

# Reducing HR Benefits administration costs




*A mid-sized manufacturing company*

## Highlight of Engagement

# 12%

## Reduction in Monthly HR Operations Cost

(₹1.5 Lakhs Saved via Consolidated Benefits & Ops Management)

-  **Client:** 150-Employee Manufacturing Company (Tier-2 Location)
-  **Scope:** 150 Employees | Factory Floor + Back Office Staff
-  **Model:** Benefits Administration + Payroll + Compliance + Support





# X Detailed: Reducing Benefits administration costs

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## Challenges



Fragmented HR Operations  
(separate vendors for insurance,  
payroll, benefits)



High cost per employee for statutory  
benefits (ESIC, PF, Insurance, LWF, etc.)



Manual processing with Excel-  
based records, leading to delays &  
errors



No real-time visibility into benefit  
utilization or cost tracking

**Objective:** Digitize benefits administration, unify HR operations under one partner, and reduce recurring monthly costs through scale and automation.

## Cost Comparison Snapshot (Monthly)

Category	Client In-house	Exela Model
Benefits Admin (PF, ESIC, Insurance)	₹3.0L	₹2.6L
Recruitment Ops	₹1.0L	₹0.6L
Payroll Processing	₹0.5L	₹0.2L
HR Support & Ticketing	₹0.3L	₹0.1L
Tools & Infra	₹0.7L	₹0.1L
<b>Total Monthly Cost</b>	<b>₹5.5L</b>	<b>₹4.0L</b>
<b>Monthly Savings</b>		<b>₹1.5L (12%)</b>

## Our Solution

- **Unified Benefits Admin** – Automated enrollment, tracking & claim management (PF, ESIC, Insurance)
- **Integrated Payroll & Attendance** – Mobile-based tracking, geotagged check-ins
- **Support Automation** – Self-service bots, multilingual HR helpdesk
- **Recruitment Optimization** – Pooled hiring with existing resources, reducing cost per hire
- **Compliance Automation** – Seamless monthly filings, audit readiness

## Impact

**₹18 Lakhs/Year**

Saved in HR Ops

**98.7%**

Payroll Accuracy | <24 Hrs Processing TAT

**100%**

Statutory Compliance with  
Digital Trail

**Reduced Attrition**

Linked to Improved Benefits Clarity