

Bharath Lajhna Achieves 96% On-Time Attendance with greytHR

About Bharath Lajhna Multi State Housing Co-operative Society Ltd.

Founded in 2006, Bharath Lajhna Multi State Co-operative Housing Society Ltd (BLM Society) is a leading cooperative with over one million members and 125 branches across Tamil Nadu, Kerala, and Pondicherry. Its diverse operations include housing, transport, retail, and renewable energy—highlighted by South India's first compressed biogas plant. A recipient of the prestigious 'Swadesh Samman' Award, BLM Society champions sustainable growth, community welfare, and ethical, people-centered development.



Industry
Housing
cooperative



Total Employees
521+



Headquarters
Ernakulam, India



BLM Society was struggling with the inefficiencies of manual HR processes across their branches. For example, relying on employees sending attendance in Excel sheets without proper monitoring. This led to errors, inaccurate attendance reporting, low productivity, delays in salary processing, and difficulties in tracking leave applications.

Challenges in Workforce and Process Management for BLM

Inefficient Manual Attendance Tracking

Attendance was managed through Excel sheets sent by employees, lacking real-time oversight. Physical leave slips and manual approvals further created delays and confusion in leave management. This method made it difficult to monitor employee presence accurately and led to frequent errors.

Lack of Real-Time Monitoring and Insights

There was no centralized data visibility, hindering the leadership's ability to make timely decisions. BLM's HR team also struggled with the absence of automation and an integrated system for login/logout tracking. These inefficiencies led to unnecessary administrative overhead, unreliable work validation, and limited productivity.

Payroll Delays and Discrepancies

Consolidating salary data from 125 branches manually took 8–9 hours each cycle. The disconnected systems also meant varying salary disbursement times across branches. Frequent payroll errors led to employee dissatisfaction and constant follow-ups, undermining trust and impacting operational efficiency.

Fragmented HR Processes and Limited Employee Engagement

The company relied on Excel sheets for HR functions, lacking a unified platform. There was minimal recognition and engagement, affecting morale and company culture. Processes like asset management and statutory compliance were manual and error prone.

“

greytHR provides the complete HR suite—attendance, payroll, statutory compliance—all in one solution. With greytHR, everything we need is built in, so there's no need for third-party tools. ”

Arunagiri N

HR Head, Bharath Lajhna Multi State Housing Co-operative Society Ltd.

Embracing A Comprehensive Solution with greytHR

Seeking a reliable, all-in-one HR solution, Bharath Lajhna turned to greytHR. Impressed by its comprehensive features and seamless support, they decided to implement it across their branches. greytHR set out to streamline attendance, payroll, and compliance—resolving long-standing inefficiencies with a unified platform.

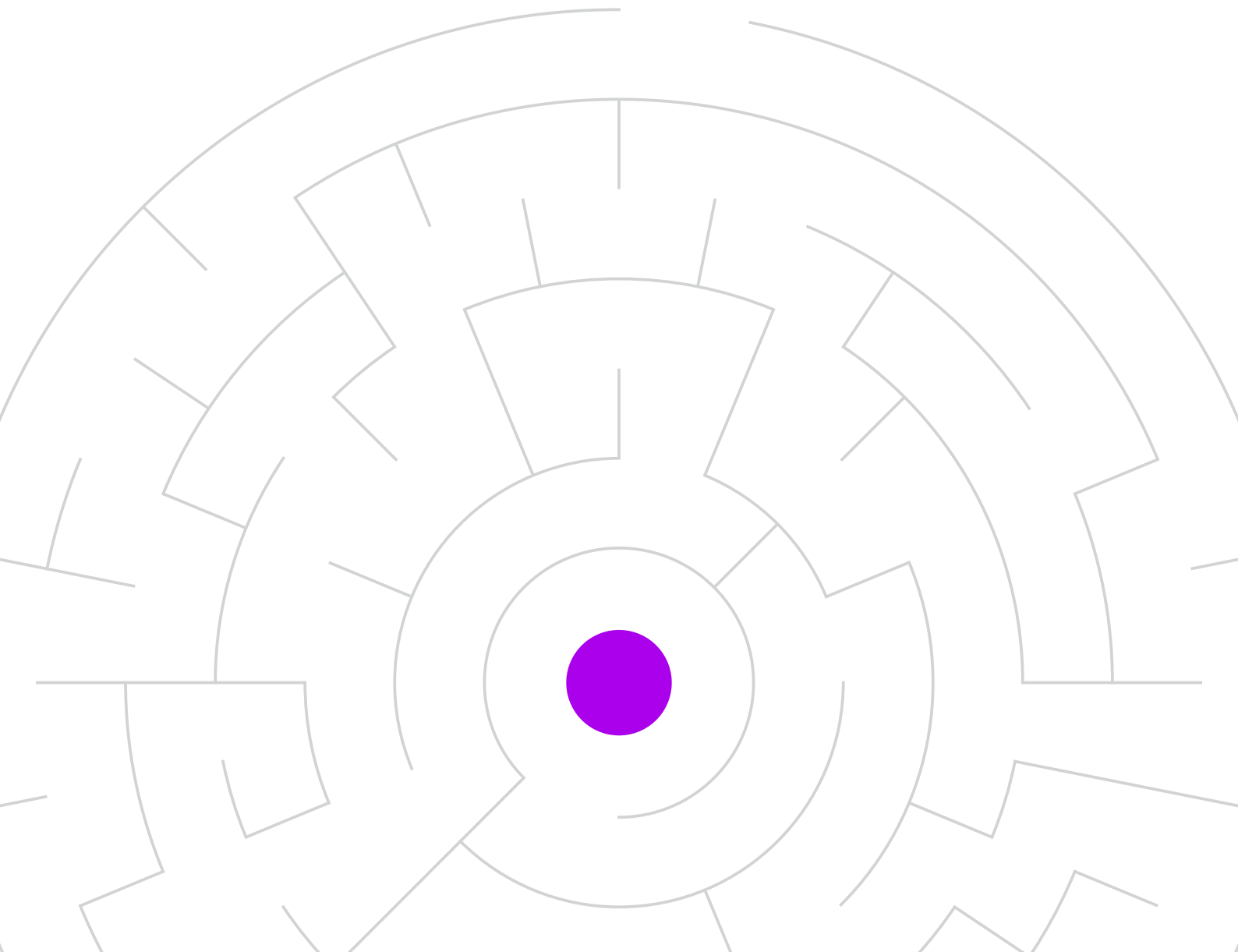
“

Payroll errors have been reduced to 0%!

”

Arunagiri N

HR Head, Bharath Lajhna Multi State Housing
Co-operative Society Ltd.



The greytHR Difference: Full-Suite HRMS, Simplified



Streamlined Attendance Management

greytHR replaced manual attendance tracking with a digital login/logout system, improving accuracy significantly. Geo-tagging and real-time monitoring enabled precise work hour tracking, leading to a 96% on-time attendance rate. This not only eliminated errors but also contributed directly to a 7-8% boost in business productivity.



Enhanced Employee Engagement and Satisfaction

greytHR's employee engagement features like kudos and recognition, birthday greetings, and easy mobile access for leave management, fostered a more positive workplace culture. Employees appreciated the user-friendly interface, which led to smoother processes and greater workplace satisfaction.



Automated and Error-Free Payroll

Payroll processing was consolidated and automated. greytHR ensured 0% payroll errors, resolved salary disbursement inconsistencies, and improved employee trust. The system's ability to generate data within seconds brought speed and reliability to payroll operations.



Scalable and Supportive Implementation

Despite early data readiness challenges, the implementation was completed within the set timeframe. The technical support team's responsiveness (even during off-hours) ensured a seamless transition.



Integrated Statutory Compliance and Asset Management

The platform's built-in statutory compliance features reduced the need for third-party tools, further minimizing manual errors. Asset management capabilities, part of the complete HR suite, simplified operations and impressed key decision-makers during evaluation.

“

After implementing greytHR, I have a lot of time to focus on other things like performance appraisals, recruitment, interviews. Everything is smooth and easy. ”

Arunagiri N

HR Head, Bharath Lajhna Multi State Housing
Co-operative Society Ltd.

With greytHR in place, Bharath Lajhna is now poised to adopt Performance Management next, further enhancing its HR capabilities. The organization has seen meaningful cultural improvements, increased employee satisfaction, and a smoother mobile experience—**marking a significant step forward in aligning technology with its long-term growth vision.**

Arunagiri N
HR Head, Bharath Lajhna Multi State Housing
Co-operative Society Ltd.



Simplify your HR and Payroll Operations with greytHR.

Book a **Personalized Demo** today 