



CASE STUDY

Streamlining Payroll and Statutory
Compliance for Basaveshwara
Educational Institute

INTRODUCTION



Basaveshwara Educational Institute, headquartered in Bengaluru, is a prominent educational institution with multiple branches across the city. With a substantial workforce of over 10,000 employees distributed across these branches, they faced several challenges in managing payroll and statutory compliance efficiently. This case study highlights the problems faced by the institute and the innovative solution implemented to address these challenges

PROBLEM STATEMENT

Basaveshwara Educational Institute encountered several key issues in their payroll and statutory compliance processes

PROBLEM STATEMENT

DECENTRALIZED PAYROLL PROCESSING

Payroll processing was conducted separately at each branch, leading to inefficiencies and a lack of centralized control

CENTRALIZED STATUTORY FILING

While payroll processing was decentralized, statutory filing needed to be centralized, adding complexity to compliance management

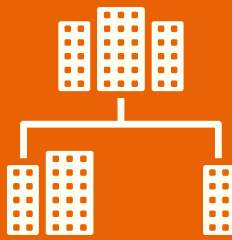
CUSTOMIZED CTC CALCULATION

Each employee had the option to customize their Cost-to-Company (CTC) components, making payroll calculations intricate

SOLUTION IMPLEMENTED

The institute sought a comprehensive solution to overcome these challenges.

They partnered with Saral PayPack, a payroll software solution, and collaborated with a dedicated team to implement the following solutions



BRANCH-SPECIFIC PAYROLL PROCESSING

Saral PayPack enabled the creation of separate branches for payroll processing. This allowed each branch to manage its payroll independently



CENTRALIZED STATUTORY DASHBOARD

A customized dashboard was developed to centralize statutory information. The head office could now access and file statutory returns for individual branches or collectively for all branches through this centralized platform

SOLUTION IMPLEMENTED



SCALABLE DATABASE

Saral PayPack's underlying MSSql database provided the scalability required to handle a large volume of employee data effectively



CUSTOMIZED CTC STRUCTURE

The software incorporated a feature to define CTC-based salary structures. The implementation team tailored this feature to meet the institute's specific requirements

IMPACT AND BENEFITS

The implementation of these solutions had a significant impact on Basaveshwara Educational Institute



STREAMLINED PAYROLL MANAGEMENT

The institute gained the ability to manage payroll at both the branch and central levels, leading to improved efficiency and control



EFFORTLESS STATUTORY COMPLIANCE

The centralized dashboard simplified statutory compliance management, reducing errors and ensuring timely submissions



CUSTOMIZABLE CTC

Employees were empowered to personalize their CTC components, enhancing job satisfaction and retention



SCALABILITY

With the robust MSSql database, the institute was well-prepared to manage payroll and statutory requirements for its 10,000+ employees without performance issues

In conclusion, Basaveshwara Educational Institute successfully addressed its payroll and statutory compliance challenges by partnering with Saral PayPack and implementing tailored solutions. This case study serves as an example of how innovative software solutions can help educational institutions efficiently manage their HR and compliance functions, even at a large scale

THANK YOU

