

Ergode adds Keka to their cart for **HR Automation**



About **Ergode**

Ergode is a leading organization in the E-Commerce industry, based out of Mumbai, India. Its team passionately focuses on building brands, both D2C and digital first, partnering and acquiring businesses that are loved by global horizontal and vertical marketplaces.



Industry - E-Commerce



Employees - 750+

Backstory

Once upon a time, in the bustling headquarters of Ergode, the HR team found themselves at a crossroads. They grappled with myriad challenges that hindered their progress and prevented them from focusing on strategic decision-making. Multiple HR software platforms created confusion, frequent technical issues caused frustration, and the team yearned for a more streamlined approach.

Determined to find a solution, the HR team embarked on a quest in 2019, searching far and wide for a reliable HR software platform that could meet their diverse needs. They diligently evaluated various options, hoping to discover the missing piece that would bring coherence to their processes. Many contenders came forward, each offering their own set of features, but none could provide the complete solution they desired. This is when they discovered Keka.

Challenges they faced before choosing Keka



Retaining Top Talent

Difficulties in attracting, engaging and retaining top talent nationwide



Delayed Deployment

Overpriced HRMS solution with implementations delays



Complicated Documentation

Complicated documentation and complex HR processes



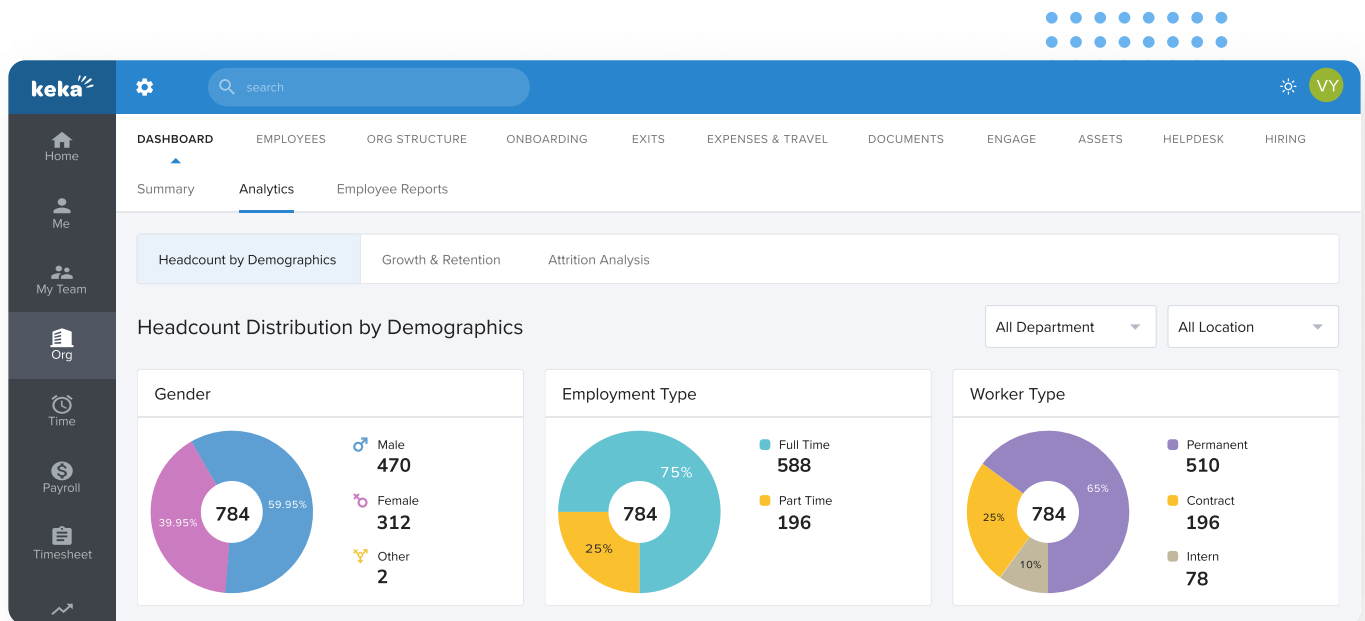
Technical Glitches

Technical glitches and non-responsive HRMS

Ergode Deploys Keka

Keka is an SME HR tech leader that provides a highly effective and automated HRMS platform. When Ergode's HR team explored it in depth, they found out about its powerful integration capabilities in onboarding, attendance, leave, and payroll.

Ergode deployed Keka as its primary HRMS and this turned out to be a game-changer that revolutionized their operations. Ergode's collaboration with Keka showcases the value of innovative HR solutions, driving organizational success.



*Representative screen and data

Ergode's Transformation with Keka's Integrated Platform

Ergode transformed their HR operations by adopting Keka's integrated platform. It consolidated functions like payroll and attendance, optimizing operations and enhancing efficiency. The streamlined system eliminated the need for multiple disjointed systems, allowing the HR team to focus on core tasks. The employee experience improved with simplified processes and enhanced accessibility.

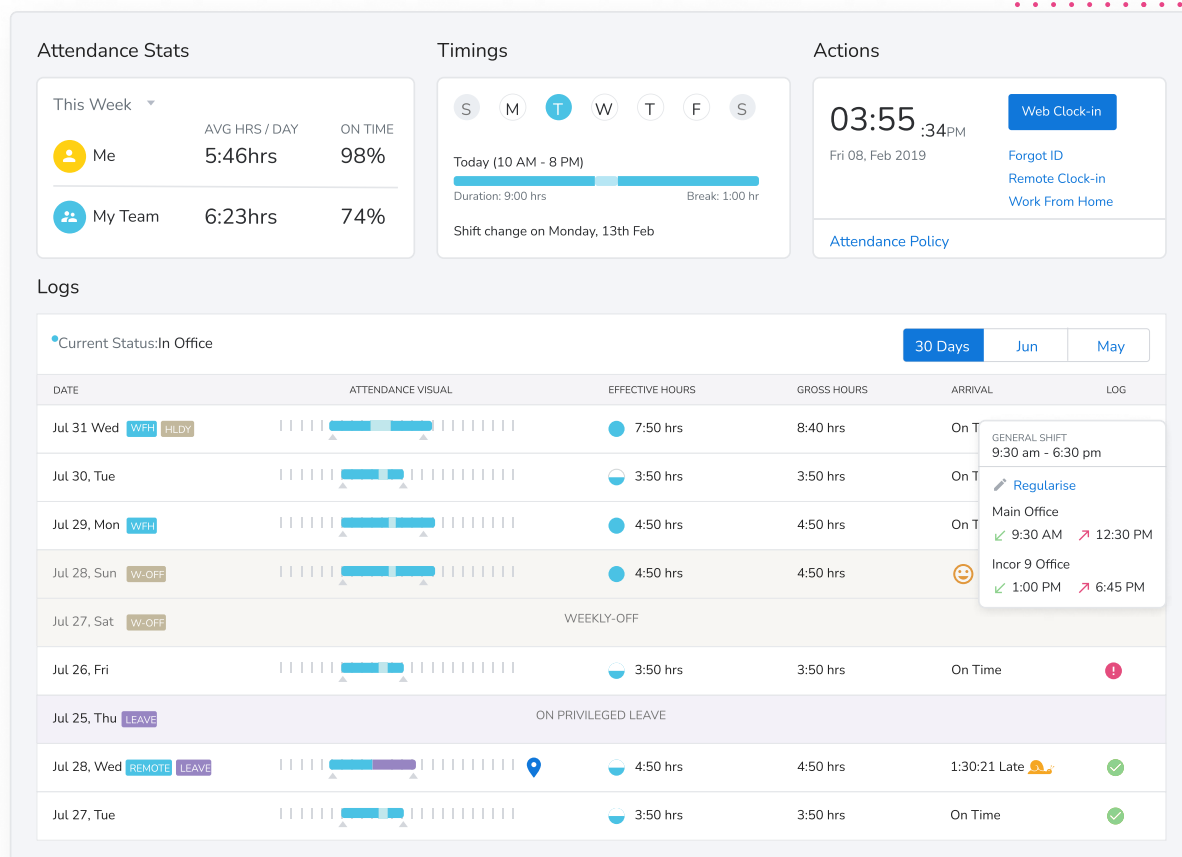
- Multiple functions like payroll and attendance are consolidated into one solution.
- Integration eliminated disjointed systems, creating a synchronized HR ecosystem.
- HR team focused on core tasks, driving meaningful results for the organization.
- Improved employee experience with simplified processes and enhanced accessibility.
- Employees managed their own HR tasks, promoting autonomy and engagement.
- Collaboration with Keka highlighted the importance of innovative HR solutions.

Driving Adoption through Seamless User Interface

Ergode was captivated by Keka's intuitive user interface and exceptional user experience. The software's user-friendly design, smooth navigation, and logical workflows made a lasting impression on Ergode's HR team. They effortlessly adapted to the platform and quickly unlocked its full potential.

Keka's commitment to delivering a seamless and enjoyable user experience strengthened the partnership between Ergode and Keka. The easy-to-use interface and smooth onboarding ensured a delightful employee experience, reducing the time, costs, and efforts needed to understand the tool, especially for new or inexperienced employees.

- 👤 User-friendly design and logical workflows facilitated Ergode's HR team in adapting and leveraging the software's potential.
- 🕒 Effortless understanding of the dashboard and terms benefited employees, including newcomers to the industry.
- ⚡ User-friendly design reduced time, costs, and efforts required to understand the tool.



*Representative screen and data

Exemplary Customer Support

Ergode was particularly appreciative of the outstanding support provided by the Keka team. They greatly appreciated the exceptional support from the Keka team, particularly Manish and Chetan who guided them at each step.

Ergode valued the dedication and individual attention they received, which contributed to their continued satisfaction with Keka over the past three years.

 The duo consistently exceeded expectations by being proactive and swiftly resolving issues, ensuring a seamless experience for Ergode.

 Ergode highly valued their dedication and individual attention, which contributed to their continued satisfaction with Keka over the past three years.



Shivendra Pratap Singh

General Manager of People
Operations, Ergode

“Manish and Chetan stood out as exceptional customer success managers. They consistently went above and beyond to ensure a seamless experience for Ergode, maintaining a proactive approach and promptly resolving any issues.”



Streamlining Documentation and Onboarding

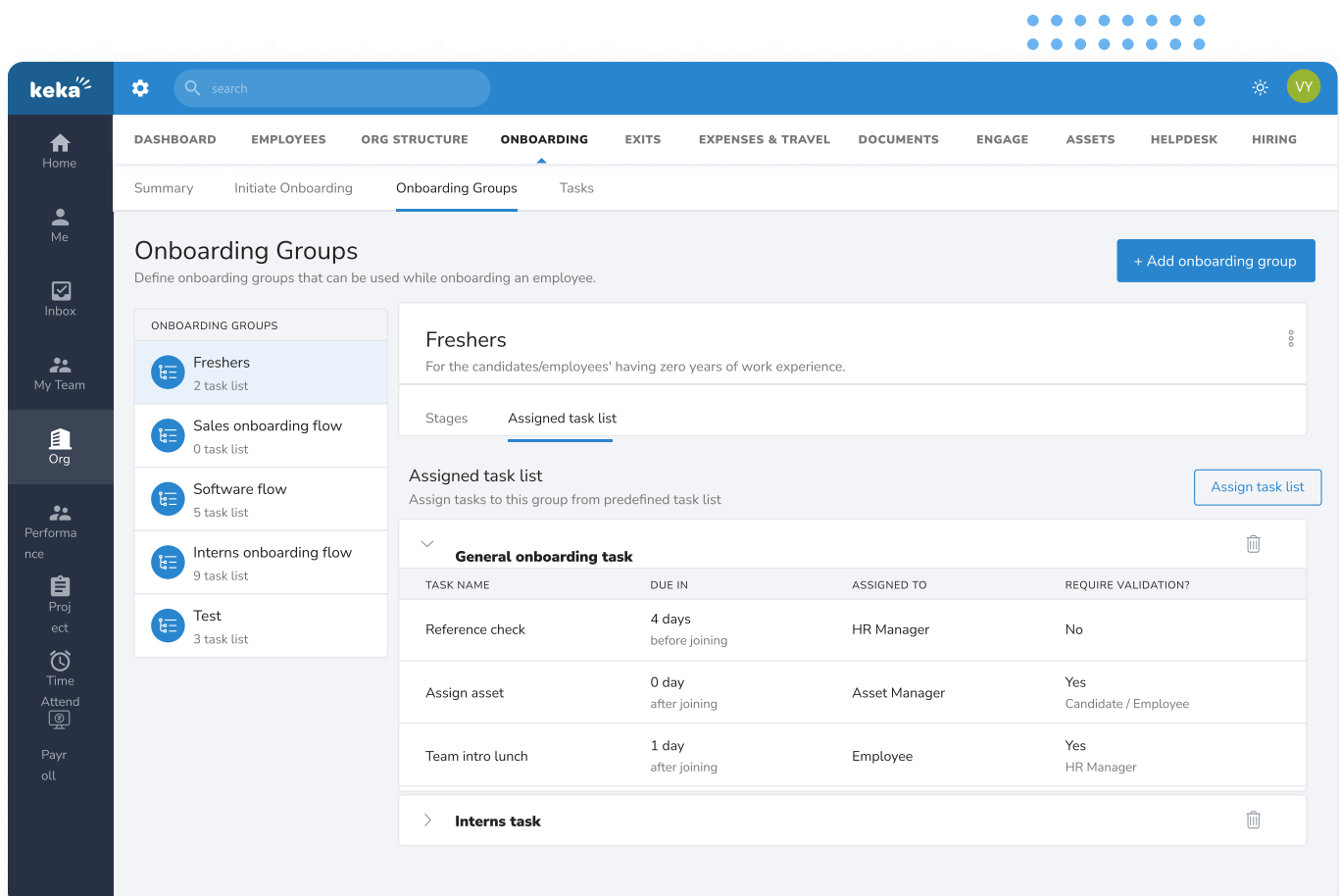
One of the major pain points Ergode experienced prior to adopting Keka was the tediousness of document management and onboarding processes. However, with Keka's automated workflows, these tasks became streamlined and hassle-free.

The HR team found relief in the ease of generating documents and managing employee onboarding, enabling them to save time and reduce errors. This newfound efficiency allowed the team to shift their focus towards strategic decision-making and implementing best practices to enhance employee experience.

 Ergode's document management and onboarding processes improved with Keka's automated workflows.

 Keka streamlined tasks, providing relief and efficiency.

 The HR team saved time, reduced errors, and focused on strategic decision-making and enhancing the employee experience.



The screenshot shows the Keka Onboarding Groups interface. The top navigation bar includes links for Dashboard, Employees, Org Structure, Onboarding (selected), Exits, Expenses & Travel, Documents, Engage, Assets, Helpdesk, and Hiring. The left sidebar contains icons for Home, Me, Inbox, My Team, Org, Performance, Project, Time Attend, and Payroll. The main content area is titled 'Onboarding Groups' and includes a '+ Add onboarding group' button. Below this, there is a list of onboarding groups: Freshers (2 task list), Sales onboarding flow (0 task list), Software flow (5 task list), Interns onboarding flow (9 task list), and Test (3 task list). The 'Freshers' group is selected, showing its description: 'For the candidates/employees' having zero years of work experience.' Below the description, there is a 'Stages' tab and an 'Assigned task list' tab. The 'Assigned task list' tab is active, showing a table of tasks assigned to the group. The table has columns for Task Name, Due In, Assigned To, and Require Validation?. The tasks listed are Reference check, Assign asset, and Team intro lunch. There is also a section for 'General onboarding task' and a link to 'Assign task list'.

TASK NAME	DUE IN	ASSIGNED TO	REQUIRE VALIDATION?
Reference check	4 days before joining	HR Manager	No
Assign asset	0 day after joining	Asset Manager	Yes Candidate / Employee
Team intro lunch	1 day after joining	Employee	Yes HR Manager

*Representative screen and data

Harnessing the Power of Analytics

Keka's robust analytics capabilities provided Ergode's managers with valuable insights into attendance, leaves, and overall team performance. By having access to comprehensive attendance analysis and leave records, employees were empowered to take self-accountability for their actions.

This transparency fostered a culture of responsibility and increased the number of planned leaves, which helped managers better plan and allocate resources. The data-driven approach facilitated strategic decision-making, enabling managers to proactively address potential issues before they escalated.



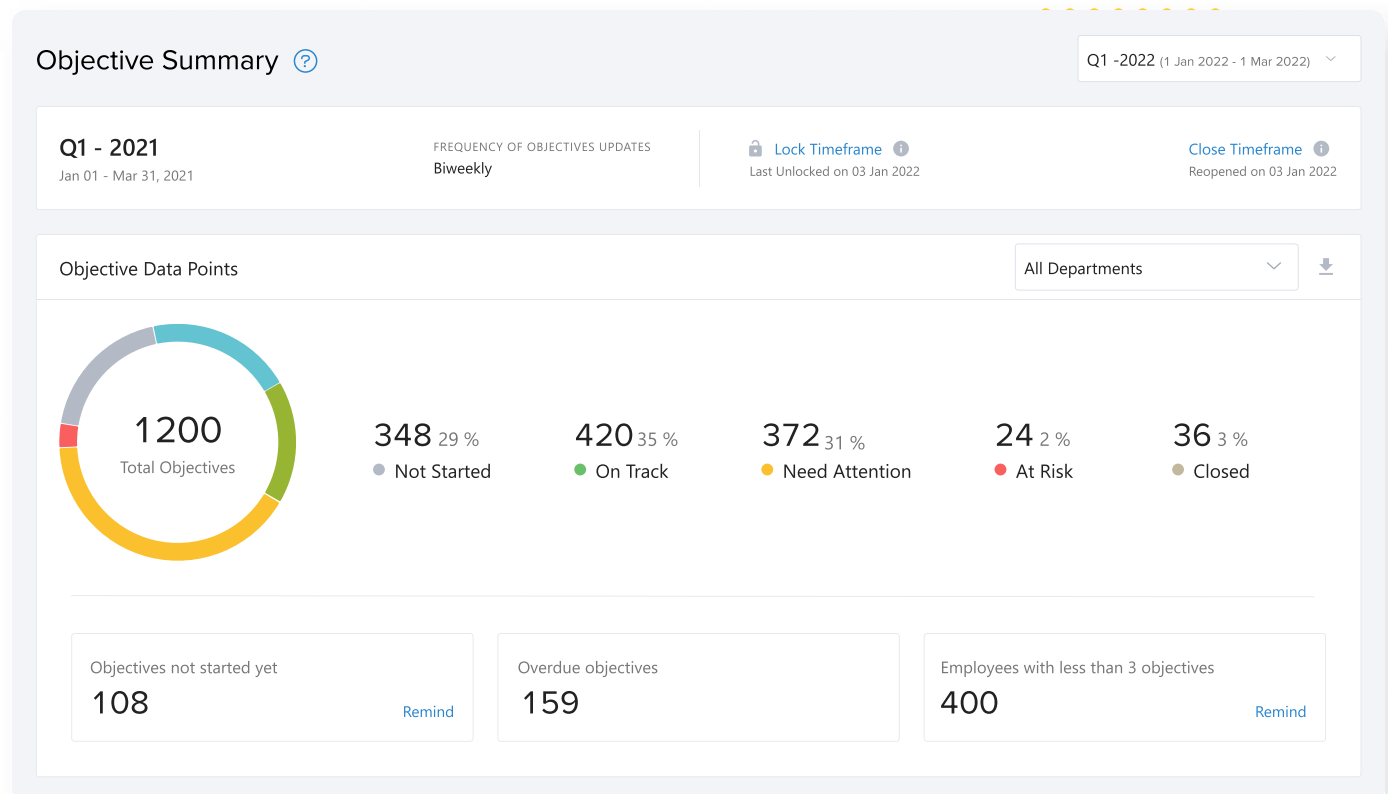
Keka's robust analytics provided valuable insights into attendance, leaves, and team performance.



Transparency and self-accountability were fostered, leading to an increase in planned leaves and improved resource allocation.



Data-driven decision-making facilitated proactive issue resolution and strategic management.



*Representative screen and data

The Impact of Pulse Surveys

Ergode also found immense value in Keka's Pulse surveys, especially during challenging times such as the work-from-home period and the pandemic. These surveys allowed employees to anonymously share their experiences, highlighting areas of improvement within the organization.

The HR team leveraged this feedback to address concerns and enhance employee satisfaction. Pulse surveys played a crucial role in fostering open communication and acted as a preventive measure to resolve issues before they escalated.



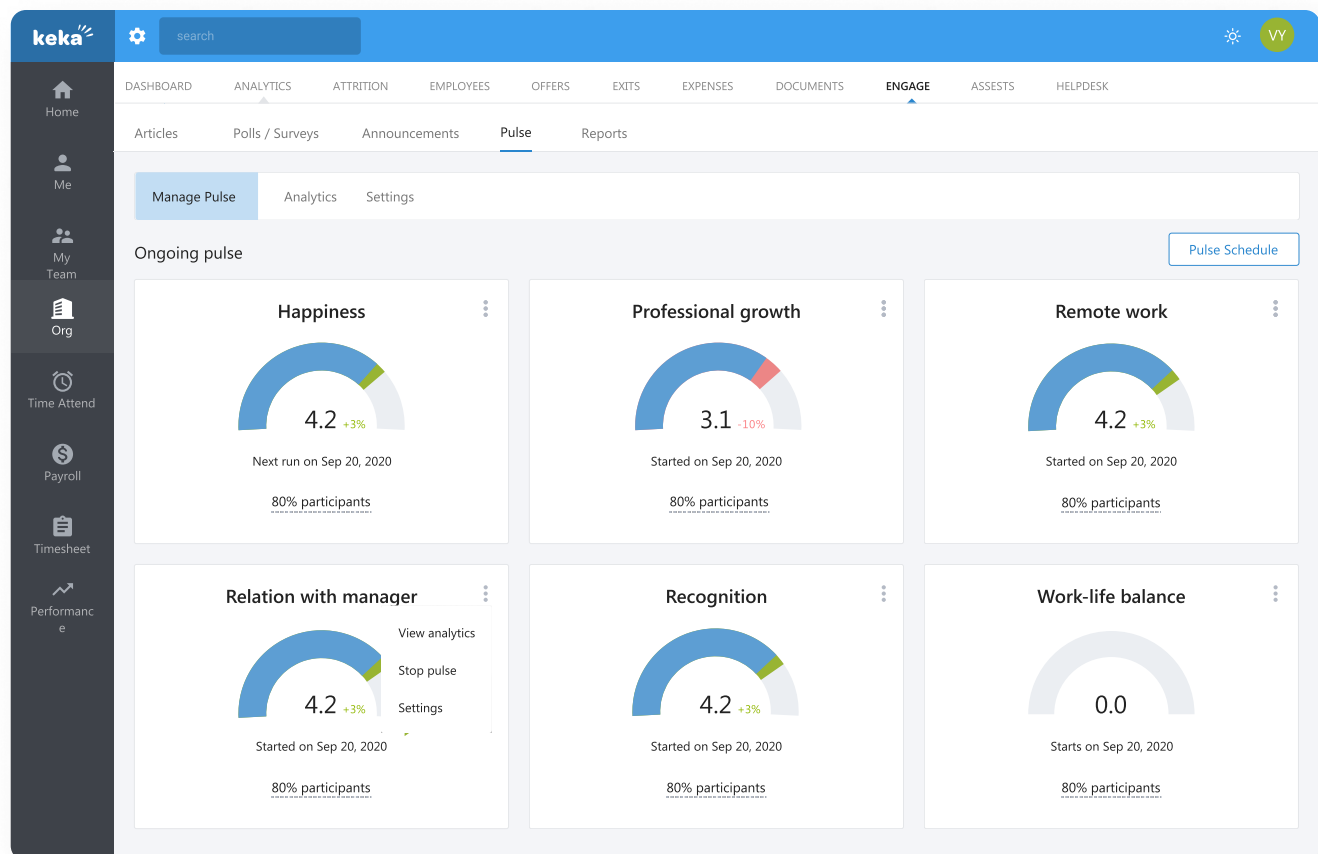
Ergode appreciated the value of Keka's Pulse surveys, especially during challenging times like the work-from-home period and the pandemic.



The surveys offered an anonymous platform for employees to share their experiences and identify areas of improvement within the organization.



The HR team utilized the survey feedback to address concerns, improve employee satisfaction, and prevent issues from escalating by promoting open communication.



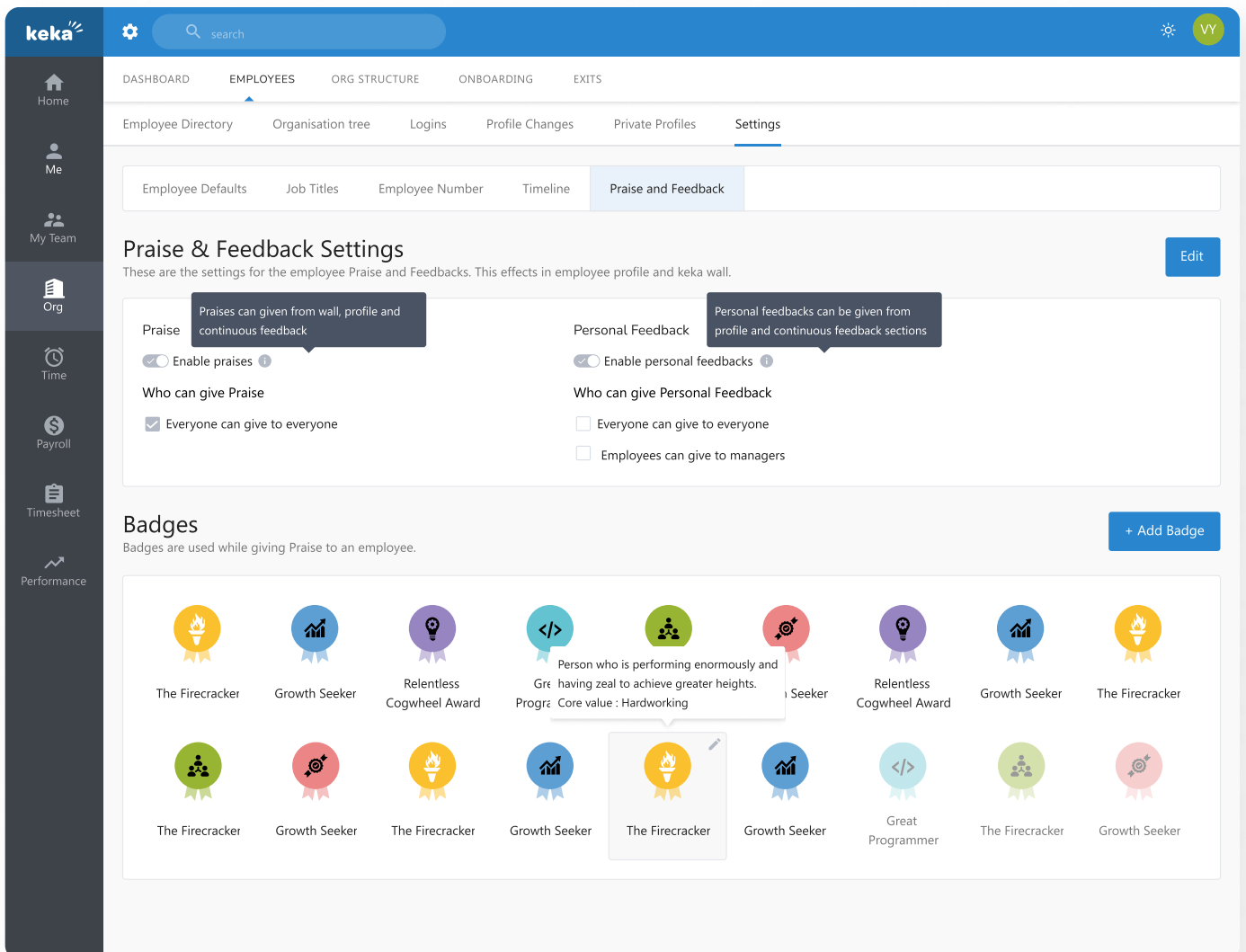
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Promoting Employee Engagement and Growth

Keka's innovative features, such as the wall timeline and peer-to-peer appreciation system, significantly boosted employee morale and engagement within Ergode. The wall timeline function allowed employees to tag and appreciate their colleagues, fostering a positive and collaborative work environment.

 Keka's wall timeline and peer-to-peer appreciation system boosted employee morale and engagement at Ergode.

 The wall timeline allowed for colleague tagging and appreciation, promoting a positive work environment.



The screenshot displays the Keka HR system interface. The top navigation bar includes a search bar and user profile (VY). The left sidebar contains navigation links: Home, Me, My Team, Org, Time, Payroll, Timesheet, and Performance. The main content area is divided into two sections: 'Praise & Feedback Settings' and 'Badges'.

Praise & Feedback Settings: This section allows users to configure settings for employee praise and feedback. It includes tabs for Employee Defaults, Job Titles, Employee Number, Timeline, and Praise and Feedback. The 'Praise and Feedback' tab is active, showing settings for 'Praise' and 'Personal Feedback'. Both sections have an 'Enable' toggle and a 'Who can give' dropdown menu. The 'Praise' settings are currently enabled and set to 'Everyone can give to everyone'. The 'Personal Feedback' settings are currently disabled and set to 'Everyone can give to everyone'.

Badges: This section displays a grid of 18 different badges used for employee appreciation. The badges include icons for 'The Firecracker', 'Growth Seeker', 'Relentless Cogwheel Award', 'Person who is performing enormously and Gre having zeal to achieve greater heights. Progr: Core value : Hardworking', 'Seeker', 'Great Programmer', and others. A '+ Add Badge' button is located in the top right corner of the badges section.

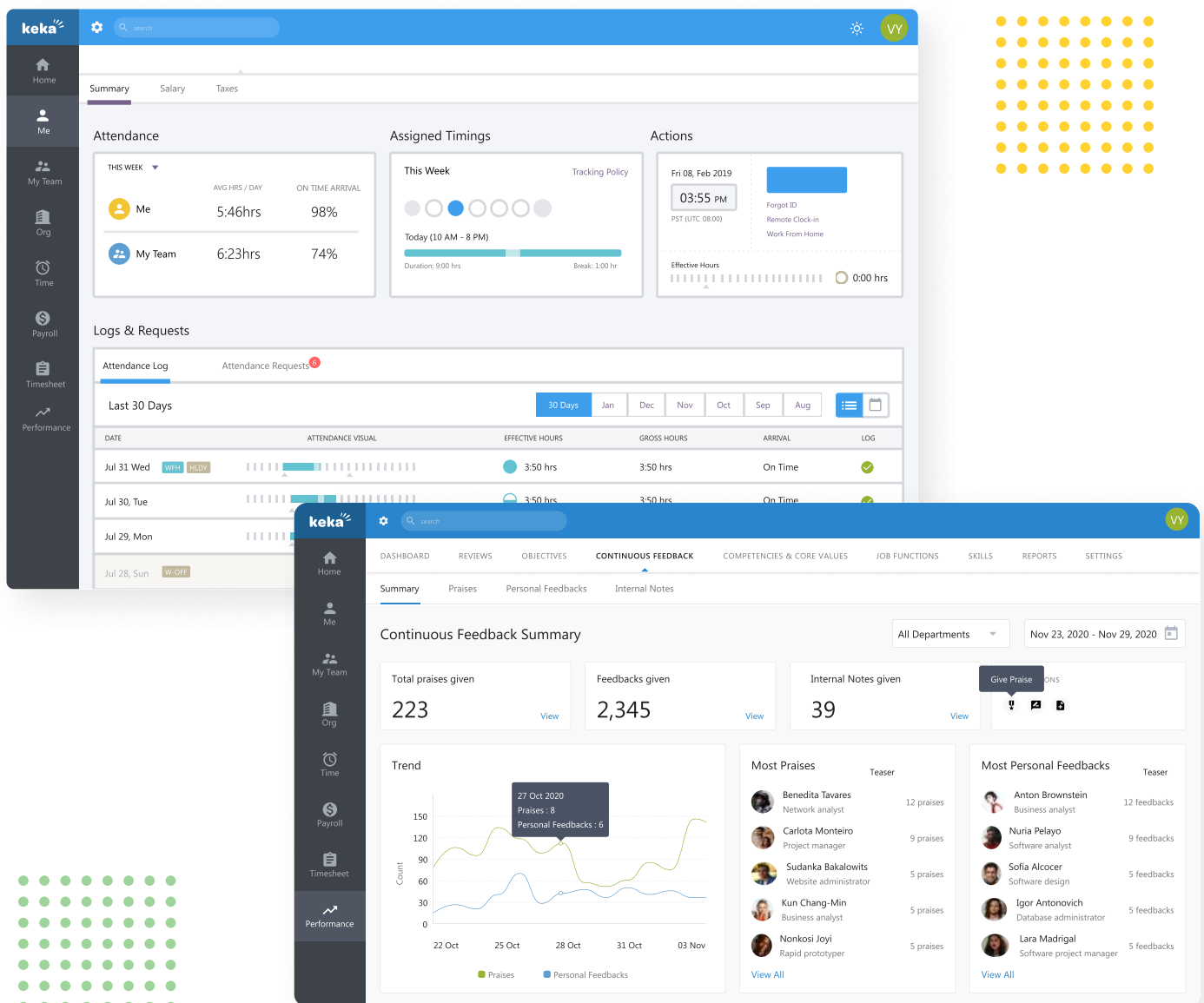


Promoting Accountability and Recognition

Keka's intuitive interface empowered Ergode's employees to take accountability for their attendance and leave records. Through Keka, employees gained easy access to their attendance analysis, enabling them to review their leave history and compare it with their peers.

This visibility fostered self-accountability and motivated employees to proactively manage their attendance. As a result, the number of planned leaves increased, allowing managers to better plan for absences and improve overall team efficiency. Additionally, Keka's wall timeline feature, similar to an internal Facebook system, facilitated peer-to-peer and superior-to-subordinate appreciation.

This feature created a positive and engaging work culture, boosting employee morale and encouraging collaboration.



*Representative screen and data

Empowering Strategic Decision-Making

Keka's automation of routine HR tasks freed up time for Ergode's HR team to focus on strategic endeavors. They could now invest in making impactful decisions, introduce activities for employee growth, and implement innovative HR practices.

With automation handling administrative tasks, the team could prioritize enhancing the overall employee experience by understanding their needs, promoting work-life balance, and creating a positive work environment.

This shift positioned the HR team as valuable contributors to the organization's growth, benefiting both employees and the team's efficiency.



Keka's automation freed up time for Ergode's HR team, allowing them to focus on strategic endeavors.



The team introduced activities for employee growth and implemented innovative HR practices.



Prioritizing the overall employee experience enhanced engagement and efficiency, positioning the HR team as valuable contributors to the organization's growth.

Conclusion

Today, Ergode stands tall as a shining example of the transformative power of automation. HR processes have become streamlined, enabling Ergode to devote their energy to strategic decision-making and enhancing the employee experience. As they continue to grow and evolve, Ergode looks forward to a future where Keka continues to empower them, driving them towards unparalleled success.



Shivendra Pratap Singh
General Manager of People
Operations, Ergode

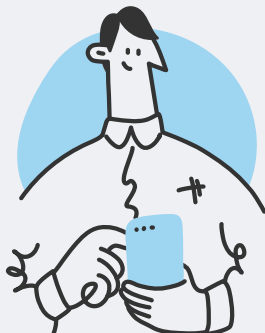
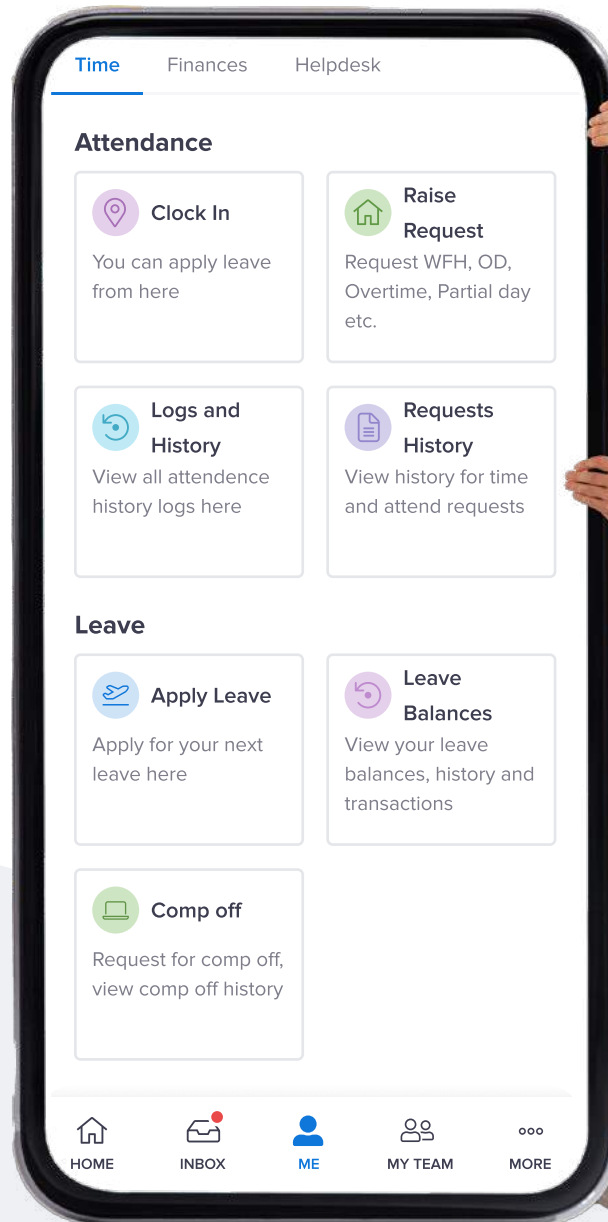
“Automation is the best thing that has ever happened to the humanity, and glad that HR is included there. The integration of various HR functions, such as payroll and attendance, into a single platform was a game-changer for Ergode.”



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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**All the screens and data are representative purpose only*