Enhancing Payroll Performance: Achieving 90% Accuracy with Automated, Scalable Solutions

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Overview

The customer is a globally recognized American multinational managed healthcare and insurance company. Renowned for providing high-performing, modern, and accessible healthcare solutions, they required a dynamic and scalable payroll system to match their fast-evolving workforce.

Objective

Streamline payroll operations to eliminate inefficiencies, reduce manual intervention, and ensure timely and accurate salary disbursements across diverse teams and geographies.

Business Challenges

The customer's growing and dynamic workforce presented unique challenges in managing payroll and attendance across multiple systems and time zones. Their key concerns included:

- **Disparate Attendance Systems:** Difficulty in managing inputs from multiple attendance sources and locations
- **Lack of Timesheet Flexibility:** Inability to handle project-based timesheet data
- **Payroll Inaccuracies:** Manual dependencies led to payroll errors and compliance risks
- **High Operational Overhead:** Increased HR supervision and overtime due to inefficient workflows

The Solution

The customer transitioned to a cloud-based testing infrastructure using **LambdaTest**, enabling seamless access to 3000+ browsers and real mobile devices without managing physical labs. Appium-based mobile test cases were executed on real Android and iOS devices, while web components were validated through cross-browser testing. Parallel test execution was implemented to streamline test cycles, and centralized dashboards provided detailed logs for every run. The setup was integrated with Jenkins and Azure DevOps, and a secure tunnel allowed testing of staging and internal environments.

Value Delivered

The HRIS deployment helped in enabling superior payroll processing and operational efficiency, directly enhancing the customer's workforce management outcomes.

120,000+ Activity records processed daily ensuring data integrity at scale	**90%** Improvement in payroll accuracy through automation and streamlined workflows	**25%** Reduction in overtime costs by improving resource utilization and reducing manual dependencies

Business Benefits

Reduced Operational Costs	Improved Payroll Accuracy	Scalable Workforce Management	Enhanced Compliance & Transparency