

HR Transformation par excellence at Metrochem

End-to-end HR digital
transformation



 **Industry: Pharmaceutical**

 **Employees: 2300+**

 **Business Units: 6**

Background

Metrochem API is one of the fastest-growing manufacturers of Active Pharmaceutical Ingredients (APIs), pellets and intermediates in Multi Therapeutic segments.

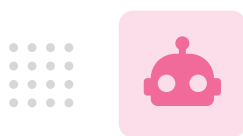
The leadership wanted to craft a great employee experience for its blue collared and white collared employees.

The Search for best-fit HRMS

Rajesh, Vice President - HR, immediately initiated a search for the best-fit HRMS. With a lot of providers in the market, he and his team had to conduct several rounds of evaluation to find the solution that would suit them best.



Metrochem wanted an HRMS that was:



Automation-driven



People-friendly

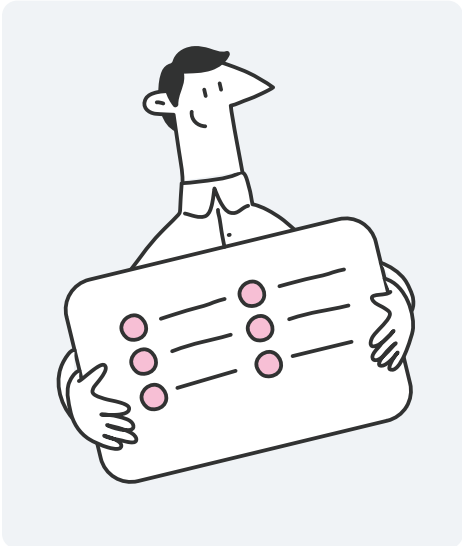


Easy-to-use



The requirements checklist

- 1 An employee-friendly user interface
- 2 Detailed reports to help the management in decision making
- 3 Easy setup of OT policies with multiple rules
- 4 Centralization of employee data
- 5 Error-free payroll processing
- 6 Completely paper-less process
- 7 Simplified scheduling and multiple-shift management



After thorough evaluations, they finalized Keka as it fulfilled all the above criteria and had high-adoption capabilities. Keka also fulfilled all the requirements asked by Metrochem and empowered the management with comprehensive people analytics.

Keka delivers!



73%

improvement in payroll processing time



9.2/10

rating in ease of payroll processing



99%

accuracy in capturing attendance



37 Hours

were saved in shift management



69%

increase in employee satisfaction



“Whether it’s Performance Management, Shift Scheduling, Expense Management, just name anything and **we are getting it all on the Keka platform**”

- Dr. N V Rao
Chairman and MD

