

BYD India cuts payroll time by 90% with Keka



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Previously, payroll took me three days with constant follow-ups. With Keka, I finish it in a few hours. Everything is automated and transparent, even blue-collar workers check their payslips without asking HR.



Terrance Anto
HR Lead

Industry:

Manufacturing
(EV manufacturing & assembly)

Employees:

265
(30% blue-collar, rest field + office)

Headquarters:

Chennai, India

Summary

BYD India, a fast-growing EV manufacturer with 265 employees, reduced payroll processing from 3 days to under 4 hours, while bringing clarity and control to a distributed workforce.

Challenges Before Keka



Each payroll cycle took 2–3 days, dependent on finance and auditors



Field workforce attendance untrackable; relied on emails for proof

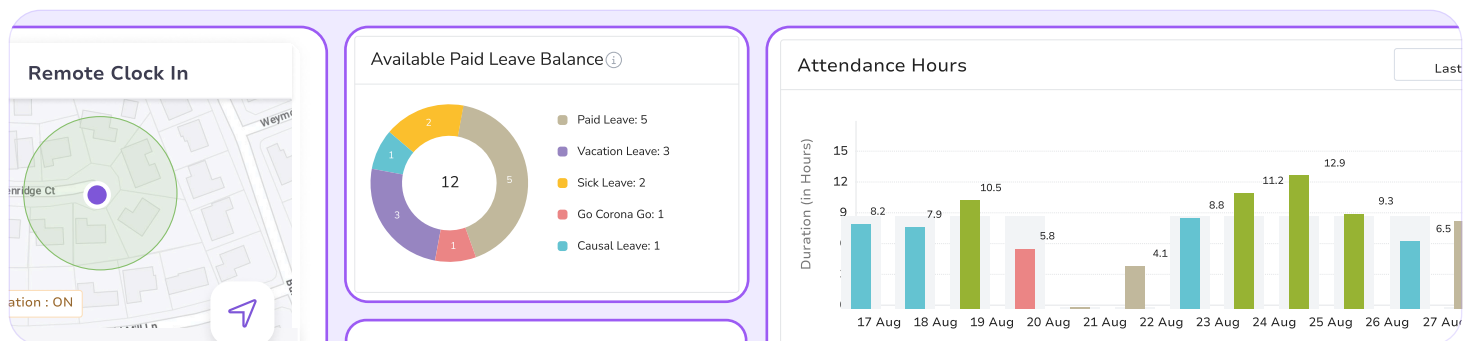


Blue-collar staff struggled with payroll visibility and query resolution



Multiple systems mandated by HQ created silos in HR operations

Attendance and field staff tracking



Before Keka



No visibility into whether field staff were on-site



Manual logs and email confirmations slowed reporting



Risk of payroll mismatches due to unreliable attendance data

After Keka



GPS-based mobile punches for blue-collar & field staff



Seamless sync of attendance data into payroll

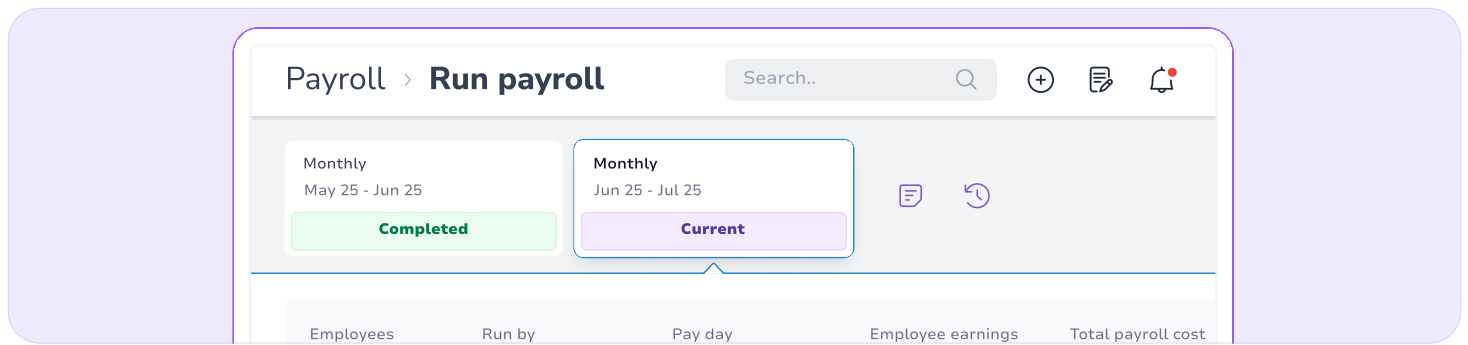


Transparent leave/regularization flows accessible on mobile

Impact:

- 60% automation achieved in HR tasks
- Reduced disputes as employees could self-check their records
- Blue-collar adoption high: "Even 10th-grade workers use the app easily after one training session."

Payroll & compliance



Before Keka

- ❌ Depended on finance team for tax (TDS) and statutory calculations
- ❌ Payroll processing took 2–3 days each cycle
- ❌ Manual reports for PF, ESIC created delays

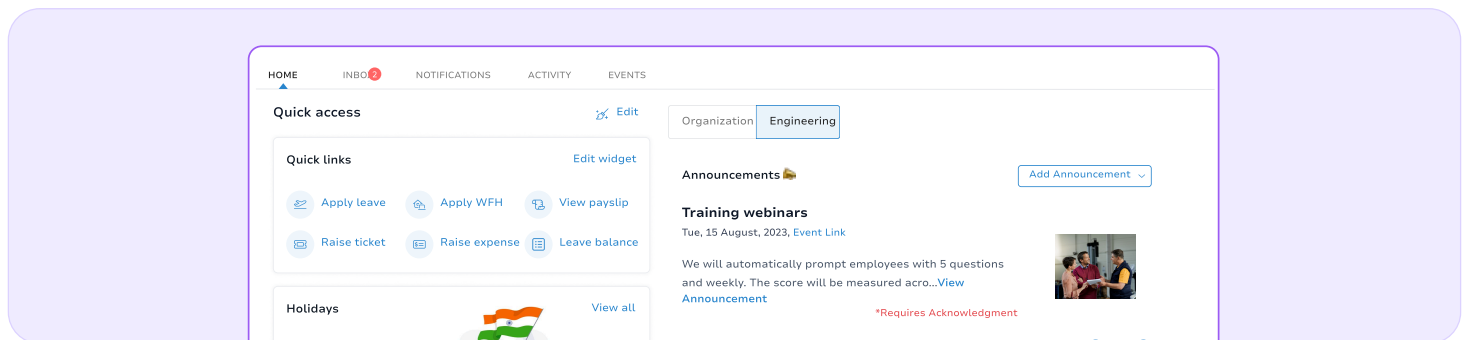
After Keka

- ✅ Automated tax and bonus calculations, audit-ready in clicks
- ✅ Six-step payroll: HR runs entire cycle without finance dependency
- ✅ Self-serve payslips for employees via mobile app

Impact:

- Payroll now run in under 4 hours (down from 3 days)
- Zero errors across TDS, PF, ESIC filings
- Transparency built trust: “No more 10–20 employees crowding HR for answers. They see everything themselves.”

Employee experience and adoption



Before Keka

- ❌ Blue-collar workers had minimal digital access
- ❌ Salary slips and queries always routed through HR
- ❌ Announcements and appreciation lacked visibility

After Keka

- ✅ Mobile-first adoption for 80% of blue-collar staff
- ✅ Announcements, appreciation, and engagement visible on the Social Wall
- ✅ Transparent payroll access reduced dependency on HR

Impact:

- HR bandwidth freed for strategy, not firefighting
- Employees feel empowered and connected: peer appreciation common on Social Wall

Business Outcomes



Payroll cycle cut by 90%



265 employees seamlessly onboarded into a transparent, self-service system



HR tasks automated, reducing manual dependency



Built credibility and compliance confidence for global HQ



Preparing for scalability as workforce expands

Note: Images and screenshots used are representational in nature.

Ready to experience the future of HR?

Let's chat

