

Keka Fuels Wildnet's HR Transformation and Boosts Efficiency



About Wildnet

Established in 2006, Wildnet Technologies is a leading IT company that offers remote staffing solutions to digital marketing agencies across the globe. The company works with 50+ digital advertising agencies and Google Premier Partners in the USA, UK, Europe, Singapore, and other countries.



Industry - IT



Employees - 450+

Backstory

Wildnet faced numerous challenges in HR administration. Change Management and Employee Engagement were some of the many areas they were struggling with. In order to centralize HR operations and improve employee engagement, the company chose Keka as its HR software.

The primary challenge for Wildnet was the adoption of an HRMS system by its employees. The age group of their workforce, ranging from 20 to 30, required a system that was intuitive, easy to use, and engaging. Keka's HRMS proved to be the perfect fit, with its user-friendly interface and gamified features. This, coupled with its extensive support resources helped employees quickly adapt to the new platform, minimizing reluctance and facilitating smooth adoption.

It has been five years since Wildnet started using Keka. They have experienced significant benefits and transformation in their HR processes, resulting in improved employee engagement, streamlined operations, and enhanced decision-making.

Let's explore Wildnet's **HR transformation journey** with Keka!

Keka assisted Wildnet in making their processes more efficient, from hiring and onboarding to performance management. In this case study, we look at the problems Wildnet faced and how Keka provided solutions to help them.



Automating Hiring and Onboarding

In 2018, Wildnet deployed Keka and started with an integrated ATS (Applicant Tracking System) to streamline their hiring processes and remove bottlenecks. With a growing headcount, it was essential to have a hassle-free onboarding experience. After successfully revamping their recruitment, the company used Keka to fine-tune their onboarding.

The screenshot displays the Keka software interface. On the left is a dark sidebar with navigation icons for Home, Jobs, Pre-boarding, Reports, and Settings. The main content area is titled 'Workflow automation' with a subtitle 'Automate routine tasks like moving stage, and sending email to candidates'. It features tabs for 'Job Workflows' and 'Global workflows'. Under 'Global Workflows', there are four automated tasks listed, each with a toggle switch, a description, and a 'Last modified' timestamp:

- Candidate added to job**: Occurs when a candidate is added to job. Last modified by Siddarth on 10 June 2022, 10:30 am. Action: Hiring team.
- Candidate moved to another stage**: Occurs when a candidate moved from one stage to another stage. Last modified by Siddarth on 10 June 2022, 10:30 am. Action: Candidate.
- Referred candidate status**: Occurs when a referred candidate's stage is moved. Last modified by Siddarth on 10 June 2022, 10:30 am. Action: Employee.
- Candidate referral notification**: Occurs when job referral is posted. Last modified by Siddarth on 10 June 2022, 10:30 am. Action: Job.

*Representative screen and data



Transitioning to Efficient Payroll and Finance Management

Payroll was another area where Wildnet required a robust and reliable solution. When the company started using Keka's payroll modules, it was able to provide its employees with accurate salary breakups, easy access to pay slips, and introduce transparency. Thanks to Keka's automation-driven payroll processes and integration with attendance and leave data, manual errors were eliminated, and salaries were disbursed on time.

The integration of Form-16 and self-declaration have streamlined tax-related processes, saving time for both HR and employees. The system's ability to handle queries and provide explanations regarding tax deductions and salary calculations reduced the need for dedicated support teams.

Declaration

Net Taxable Income: ₹ 5,00,600
Total Tax Payable: ₹ 12,034
Tax Already Paid: ₹ 3,282

My Declarations

DECLARATIONS	NUMBER OF DECLARATIONS	AMOUNT DECLARED	PROOF SUBMITTED	AMOUNT REJECTED	AMOUNT ACCEPTED
1.5 Lac Exemption	4	₹ 1,72,000	Submitted	₹ 22,000	₹ 1,50,000
Other Exemptions	3	₹ 10,000	Submitted	₹ 0	₹ 10,000
Tax Saving Allowances	3	₹ 72,000	Submitted	₹ 0	₹ 72,000
House Property (Rented)	2	₹ 2,16,000	Submitted	₹ 0	₹ 2,16,000
Rented Residence (Total Rent)	1				
Income from Other Sources	0				

Monthly Tax Deduction Details

MONTH	APR 2021	MAY 2021	JUN 2021
TOTAL TAX DEDUCTION	₹ 0	₹ 1,094	₹ 0

Form 16

Upload or Sign Form 16

Here you can upload, sign or attach file to 'Form 16' and email it to employees

Technovert Pvt Ltd | Apr 2020 - Mar 2021

EMPLOYEES IN LEGAL ENTITY: 280 | FORM 16 AVAILABLE: 210 | FORM 16 SENT: 200 / 210

EMPLOYEE	EMPLOYMENT STATUS	PAN	FORM 16 STATUS	SEND EMAIL	UPLOAD TO PROFILE
Denice Ekdahl 10013	Working	PANPU248849	Available	Resend	Reupload
Onyekachukwu Chibueze 29045	Relieved	PANPU367388	Available	Send	Upload
Tamaki Ryushi 37729	Working	PANPU178873	Not Available	NA	NA
Denice Ekdahl 23719	Working	PANPU377738	Available	Resend	Reupload

245 records | Show 50 | 1 2 3 4

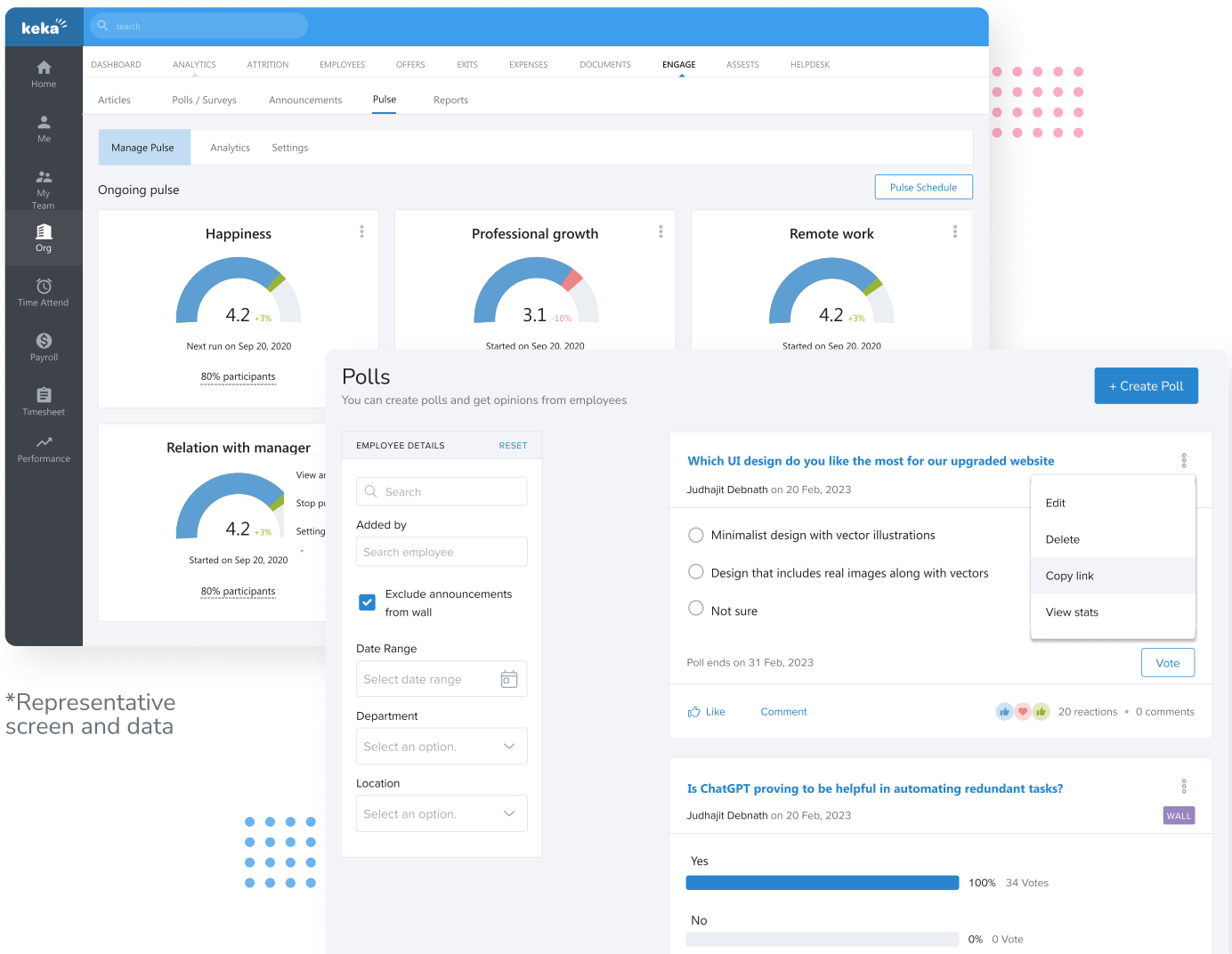
*Representative screen and data

Boosting Employee Engagement and Feedback

Keka has revolutionized employee engagement at Wildnet, enabling it to track employee sentiment and foster a culture of self-accountability. The software's comprehensive survey capabilities, including anonymous feedback, have empowered employees to provide their feedback conveniently.

Regular polls have enabled HR to gauge the employees' alignment with the company's mission and vision, monitor changes in engagement levels, and take appropriate actions accordingly.

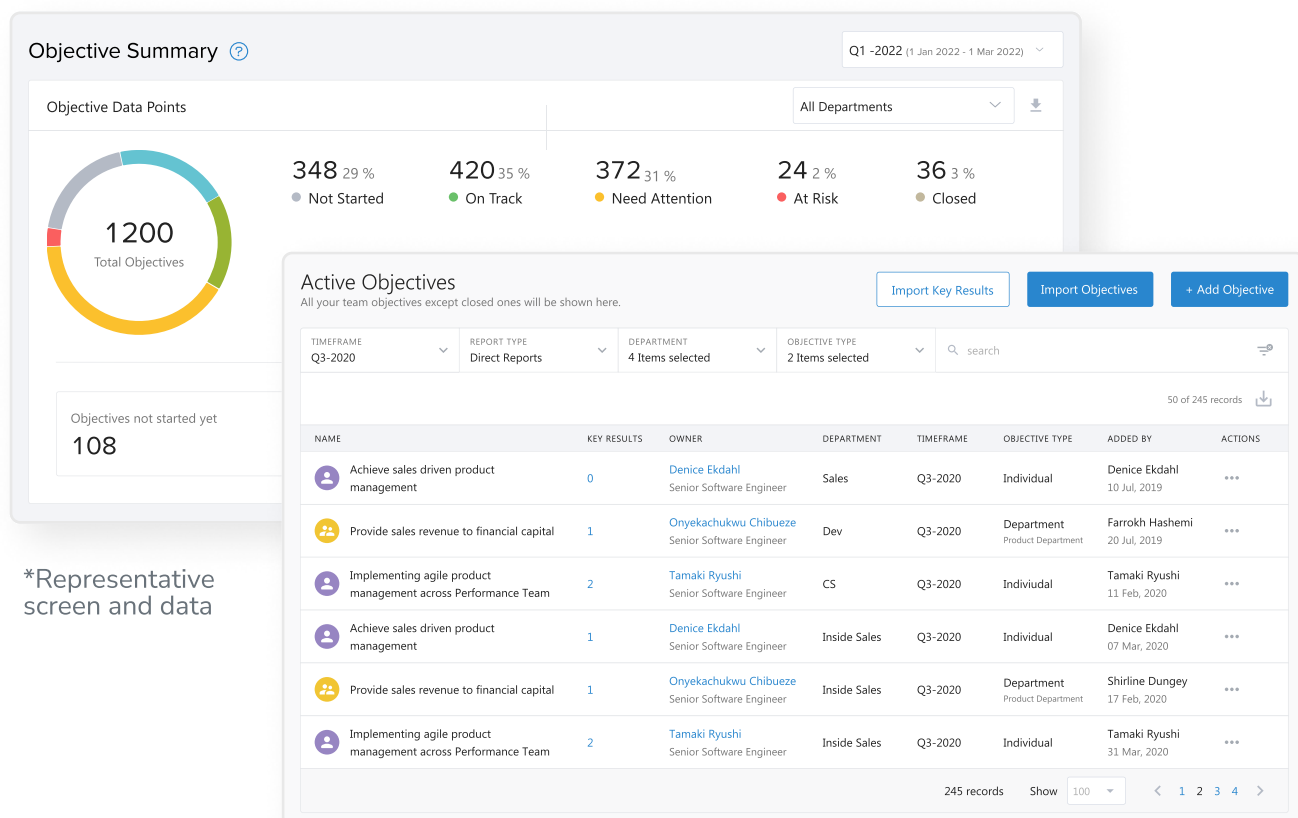
The system's ability to trigger notifications for work anniversaries and facilitate congratulatory messages from colleagues also fostered a sense of belonging. Furthermore, the software's data-crunching capabilities and survey functionalities have provided HR with valuable insights to continually improve employee strategies.



Integrating OKRs and Obtaining Actionable HR Insights for Business Growth

Keka also has empowered HR professionals at Wildnet by providing different growth perspectives to contribute to the company's business strategies. The OKR integration ensured the alignment of individual and department objectives with organizational goals.

Keka also provided the HRs and the company's leadership with different insightful reports, including reports related to performance management, goal completion and OKR status. This allowed them to focus on strategic decision-making and enhancing the employee experience.



*Representative screen and data



Prateek Singh

Head- People Strategy and
Operations, Wildnet Technologies

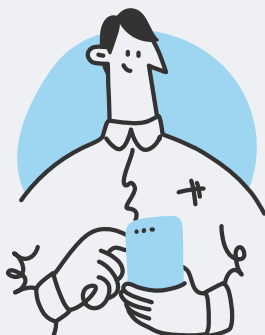
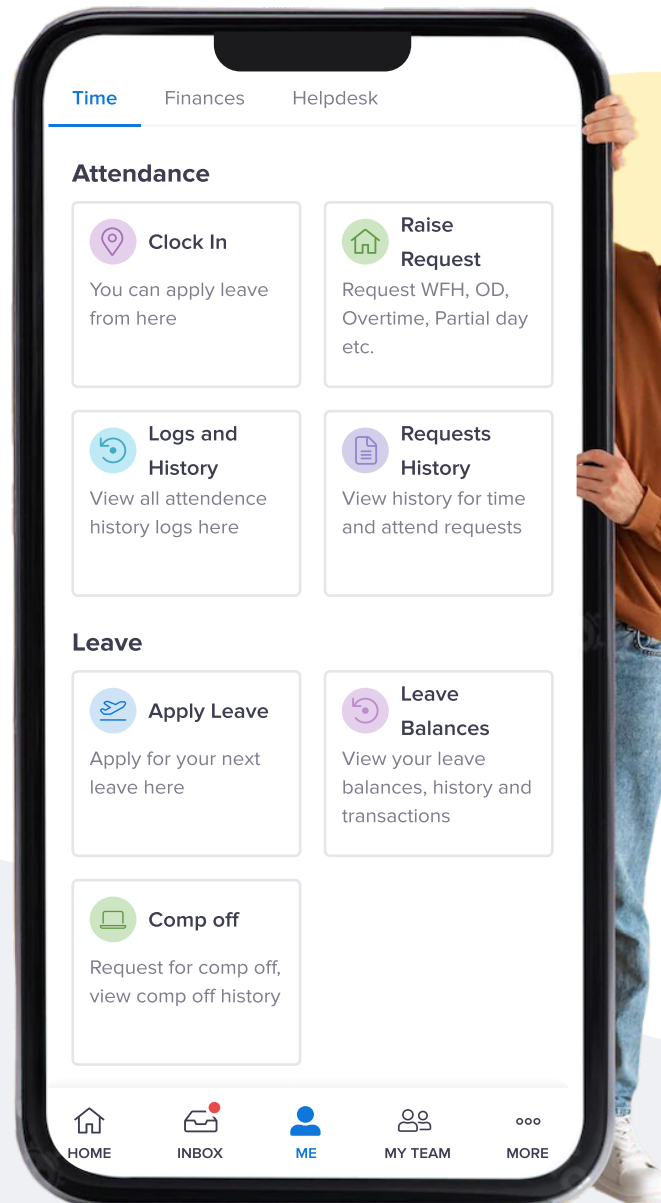
“Once people become accustomed to a system, they naturally become more accountable to it. It's like reverse psychology in action—spark their interest in something, and accountability will naturally follow suit. That's exactly how Keka assisted in this scenario.”



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 for representative purpose only*