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Wow Jobs' Path to HR Excellence: Harnessing Keka's Power



Introduction

Wow Jobs, a dynamic player in the job placement industry, started in 2014 with the vision of getting the right talent from across the globe for its clients and equally to provide the right opportunities to job seekers across the globe.

Industry - Staffing and Recruitment

Employees - 80+

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Challenges faced by Wow Jobs

Process

Discrepancies in reimbursement processes

Appraisal

Absence of a streamlined Performance Appraisal system

Attendance

Difficulties in Manual attendance tracking for a diverse workforce

Choosing Keka

In their quest for effective HR software, Wow Jobs evaluated multiple options but ultimately chose Keka due to its modern approach and exceptional customer service.

Wow Jobs evaluated multiple HRMS options and chose Keka. Vipul Prakash, the Managing Director, highlighted the importance of customer support and responsiveness in their decision-making process. Keka's exceptional UI and proactive customer support set Keka apart from other options.





Vipul Prakash
Managing Director, WowJobs

We chose Keka for its responsive team and customer service focus. It's used organization-wide. I love the KPI tracking feature, and my team appreciates timely reimbursements, salary details, and quick pay script generation. It has been awesome!

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Taking off with Keka – recruitment reimagined

Attendance tracking at Wow Jobs was a significant challenge before implementing Keka.

- The existing manual tracking system led to disputes and inaccuracies in attendance records. It was prone to human errors, such as employees forgetting to log in or out, resulting in incomplete and incorrect data
- Managing attendance manually was time-consuming and lacked transparency
- The absence of an automated system hindered efficient HR management



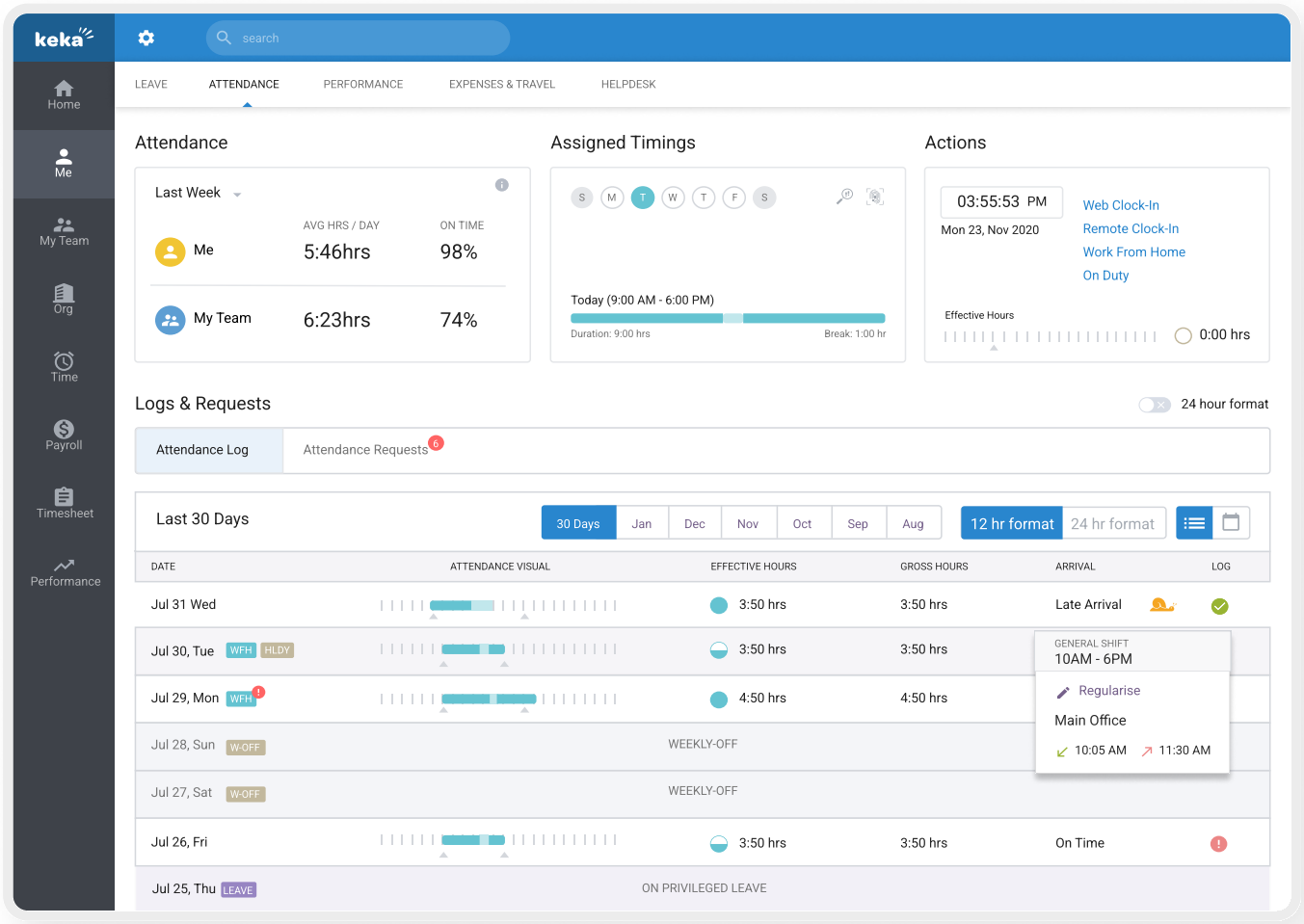
One of the immediate benefits Wow Jobs experienced with Keka was streamlined attendance tracking.

- Vipul shared how their drivers, who often faced disputes about working hours, benefited from location tagging features, ensuring accurate attendance records
- This elimination of disputes improved efficiency in workforce management to a great extent
- HRs were no longer required to track attendance records manually for payroll processing

Impact:

- Attendance dispute cases reduced from 20 to 2 per month
- An increased accuracy in tracking working hours resulted in a 95% reduction in attendance errors

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*Representative screen and data



Vipul Prakash
Managing Director, WowJobs

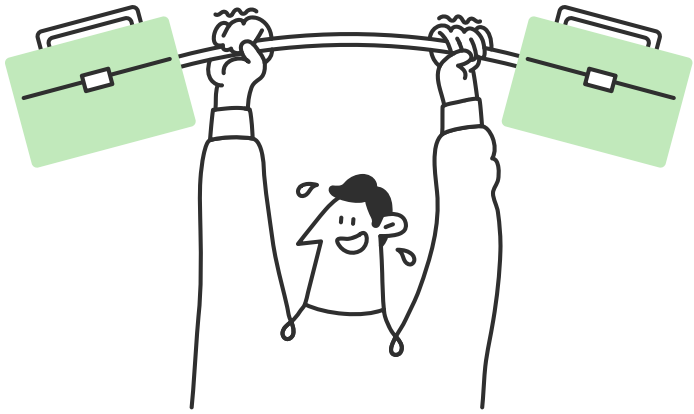
> What I appreciate about your software is its user-friendliness and ease of comprehension. Having both a mobile app and a desktop version makes it incredibly convenient and straightforward to use.

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Enhanced Performance Appraisal

Wow Jobs did not have a streamlined and structured performance appraisal system. This prevented managers from providing timely feedback to employees.

- The company was not able to define KPIs and track goals for employees
- The lack of a performance management system also caused delays in evaluations and appraisals



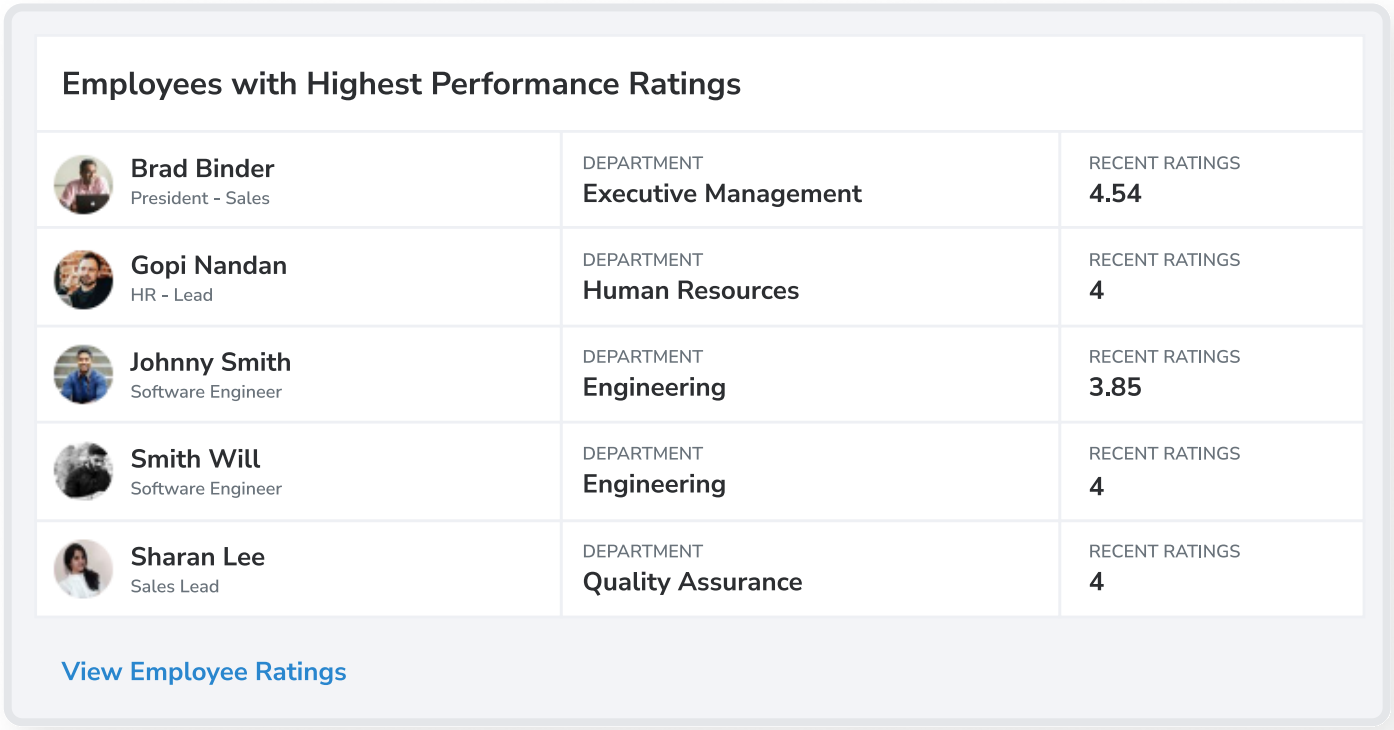
Keka's Performance Management Module provided a structured and documented approach to performance appraisals.

- The module facilitated structured discussions during appraisals that increased transparency and trust in the process
- The built-in review mechanism ensured that all discussions were documented, enabling a more objective performance evaluation process
- The company leadership was able to set KPIs and track the status of goals, from an individual and department perspective

Impact:

- With Keka, the company leadership was able to define and track KPIs, goals. Keka's Performance Management Module reduced review cycle duration by 50%
- It also increased the completion rate of performance appraisal discussions by 85%
- Average performance appraisal cycle time reduced from 4 weeks to 2 weeks

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*Representative screen and data

Employee Feedback and Adoption

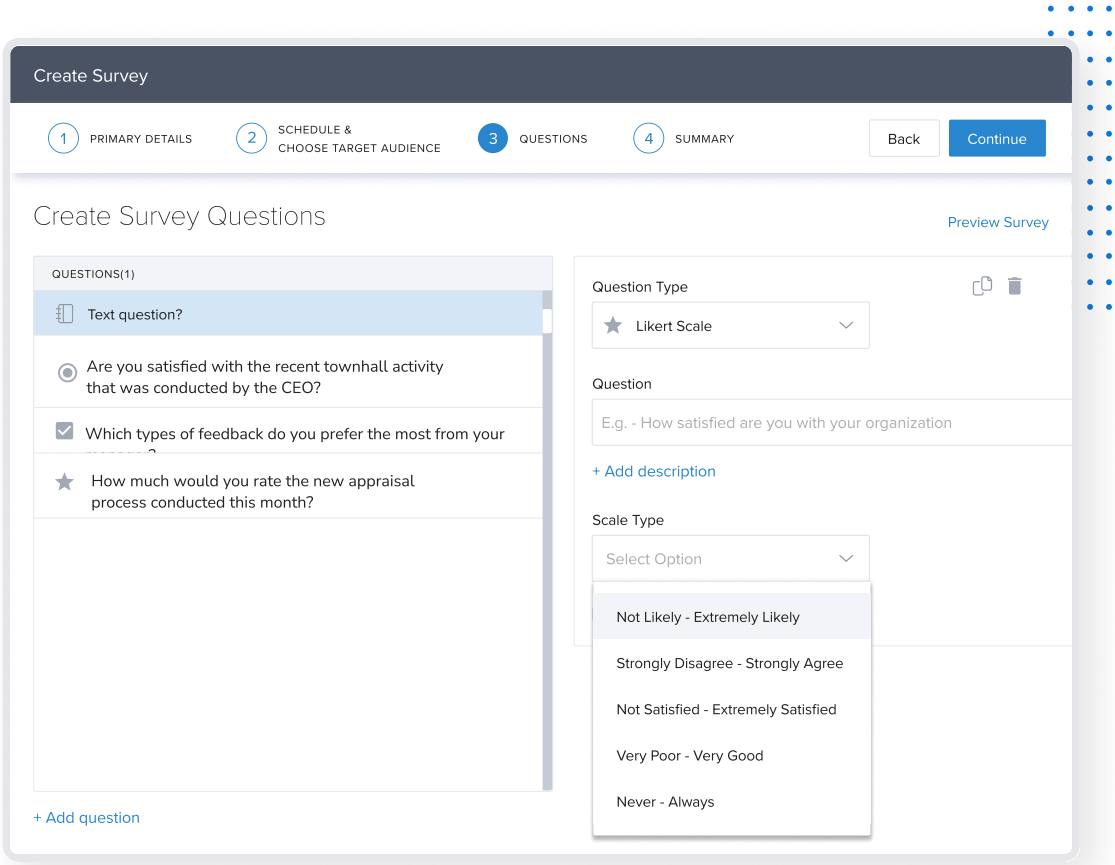
Obtaining feedback from all levels of the organization was difficult due to limited channels for communication.

- Due to the lack of feedback mechanisms, important feedback often went unheard
- Employees were resistant to adopting new digital processes, fearing complexity or disruptions in their routine processes

However, when introduced to Keka, the employees at Wow Jobs readily embraced it, thanks to its user-friendly design.

- The availability of Keka as both a desktop version and a mobile app further facilitated the transition, accommodating diverse user preferences
- Employees didn’t express any resistance to the change, underscoring the software's intuitive and approachable nature

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*Representative screen and data

Impact:

- 100% adoption rate of Keka among employees
- Employee satisfaction survey scores increased from 75 to 90
- There was a recorded increase in employee satisfaction with HR processes by 20%

Feature Updates and Reliable Support

Compared to other software, Wow Jobs found Keka to be more adaptable and effective.

⭐ Keka's frequent updates, occurring approximately every 45 days, catered to the evolving needs of the organization

⭐ These updates also addressed user feedback and contributed to the ongoing enhancement of software functionality

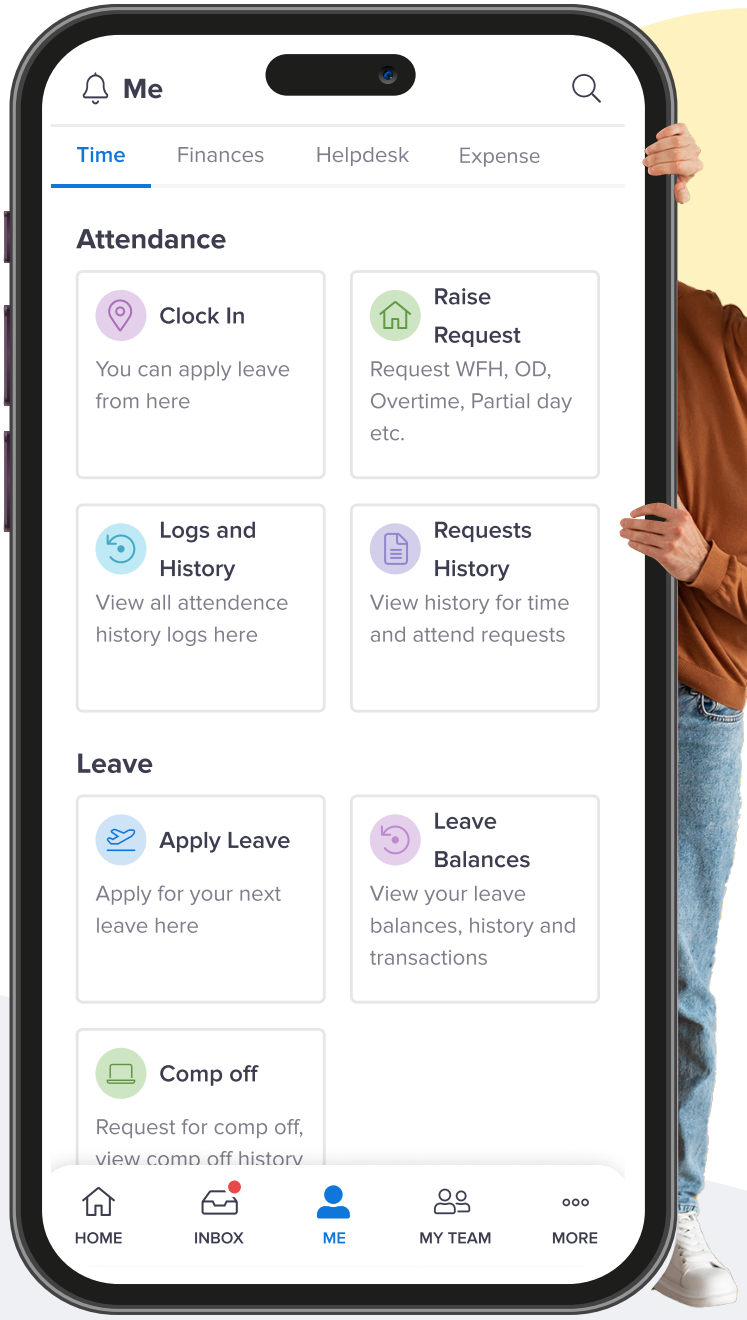
⭐ The exceptional customer response and support further solidified Keka's position as the preferred HR software provider for Wow Jobs.

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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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