



# Walnut Advertising decoded HR productivity with Pocket HRMS

## Need for Solution by the company

Payroll Management was the biggest headache for Walnut Advertising. Since they have various groups of employees with different payroll structures, processing their payroll manually on spreadsheets was a challenge.

Along with maintaining data integrity, statutory compliance was also another major hurdle that the HR and accounting team had to tackle. All of these factors finally culminated in them deciding to opt for an automated cloud-based HRMS platform.

## Did the company use any previous software?

They were using spreadsheets and manual calculations to keep track of payroll records.

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*“To be honest, it was a bit overwhelming at first to opt for an HRMS provider due to the myriad ocean of options and modules available. However, the Pocket HRMS team was very cooperative and patient and grasped our payroll requirements well. They even made some healthy suggestions such as incorporating their ESS portal into the software to ensure that our employees remain highly engaged, just like our audience!” for an automated cloud-based HRMS platform.*

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*- Dr. S M Tahur, CEO of Walnut Advertising Pvt. Ltd.*

## Challenges in the old software

The major hurdles were handling and managing the spreadsheets manually for a huge number of employees. With the steady growth of the company, it was soon going to be difficult to perform all the tasks manually while also ensuring accuracy. Since the government norms change with time, incorporating any updates and processing the payroll based on the updated norms would eventually become time-consuming.

Hence, the major requirements were:

- Automatic leave tracking
- Automated process payroll
- Employee self-service options
- Centralized employee database
- Secure database to maintain integrity
- Automated statutory compliance options

## How has Pocket HRMS made a difference?

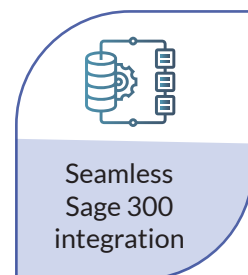
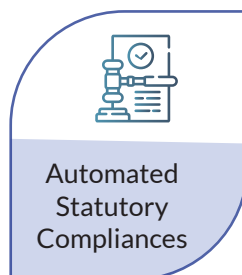
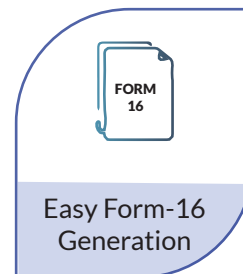
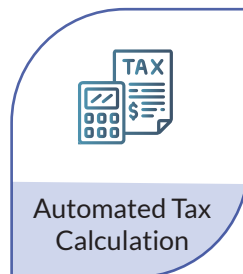
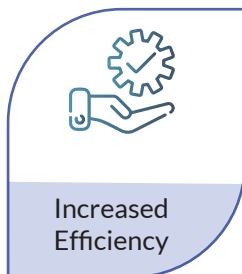
Pocket HRMS' influence on their HR department's efficiency and modernization has been multi-fold. While making the process of payroll processing easier, it has also helped resolve their statutory compliance headaches as well as helped them with a centralized employee database.

Pocket HRMS made their payroll processing easy for different categories of employees as well as ensured that generation of Form 16 was a trouble-free process. They can download statutory reports with just one click and hence, calculating income tax and other taxes along with proof entry becomes effortless.

Along with the help of a centralized hub for managing employee data, Pocket HRMS provides a self-service portal to all the employees from where they can update their profile information as well as download their payslips, request leaves and much more.

Since we have integrated Pocket HRMS with Sage 300 ERP, they can seamlessly upload the Salary JV into the ERP after processing the payroll from our HRMS. It saves a lot of time and provides greater efficiency in their daily HR activities.

To summarize, Pocket HRMS helped with:



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