Pocket HRMS ends HRMS **woes** for »» Goel Steel Company

"Our USP lies in our traditional values of exceptional customer satisfaction by providing top-notch quality steels at reasonable prices. To maintain the legacy, we are always on the hunt for best talents and workforce management practices. This is one of the key reasons to look out for a specialised HRMS software to take care of our HRM functions. We zeroed in on Pocket HRMS for its unmatched repute and standing in the payroll software landscape to automate our HRM processes."

– Mr. Sanjay Goel
   Director, Goel Steel Company

Company overview:

<u>About Goel Steel Company</u>

Established in the year 1973, Goel Steel Company is a leading manufacturer and supplier of machine tools, steel alloy and special steels. An ISO 9001:2008 Certified company, Goel Steel Company aims to serve tool rooms with high quality steel at reasonable price. The company boasts a decent list of satisfied patrons with a successful track record of expanding its operations in the last 38 years.

Goel Steel Company takes great pride in being an authorized stockist for:
- Graphite India-Powmex steel division Ltd
- Hitachi Metal ltd –Japan
- Kind & Co Edelstahlwerk-Germany
- Saarstahl exports -Germany
- Posco speciality steel-Korea
- Vitkovice Hammering - Czech Republic

Under the parent name Goel Steel, the company owns two group companies as follows:

1. Sanjay Steel Syndicate (Vacuum Heat Treatment and Machine Shop)
2. Kind Special Steels (INDIA) Pvt Ltd

Goel Steel Company is the proud owner of India's Largest Horizontal bandsaw machine. The company vows to keeping abreast with latest tool steel technology to help improve tool life and cost-effectiveness.

HRM challenges Goel Steel faced:

"HRM was never an issue, but with the burgeoning workforce, it became increasingly tiring to manage payroll via a locally customised software. As we have multiple work shifts, it was challenging to manage and track attendance and leaves manually. The number of hours our admin team used to put in went terribly high. This is when we decided to invest in an automated cloud based HRMS software."

– Mr. Sanjay Goel
   Director, Goel Steel Company

"Though the locally customised software backed the company's HR functions for a good number of years, the daily entries of diverse employee records required a centralised management. Streamlining attendance and time tracking was one of the critical reasons the company looked out for an HRMS software. Pocket HRMS helped Goel Steel Company simplify and streamline its HR processes."

- Mr. Jitendra Somani
   CEO,
   Sage Software Solutions Pvt. Ltd

Problems with local customised software:

HRMS was an in-house and manual process for Goel Steel Company until recent past and was took care by its finance and admin team using some locally available customised solution that posed a horde of problems as follows:

- Most of the employee data resided in excel sheets.
- High risk of data loss or breach.
- Attendance and timesheets had to be tracked via spreadsheets.
- Shift time management was a mess.
- Leave requests coming in from various geographies were handled via emails.
- HR and admin crew had to manage leave requests/approvals via emails.
- Employee data was scattered across multiple devices and systems.
- Lack of a centralised hub.
- Manual entries.
- Frequent de-duplication errors.
- Payroll redundancies.

Solution from Pocket HRMS:

Goel Steel Company needed a flexible HRMS solution to take care of its HRM functions across diverse locations. They had clear expectations from the vendor right from the beginning:

Powerful biometric integration	End-to-end payroll processing	Faster turn around for implementation

"We weighed a good number of HRMS software vendors before signing the dotted line with Pocket HRMS for their best-in-class responsiveness, faster implementation and scalable offering."

- Mr. Sanjay Goel
   Director, Goel Steel Company

Creating a Winning HR Department:

With Pocket HRMS, Goel Steel Company now has a streamlined, flexible and agile HR department.

- Cloud based application (zero hardware investment)
- Web-based leave management
- 360-Degree Statutory compliance
- HR MIS reports
- Employee self-service app
- Excel friendly import / export

Benefits of Pocket HRMS:

The HR and finance team at Goel Steel Company was used to managing its mundane HRMS functions through a locally customised software that required extensive manual efforts and spreadsheet management. But increasing workforce and growing business incurred painpoints in managing attendance, leave requests and payroll. Considering these, Goel Steel Company partnered with Pocket HRMS for a streamlined and hassle-free HRMS experience.

Challenge:

Before the implementation of Pocket HRMS, the HR and admin team at Goel Steel Company was always submerged under a pool of spreadsheets. This required putting in extensive number of hours in managing employee data. The company craved for a centralised HRMS software to curb payroll redundancies and data de-duplication often resulting due to human errors. Data accuracy was the need of the hour.
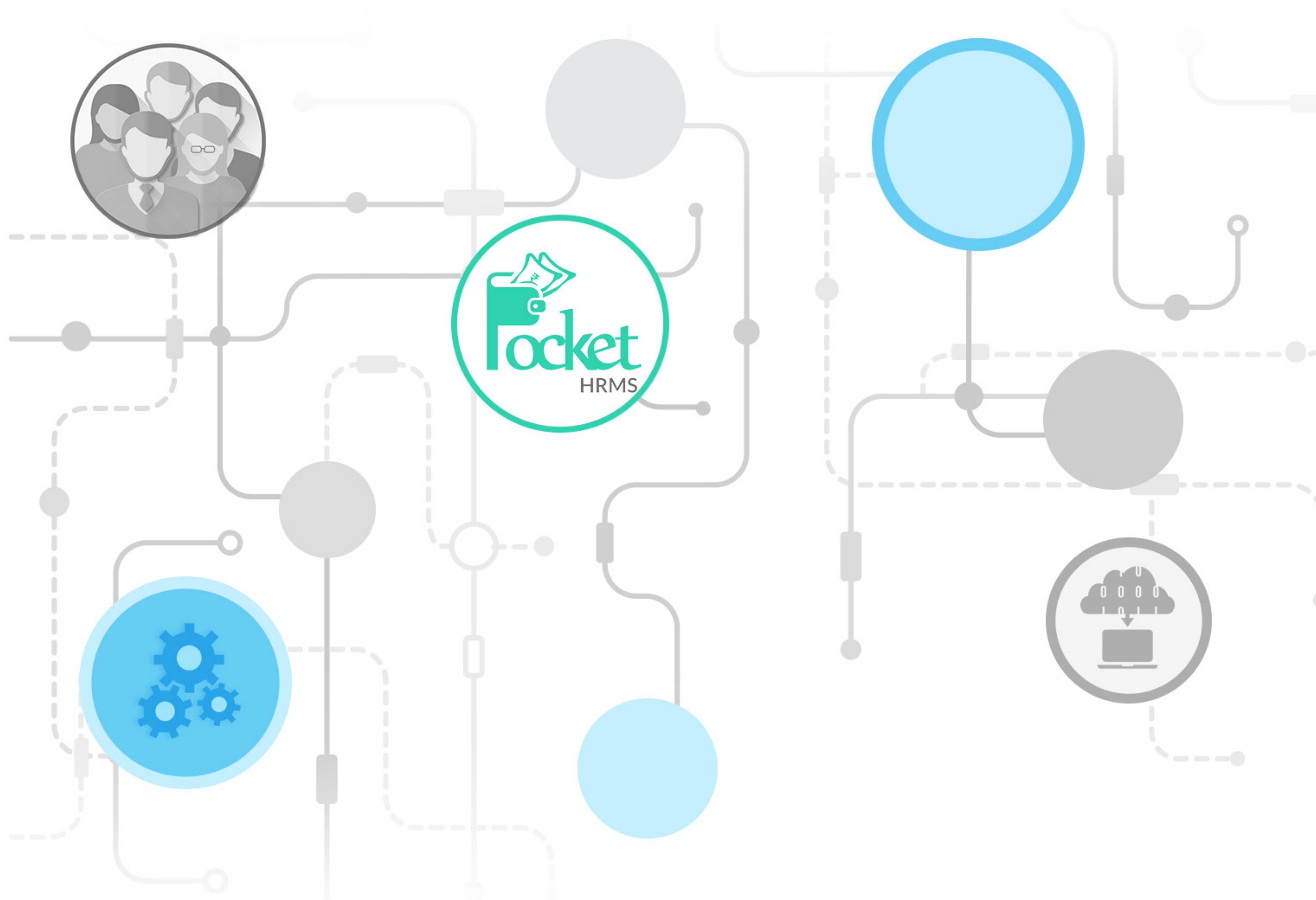
Solution:

Pocket HRMS helped Goel Steel Company simplify and streamline its key HRM functions. The solution addressed several painpoints endured by the company's HR team in managing routine HR functions. Pocket HRMS opened the doors for accurate and timely payroll computations, leave tracking and timesheet management.

Result:

Pocket HRMS is faring well for Goel Steel Company, since the company's HR team now saves around four to five days every month. Employee information is stored on cloud and is accessible 24 x 7. Leave requests are now approved and rejected on the go by managers via a user-friendly interface. Seamless biometric integration paved way for automated attendance and time tracking resulting in error-free payroll process.

Pocket HRMS is a leading cloud based HRMS Software. With end to end HR and payroll process management, Pocket HRMS provides solution to nearly all verticals and industries. With vast experience in the domain and offices in Mumbai, Delhi, Chennai and Bangalore, Pocket HRMS seeks to become the first choice for HR Software in India.

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