

HR processes at Hoonar are just a Few Clicks Away

About HoonarTek

HoonarTek is a global services organization providing big data & analytics consulting, world-class Ab>Initio services & support, and business empowerment through data liberation. They are acknowledged leaders in optimal multi-shore development & support and deliver optimized data-centric solutions. They work with clients to plan, design, deliver and support state-of-the-art applications and services, leveraging their proven expertise, productive agile/RAD-based methods, and uniquely strong vendor relationships. The result is an enviable record of client success and satisfaction. HoonarTek services clients internationally from offices in South Africa, the UK, USA and India

Industry

ITeS

Head Office

Pune, Maharashtra

Number of Employees

500+

Backstory

HoonarTek was already using an HRMS, but the platform had a lot of limitations, so the organization was determined to replace the software with a better one. Then arrived an unexpected email announcing the cease of service of the existing HRMS in use. They were offered a notice period of a month to back up their data from the platform. It was not just about the data, but also that one month was the only time left with them to figure out a better platform and to do the transition. It was about time to decide upon a platform as their future HR tool.



Expectations from the new HCM

Setbacks from previous experience made them decide upon a strategy to find, adopt and implement a better platform within the stipulated timeframe so that their employees won't suffer during the transition phase.

Search for a better alternative commenced with a series of web searches and product references. Few of the cloud software offering automation and quick resolutions made it to their bucket list. But then Keka, with its exceptional features, made it till the end. The product demonstration and walkthrough further assured them that Keka is all that they were looking for!

The journey towards automation

A few years back, every process was manual, including lots of paperwork. Even a simple method of applying for leaves required writing a manual handwritten application submitted to the manager. Upon receiving the signature of approval, the same letter was supposed to be submitted to HR. There were stacks of such applications for various other causes at the HRs desk. HR had to manually enter the leaves deducted and remaining balances over the register against respective employees. This completely manual process took its first step of automation with implementing the previous automation software. Paperworks got eliminated, but the manual efforts over the excel sheets of complex software configurations required the HR team's exact amount of effort and time.

But then Keka happened! The effortless and quick configurations saved HR a lot of time and manual effort. The UI was magical. It was self-explanatory, making the platform easy to use. HoonarTek started experiencing the fascination of automation that modern HR-Tech has to offer.

“The options to download various reports as and when required, there are options to customize before downloading a report. There are hardly any manual interventions required. That too is required because of employees who don't follow the protocol. That is an amazing thing that Keka has.”

Leave, and attendance undergo Resurrection

Leave management has completely reformed, now employees can only view their leaves and apply for leaves from a single screen. HRs no more had to maintain leave records. It is automatically calculated and available for use. Similar is the case for attendance. Earlier, security guards used to mark attendance at the entry points, and that logbook was used by the HRs to note employees' attendance. There were various situations when the guards were not present, employees used to mark false attendance and caused other disruptions. It has transformed with Keka as biometric devices were installed on the entry and exit locations. Attendance got captured in real-time, which was visible to the employees, managers, and HR. Database maintenance, employee records, and attendance calculations for payroll were all taken care of.



Geo-fencing was one such feature that moved from a high to a less priority feature for evaluation, as most of the vendors were not providing it. But then, Keka had it in a full-fledged manner, which was an additional add-on for HoonarTek.

“Attendance and leave were the major pain areas, but now everything is automated. Every process is just a few clicks away.”

Employee experience that works

The dashboard with various engaging widgets made employees use it often. Features present in employee profile, from wherein one can look into their work experience, department changes, manager change, work anniversary, and other details. In addition, whenever there is a new HR in the organization, they can quickly get the detailed work-life history of the employee. These details are easily accessible throughout the organization.

Organizational Impacts

% Increase in productivity

28%

Data accuracy attained

100%

% Increase in ease of access of data to HR team

82%

Increase in ease of capturing attendance

99%

Time saved in payroll processing

34hrs

Time saved in employee grievance management

7hrs



Performance Management like never before

The performance module of Keka transformed the way performance was managed. In fact, a good performance tracking tool is all an organization needs for conveying all the measuring parameters transparently to the employees, and Keka did it in the best way possible. Employees could nominate their previous managers for the feedback as they have spent more time working with the earlier managers than the current manager. This option helped capture the actual feedback. Moreover, all the pain of tracking down the previous manager and requesting feedback and various follow-ups required for the same were erased at once. It was all present on one dashboard, and the reminders were also taken care of by the system itself. No more offline form-filling, a quick and comfortable system added to the convenience of all.

“

The journey with Keka has been amazing. It has saved a lot of time for me, being the only person in HR-Ops, I had to do a lot of things manually, but now, with Keka and the saved time, I can complete my task beforehand and can work on other important things.

- Shilpa Hegde
HR Manager

