

BIM's HR Makeover: The Role of Keka as the Architect of Change



Introduction

BIM Modeling Services is a leading provider of BIM modeling, 3D rendering, and drafting services to their clients in the US and North America.

Like any fast-growing company, it was on the path of rapid expansion. However, it also brought on many hurdles. The once well-oiled machine of HR processes now felt like a complex puzzle, and operational problems became a daily routine.



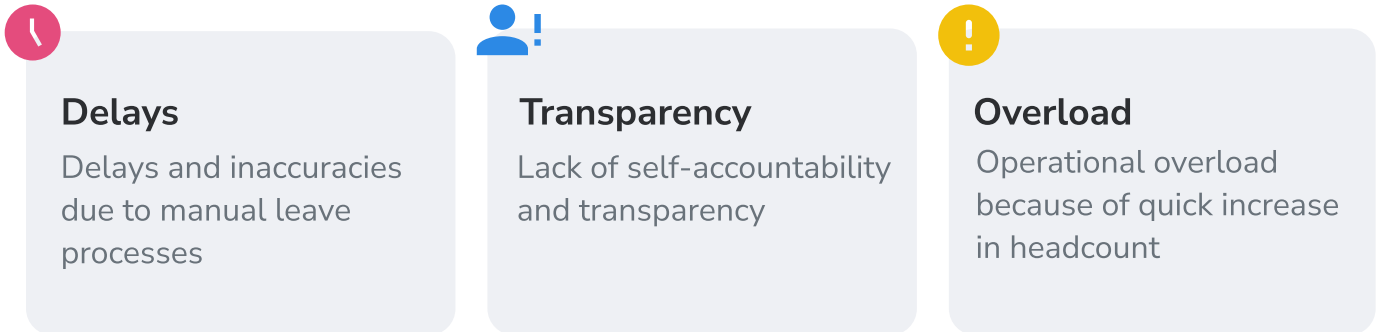
Industry - Information Technology



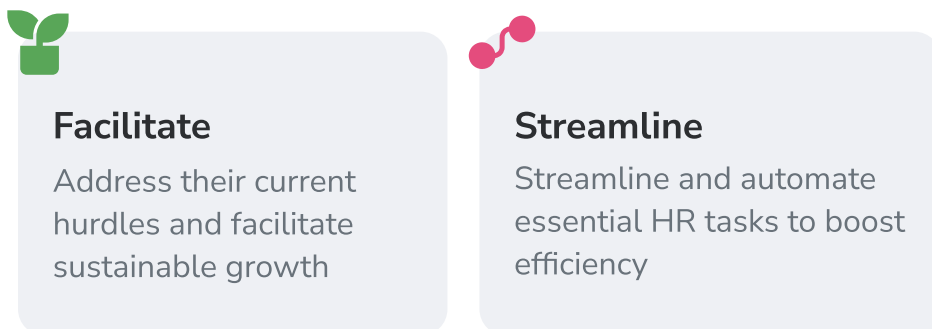
Employees - 50+

Navigating the **inevitable hurdles** of expansion

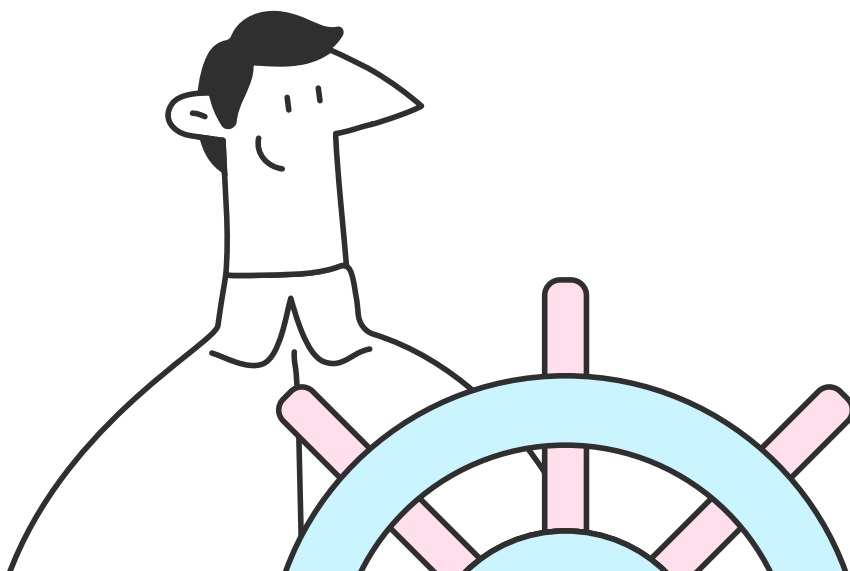
As business opportunities began to increase, the company's headcount doubled from a tight-knit team of 50 to a bustling community of 100. At the heart of this transformation, Sushmita Raya, the diligent HR Manager, and her dedicated team found themselves grappling with a set of formidable challenges:



Acknowledging these challenges, she recognized the pressing **need for a comprehensive HRMS platform** to:



Despite scouring the market, they couldn't find a solution that aligned perfectly with their specific requirements until they came across Keka. Sushmita, with her previous experience of using Keka, was aware of its capabilities. After a thorough analysis, they decided to go ahead with it.



Automated leave and attendance tracking

The first hurdle that Keka cleared was leave and attendance management, a daunting task for Sushmita and her team.

- ✓ Employees were easily able to apply for leave
- ✓ The system automatically maintained accurate records without any manual input
- ✓ It eliminated the dependency on verbal requests that caused confusions
- ✓ The HRMS transformed their payroll processes with leave data integration
- ✓ Keka also equipped BIM with shift management and scheduling features

Shift Board: 1st Floor

<
24 Dec - 30 Dec
>

+Add Employee

Cancel

Publish Changes

Employee Name	Mon (24 DEC)	TUE (25 DEC)	WED (26 DEC)	THU (27 DEC)
Rama Krishna Developer Assigned hours: 36	Development Team 09:00 - 16:30 09 hrs Break: 45 mins	Holiday	Development Team 09:00 - 16:30 09 hrs Break: 45 mins	Week Off
Mohan Ranganath.. Customer Success Assigned hours: 36	Support Team 09:00 - 16:30 09 hrs Break: 45 mins	Support Team 09:00 - 16:30 09 hrs Break: 45 mins	Support Team 09:00 - 16:30 09 hrs Break: 45 mins	Support Team 09:00 - 16:30 09 hrs Break: 45 mins
Sri Priya Kongara Customer Success Assigned hours: 36	Sales Team Flexible 09 hrs Break: 45 mins	Holiday	+	Week Off
Sudhamurthy Sum... Developer Assigned hours: 36	Development Team 09:00 - 16:30 09 hrs Break: 45 mins	Development Team 09:00 - 16:30 09 hrs Break: 45 mins	Leave Request Pending	Week Off
Rahul Jain Developer Assigned hours: 36	On Leave	Holiday	Development Team 09:00 - 16:30 09 hrs Break: 45 mins	Week Off

Team Leave Calendar

February 2023

Week Off
Leave
Holiday

Joe Christopher
19, FEB
1 DAY

Lois Clark
19, FEB
1 DAY

Sandra
22-26, FEB
5 DAYS

Joshua
22-23, FEB
2 DAYS

Jessy
23, FEB
1 DAY

Leave Request

START DATE
17, Feb 2023
3 days Leave
END DATE
19, Feb 2023

1st Half
2nd Half
To
1st Half
2nd Half

Leave request is for 1 day and includes 2 week offs

Select available leave types

Privileged Leave (3 days balance)

Notify

KL Ken Lim

Cancel
Request leave

*Representative screen and data



Sushmita Raya
HR Manager

Keka has helped us solve leave application tracking which was one of our major concerns because employees didn't take any accountability before due to verbal communication.



Keka's **effortless UI** drives quick adoption

Right from the day Keka was deployed, employees embraced it completely, thanks to its easy navigation and UI. Sushmita strongly appreciated Keka's user-friendly interface as it:

- ✓ Allowed employees to access essential HR functions with ease
- ✓ Reduced employees' dependency on HRs with its seamless features

Reliable customer support

With Keka's reliable customer support, BIM was able to tailor the HRMS to suit their processes and initiate automation at all critical HR touchpoints. Keka's team provided end-to-end support in solving backend issues during onboarding and data management.

With leave management streamlined, the company is strengthening its partnership with Keka by planning to deploy its Helpdesk and Timesheets in the coming months.

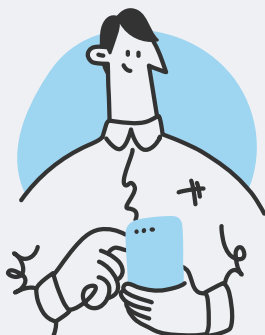
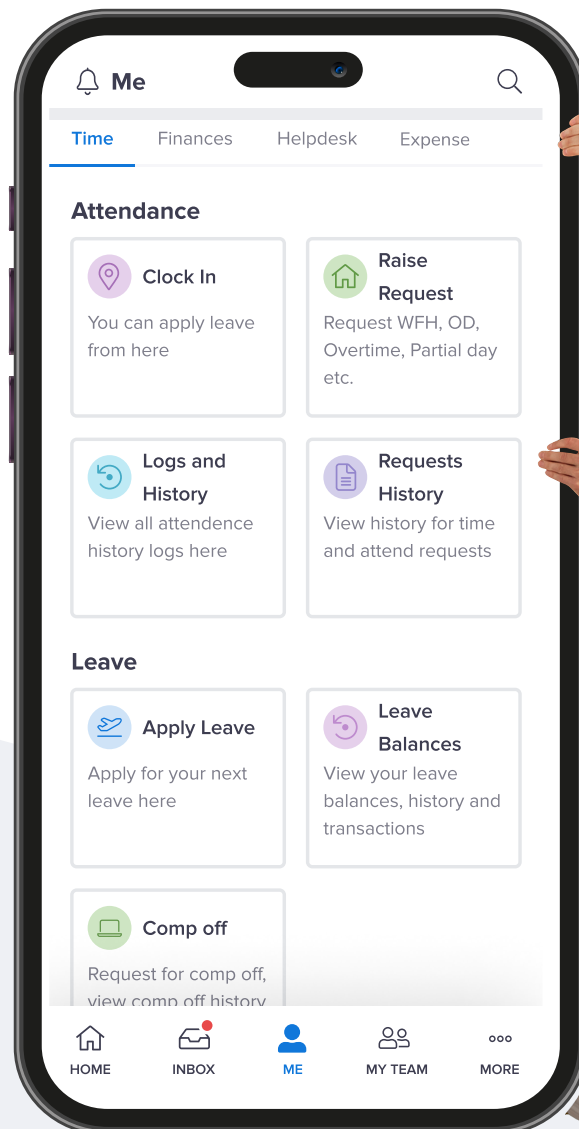




About Keka

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!

+91 8929208062

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