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Keka powers Silq's 25% people growth in just 90 days

Industry : IT SaaS

Employees : 60

HQ : US (with operations in India and China)

Modules Used : Recruitment | Time Off Management | Employee Engagement

Keka has unified our People Operations onto a single platform— which was crucial for us as we customized processes by department, navigated complex workflows, and supported our teams across the US and India.

- Aditya Ravi
Managing Director & Global Head of Operations



Introduction

Silq makes shipping more predictable by combining factory inspections with freight forwarding. As the company expanded its operations and employee count, its leadership started to look for alternatives to their existing HRMS, Zoho.

Looking beyond Zoho for total automation in people management

- Accelerated hiring to fill key positions and leadership roles.
- An HRMS with a stellar UX that drives employee adoption.
- A scalable hiring platform that grows alongside the company.
- A unified HRIS to securely store and manage employee data.

Keka: The right tool to find the right people

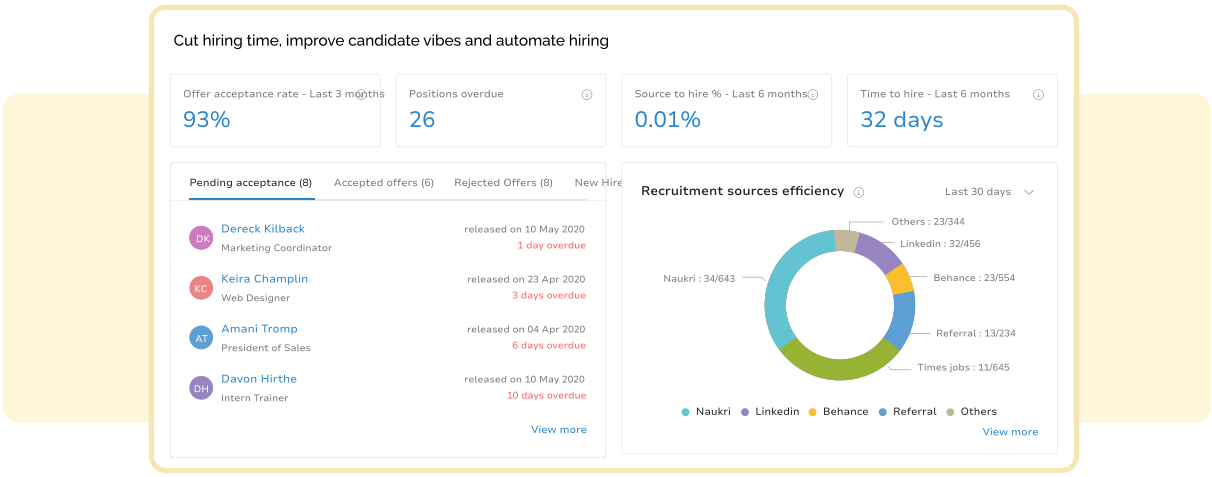
Before Keka

- Disjointed hiring in the US & India significantly impeded Silq's ability to fill positions on time.
- Reliance on spreadsheets complicated applicant tracking and affected the candidate experience.
- Manual resume parsing caused bottlenecks, slowing down and affecting the hiring process.
- A substantial influx of applications delayed response and lacked transparent application tracking.

With Keka

In 90 days, Keka helped Silq fill 15 key positions, including leadership roles.

- A unified hiring platform conveniently aligned all stakeholders, driving collaboration and results.
- Keka parses and organizes resumes, providing hiring managers with quick and immediate access to candidate details.
- Department and region-tailored recruitment processes ensuring alignment with distinct operational needs.
- Real time tracking of hiring progress with a comprehensive dashboard.
- Seamless submission of important documents such as the I-9.



Representative screens and data

Making employee time-off more transparent

Before Keka

- Manual time-off requests and approvals consumed significant time.
- With no visibility into time-off consumption data, the management could not identify hurdles that prevented employees from using their allocated time off.

With Keka

- Silq's management team were able to to pull out detailed reports and insights on the consumption of time-off.
- Time-off calendars provided employees with visibility of each other's availability for better collaboration.
- Implementation of well-defined approval and escalation processes.
- Managers could now take action on time-off requests right from the mobile app.

With Keka, Silq successfully made its document management processes smoother, secure, and centralized. With the burden of manual tasks removed from their shoulders, the HR team was able to focus on critical people management issues. Employee engagement was improved through Keka's social wall.

Secure documentation, efficient workflows

- Employees could securely submit documents to the HR before the day of joining.
- Custom fields and forms made it easier for HRs to collect employee documents.
- Centralized storage made it easier for authorized users to access documents.
- Admins could provide role-specific permissions to view documents for enhanced security and privacy.

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Driving employee engagement with constant connection

- An intra-company social wall to engage employees and share important updates.
- A quick-access homepage to view announcements shared by the HR.
- Options to publish posts, praises, and conduct polls.



With teams spread across the US and India, we had separate hiring processes for each region. Keka helped us streamline these workflows, significantly reducing our time-to-hire while ensuring a positive candidate experience across the board.

- Winston A de Rosario
Director, Global Head of People & Culture

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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