Asmita Paul**
> Sr. HR Generalist, HackerEarth