

# WHITE PAPER SAMPLE

## Introduction

Payroll involves performing many tasks to ensure accurate and timely paychecks and payroll tax and record-keeping compliance. These duties cannot be rushed, and they should be performed with painstaking detail. Otherwise, erroneous paychecks and improper payroll tax and record-keeping procedures can result. The former situation can cause employees to become upset; the latter two situations can cause penalties from the Ministry of Labor and other involved government bodies. Consequently, when doing payroll, apply a step-by-step process.

### 1. Business Case

Payroll components and their respective rules and formulas can be defined in the system. An employee can raise Leaves and Loan application using Employee Self-services portal. Wage Protection System (WPS) and CTC matrix is accommodated within the system as per the laws mandated by the government. Various payroll reports can be generated using our report builder.

### 2. Problem Statement v/s Proposed Solution

Problem	Solution
Applying for leaves and loans using the traditional methods of Word and excel is difficult to maintain for records	Employee self-service is a common portal between the employees, HR and managers to apply and approve various leaves and loan applications
Maintaining daily attendance in excel or manually in the system is quite a pain	Option to import attendance, integrate it with biometric device and manually maintain the entries gives a lot of flexibility to the users
Payroll runs are very critical and any mistakes in the calculations affect the Net values	Option to preview the calculated values for each payroll run before saving it gives a chance to check for errors. Approvals can also be set up to adhere to four-eye principle
Sometimes integration with FA gives some errors	The payroll runs are always prechecked before saving and the FA systems can be seamlessly integrated to post payroll entries
Manual calculation of End of services	During EOS, an employee's salary structure as well as pending leaves, loans and other components are automatically populated and sent for approval

# White Paper Report Format

**RJ Alexander**



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