> Tracking attendance for our blue-collar employees was once a tedious manual process, often causing payroll errors that took days to resolve. With Keka, attendance and leave data integrate seamlessly into payroll, eliminating manual work and errors. Payroll is now accurate and completed in no time, freeing us to focus on strategic tasks.
>
> Nithya Janarthnam
> HR Executive

Introduction

For retail businesses like Si Fashion, managing a diverse workforce across store locations and field operations is no small feat. With both in-office and on-field staff, they relied on manual processes that consumed resources and delayed decision-making:

- Every week, 30+ hours were lost to manual HR tasks.
- Field staff's attendance could not be tracked as biometric systems were office-based.
- Payroll discrepancies for blue-collar staff created compliance risks.

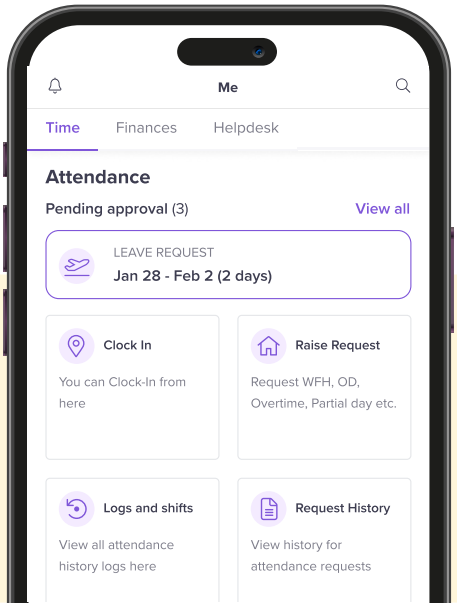
Attendance tracking for all locations and field staff

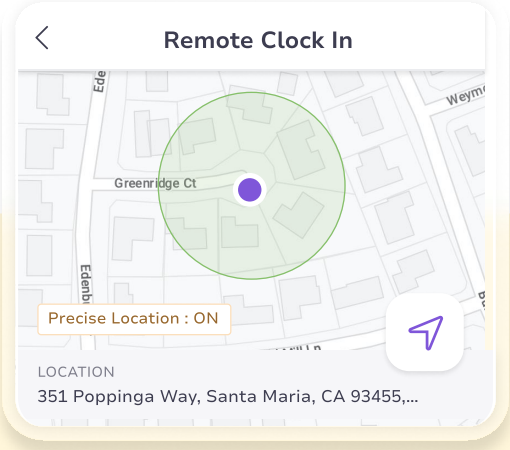
Before Keka

- Field employees couldn't log attendance remotely, leading to gaps in records.
- On-field staff attendance was tracked manually, often resulting in errors.
- Managers struggled with fragmented data, making workforce planning difficult.

With Keka

- Field employees used geo-location feature on Keka's mobile app to clock in from anywhere, ensuring 100% attendance accuracy.
- Office biometric systems were integrated seamlessly, consolidating all attendance data into a single platform.
- Real-time dashboards saved 10+ hours weekly for HR teams by enabling quick adjustments and accurate reporting.
- Managers could make quick adjustments to attendance records in case of discrepancies, reducing errors and delays.
- Accurate, real-time attendance data helped SI Fashion manage its employees optimally during peak hours, ensuring smooth operations and improved customer experiences.





Representative screens and data

Transparency in leave management

Before Keka

- Employees lacked visibility into their leave balances.
- Managers manually tracked leave applications, often via emails, which led to delays and miscommunication.

With Keka

- HR managers could update leave balances for all employees at the start of the year in minutes.
- Real-time dashboards allowed employees to check their leave balances and team schedules, eliminating confusion.
- Automated notifications streamlined the approval process, improving response times.
- Improved coordination reduced HR workload by 5+ hours a week.
- Transparent leave management ensured adequate staffing, preventing operational disruptions during critical retail periods.

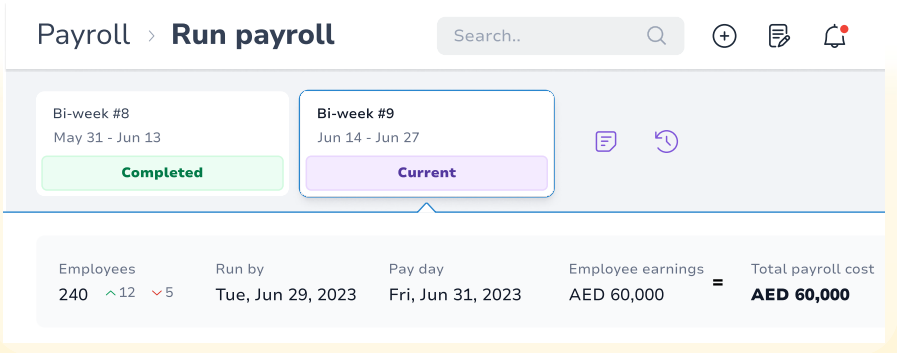
Error-free payroll in 4 hours

Before Keka

- Payroll for blue-collar workers was error-prone due to manual attendance logs.
- Processing payroll took up to 2 days, causing delays in salary disbursement.
- With no system to track compliance, the company faced considerable risk.

With Keka

- Automation reduced payroll processing time from **2 days to just 4 hours.**
- Seamless integration of attendance and leave data eliminated errors in calculations.
- Keka ensured compliance with timely WPS uploads.



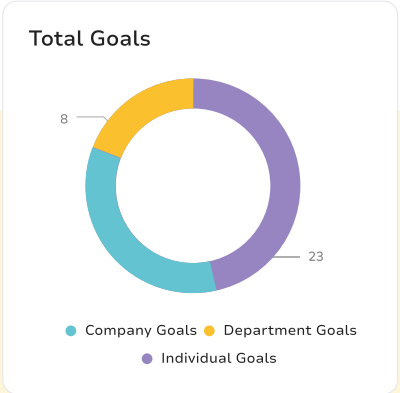
Transforming appraisals into a trust-building process

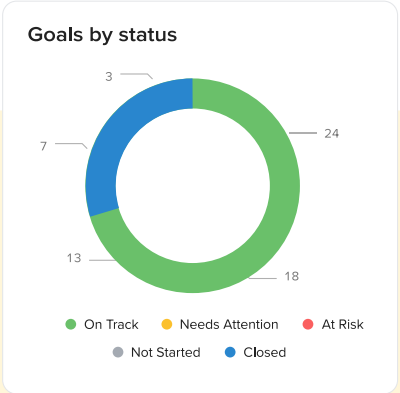
Before Keka

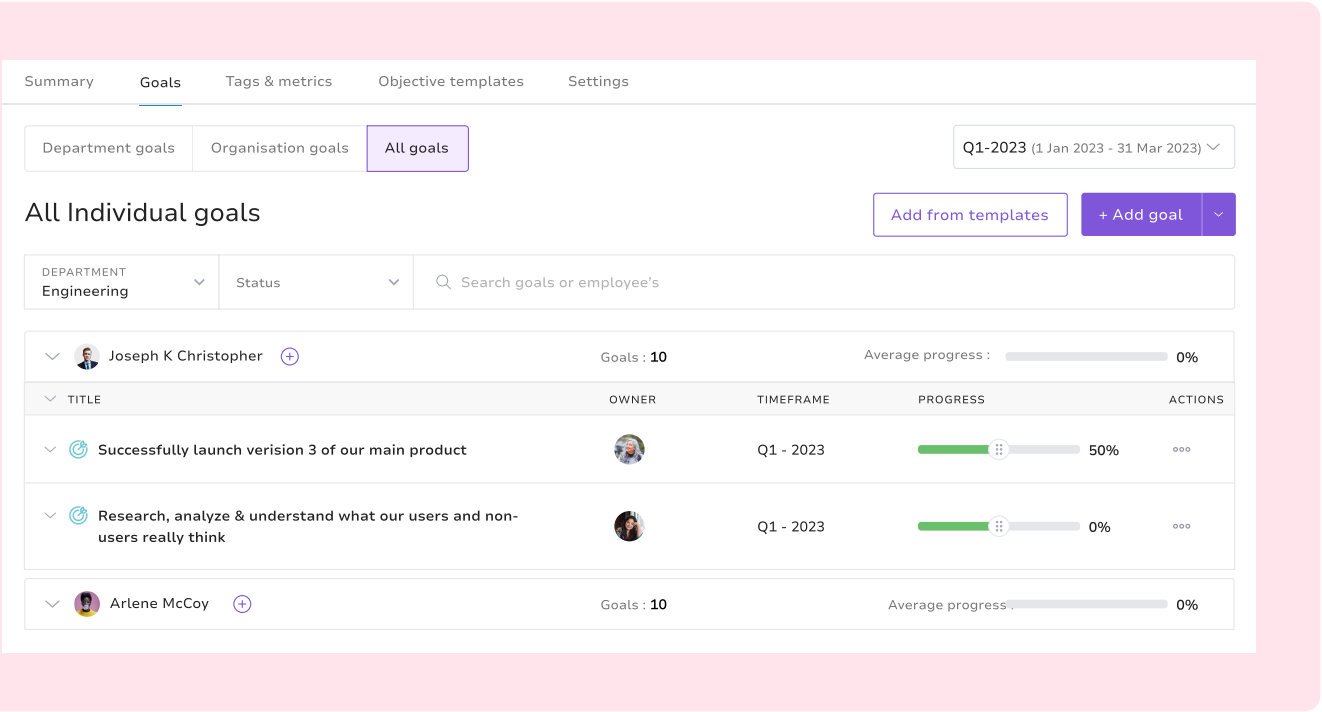
- Appraisals were time-consuming, often taking days to complete.
- Employees felt disconnected, with no opportunity to provide input, leading to dissatisfaction.

With Keka

- Employees participated in self-assessments, fostering accountability and engagement.
- The streamlined appraisal process reduced review times by 80%, from several days to just 15-20 minutes per employee.
- Consolidated performance reports provided leadership with a 360° view of team progress.
- Transparent and efficient appraisals motivated customer-facing staff, ensuring alignment with company goals and building trust in a high-pressure environment.







How Keka delivered value

- 30+ hours saved weekly across attendance, payroll, and leave management.
- Reduction in payroll processing time, now completed in just 4 hours.
- 100% attendance accuracy achieved for on-field and in-office employees.
- 80% faster appraisals, building trust and engagement.
- Improved compliance eliminated risks associated with manual processes.

With streamlined HR operations, Si Fashion not only saved time and reduced costs but also improved employee satisfaction—a crucial factor in the retail sector.

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!

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