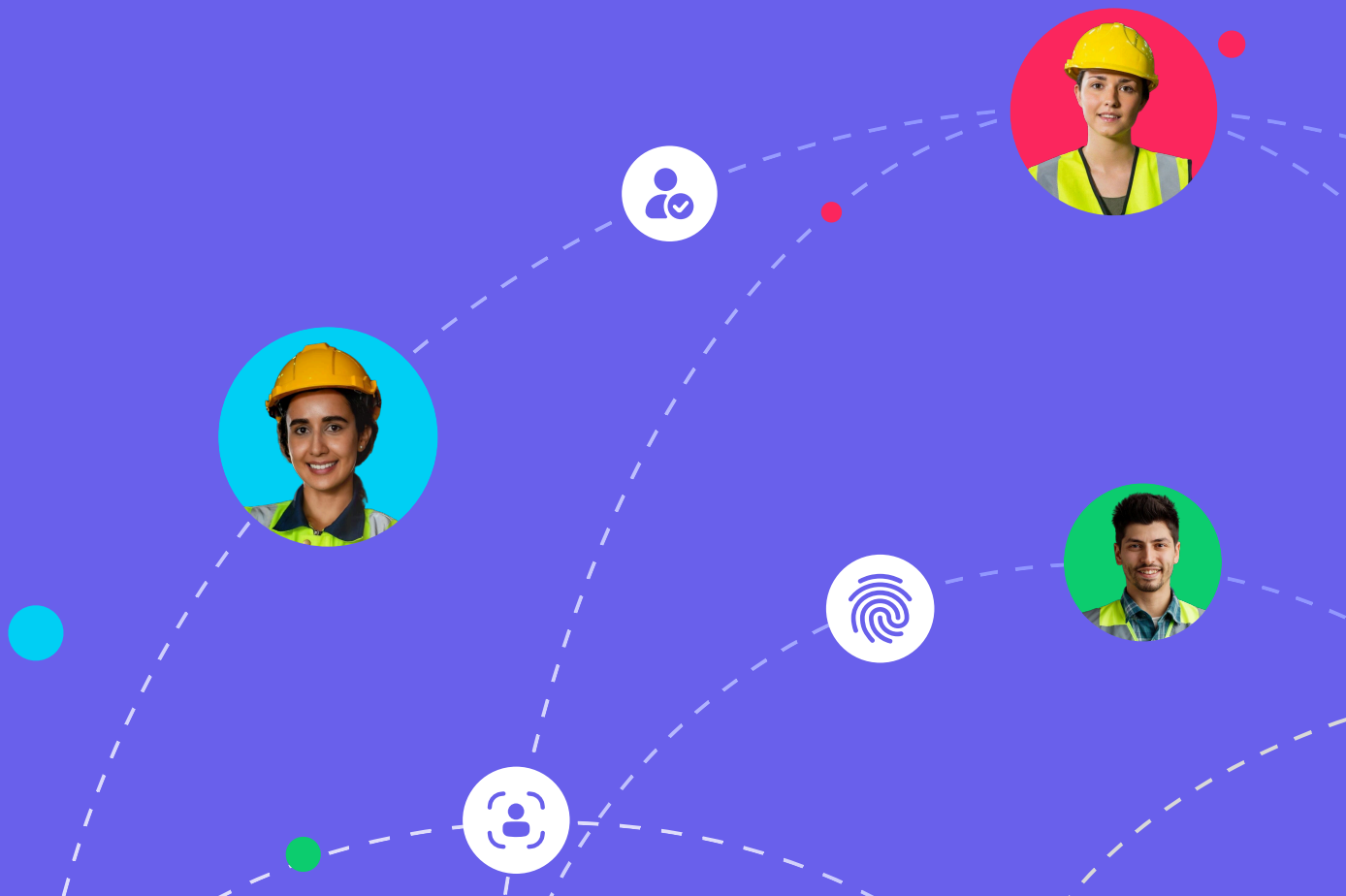


Use Case

HR Automation For Manufacturing Operations in India

Managing Compliance, Shifts, and Workforce Visibility at Scale



The “Siloed” Workforce Stack

As Indian manufacturing plants expand capacity and move toward continuous production cycles, workforce management becomes increasingly complex. Multi-shift operations, contract labor dependency, and state-specific compliance requirements create operational pressure on HR and plant leadership.

Despite automations on the production floor, workforce management often remains fragmented. Most plants operate with disconnected biometric systems, rigid ERPs, and manual contractor tracking, creating critical operational and compliance risks.



The Hardware–Software Disconnect:

Biometric machines capture attendance, but data does not sync with payroll or rostering in real time. Operations teams lack live visibility into who is actually on the shop floor, delaying production decisions.



ERP Limitations for Indian Labor Laws:

Traditional ERPs struggle with rotating shifts, state-specific overtime rules, and mandatory rest-period enforcement under the Factories Act. HR teams rely on spreadsheets and manual intervention, increasing compliance risk.



Contract Labor Blind Spots:

Permanent employees are tracked internally, while contract labor data comes from external vendors. This creates inflated billing, ghost workers, and limited compliance visibility.



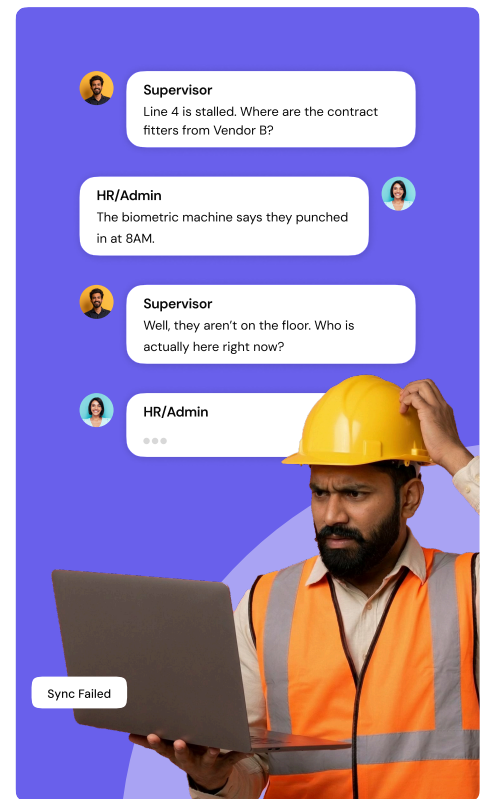
The Challenge

The HR–Production Coordination Gap:

Manpower planning often operates in silos. HR manages headcount and compliance, while production manages output targets, demand changes and maintenance shutdowns.

The Workforce Intelligence Gap:

Workforce data exists across attendance systems, contractor logs, and payroll files, but plants lack consolidated dashboards and predictive workforce insights.



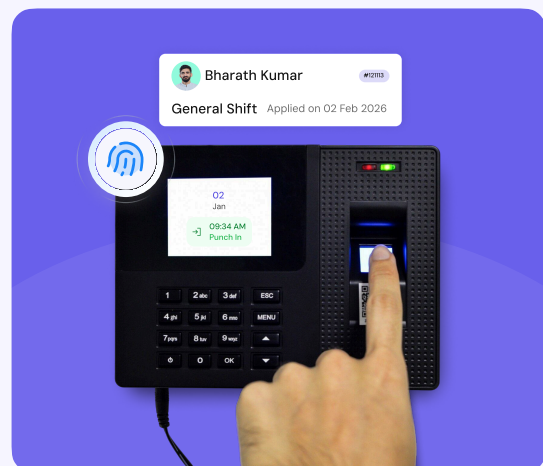
The Solution

Akrivia's Compliance-First Workforce Architecture

Biometric Gate (No Ticket, No Entry)

Integrate biometric attendance with factory entry gates. The gate logic checks the roster in real time and only opens if the worker is assigned to that specific shift.

Result: 100% accurate attendance. No proxies. No unauthorized entry.

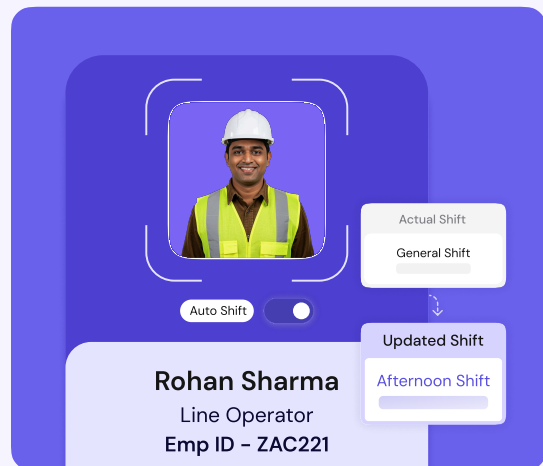


The Solution

Smart Rostering (Compliance Built-In)

Automate shift rotations (A → B → C) using algorithms that blocks any assignment violating labor laws (e.g., mandatory rest periods).

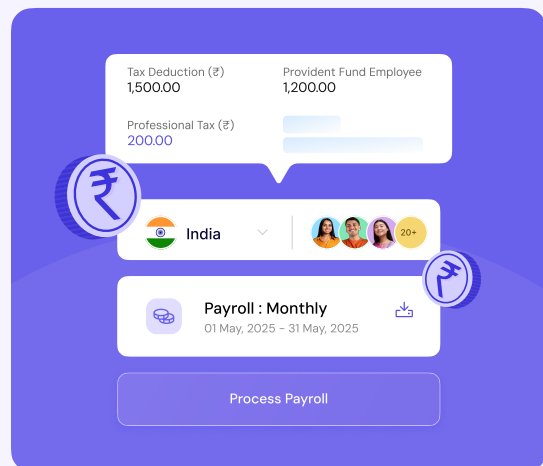
Result: Supervisors cannot accidentally break the law. Compliance is enforced by design.



Automated Payroll Engine

Auto-calculate PF, ESI, and Overtime based on state-specific rules in real-time, removing the need for manual spreadsheets.

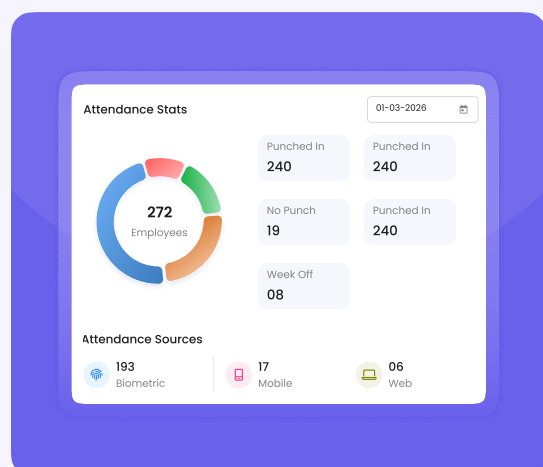
Result: Payroll is ready in hours, not days. Zero calculation errors.



Unified Workforce Visibility Dashboard

Provide HR and plant leadership with real-time workforce dashboards showing attendance, contractor deployment, overtime trends, and shift-level manpower availability.

Result: Leadership gains a single source of workforce truth across shifts and locations.

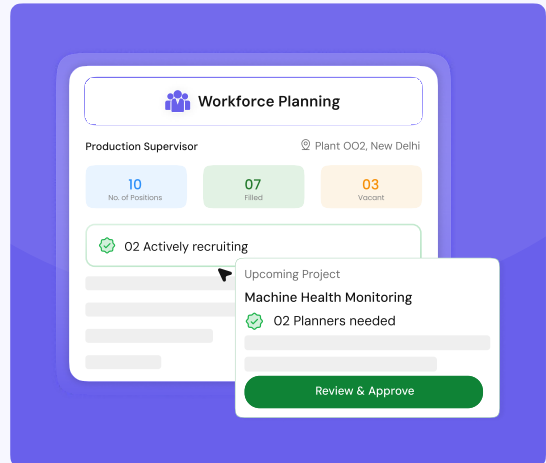


The Solution

Integrated Workforce Planning

Align manpower planning with production schedules using centralized rostering, demand-based staffing, and shared workforce visibility between HR and production teams.

Result: Better manpower alignment, reduced overtime dependency, and smoother production scheduling.



The Impact

Measurable Business Outcomes

Business Priority

Instantly generate statutory registers, wage slips, and inspection-ready reports

Eliminate ghost worker billing and overtime leakage

Automated adherence to the Factories Act and Minimum Wages Act

HR and production operate from shared manpower data

Real-time workforce visibility across shifts and contractors

Operational Outcome

100% Audit Readiness

15% Cost Savings

Zero Legal Penalties

Workforce Alignment

Better Decision-Making



Trusted by Enterprises

Managing Complex Manufacturing Workforces Across India



“The Akrivia HCM system brought about a considerable reduction in paperwork. Beyond the operational enhancements, it played a pivotal role in building a culture of efficiency and transparency within our HR operations.”



Kirti Patkar

- AGM-HR at Apar Industries

Modernize workforce management for 24/7 manufacturing operations.

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