

A French Multinational Streamline Payrolling & Compliance Through TeamLease



Background

- Client is a French multinational company
- Client specialises in digital automation and energy management
- Client is fortune Global 500
- Client addresses homes, buildings, data centers, infrastructure and industries by combining energy technologies, real-time automation, software, and services



Challenges

- Multiple Vendor Systems causing salary delays and compliance issues
- Multiple vendors at the local and regional level
- Vendor-Associate had a major disconnect- No defined escalation mechanism
- Consolidation and reporting of data from multiple partner systems was difficult
- Managing compliances was a task due to the variety of processes followed by each vendor



Solutions

- Audit was the first step taken by TeamLease for all the vendors to understand the current compliance levels and discrepancies
- A technology-driven platform for transition of associates to TeamLease payroll
- Retention strategy by engaging associates in skill development for future and degree programs
- Robust sourcing strategies through TL Applicant Tracking System (ATS)
- Complete control & access to data related to MIS, attrition, statutory compliances, headcount, and real-time regulatory dashboard



Outcome

Initially Consolidated & Moved 700+ associates to TL with better compliances

Quick ramp up of associate base with high conversion rate

Conducting open house meeting for associates lead to productivity and visibility

Client could forecast month on month productivity with the previous data