

Anlight Consulting Services enables HR Process Transformation at Policybazaar with Ramco HCM & Payroll Solution



PB Fintech Private Limited (Policybazaar.com) is India's foremost insurance aggregator and a leading fintech player globally. Since its inception in 2008, the company has achieved consistent growth and profitability in its operations. With 400,000 insurance policies sold every month, Policybazaar.com, having 10 Million unique customers, is a leading distributor of insurance in India outside of banks.

Anlight Consulting Services (ANLIGHT) is a customer centric; delivery focused consulting organization that brings significant business value to its customers by effective use of Technology & Human Capital resources. Anlight, through strategic business alliances with leading global product companies, offers SaaS based business solutions across geographies and provides implementation services for business solutions in HCM (Human Capital Management) domain.

Anlight, an established and proven partner of Ramco Systems, joined hands with Policybazaar to achieve strategic HR Transformation at Policybazaar, through implementation of the global, award-winning **Ramco HCM & Payroll system**, across multiple entities and for over 10,000 staff at PB Fintech.

The HR Transformation journey at **Policybazaar** has been very exciting and the entire project has been delivered despite several challenges imposed by ongoing pandemic. The teams across both Anlight and Policybazaar, were dispersed geographically and worked remotely through various project stages - intensive user testing, payroll runs and in making the system live.

Thanks to the commitment & great teamwork, the Ramco HCM & Payroll solution has now been successfully implemented and now delivering significant benefits to PB Fintech.

Benefits from HR & Payroll Transformation at PolicyBazaar:

- *Streamlining of Payroll Operations – automated & timely payroll processing for ~ 10,000 staff*
- *A comprehensive end to end HCM solution – leave, shift scheduling, travel, reimbursement, loan, and payroll*
- *Integration with Biometric systems for marking leave and attendance*
- *Scheduling of complex shift & Rota policy*
- *Anywhere, anytime access through Mobile and MailIT features*

Shambhavi Solanki, Vice President-HR at PolicyBazaar, is pleased with the implementation and says “It’s been an extraordinary journey implementing the Ramco HCM at PolicyBazaar and bringing about transformation of a wide range of our processes across core HCM and employee self-service. As part of this project, we’ve also integrated the Ramco software with our home grown HRMS for easy scalability”.

Shambhavi commented that “We were ably supported by Ramco’s very competent implementation partner, **Anlight**, throughout our solutioning, designing, customisation and configuration process. Anlight has guided and hand-held us well into our application release and post live support service as well.

As per Shambhavi, in hindsight, this mammoth task has been achieved by the dedication and relentless effort of teams on both sides who pretty much did not get any actual facetime with each other due to the global pandemic. It is extremely commendable that despite numerous challenges, the teams kept their morale high, communication strong and maintained their eyes on the prize throughout this journey.

Post hundreds of hours of virtual meetings, detailed project trackers, planning, testing and user training, *we are quite happy with Ramco’s solution adoption internally and looking forward to now lean processes to work with and save thousands of man hours on previously manually run processes.*

Anoop Handa, Founder & MD, Anlight Consulting Services says, “It has been a pleasure to work with the dedicated and committed team at Policybazaar on this strategic HR Transformation initiative. With great vision, determined execution and immense hard work from both the teams, the Ramco HCM solution will continue to deliver value, as Policybazaar continues with its consistent growth journey. We shall always cherish this experience. And the fact that this has been achieved despite the unique challenges of remote working, posed by ongoing pandemic, makes this extra special for us.

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