



“PaySoft™ Payroll Package Implementation at Indigo Diamond Pvt. Ltd.”

Indigo Diamonds Pvt. Ltd. (Indigo) is a leading diamond manufacturing company in Navsari, Gujarat. It has approximately more than 500 people across its state-of-the-art and modern diamond manufacturing facilities at Navsari.

Business Challenge

In today’s world of competitive market and high compliance driven demand it is eminent for enterprises to have a comprehensive solution for employee payroll and hence need an intelligent payroll software. With Indigo’s growth in business and team size, the management realized the need of payroll software which could resolve all its simple to complex payroll needs, could be closely integrated with attendance to automate payroll processing, could be customizable as per its requirements, flexible and yet easy to use solution that could solve all Indigo’s payroll issues.

Journey of Success

With its immense accounting and consulting expertise at group level, Lemon Technologies Pvt. Ltd. (LTPL), developed payroll software solutions comprising the following unique features, to address the business challenges of Indigo.

- **Automated Employee Recruitment Process** – This module provided a smooth and natural work-flow to manage the entire recruitment process at Indigo Diamonds Pvt. Ltd., Navsari. It automated all milestones from requisition creation until joining of a candidate. It equipped users with role based access to perform tasks effortlessly thereby converting their long processes into an efficient, effective information system. Training of new employees also forms a part of this module.
- **Integration with 3rd party Attendance System** – There is a 3rd party attendance management system implemented at Indigo. This system generates a .dat file in the form of raw data. This file is then imported to PaySoft™ where processing on the raw data is done. All the necessary analytical reports like employees In/Out reports are then generated from the payroll software. Also, based on these reports the salary calculation of all the employees is done through PaySoft™.

- **Customized Payment Head & Deduction Head Creation** – This functionality is one of the unique features of PaySoft™ which gives Indigo the flexibility to create multiple salary payment structure with user defined payment heads. The salary structure can be defined in percentage or slab wise. Also, tax calculation method can be set against each pay head as desired. Various allowances can be set and calculated on the basis of formula or slab and it can also be kept constant.

Success Value Delivered

- Helped prepare detailed salary record, maintain allowances, deductions and various taxes.
- Streamlined the recruitment process by maintaining the relevant details in the system.
- Captured logs for employee shift timings by integration with 3rd party attendance hardware system.
- Greater flexibility for creation of customized payment heads and deduction heads.
- Generation of custom MIS reports based on various filters in multiple formats.

About Lemon Technologies

Lemon Technologies is an ISO 9001:2008 certified software development company pioneering in database applications, especially, cutting edge technology solutions for the Gem & Jewelry industry.

Lemon has been formed with the vision to offer innovative and creative software solutions for the beneficitation of our customers worldwide such that our solutions enable them to transform the way in which they do business.