



Invicta eSolutions Pvt. Ltd beats
Payroll Blues with Pocket HRMS

Company overview:

About Invicta eSolutions Pvt. Ltd

Incorporated in 2015, Invicta eSolutions Pvt. Ltd is one of the fastest growing BPO service providers in the country. Backed by Mr. Juned Khan and Mr. Darshan Goradia, Directors for Invicta eSolutions, the company aims to deliver operational excellence to its patrons.

Mr. Khan and Mr. Goradia bring in 15 years of extensive industry experience to cater their patrons by providing cost-efficient and novel business process outsourcing solutions.

Started off in Goa, India, Invicta eSolutions Ltd. focused on back office operations, service and sales needs for Nature's Healthcare, a UK based company.

Having set a stable base, the company is aiming high to drive its expansion from one process to the other. Invicta eSolutions Pvt. Ltd aims to be an industry leader in BPO services across different industry verticals.

“Since our business model revolves around offering cost-effective and efficient BPO solutions, we strive hard in taking the most innovative approach when it comes to dealing with our clients’ requirements. This calls for an efficient workforce, which is the reason it became imperative for us to shun standalone employee management practices and move to a cloud based HR software. We opted to partner with Pocket HRMS for its unparalleled reputation in the payroll software industry to automate our end-to-end payroll process.”

– Mr. Juned Khan
Director,

Challenges faced with traditional payroll practices:

Payroll was never a problem unless recently when the company started outgrowing on its traditional tools and practices to process payroll for the increasing workforce. It began to outgrow on legacy tools and practices that required extended number of hours and resources. This is what triggered the need to have an automated HRMS software, paperless environment and powerful workflows.

“Though spreadsheet is an excellent tool, it has its own share of demerits when it comes to data and document management.

Invicta eSolutions faced similar issues. Implementing an in-house solution is a toiling task as well, since it would require investing in additional IT team, data centers, hardware and maintenance stuffs. We suggested Pocket HRMS to their team. Pocket HRMS is a fully cloud based and scalable HR software to simplify the payroll process for Invicta eSolutions.”

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

Challenges with spreadsheets:

Payroll was a manual and in-house affair for Invicta eSolutions Pvt. Ltd and was driven by the finance team using the staple “Spreadsheets”. Challenges faced were as follows:

- ❗ Lack of web based functionalities
- ❗ Substandard data security
- ❗ Data duplication issues
- ❗ Data entry errors leading to inaccurate payroll and tax computations
- ❗ Lack of centralized repository
- ❗ Lack of automation
- ❗ Problems with statutory compliances and report generation
- ❗ Unscalable

Why Pocket HRMS?

The company needed an all-inclusive HRMS system with clearly defined processes that could manage all the mundane payroll-processing tasks, perform value-added HR functions and empower its employees.

“We evaluated a handful of vendors before zeroing in on Pocket HRMS for their exceptional responsiveness, quick implementation turnaround and budget-friendliness.”

The solution helped to automate and simplify complex and mundane HR activities, all for a meager monthly subscription.”

– Mr. Juned Khan
Director, Invicta eSolutions Pvt. Ltd.

Business Benefits:

HR and payroll administrators were able to complete their work much efficiently in less number of hours instead of days leading to better utilization of time and resources that are now dedicated in other important activities.

There is also minimum rework since the errors and redundancies are mostly eliminated with automation. Assured data accuracy eliminating payroll inconsistencies and redundancies.

*Implementation took off on 25th October 2016
and was wrapped successfully on 11 November
2016 as assured.*

Prominent highlights of Pocket HRMS:



Cloud centric
(no investment
needed for hardware
and maintenance)



Web based leave
management with
multi-level approval



Web-based
Employee Self
Service for employee
data management



Centralized payroll
system



Statutory compliance
for Provident
Fund, Professional
Tax, ESIC, etc.



Excel based import
/export functionality
for HR MIS reports



Statutory reports
at the click
of a button

Challenge:

Prior to the deployment of Pocket HRMS, the finance team of Invicta eSolutions used spreadsheets for all those critical payroll and HRMS functions. Spreadsheets posed a great deal of threat to data security along with problems of data deduplication and errors leading to inflating operational cost. Worst, spreadsheets fail to offer a centralized data hub.

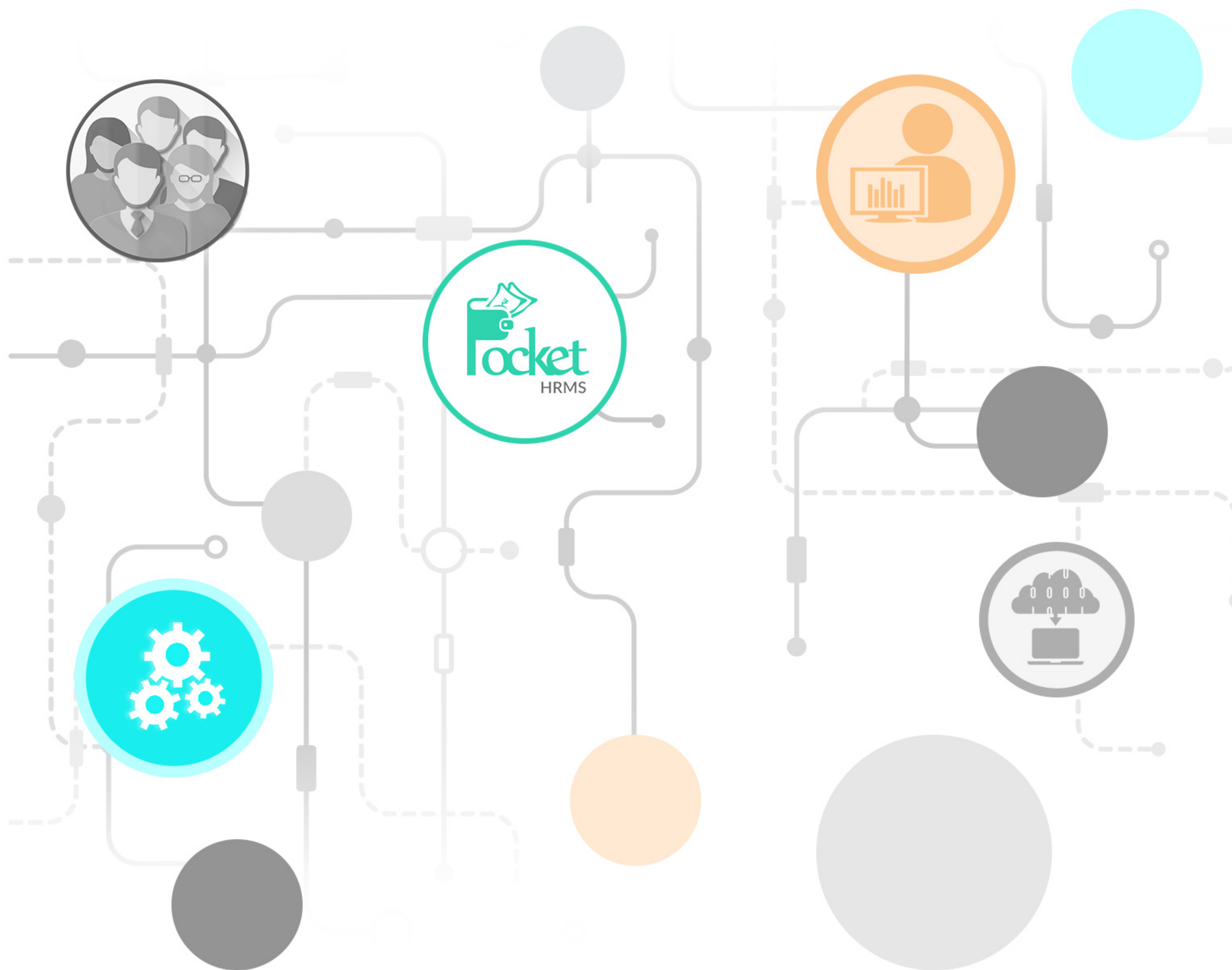
Solution:

Implementing Pocket HRMS came as a boon to the company, since it helped to streamline and simplify the entire payroll process by addressing the various painpoints encountered with legacy tools. Simple and easy to use, Pocket HRMS paved way for on-time and accurate payroll calculations, employee time tracking, data management, leave management, excellent customer support and user-friendly interface.

Result:

The overall experience has been more than satisfactory with Pocket HRMS. The solution has helped in reforming our payroll process. We save around 4 to 5 days that can be spent effectively on other core activities. Pocket HRMS's development and support team have been very responsive in handholding throughout the journey.

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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