



Client Case Study : Transforming HR Management for Matrix HR

I. About the Client

Matrix HR Technologies is a leading HR solutions provider with over 14 years of expertise. They offer a comprehensive range of services designed to help businesses enhance their workforce capabilities, and streamline payroll processes and compliance. They are Operating across India, the Middle East, and Malaysia for more than 10,000 employee payroll management for their various clients. Their mission is to help organizations attract top talent, build robust teams, and maintain HR operational efficiency in a rapidly changing business landscape.

Their Services Include:

1. Talent Acquisition & Leadership Recruitment
2. Payroll Outsourcing Services
3. Statutory Compliance
4. Recruitment Process Outsourcing (RPO)
5. Training & Development

II. Challenges Faced

Before implementing ASCHRMS, Matrix HR Technologies faced several challenges in their HR operations for their various client's employees:

- Inefficient manual processes for payroll, leave and attendance management for their client's employees.
- Frequent payroll discrepancies, leading to dissatisfaction among employees.
- Difficulty in tracking compliance with diverse labour laws across multiple regions.
- Time-consuming employee data management including onboarding processes across their clients.
- Managing overtime work calculation, Claim and Reimbursement for their client's employees.
- Difficulty in Income tax and IT declaration process for their client's employees.

These challenges affected their operational efficiency and ability to focus on strategic initiatives.

III. Why ASCHRMS?

Matrix HR Technologies selected ASCHRMS due to its:

- Comprehensive and customizable HRMS features tailored to multi-regional needs.
- Scalability to support their expanding client base and internal workforce.
- Cost-efficiency compared to alternative solutions.
- Positive reviews and dedicated customer support.

IV. Implementation Process

The ASCHRMS team collaborated closely with Matrix HR Technologies to ensure a smooth transition:

- **Timeline:** The implementation process was completed within 15 days of time for their different client's payroll structure.
- **Data Migration:** Existing employee data and compliance records were securely transferred to ASCHRMS.
- **Customization:** Features were customized to match their HR policies and regional compliance requirements.
- **Training:** Comprehensive training sessions were conducted for the HR team to maximize system utilization.

V. Solution Provided

ASCHRMS addressed Matrix HR Technologies' challenges with:

- **Automated Payroll Processing:** Ensuring error-free and timely payroll management.
- **Leave and Attendance Management:** Centralized tracking and approval of leave requests. We have also implemented Geofencing and Geotagging attendance marking to track employee's exact location while sign-in/sign-out.
- **Compliance Tracking:** Streamlined adherence to diverse labour laws in India.
- **Employee Self-Service Portal:** Enabling employees to access payslips, apply for leave, and update personal details easily using mobile app.

VI. Results and Impact

The implementation of ASCHRMS delivered measurable results:

- **Efficiency Gains:** Reduced payroll processing time by 50%.
- **Error Reduction:** Decreased payroll errors by 85%.
- **Employee Satisfaction:** Improved employee satisfaction scores due to accurate and timely payroll.

- **Cost Savings:** Saved approximately 10,00,000 annually in administrative costs.

★ **Client Testimonial**

“ASCHRMS has transformed the way we manage our HR operations. The automation and customization have significantly enhanced our efficiency, allowing us to focus on our core mission of delivering exceptional HR solutions to our clients.”

– **Binoy Kurian**

Vice President - Statutory Compliance & BD @ Matrix HR

VII. Future Outlook

Matrix HR Technologies continues to leverage ASCHRMS to streamline its HR operations and plans to explore additional features, such as performance management and advanced analytics. With [ASCHRMS](#), they are well-equipped to scale operations and maintain their leadership in the HR solutions industry.