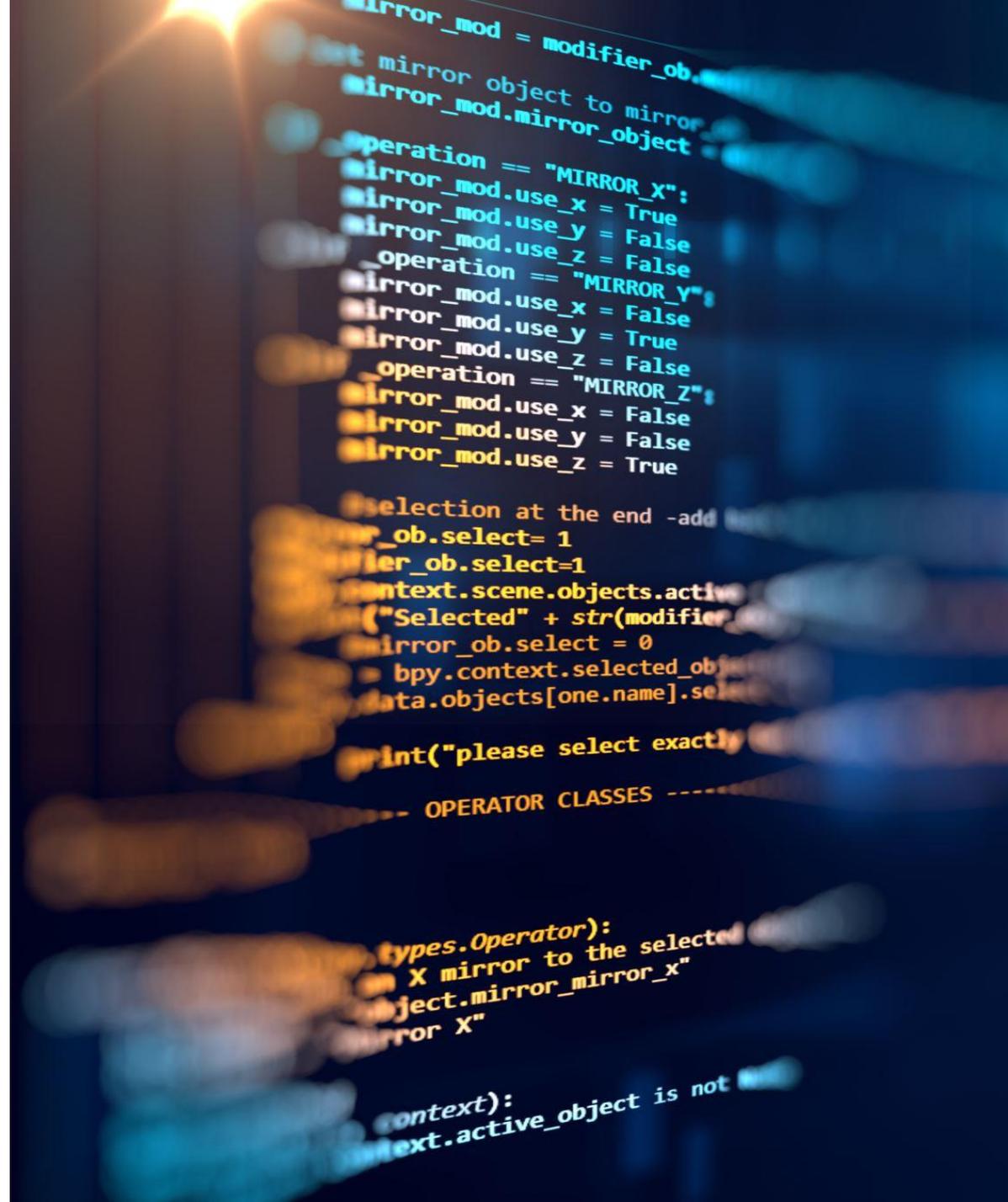


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# COMPREHENSIVE SOLUTION FOR A SOFTWARE COMPANY

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# NEEDS OF THE BUSINESS



A HR solution to handle payroll and employee management.



Customization of time tracking and invoicing tool



Conversion of time sheet into an invoice in the books of accounts which required integration between the HR tool and the accounting software.



Migrate the payroll from an excel sheet and into the payroll software.



Migrate accounting data from a desktop software into a cloud based one.



Our team to handle all the accounting, payroll and compliance functions.

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# CHALLENGES WE FACED

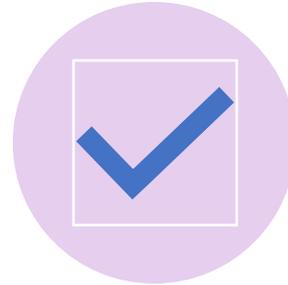
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# SALARY STRUCTURE



The company had a unique salary structure, the template for which was not readily available in the payroll software.

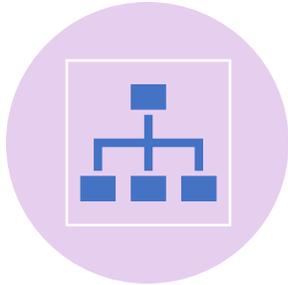


Accommodating such a structure would require significant back work in the payroll software

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# MAPPING EXISTING PROJECTS



Mapping existing projects in the company to employees working on them.



The custom-built time sheet had inconsistencies in mapping projects to employees. Our team had to get the exact mapping before we could migrate

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# CUSTOMIZING THE EMPLOYEE MANAGEMENT SOFTWARE

- The company wanted specific fields to be customized in the employee management tool. This again required significant work at the back end

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# INTEGRATION WITH ACCOUNTING SOFTWARE

- We were dealing with three different tools and all the three had to integrate with each other. Further, the integrations had to work seamlessly even after customization

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**SOLUTIONS WE CAME UP  
WITH**

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# IDENTIFYING THE RIGHT SOFTWARE

- Our team opted for the combination of Zoho People+ Zoho Payroll+ Zoho Books as the best fit for this requirement.
- All the three were cloud based and provided full integrations with each other. Plus, these had features which was customizable also had freely usable API's to integrate with third party tools as well



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# MIGRATE EMPLOYEE DATA

- Zoho People was the tool that we picked to handle:
  - Time sheets
  - Employees leave data.
  - Have all employee related policies.
  - Attendance
  - Map employees to projects



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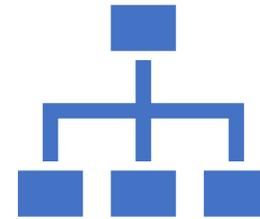
# MIGRATE PAYROLL DATA



Zoho Payroll was our preferred choice of payroll software. It offered full integration with Zoho People.



Employee master data would flow in from Zoho People and our team had to define the salary structure in Zoho Payroll.



This was not easy as the company had a unique salary structure and our team had to work with the Zoho Team to customize salary structure

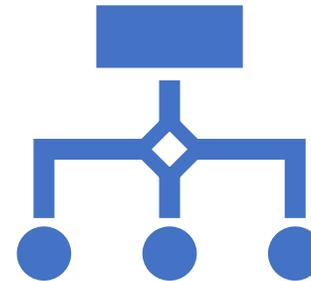
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# INTEGRATE WITH BOOKS OF ACCOUNTS



Our team chose Zoho Books as the accounting software to integrate with Zoho People and Zoho payroll.



The integration enabled our team to do all the accounting, run payroll, add/terminate employees and manage compliances

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**RESULTS WE ACHIEVED**

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# RESULTS

- Migrated the accounting data into Zoho Books thereby enabling the owners to have all financial data on their mobile phone.
  - Set up time tracking, employee details in Zoho People with client requested customization.
  - Migrated from excel payroll to Zoho Payroll enabling one click payroll generation.
  - Achieved full integration between tools giving a comprehensive solution covering accounting, HR and Payroll.
  - Managed the accounting and compliance function to the satisfaction of the customer daily
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