

450+ employees, zero delays: Learn how Star Cement perfected payroll

 Industry : Construction

 Employees : 450

 HQ : Dubai

Modules Used : Payroll, Expense

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With our previous system, last-minute attendance requests were a constant issue, causing delays in payroll processing. With Keka, we've seen a remarkable shift—employees are now more proactive and self-accountable, raising requests well in advance through the portal. Combined with the automated payroll calculations, this has reduced processing time by nearly 50%, ensuring payroll is always processed on schedule. Keka has truly transformed the way we manage payroll.



Ahamed Maksoodh

Deputy Manager - Human
Resources

Introduction

Every month, Star Cement's HR team faced a recurring nightmare: reconciling attendance data, ensuring compliance with GCC payroll regulations, and processing last-minute correction requests from over 450 employees spread across multiple locations.

Their fragmented systems—initially adopted from the HRMS used by their parent group, Aditya Birla —were creating more problems than solutions:

- ▶ Inconsistent attendance records due to errors in biometric systems for shift-based schedules.
- ▶ Delayed payroll processing caused by inaccurate data, leading to employee dissatisfaction.
- ▶ Month-end bottlenecks due to a flood of employee attendance correction requests, further delaying salaries.

The regional leadership realized that their disconnected systems weren't sustainable, and the inefficiencies were affecting both operational productivity and employee trust. They needed a partner to transform their HR processes.

Eliminating errors and payroll delays with Keka

- ✓ Attendance tracking was automated to eliminate manual errors, even across complex shift patterns.
- ✓ A real-time dashboard empowered HRs with clear data on employees' leave and attendance for accuracy in payroll.
- ✓ Keka automatically gathered all inputs from attendance and leave records, eliminating errors caused by manual entries.
- ✓ Employees could independently raise and resolve attendance or leave queries via Keka's self-service features, minimizing last-minute disruptions.
- ✓ By automating data collection and integration, HRs reduced payroll processing time by 50%.
- ✓ Reduced processing time enabled the finance team to timely disburse the salaries of over 450 employees.

Payroll > Run payroll

Search..

+

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🔔

Bi-week #8
May 31 - Jun 13

Completed

Bi-week #9
Jun 14 - Jun 27

Current

📄

🕒

Employees

240 ▲12 ▼5

Run by

Tue, Jun 29, 2023

Pay day

Fri, Jun 31, 2023

Employee earnings

AED 60,000

=

Total payroll cost

AED 60,000

Custom expense policies for faster approval cycles

- ✓

Department-specific expense policies allowed HRs to customize reimbursement limits, based on each team’s requirements and budgets.

✓

Built-in parameters flagged claims exceeding approved limits, eliminating the need for manual verifications.

✓

Streamlined workflows routed requests to the right stakeholders, ensuring quick approvals.

✓

Real-time expense tracking empowered HRs with greater visibility into department-wise spending.

✓

This practice promoted cost-conscious practices across the organization.

Expense & Travel Policies

Expense & Travel Categories

Currency Conversions

Claim Settings

Expense & Travel Policies

Create policies that hold different expense types, rules and approval chains

+ Add Expense Policy

Advance request settings

Configure

Allow employees to request for cash advances & travel bookings.

On selecting this, a new category "Cash" will be added into the policy and employee will be able to choose it while raising an advance request

Setup Expense categories for this policy

+ Add Category

Search

EXPENSE CATEGORY	EXPENSE TYPE	EXPENSE CODE	EXPENSE LIMIT	EXPENSE RULES	ACTIONS
Lunch / Dinner	Food	019	No upper limit	Setup Rules	
Business Meetings	General	281	No upper limit	Update rules	
Domestic Travel	Travel	234	No upper limit	Update rules	

#2234

Team outing
On 21 Dec 2022

KEKA003

Shahrukh Moha...

Technov...

Product

Bengaluru

Expense Claim

3

INR 22,000 of 50,000

In Approval

Pending Advance Request Approvals

The following are your team's advance requests that are waiting for approval.

Q

Search

↓

Approve

Reject

✓	CLAIM NUMBER	EMPLOYEE NUMBER	EMPLOYEE	ADVANCE REQUEST	DEPARTMENT	LOCATION	REQUESTE...	WAITING ON	ACTIONS
✓	1033	1033	Raghuram Rajan Requested on 15 Aug, 2020	Client Vist visiting the client on ...	HR	Hyderabad	INR 8,900	Pravllika	***
✓	1544	1544	Alok Pandey Requested on 17 Aug, 2020	Team Lunch Planning to having t...	HR	Bengaluru	INR 2,300	Trilok Chakraborty	***

Keka: Delivering quantifiable results

⌚

50% reduction in payroll processing time.

📅

100% accuracy in attendance tracking.

💰

Timely salary disbursals for 450+ employees.

✅

Improved compliance with GCC payroll regulations.

About Keka

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!

📞 Sales: +971 506862302

✉ Mail us at: isales@keka.com

🔍

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طلب
اجازة

🏠

طلب العمل
من البيت

📄

قسيمة
راتب

📁

ارفع
تذكرة

💰

ارفع تذكرة
مصرف

📅

2 Aug Tuesday
0h / 8h

Clock in

On leave this week

👤

Essmat A
Today

👤

Khaleda M
13 Jan

👤

Zain Al G
15 Jan

👤

See all
Leaves