

Ceramed reinvents it's HR operations with Pocket HRMS



“Ceramed caters to a niche domain, which means that all processes, requirements and resources need to be focused and niche-based as well. While everything has been taken care of, we required a good HR solution to take care of our human capital management needs.”

– Mr. Jayan KC, the accounts manager of Ceramed Engineers Limited.

About Ceramed:

Ceramed Engineers Limited offers a comprehensive range of solutions in the Metal Surface Finishing and Super Finishing domain. The offering spans across surface solutions for a wide range of verticals that range from medical equipment to the aerospace industry. Ceramed specializes in the design and customization of equipment and solutions for achieving polished surfaces catered as per industry specifics.

With state-of-the-art finishing equipment for descaling, deburring, polishing and super polishing, Ceramed excels in transforming surfaces of any dimension and specification. With decades of experience and expertise in the said domain, Ceramed has been successful in establishing its credence in the industry. Known for its creative value and integrity, Ceramed is a preferred solution provider for a good number of its clientele. Ceramed strives in continuous research and development for their products and techniques, which in turn enables them to provide their customers with innovative and tailor-made solutions.

Maintaining high standards of quality and time sensitiveness has been a cornerstone of success for Ceramed thereby winning the trust of customers.

Before roping in Pocket HRMS, Ceramed relied on spreadsheets to maintain their payroll, leaves, attendance and other routine HR tasks. However, Ceramed soon realized that it was risky to maintain data in spreadsheets due to their widespread presence, which is when the management started looking for an apt HR solution.

Challenges :

“With frequently changing employment policies and statutory compliance in Provident Fund (PF), Income Tax and ESI, it became difficult for our HR team to work using spreadsheets, which is where we realized we were outgrowing on spreadsheets for HR. The formulae got bigger and complex and Payroll became a nightmare for our HR crew. We now needed a solution that could address these pain-points. That was when we started looking out for a software which also marked the start of our journey of evaluating a handful of vendors before zeroing in on Pocket HRMS.”

Major problems

Ceramed faced were:

- Poor data security
- Lack of web/mobile based system
- Lack of self service portal
- Duplication issues
- Data entry errors
- Incorrect payroll calculations
- Lack of automation
- Lack of a centralized HR database
- Unscalable
- Problems with statutory compliance
- Difficulty generating MIS reports

Why Pocket HRMS?

“Pocket HRMS turned out to be a great helping hand in meeting all our HR requirements. Scalability and budget-friendly SaaS pricing and a local presence were some of the key factors that made us pick Pocket HRMS from the several options available. Having a local support helped us greatly in faster implementation and training for the system.”

The major requirements of Ceramed were:

- Cloud based solution
- SaaS based subscription
- Zero hardware and maintenance
- Automated leave management
- Employee Self Service app
- Centralized payroll system
- Statutory compliance for PF, PT, ESIC, etc.
- HR analytics and MIS reports at the click of a button

Results:

As of today, 50+ employees are using Pocket HRMS at Ceramed on daily basis. The modular offering from Pocket HRMS makes it budget-friendly and scalable. Ceramed is excited to see how this goes from here.

Pocket HRMS is helping Ceramed’s HR department save 4-5 days a month with regard to day-to-day admin and mundane hores. Employee data is up in the cloud, accessible 24 x 7. Managers can approve/reject leaves on the go from their mobile devices. Biometric attendance tracking is no more a nightmare, since it is fully automated now with Pocket HRMS.

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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