



KCCL – A mining giant entering the modern era of people management



Digital HR transformation



Time savings



Centralized HR system

About Kalinga Commercial Corporation

KCCL is a prominent mining company operating across multiple sites in India, managing over 13,000 employees. Its expertise lies in the development and operation of state-of-the-art open cast mines. It is also a leading Turnkey Service Provider for the mining sector to undertake contracts for raising and transporting ores and minerals.

Challenges Faced Before Implementing greytHR

KCCL operates across 28 mining sites located in 3 states. The company previously relied on paperwork and spreadsheets to manage its HR and payroll functions, which led to the following challenges:

1. Manual Payroll Processing:

Processing payroll across multiple mining sites was time-consuming and prone to errors, such as data duplication. Salary revisions often took time to reflect for employees due to delays in data visibility for the HR team at the headquarters.

2. Leave Management:

Leave applications and approvals were handled through paper forms, requiring multiple levels of approval. This was a slow process, often resulting in delays in leave approval and discrepancies in salary calculations.

3. Employee Data Management:

Employees lacked direct access to their data, such as payslips, which led to frequent queries and a heavy workload for the HR team.





Benefits Experienced After Implementing greytHR

Since implementing greytHR, KCCL has seen following improvements:



Reduced Payroll Processing Time

greytHR customized payroll calculations to meet the compliance requirements for each mining site based on state laws. Payroll, which previously took site HR teams three days to process, can now be completed in just 30 minutes per site. Payroll automation has also reduced calculation errors and improved the speed of salary approvals and releases.



Data Centralisation

greytHR has centralized all employee data onto a single platform, giving the HR team visibility over employee information across all 28 mining sites. This has enhanced data security and made it easier to generate statutory reports, improving compliance.



Employee Query Reduction

With greytHR, employees can access their leave and salary details through a user-friendly employee portal and mobile app. As a result, routine data queries from employees have dropped by 70-80%.



Automated Letter Generation

KCCL HR team can now generate business letters for 40 different requirements at the click of a button. What was once a manual and time-consuming task has been automated, saving valuable time.

Summary

KCCL has undergone a significant transformation in its HR processes by adopting the greytHR platform. This is the story of a mining giant embracing the modern era of people management. The most significant improvement for KCCL has been the centralization of employee data for its workforce spread across 28 mining sites, leading to major enhancements in payroll and leave management.

Employees now have access to their data through the employee portal and mobile app, contributing to a more efficient, streamlined operation. With greytHR, KCCL is well-positioned to further enhance its operational efficiency.



**Priyadarshini
Mohanty**
Director, HR

The greytHR platform is incredibly easy to use, and we've experienced significant time savings in payroll processing. A special mention goes to the greytHR implementation team, who patiently guided each HR member until they were confident using the platform. It truly felt like they were part of our team, solving even the smallest of issues.



Want to transform your people operations just like KCCL?

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