



Hillson Shoes – Walking the Path to HR Transformation with greytHR



**Payroll
automation**



**Efficient workforce
management**



**Empowered
employees**

About Hillson Shoes

Hillson Shoes is one of the largest manufacturers and exporters of Industrial Safety Shoes and Gumboots in India. Hillson Safety Footwear is considered an essential Personal Protective Equipment (PPE) at many industrial and construction work-sites. They are designed to protect industrial workers from chemicals, heavy objects, and multiple other hazards.

Challenges Faced Before Implementing greytHR

Prior to implementing greytHR, Hillson Shoes encountered several challenges in its HR and payroll processes:



1. Manual Payroll Validation:

Due to integration issues between their previous HRMS and the attendance system, HR team members had to manually revalidate attendance data on the factory floor. **This was an extremely time-consuming task, taking several weeks, every month,** which led to very little time left for HR to focus on core tasks.

2. Resource Underutilisation:

Being a footwear manufacturer, Hillson Shoes has employees working across multiple verticals in varied shifts, including 24/7 operations in some units. Hillson Shoes manually tracked resource allocation across verticals using paper registers, leading to inaccuracies and difficulty in properly distributing the necessary resources.

3. Employee Grievances In Overtime Calculations:

Employees were very confused about the correct pay they were receiving, particularly with how overtime and its allowances were calculated and validated. The lack of transparency in the old system led to confusion and frequent payroll related queries and grievances.



Benefits Experienced After Implementing greytHR

Since adopting greytHR, Hillson Shoes has seen a significant transformation in its HR operations:



Streamlined Payroll Processing:

greytHR's in-depth integration with the attendance system significantly automated the payroll process, **reducing the payroll processing time from 18 days to just 1 day, managed by a single HR team member.** The system also eliminated manual revalidation, ensuring greater accuracy and helping the HR team focus more on core HR activities.



Improved Manpower Planning:

Using the greytHR portal, Hillson management now has greater clarity on critical data, such as man-hours spent and attendance patterns across different verticals. As a result, the **accuracy of their production reports has increased significantly.**

Through these reports they are able to do a **more efficient manpower planning**, by identifying the verticals where workforce is in excess and reallocating them in higher requirement verticals.



Reduced Employee Grievances:

Hillson Shoes has seen a major reduction in payroll-related grievances, with employees now able to access clear information about their salaries, attendance and overtime calculations through the greytHR employee portal. The system simplifies payroll management, especially for complex elements like shift-based allowances..

Employees have reported that the greytHR portal is user-friendly and provides easy access to important information such as payslips and attendance records.



Increased HR Efficiency:

With greytHR handling many of the routine queries and manual validation checks, **Hillson's HR is now able to focus more on strategic initiatives and employee engagement** rather than being occupied by routine processes.

Summary

Hillson Shoes' journey with greytHR has been transformative. Automation of payroll, simplified attendance tracking, and employee self-service portal have drastically improved the company's HR operations. The time savings and efficiency gains have reduced the workload for HR and accurate production reports have empowered the management to do a more efficient workforce planning and allocation.

With greytHR, Hillson Shoes is well-positioned to continue its growth while maintaining its high standards in manufacturing quality products and ensuring employee satisfaction.



Ashu Deswal
CHRO at Hillson Shoes

We used to do our payroll processing over 18 business days with multiple HR team members doing manual revalidation by going to the factory floor. After greytHR implementation, only one HR team member ran the payroll in a single day with zero employee grievance. This is the first time this has happened at Hillson Shoes. It's been a very big transformation for us.



Want to transform your people operations just like Hillson Shoes?

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