

Lakshmi Cargo Company Ltd. Tames its HR Operations with Pocket HRMS

“Being a service-oriented business, we greatly rely on technology to empower our human capital. This calls for having a highly empowered and efficient workforce, which is why we walk hand-in-hand with technology when it comes to human resources management. Now for this, we needed a robust HRMS software to take care of our HRM functions.”

*- Mr. Nagarajan Arun Rengasamy
Director
Lakshmi Cargo Company Ltd.*

Company overview:

Lakshmi Cargo Company Ltd. (LCC) is one of India's oldest client-centered logistics company. A proud wing of the esteemed LMW Group of Companies based at Coimbatore, LCC is IATA, FIATA and ISO certified. It's prime motto is to offer unparalleled service to its patrons by keeping pace with technological advancements and continuous upliftment of its human capital through rigorous training. LCC is a one-stop hub for customs house clearing, freight forwarding, fleet management, supply chain management consultation, warehousing and distribution, speed parcel/express cargo services, door to door delivery and valued added services such as inventory management, packing solutions, octroy and sales tax management, quality assurance services, customs consultancy and lot more.

LCC maintains a strong network of reliable partners that help it to offer PAN-India logistics requirements and in handling door-to-door delivery requests. With an uncompromising commitment to deliver quality logistic solutions across the globe, LCC maintains an extensive network of global agents and partners in Europe, North America, Latin America, Middle East, Africa, Asia and CIS Countries to cater to all types of inter-continental cargo requirements.

LCC abides by its unwavering strategy of expanding its reach. However, accomplishing this vision requires commitment to offering top-notch services and by continuously upgrading technology and development of its human resources.

“Spreadsheet comes with its own share of cons when it comes to document management. LCC faced similar problems. Developing and implementing an in-house HR solution seemed a toiling thing as well, since it required investing in additional data centers, IT team, hardware and maintenance. We suggested Pocket HRMS, a cloud based HR software to simplify HRM for LCC.”

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

“Our employees (from diverse locations) had to fill in paper forms to apply for leaves that were then forwarded to our headquarters in Coimbatore for approval. This induced a lengthy and vague process, which is equally frustrating to our payroll and HR people. It also incurred inconsistencies and errors in leave and attendance calculations. It was getting too difficult to manage leave and attendance records of our employees without a web-based attendance management solution.”

*- Mr. Nagarajan Arun Rengasamy
Director
Lakshmi Cargo Company Ltd.*

Problems with archaic HRM practices:

Human resources management started experiencing problems with LCC’s expansion, as the company began to outgrow on traditional means and tools of employee management for its burgeoning human capital. This used to eat up additional resources and hours of HR department triggering the need to have an automated HRMS solution.

Payroll was always an in-house thing for LCC executed by its accounts team in conjunction with HR department using some standalone tool such as spreadsheets. Problems faced were as follows:

1. Paper-based leave management
2. Statutory compliance issues
3. Lack of centralized HR
4. Lack of automation
5. Data entry errors
6. Duplication problems
7. Poor data security
8. Problems with MIS reports

Why LCC picked Pocket HRMS?

LCC evaluated a handful of HR software vendors before signing on the dotted line with Pocket HRMS. As the company was longing for a comprehensive HRMS software with clearly defined modules that can manage everything right from ‘hire to retire’ along with providing other value added functions.

“Pocket HRMS helped to simplify our complex and lengthy leave/attendance management process with Employee Self Service (ESS) portal along with automating payroll for our diverse workforce, all for a meager subscription price that we pay on month-by-month basis”, said Mr. Nagarajan Arun Rengasamy.

Salient features of Pocket HRMS:

- Paperless leave management through ESS*
- Automated payroll processing*
- Automated time tracking*
- Automated time tracking*
- SaaS plans (scalable)*
- Centralized payroll system*
- User-defined MIS reports*
- Full statutory compliance*

Benefits Aailed:

After the implementation of Pocket HRMS, LCC was able to curb its cost of leave management whilst enabling managers to focus more on other core business processes. On the other hand, ESS empowers employees to apply for leaves and check leave balance thus, saving time of HR. Managers too can check employee availability thus, enabling better resource allocation. Lastly yet importantly, the payroll department gets

Challenge:

Automation of leave and attendance management helps to generate MIS reports at the click of a button. The HR no longer has to navigate its way through heaps of spreadsheets and emails to track employee leave data. This often posed data security risks along with duplication errors thereby, increasing operational costs. Worst part, emails and spreadsheets failed to offer a centralized hub.

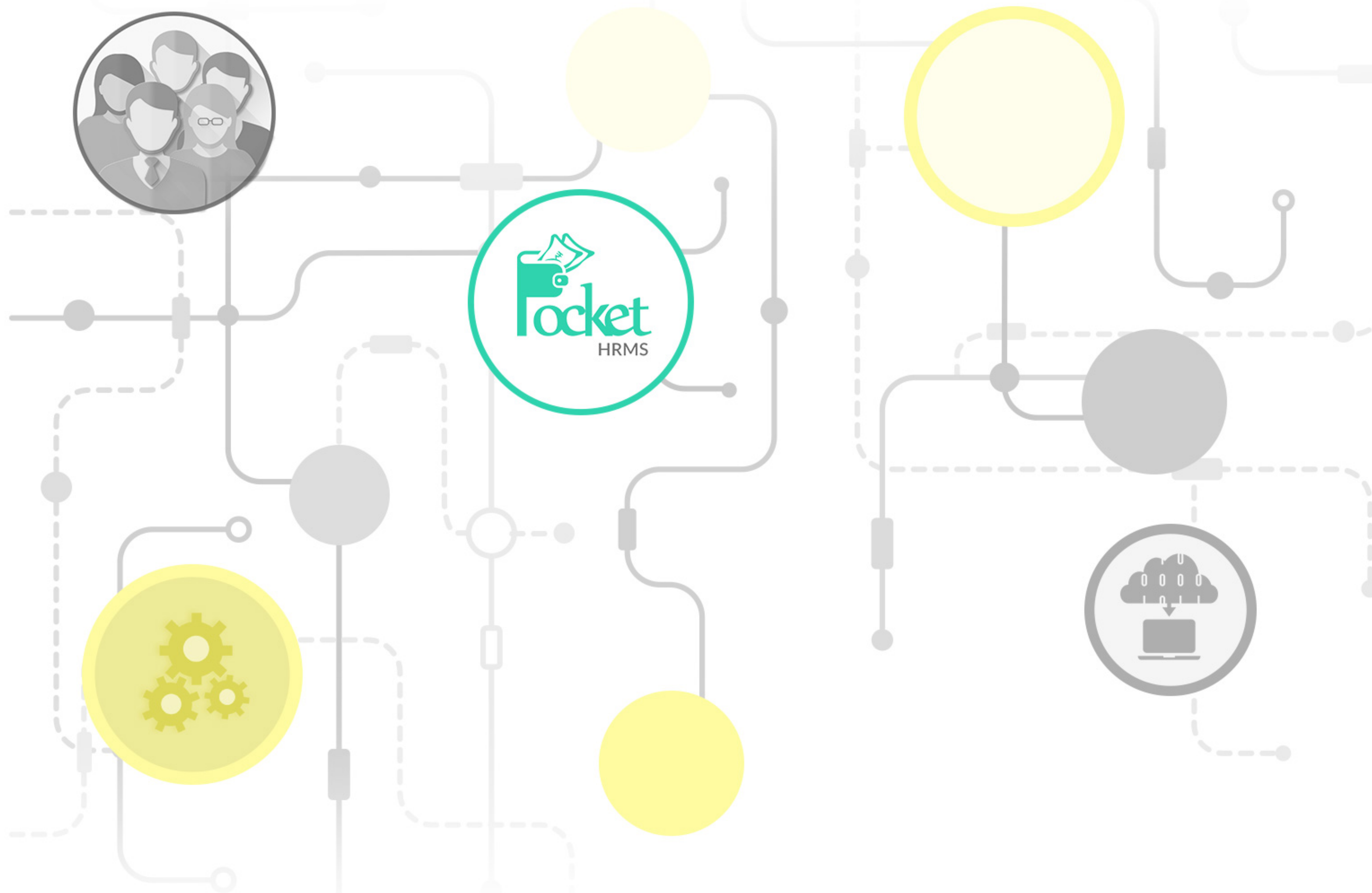
Solution:

Pocket HRMS came as a boon to LCC, since it simplified and streamlined payroll and HRM processes thus, saving time whilst helping the HR department go paperless. The user-friendly interface of Pocket HRMS paved way for seamless leave and attendance management.

Result:

The overall experience is beyond expectations. Pocket HRMS has revolutionized HRM for LCC. Such that, the company now saves around 4 to 5 days, all because of automated payroll and HR functions. Pocket HRMS’s support crew has been prompt and responsive in handholding throughout the journey.

Pocket HRMS is a leading cloud based HrRMS 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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