Payroll done in 2 hours: LPFlex unlocks HR efficiency with Keka

Manufacturing

Employees : 225

HQ : Dubai

Modules Used :

- Onboarding
- Attendance
- Payroll
- Engagement



Rajeevan Edathil
(Functional Head)

Keka made our HR processes so much easier. From tracking attendance to running payroll, everything is now automated and stress-free. It's exactly what we need to support our team as we grow.

Introduction

As LPFlex's workforce expanded to 200+ employees across multiple locations, manual processes for attendance, payroll, and other HR functions became unsustainable—leading to inefficiencies, errors, and scalability issues:

Key problems

- Field employees and off-site teams couldn't clock in remotely, leading to inconsistent attendance records.
- Consolidating attendance and leave data for payroll was a time-consuming, error-prone process.
- Lack of transparency in attendance made it difficult for employees to track their own records, leading to last-minute corrections. This increased workload and slowed payroll processing.
- With attendance and payroll management operating in silos, HRs struggled to scale processes efficiently, resulting in operational inefficiencies.

With every new hire, the cracks in their HR processes grew wider—attendance tracking was unreliable, payroll was a constant scramble, and HR was buried in admin work. They needed a solution that didn't just patch the issues but redefined how HR worked. The search for a smarter system had begun.

Faster and more efficient onboarding with Keka

Before Keka

- HRs had to chase new hires multiple times for missing documents, slowing down the onboarding process.
- Employee documents were scattered across email threads and physical files, making retrieval time-consuming and limiting access control.
- Manually managing these documents increased the risk of misplaced records, duplication, and compliance gaps.

With Keka

- New hires uploaded their documents directly on a centralized platform, eliminating constant HR follow-ups and delays.
- The system sent timely reminders for missing documents, ensuring submissions were completed.
- All records were stored in one place, allowing HRs to retrieve files instantly while maintaining full access control.
- Employee profiles were updated instantly, reducing delays and enabling new hires to start contributing from day one.
- A dedicated portal made applications easy, enhancing candidate engagement.



Impact

Onboarding time was reduced by 40%, giving new employees a seamless start while building confidence in LPFlex from day one.

Accurate and accessible attendance across locations

Before Keka

- Field and remote teams didn't have a streamlined way to log their attendance, leading to occasional gaps in records

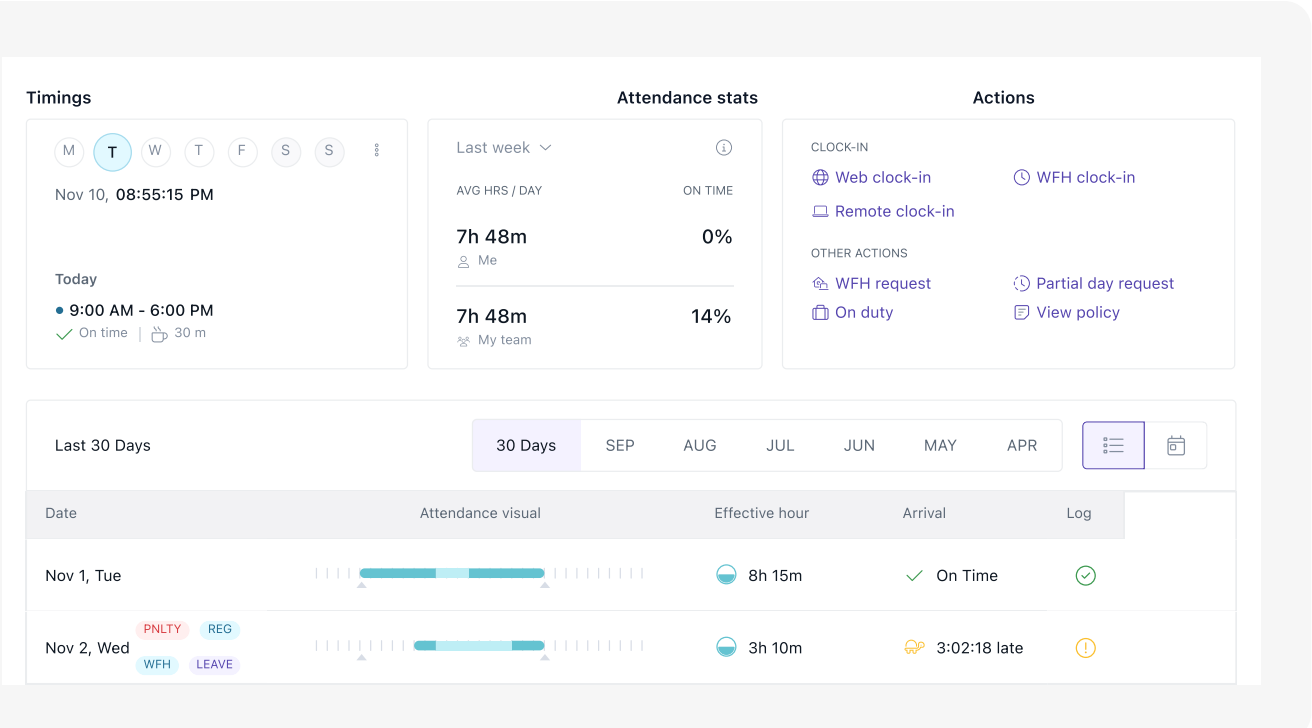
- Attendance data was scattered and often delayed, making it difficult for managers to track and address issues in real-time.
- HR teams had to manually follow-up with employees and managers for attendance corrections, creating inefficiencies.

With Keka

- Keka's geo-location feature allowed employees to log working hours from any location via the mobile app, ensuring real-time tracking and accountability.
- Managers gained real-time visibility into attendance, allowing them to address absences and optimize workforce planning.
- Employees tracked their attendance independently, reducing dependency on HR and fostering transparency.

Impact

With Keka's automated attendance tracking, data was seamlessly integrated into the payroll system, eliminating manual interventions. This ensured accurate salary calculations, minimized last-minute adjustments, and improved efficiency.



Representative screens and data

Quick and error-free payroll in just 2 hours

Before Keka

- Payroll processing relied on manual consolidation of attendance and leave data, resulting in errors and delays.
- Completing payroll required several days of intensive effort, leaving HR teams under pressure at month-end.
- Employees often requested last-minute attendance adjustments, adding unnecessary administrative overhead and delays to payroll.

With Keka

- Keka's payroll module seamlessly integrated attendance and leave data, ensuring error-free payroll calculations.
- Payroll processing time dropped from several days to just 2 hours.
- Keka allowed LPFlex to implement automated salary deductions for missed attendance, ensuring fairness.
- Clear attendance and payroll policies encouraged employees to proactively manage their schedules, reducing last-minute regularization requests.
- The requirement for valid reasons to adjust attendance led to greater employee discipline.



Impact

Query resolution times improved significantly, ensuring employees faced no roadblocks.

Ensuring transparency with clear communication

Before Keka

- HRs relied on emails and other channels, making communication inconsistent and time-consuming.
- Employees in remote and field roles missed key updates, creating a disconnect and reducing their sense of belonging.
- Without access to internal communications, blue-collar workers often left out of important company announcements and updates.

With Keka

- HRs used Keka's Social Wall to communicate important company updates, eliminating the need to rely on multiple channels and ensuring consistent communication.
- Employees across locations, including blue-collar workers, stayed engaged with news and updates through Keka's mobile app.

Measurable gains from Keka's implementation

2 hours
reduction in payroll processing

40%
of onboarding time was reduced

With a scalable HR system in place, LPFlex is well-equipped to support future growth. Whether it's managing operations across new locations or onboarding additional employees, their streamlined processes ensure operational efficiency, enhanced employee satisfaction, and the flexibility to adapt to evolving workforce demands.

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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