



Integrated HR Solution For Global Brand In India

HOW A RAPIDLY GROWING FAST FOOD CHAIN IN INDIA TACKLES PAYROLL & HRMS FOR AN EVER-CHANGING EMPLOYEE BASE

THE MISSION

Fast food has gained a significant following in India. With the segment growing at a rate of 18% CAGR, it has also led to the rise of 'fast employment'. Due to varying pay structures, geographic distances, and high attrition rates, one of the biggest pain points that chain brands face is managing HR and Payroll processes.

Our mission? To provide focussed, flexible and effective payroll management that seamlessly delivers accurate and timely results. From onboarding, gathering time & attendance inputs, and offering ESS through a mobile-based app, to handling exceptions and managing F&F settlements, our objective was to create an excellent employee experience while simplifying HR.

THE NUMBERS

OPERATIONAL FACTORS:



Total no. of employees: **9000**



No. of part-time & delivery employees: **5000**



No. of locations: **5 states & 1 Union Territory**



No. of outlets: **320**

PAYROLL PROCESSING:

Time Sheet data received every 2 hours

- 5 authorizations for workflows
- 600 employees on-boarded per month
- 400 employees exiting per month
- 2000 employee transfers per month
- 40% of employees use mobile-based app
- 700 employees use ESS for leave application



THE SOLUTIONS

Allsec provides end-to-end, managed HR solutions for businesses, by leveraging tech and compliance expertise for seamless and hassle-free payroll results.



Digitizing T&A inputs from biometric systems



Payroll processing for permanent, contract, and contingent staff



Payroll exception handling



Data uploads during onboarding



Deep-dive reporting



THE OUTCOME

In order to achieve the high targets in a short period of time, we employed our tried & tested SmartPay platform capable of delivering SLA consistency across the workforce. Our unified system handled permanent, contract, and contingent staff with different payroll calculation basis and rates. We also adjusted payroll for time sheet shortages according to custom parameters, like the location – store – worker combination, for instance.

Allsec Technologies (NSE:ALLSEC) is a part of Conneqt Business Solutions, a subsidiary of Qness Corp, headquartered in Bengaluru and severing 1900+ clients worldwide. With over 300,00 employees across India, North America, South America, South East Asia and the Middle East, Qness is a step-down subsidiary of the multibillion-dollar Canadian enterprise, Fairfax Financial Holdings Group.

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