

The largest integrated **coffee plantation** company in the world, employing over **10,000 personnel** relies on **PanAgro** for its labor payroll.

With business activities ranging from growing and curing of coffee and tea to the manufacture and marketing of value-added coffee products, the Company owns 19 coffee estates spread over 8000 hectares producing 10,000 metric tonnes of coffee and 6 tea estates spanning 4755 hectares producing 6.5 million kilograms of tea per annum.

To ensure its dominant position in the global market, the Company has identified the need to improve factors influencing labor productivity. This entails measures to enhance labor productivity at an organizational level by adopting automated payroll solutions to manage the complex incentive and wage calculations for labor and staff salaries.

The payroll solution shall enhance labor productivity, increase efficiency, comply with regulations and maintain strong governance. It helps fulfill all statutory requirements; generate monthly pay slips and other related payments for all employees in multiple locations and aid estate managers to manage day-to-day activities of all staff, estate & factory workers.

*PanAgro simplifies implementation of complex Union/Labor wage settlements to its payroll process. It integrates with online and third party devices that capture labor attendance, absenteeism and productivity based labor incentives.*

*PanAgro runs checkroll and generates pay slips as well as a range of productivity and statutory reports within seconds.*

*Assyst's ERP practice backed with twenty years of innovation provides leading edge enterprise solutions to customers globally. It delivers end-to-end, industry-specific solutions that enable companies to improve business performance and build competitive advantage.*

## Challenge

The Company followed a manual process for capturing daily attendance linked to crop production. Large-scale evidence in manipulation of harvested crop weightings as well as employees present merely for the purpose of clocking in and out as 'Ghost labor' were rampant. Pay periods were fixed. Estate wise employee codes, migrant employee records, lent labor transfer details and absenteeism reports were created manually. Workmen compensation, incentives & benefits, leaves, arrears, final settlements for employees, loan interest calculations and tax computations were manually calculated whereby it was prone to human errors and time consuming for payroll processing.

## The Solution

"PanAgro-Labor Payroll" is tightly integrated to activities ranging from deployment of labor at the field to disbursement of salaries and wages to workers in a streamlined manner. Using mobile or hand-held devices, parameters like category of labor, nature of job, place of work at division, field or section, number of hours worked, season of the year is accurately captured on real-time basis for wage calculation. The functions and wage calculation processes are configured to meet the organization's specific needs in compliance with labor laws and procedures. Labor payroll is no longer a lengthy process.

## Benefits

'PanAgro-Labor Payroll' allows Plantation companies to keep track of their labor attendance & absenteeism and calculate wages and incentives easily based on numerous parameters. It helps to generate performance and statutory reports instantly. PanAgro tracks and monitors all statutory and fringe benefits, calculates incentives, supports all labor-related functions, generates pay slips as well as a wide range of productivity and statutory reports.

## Features

Cloud Based ERP • Integrated business processes • Configurable for a wide range of crops • Provides multi-company, multi-crop, multi-currency, multi-lingual, multi-location features • GIS tool integrated with Google maps provide a range of statistical data • Estate Budgeting, forecasting and planning with comprehensive solutions to predict output targets, operation expenditure estimates, sales targets and anticipation of profitability • Integrates with mobile devices • User defined Workflow • Powerful business analytic tools provide operational insight to make right decisions

## About us

Assyst is a CMMI Level 5 IT solutions provider with a proven track record of successfully delivering end-to-end IT services to Local Governments, Fortune 500 companies and leading companies in the plantation sector.

Assyst provides a host of services including IT Consulting, Enterprise Resource Planning, IT Infrastructure Management, Web and Mobile Application Development, Tools for Business Intelligence and Reporting. Assyst's ERP solutions cover multiple lines of businesses like Plantation, Retail, Distribution; and functional areas within a business include Human Capital Management, Financial Management, Supply Chain, Customer Relationship Management and Budget deployed in the Cloud or On-Premises.