

ramco


**A CASE OF HOW
AI/ML ENGINE IN PAYROLL
helps in driving
Accuracy and
Better Turn around**




This case is about a global consulting company providing solutions in strategy, consulting, technology and operations, across 40+ industries. With 4,50,000+ people serving clients in over 120 countries, it drives innovation to improve the way the world works and lives.

Perhaps it is this shared vision of leveraging innovation that led the consulting company to partner with Ramco Systems to manage its payroll that's massive in its scale and complex in its permutations. Ramco enables them process high volumes of employee data and payroll for 75,000+ employees in the Philippines.





As the largest and most diversified IT & BPO players in the Philippines, the consulting company had the following payroll related tasks to accomplish:



PAY 75,000+
EMPLOYEES EVERY 15 DAYS



HANDLE 900+
PAY COMPONENTS, WHICH INCLUDED
80+ TYPES OF OVERTIME



DEAL WITH 100K+
RECURRING PAY COMPONENTS, 200K+ NON-RECURRING
PAY COMPONENTS AND 200K+ OVERTIME-BASED INPUTS



AND ALL THIS HAD TO BE DONE WITH JUST A
5-7 DAY
CUT TO PAYMENTS

Prior to Ramco

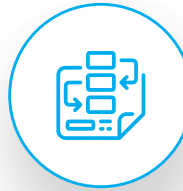
Manually managed operations depended on random checking for a sample set to validate their process and found that discrepancies could creep into several areas such:



50+ reports for both pre and post payroll processing was being done manually



Incomplete OT computation



Manual exit payroll process



Incorrect input amount (meal allowance, compensable allowance, maternity pay etc.)



Missing inputs (quarterly bonus due but not advised)

Imagine processing payroll for 75000+ employees, with 900+ pay components! That's nearly 12 million pay components



Thus, faced
following
challenges



CUMBERSOME

Huge volumes of data to be frequently verified to process payroll for 75,000+ employees

TIME-CONSUMING

Bi-monthly payroll with 900+ pay components, receiving around 2.4 million interface records, with arrear processing for 14 cycles

UNWIELDY AND COMPLEX

Multiple iterations of checking and cross-checking due to absence of an automated system

LACK OF INTEGRATED SYSTEMS

Data for many payroll permutations (bi-monthly, 900+ pay components, etc.) sourced from multiple systems- need was felt for better integrated ecosystem



After Ramco

Ramco Systems implemented Digitally Managed Payroll Services powered by Ramco's Global Payroll platform in the Global Consulting firm, helping them achieve efficient payroll processing and reporting.

Key Business benefits



Accurate

Ramco's Artificial Intelligence infused Global Payroll solution detects payroll anomalies, processing high volumes of employee data and payroll for 60,000+ employees with over 99% accuracy



Timely

Automated payroll reduces efforts significantly- payroll processing time slash to less than half. Now down to 5 days, from 12 days



Simple & Easy

Ramco Global Payroll streamlines and automates payroll processes- making the seemingly complex task look easy



Well-integrated

Integrated with legacy applications, Ramco's Global Payroll solution covers over 900+ pay components and extends the ability of the solution to develop 100+ custom reports covering Payroll Controls, SOX Compliance, Statutory and much more



Data security and discreetness

Given the sensitivity of payroll data and the need to protect the salary of employees across various pay bands, Ramco helped process payroll in separate processes for separate bands

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<http://www.ramco.com/products/payroll>