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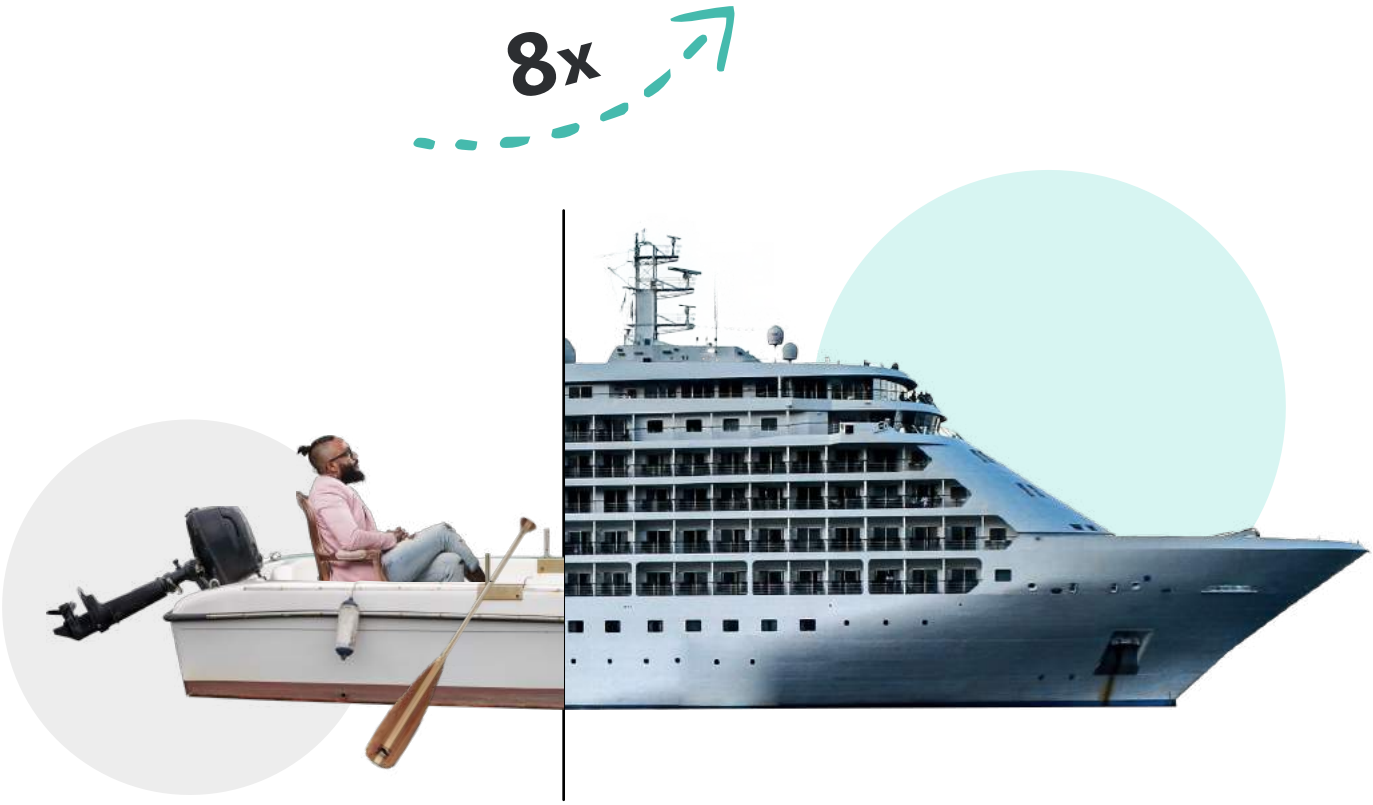
How *Keka* helped *The Scalers* scale a sustained 8x growth



Who are The Scalers?

The Scalers is an organization of passionate professionals who work with companies worldwide to build scalable, results-driven software development teams in Bangalore. “We don’t build software, we build teams who build software,” says a company communique, outlining how they keep engineers ‘at the center of everything’.

Employees - 400+

Location - Bengaluru

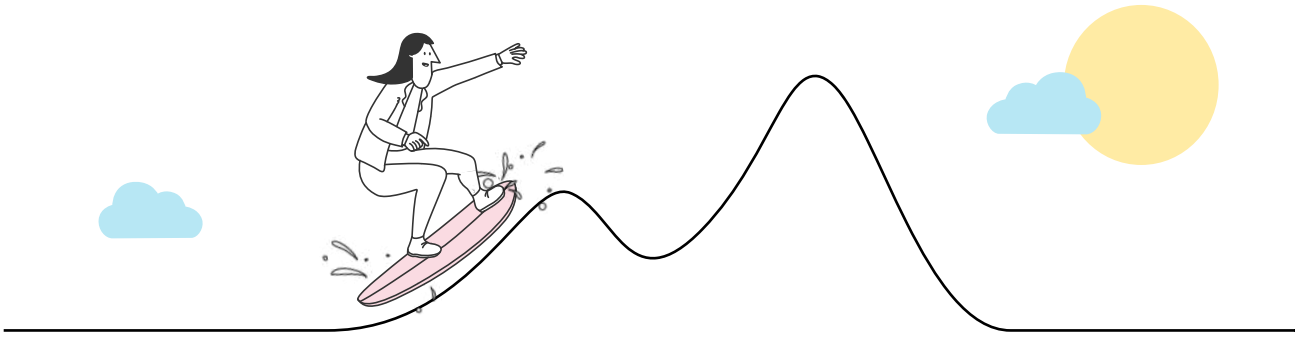
What did they get right from day #1?

The leadership at The Scalers comprises of highly talented professionals who have worked with MNCs and conglomerates over the course of their careers. With great exposure to organizational culture, they understood the importance of a reliable HRMS solution to drive growth and scale smoothly. As they set their priorities straight, the company evaluated several HR solutions and finalized Keka in 2018.



The uphill journey of Scaling and Growth

As they began operations and started their business, The Scalers initially started using Keka's Core HR module for their primary HR requirements. As they zoomed ahead, Keka helped them manage the growth in employee headcount with ease and seamless support through its HRMS.



- Keka's Onboarding Checklist was one of the first additional features the company started using following a rise in employees.
- Next on the list was the Helpdesk feature to ensure employee issues were addressed and resolved faster.
- The Performance Management module was deployed to standardize and streamline appraisals.
- More automation-driven features were introduced, and the company started relying on API integrations for smooth data flow.

A Quick Glance at The Scaler's Growth with Keka as their HRMS partner

- **2018:** **50+ employees** (strength plan)
- **2019:** **150+ employees** (helpdesk introduced)
- **2020:** **220+ employees** (onboarding)
- **2021:** **400+ employees** (PMS)
- **2022:** **400+ employees** (API)





Walking The Talk when it Comes to Organizational Culture

Right from day one, The Scalers focused on building a culture of transparency and self-accountability. This is reflected in the fact the company set clear policies and set the right expectations for the employees.

With Keka's highly dynamic and easy-to-manage policy setup tools, the HR team never faced a hard time in defining, editing or managing policies for different aspects of people management.

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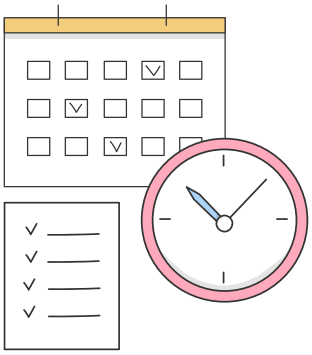

Transparency in Attendance

Keka ensured employees have complete transparency when it comes to attendance capture schemes, attendance regularizations, overtime, LOP, and other relevant policies.

The HR team was also able to configure separate attendance policies for different departments, locations, and teams.

Transparency in Leave Management

The users effortlessly managed all aspects of employee time off and leave. Leave policy definition included the simplification of leave carry-forward, leave encashment, and leave approvals so that they involved minimal manual effort.

Employees had complete visibility over all the aspects of leave, which significantly reduced the burden on HRs.



CLIENT SPEAK

"I have been using Keka as an employee for a long time and now I am using it as the Global Admin. The features from both sides are so good. It makes our work so easy!"



-Shabreen Begum
Sr. Operations Specialist (Payroll)

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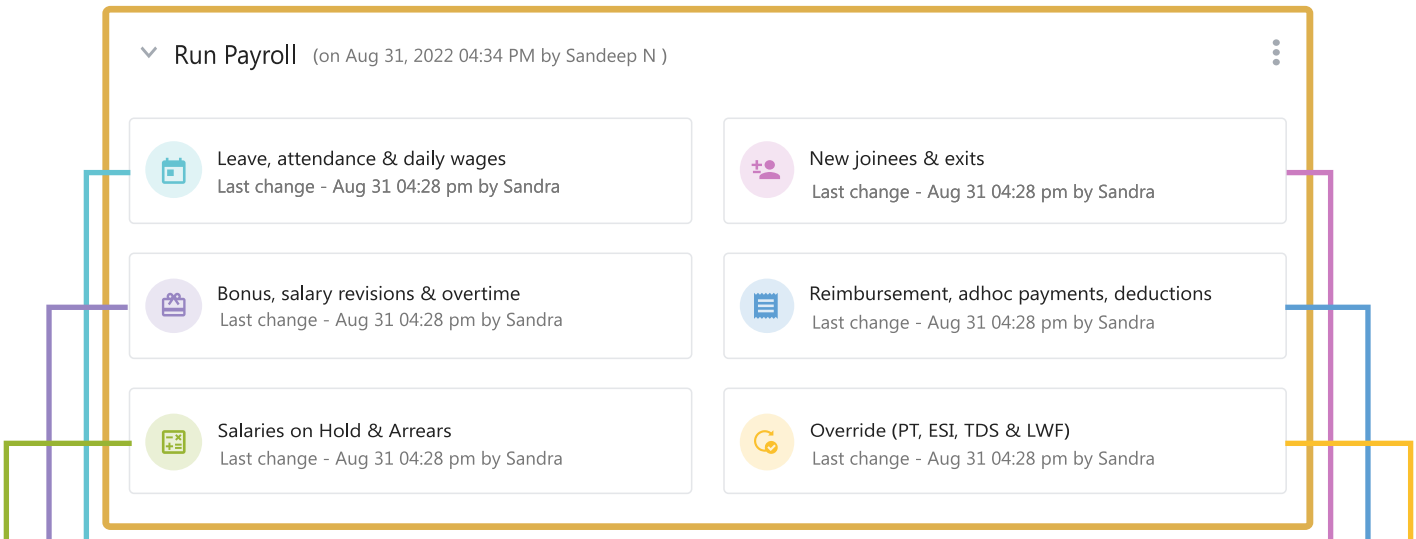
Unleashing the power of Payroll Automation

Ensuring salaries are disbursed on time without any errors is critical for a great employee experience. Month-ends are typically a nightmare for HR professionals who are responsible for processing payroll. Keeping this in consideration, The Scalers deployed Keka's Payroll module to manage payroll in six, transparent and simplified steps.



Keka automatically synchronizes the leave and attendance with payroll. All an HR has to do is verify the same and regularize in case of any discrepancy.

The payroll module brings together all the data related to bonuses, salary revisions, and overtime.

Users can effortlessly identify and pause the disbursement of on-hold salaries. Similarly, pending arrears can also be identified and included in the payroll process.

The HRMS auto-populates new joiners' details within the payroll and compiles information about employees leaving the organization, including the status of their full and final settlement. The HRs just need to verify the same.

Employees can raise expense claims right from Keka's mobile app. Upon approval, the data would reflect in the payroll module. The HRs can also add approved ad-hoc payments in the payroll cycle.

The final step requires a compliance check to ensure all aspects related to taxation and other compliance are taken care of, including PT, ESI, TDS, and LWF.

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CLIENT SPEAK

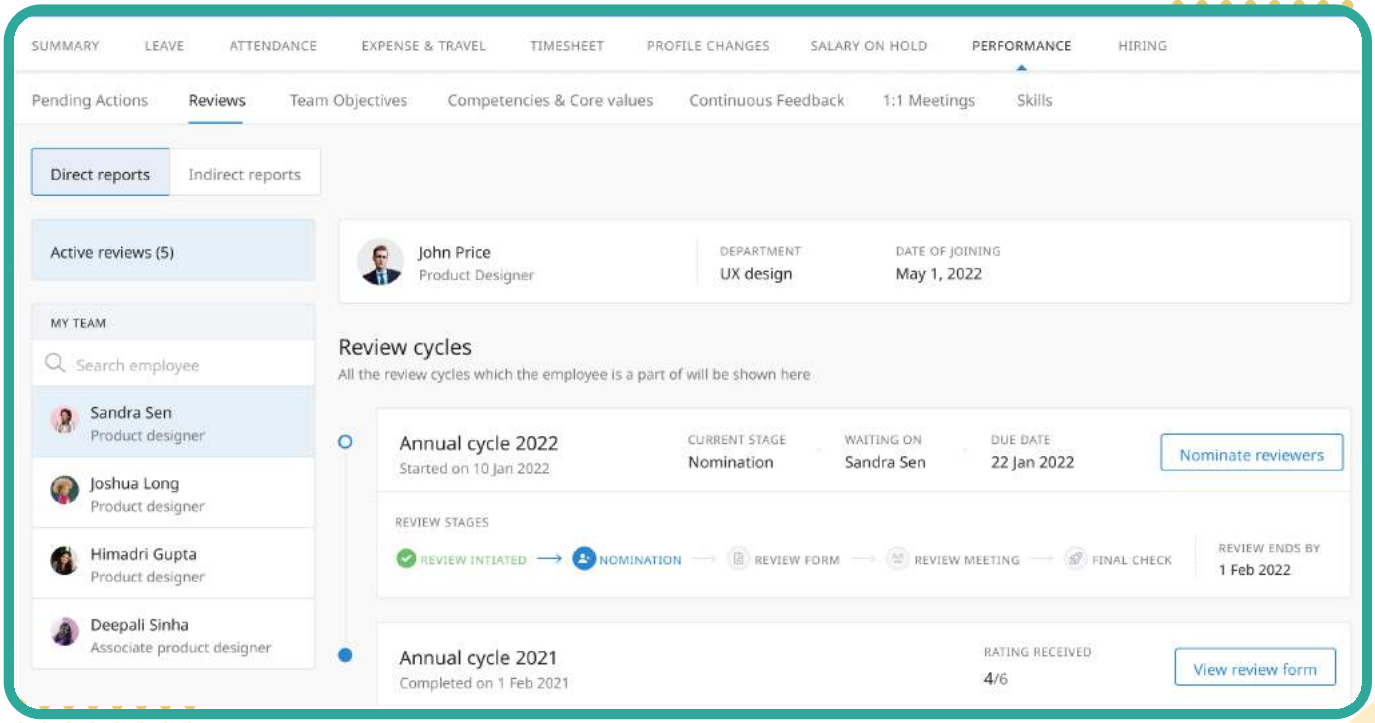
"Keka's automation makes payroll so simple! Everything gets comprised in just one dashboard. These 6 steps make the HRs' task quick and painless, eliminating the chances of errors."



-Shabreen Begum
Sr. Operations Specialist (Payroll)

Performance Management

Witnessing a growth in employee headcount, The Scalers realized that they would need a robust performance management system for transparent and timely appraisals. Keka's team configured its Performance Management Module to suit the needs of The Scalers. Its automated features proved to be a huge hit, ensuring timely performance reviews and end-to-end performance management.



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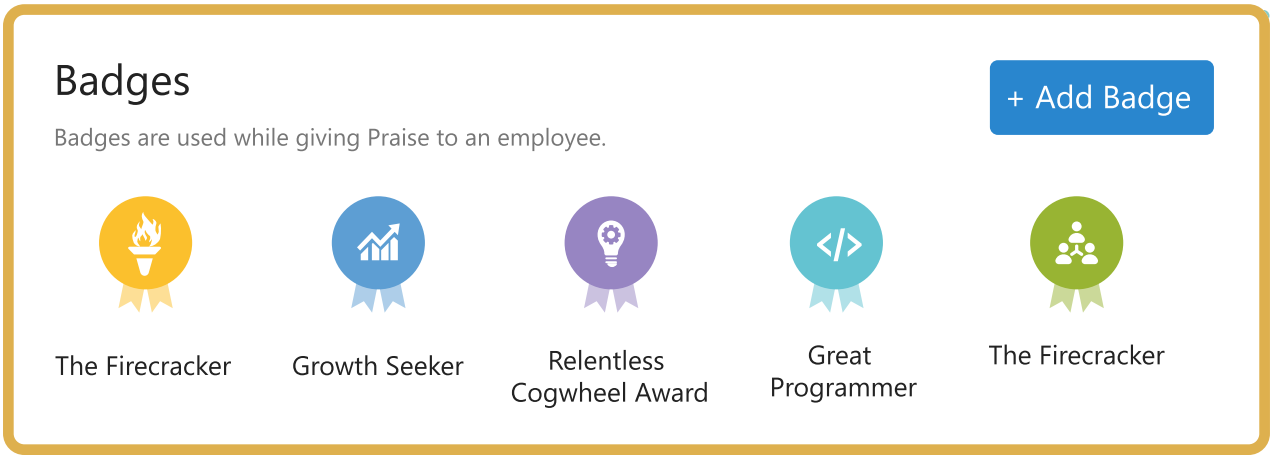
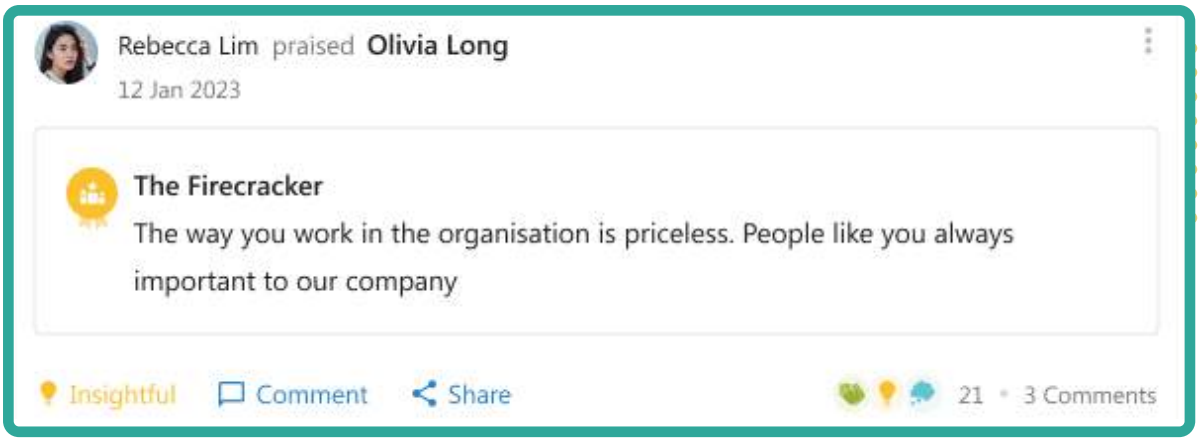
Gamified Praise for Stellar Employee Experience

Keka's Social Wall has been the go-to platform for The Scalers to boost employee engagement and build camaraderie among individuals and teams. The social wall includes gamified features that encourage employees to praise their colleagues, find opportunities to collaborate, and celebrate wins.





CLIENT SPEAK

"A few times, some members of the management suggested that we use another HRMS. However, our CEO and I, who have been using Keka, were happy with it and wanted to continue. The service Keka offered ensured we didn't have to look at any other HRMS."



-Shabreen Begum
Sr. Operations Specialist (Payroll)

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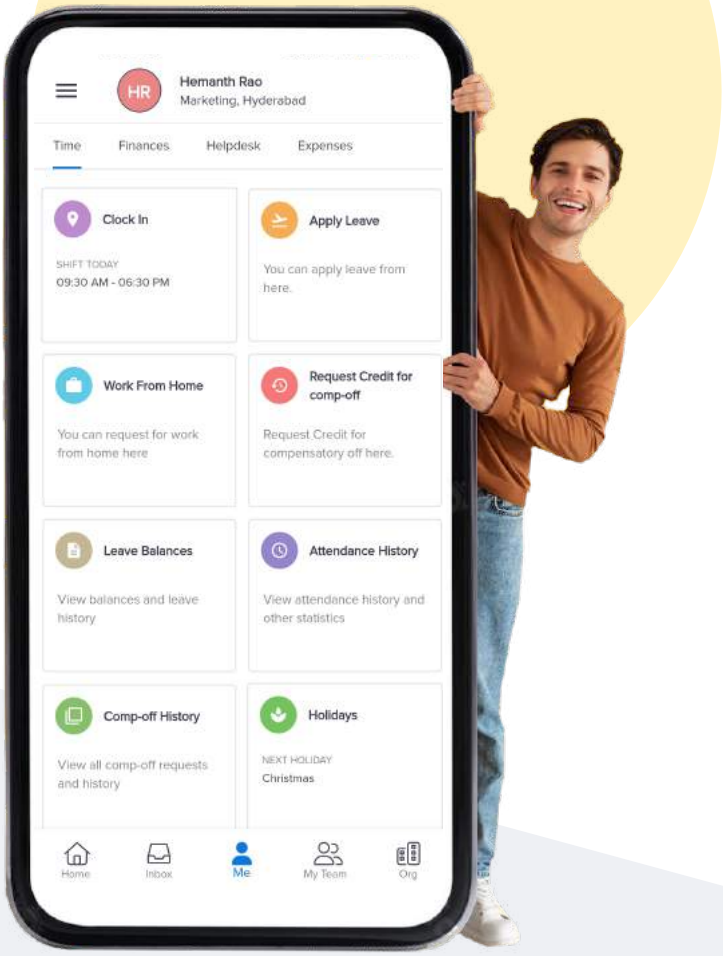
About Keka

Everything you need to build a great company

Keka is your people enabler. From automation of people processes to creating an engaged and driven culture, Keka is all you need to build a good to great company.





Reach out to us!

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