



# Integrated Technology For The Business Minded

## INNOVATIVE SYSTEM INTEGRATION

With GNAT Business Solutions, we help you stay compliant with important legislative and employee matters, so you have more time to grow your business and take care of customers.



## MOBILE APPLICATION SYSTEMS

Connect with your employees on the run using our Mobile Application. Allow your employees to log in and log out of work conveniently using their Android



*Genieous Cloud  
@ your Service*

**GNAT**  
Globally Networked Administration Tool

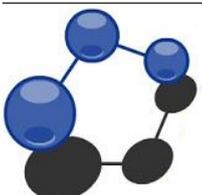
HR CONSULTING

NETWORKS

OUTSOURCING

HOSTING

CLOUD SERVICES



**BEETLES  
SOFTWARE**

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## Case Study

### Labour Contractors prefer our Cloud Services

Beetles software initiated their HR development voyage In 1998 with a company named Vacuum Plant Mfg. Co.(Mundhwa) It was DOS era.

In 1999 our first Client as Labour Contractor was BVG India Ltd., Chinchwad we had taken as a case study. That time company was very small with some 70-100 employees. BVG was supplying manpower to their client companies. And for Payroll Processing, they were using our DOS based software. That time Our Payroll software was in-house DOS based software.

Company had clients all over Maharashtra for manpower supply. They had area wise supervisors to manage client's manpower. But the problem was intimation of newly joined employee was not going to office on-time. So at month end when employee was standing at doorstep for salary they had to check with supervisor for his joining information and there was delay in salary processing. For supervisors it was very difficult to face onsite employee regarding salary processing, their PF No. allocated by BVG. Facing client company's official was even worst, because of legal compliance. Attrition rate at labour contractor is very high so maintaining such data becomes challenge. Allocating PF No. as per their joining was very difficult because getting date of joining and left date of labour employee is sometimes not that accurate. In case if that employee rejoins again then tracking him was very difficult so employee master duplication was there. So sometime single employee was getting double PF Nos. Employees used to work at different companies and locations in the same month so for single worker in same month different statutory rules was supposed to be applied. So accumulation of PF and ESI contributions from all locations was very necessary. Now BVG has grown in different states so statewise statutory rules was to be implemented. Because in same month employee works in Maharashtra and some days he works in Bangalore. Company to company rate of payments are different for a single employee that has to be managed. Profession tax, LWF rate are different at each state. In some states Profession Tax is exempted. An employee works in ESI coverage area and same month he works in non-ESI area. Rate of payments changes that should be handled in bulk quantity. DA changes after six months so DA difference, DA difference on OT and HRA has to be paid in next months, statutory dues to be calculated as those differences. All those implementations we had to study while implementing that old DOS based software.



Some earning heads and deduction heads are send by client company that has to be imported caring with all statutory dues. But in old times excel was not there so text/dbf file was used to import the client data.

Our old software was in Foxpro which was using DBF files as storage file and were stored on the local computer so if electricity goes off sometimes DBF files used to get corrupted and repairing those files was a tedious job. So backup files were used but data loss risk was there. In house systems are not real time systems but as any company becomes multilocation/multibranch working system must integrated system real time system.

Many of the client companies make pay slips to employee compulsory, and printing such huge pay slips makes burden on internal working system.

## Solution

Considering all these problems, in 2008 company decided to go for online cloud based system. Our online system is taking care of all those problems faced by DOS based system. Every supervisor is given unique username and password with which he can view statutory reports of the clients authenticated to him. So whenever he goes to any company he can show the compliance to company authorities online. Date of joining, left dates of employee he can mention from mobile app provided to him and mobile app is directly connected to payroll system. Supervisor prepare new join list in prescribed format and that is uploaded by BVG clerk and newly employees are automatically allotted the employee code and PF code No. Every employee is provided mobile app so he can view his own payslip, PF , ESI statement and if necessary print it by sending to email account.

All statutory due parameters are handled by legal experts at administration level so even layman can handle the data processing without any legal knowledge.

System is online so even if light goes off there is no data corruption problem. Complete system integration through out all branches has been achieved because of online HR cloud system.