

## CASE HIGHLIGHTS

**The Client:** Lear Automotive India Pvt. Ltd.

**Core Business:** Automotive Tier 1 supplier

**Employees:** Over 2,300

**Locations:** 6 locations across India

### The Challenge

Lear had its Indian Head office in Delhi, but they were shifting the office to Pune, along with the factory. They had a local vendor to manage their payroll, while they were in Delhi. With rapid business growth projected, they were looking to partner with a vendor, who could scale efficiently with their requirements.

### The Solution

Paysquare with its exclusive focus on payroll outsourcing offered them a viable alternative. The first payroll was processed within 15 days of signing up. Physical pay-slips were replaced by employee portal logins on 'myPayroll', its web-based engine and digital pay-slips were delivered over email. An extremely efficient employee self-service portal within 'myPayroll' helped in serving the salary related requirements of its employees.

### The Benefits

- Complex payroll process was completely automated with 'Precision'
- Consolidated HR report across locations was easy to generate
- Employees could access complete salary information through web-based 'myPayroll'

The Lear Corporation, a Fortune 500 company, is a leading global supplier of automotive seating systems and electrical power management systems. With headquarters in Southfield, Michigan, Lear maintains 200 locations in 35 countries around the globe and employs approximately 92,500 employees. The Indian operations are headquartered in Pune, India.



### Business Need

Lear was shifting its operations from Delhi to Pune, when Paysquare was approached. They were already working with a local vendor, who was managing their payroll. With rapid business growth projected, they were looking to partner with a vendor, who could scale efficiently with their requirements. With 6 locations across the country and different categories of employees and workers, they wanted the vendor to provide a solution that worked online as well.

They also wanted the vendor to be familiar with the working of a manufacturing based company and its payroll related challenges. Ever changing regulations and policies across different categories of employees made it difficult to process payroll efficiently. Manual interventions were many, but ideally they wanted to do away with these and have a completely automated solution.

## CUSTOMER SPEAK

*“Employees being able to get access to their salary related information through a web-based self-service portal was an important factor for us. Getting a consolidated HR report across all our locations was a tough challenge, but this was made easy by the Paysquare team. Overall they have been very approachable and helpful partner for us.”*

**Mr. Vipin Ghate**  
Director – HR  
**Lear Automotive India Pvt. Ltd.**

## Payroll simplified with Paysquare

Lear is a manufacturing organization. Its employees consisted of both white collared as well as blue collared staff. Different regulations and policies were implemented across different employee groups and these were frequently changed based on employee demands as well as changing govt. regulations. This scenario created the need for manual interventions in the payroll process leading to potential errors.

Paysquare, with its highly customizable and robust back-end software solution ‘Precision’ was able to get the entire payroll process completely automated. With its web-based ‘myPayroll’ synchronizing in real time with ‘Precision’, it also provided the employees with an updated and secure view of their salary related information like pay-slips, tax computation etc.

With 6 locations across India, printing pay-slips and dispatching it to employees, while maintaining confidentiality across locations used to be a challenge. With the solution from Paysquare, this process was replaced by web-based logins to ‘myPayroll’. Digital copies of the payslip were also dispatched to the individual email IDs.

## Key Benefits

- Single window solution for complete payroll process
- Consolidated HR statement across locations was easy to generate
- It was possible to achieve higher employee satisfaction because of a highly efficient web-based employee login to ‘myPayroll’
- Powerful MIS reporting for effective decision making and meeting compliance requirements

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## About Paysquare

Paysquare is a specialist in the area of end to end payroll outsourcing. With its highly customizable and robust ‘Precision’ software platform, Paysquare offers complete automation while offering managed payroll services to its clients. A real-time synchronization of ‘Precision’ with its web-based ‘myPayroll’ portal offers employees complete access to their salary related information and provides a single window for the HR/Finance teams to interact online with the Paysquare teams. Powerful MIS reports help in making life easy for the HR & Finance divisions.

Headquartered in Pune, India, Paysquare was incorporated in 2000, and currently processes over 85,000 payroll records every month across 225+ clients across India. Most of the clients have been with Paysquare for several years. Across our engagements, we have provided over 99% accuracy in payroll processing. We follow international standards in our operations and are ISO 27001 as well as SAS 70 Type 2 certified.