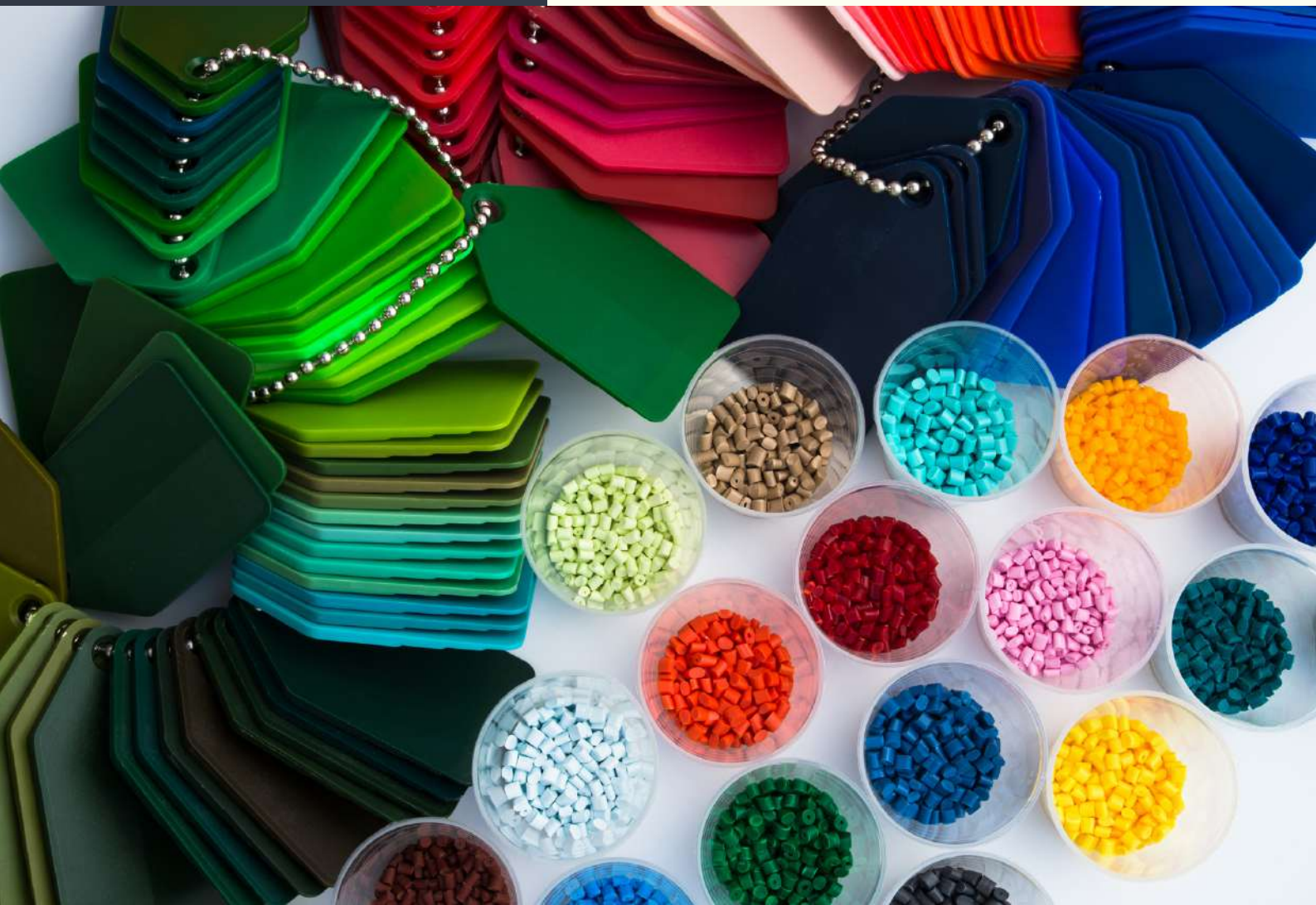


CASE STUDY

Streamlining Payroll and Employee Management at Mysore Polymers





INTRODUCTION

Mysore Polymers, a prominent manufacturing company based in Bengaluru, faced significant challenges related to employee management and payroll calculation. The primary issues revolved around the shifting nature of employees' grade, position, and work, as well as the complexities of production, piece-rate, and incentive-based salary calculation. In addition, there was a need for a seamless integration of attendance bonuses into the salary structure. To address these challenges, Mysore Polymers sought a solution that would streamline these processes and offer greater flexibility in managing employee grades and incentives



CHALLENGES

DYNAMIC WORKFORCE

Mysore Polymers had a dynamic workforce with frequent changes in employee grades, positions, and job roles. This made it challenging to maintain accurate records and salary calculations

COMPLEX SALARY CALCULATIONS

The company's salary structure was intricate, with components such as production-based pay, piece-rate calculation, and incentive-based earnings. Keeping track of these calculations became increasingly challenging as the company grew



CHALLENGES

GRADE-WISE INCREMENTS

Employees expected grade-based increments, which further complicated the payroll process

ATTENDANCE BONUS

Mysore Polymers offered attendance bonuses to motivate employees but integrating these bonuses into the salary structure was a complex task

SOLUTION



To address these challenges, Mysore Polymers implemented a comprehensive solution

MANUFACTURING MODULE

The company introduced a dedicated manufacturing module that encompassed production, piece-rate calculations, and incentive-based salary calculations. This module not only streamlined these processes but also provided the flexibility to accommodate changes in employee grades, positions, and work roles

SOLUTION



GRADE-BASED AUTO INCREMENT

To address the issue of grade-wise increments, Mysore Polymers leveraged the system's "auto increment by grade" feature. This allowed the company to efficiently provide bulk increments to employees based on their respective grades

INCENTIVE MANAGEMENT

The company defined an incentive structure based on attendance data. This incentive was not only integrated into the salary calculation but also allowed for manual adjustments, giving Mysore Polymers the flexibility to motivate and reward employees based on performance

BENEFITS

The implementation of the Saral PayPack system brought about several key benefits for Mysore Polymers

Centralized System

Mysore Polymers now had a centralized system that efficiently managed attendance, incentive, bonus, and salary calculations. Regardless of the frequent changes in employees' positions, the system provided consistency and accuracy

Grade-based Increments

The introduction of the "auto increment by grade" feature simplified grade-based salary increments, ensuring employees were compensated fairly based on their qualifications and roles

Streamlined Processes

The manufacturing module streamlined complex payroll calculations, making it easier to manage the production, piece-rate calculations, and incentives, resulting in fewer errors and greater operational efficiency

Flexible Incentive Management

With a defined incentive structure that could be both automated and manually adjusted, Mysore Polymers had a versatile tool for motivating and rewarding its workforce

In conclusion, the implementation of Saral PayPack's manufacturing module provided Mysore Polymers with an effective solution to the challenges associated with employee management and payroll calculations.

The company now enjoys greater operational efficiency, improved accuracy in salary calculations, and a more motivated workforce.

This case study illustrates the significant positive impact that streamlined payroll and employee management processes can have on a manufacturing business like Mysore Polymers

THANK YOU