Payroll & Compliance Automation

A Leading logistics and supply chain company
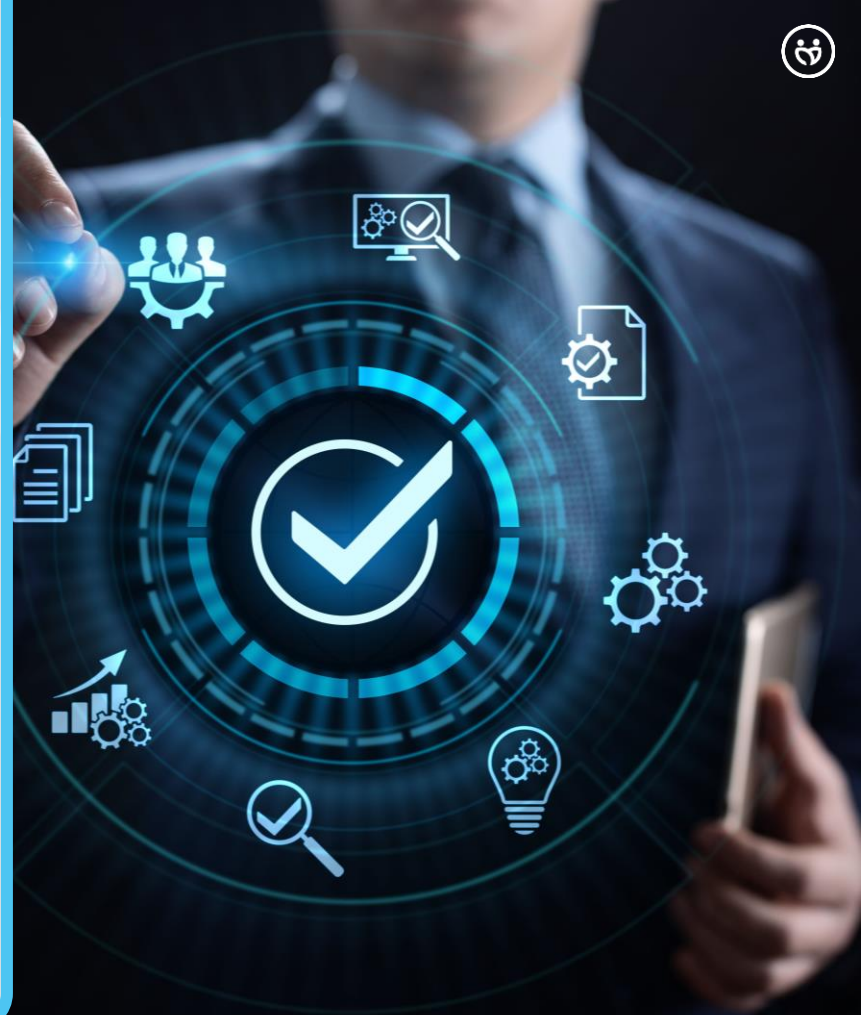
Highlight of Engagement

₹9.2 Lakhs

Saved Annually

by eliminating ghost hours and leakages

👤 **Client:** Field Ops Company with Hybrid & Remote Staff (Pan-India)

🎯 **Scope:** 300+ Employees | On-ground, Work-from-home & Hub-based Roles

🖥️ **Model:** Exela CEE Platform – Centralized Payroll, Compliance & Visibility

Detailed: Payroll & Compliance Automation for a Distributed Workforce

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Challenges

Teams spread across metros, tier-2 cities & remote villages
Payroll was managed via multiple Excel sheets across regions

Revenue leakage due to inflated or unverifiable hours

Poor compliance visibility

Inaccurate overtime, no real-time visibility into attendance

Leadership had **zero analytics** to understand performance or behavior

Quantified Outcomes

Metric	Before Exela	With Exela CEE
Payroll Errors	6–8%	<1.2%
Compliance Breaches	4/month avg	0 in 6 months
Revenue Leakage (Ghost Hours)	₹5–7L/yr	Eliminated
Manual Payroll Processing Time	4 days	Same Day
Attendance Integrity	~78% verifiable	>98% Geo-validated

Our Solution: Exela's CEE Platform

➜ **Geo-tagged Attendance** - Mobile-based time tracking with location logs
➜ **Task-Based Billing** - Time-on-location mapped to earnings per employee
➜ **Approval Workflows** - Real-time exceptions escalated to Command Center
➜ **Automated Compliance** – Monthly statutory filings, dashboards & alerts
➜ **HR Analytics Suite** - Predictive trends in absenteeism, overtime, attrition risk
➜ **Notifications Engine** - Escalations for no-shows, anomalies, & behavioral red flags

Impact

₹9.2L
Annual Cost Savings

100%
Audit Trail

Behavioral Analytics
for Proactive Coaching & Policy Improvements

Improved
Transparency & Trust Across Workforce Layers

One-click
Reports for Leadership & HRBPs