



" Excellence Delivered Through PaySoft™ Payroll Solution"

“PaySoft™ Payroll Package Implementation at Sheetal Group”

Sheetal Group (SG), with more than 35 years in business, is one of the leading manufacturers of polished diamonds in the world. It procures diamonds from mining companies in Canada, Russia, Africa and Australia. Sheetal Group's world-class manufacturing set-ups in Surat are spread over 310,000 sq. ft. and it employs over 5000 of the most skilled and experienced craftspeople dedicated to the finest makes.

Business Challenge

With such a huge workforce, SG was finding it really difficult and tedious to manage the entire payroll process for all its employees. It realized the need of payroll application to standardize the way it handles the calculation and processing of its payroll, to calculate money due to the employees, and to have easy keeping of accurate records. Essentially, the main driver for the implementation of a payroll software application was help to streamline the entire process, making the task of processing payroll less time-consuming and cumbersome.

Journey of Success

With its immense accounting and consulting expertise at group level, Lemon Technologies Pvt. Ltd. (LTPL), developed payroll software solutions comprising the following unique features, to address the business challenges of SG.

- **Mid Month Salary Processing** – At the various manufacturing units of SG, there are over 5000 people working to deliver the best. With majority of the people belonging to the worker class, there is a need to process the salaries during mid of the month. Previously, this amount used to be given as an advance payment to the workers. However, with this feature now, this amount is calculated as salary only. Also, this salary is reflected for all statutory compliances and TDS calculation and Form 16 distribution. This functionality has been specially designed and developed for SG and with this functionality it is now able to maintain a clean book of accounts as well.
- **Wages Management** – Each industry has its own government laws for calculation of wages for labors. The laws state the minimum wages that are to be given to each laborer and these wages are pre-fed in the system. Hence the system doesn't allow anyone to make entry below the minimum amount in turn facilitating both SG and its people. Also, there are provisions in the system that validate and check if SG is getting child labor done or not. If so, the system does not support it when the employee details are being entered in the system.
- **Leave Management** – The system handles all the tasks of recording the leaves and controlling these against the leave policies defined in the system. The statutory compliance forms as per the law are already pre

sent in the system based on which the leave calculation is one by the system. All the information like no. of leaves taken by the employees, leave balance, no. of leaves available and leave encashment details can be fetched from the system.

Success Value Delivered

- Automatic calculation of hours worked by staff personnel, as well as calculation of employee salary and benefits.
- Transfer of documents to bank done with ease in case of mid month salary processing.
- Leave encashment of “n” number of employees by single click of a button.
- Automatic processing of complex calculations like tax deductions and other deductions.
- Generation of essential reports through the system.

About Lemon Technologies

Lemon Technologies is an ISO 9001:2008 certified software development company pioneering in database applications, especially, cutting edge technology solutions for the Gem & Jewelry industry.

Lemon has been formed with the vision to offer innovative and creative software solutions for the beneficiation of our customers worldwide such that our solutions enable them to transform the way in which they do business.

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