

Adding Value to the Payroll Processing Function

ABOUT THE CLIENT

- The client is a leading global analytics and consulting organization with a workforce of over 4,000 professionals worldwide, including more than 2,000 employees based in India.
- They serve Fortune 500 companies, professional services firms, and high-growth mid-size enterprises across a diverse range of industries, with strong expertise in financial services, life sciences & healthcare, and manufacturing & services.

BUSINESS CHALLENGES

- Required end-to-end payroll processing support
- Needed strong expertise in employee personal tax requirements and compliance
- Sought accurate handling of tax declarations, investments, and related queries

OUR SOLUTION

Engagement Overview

- Delivered end-to-end payroll processing and set up a dedicated employee helpdesk for payroll and tax-related queries
- Deployed an on-ground team to manage payroll operations, tax investments, and auxiliary HR activities
- Implemented a scalable payroll solution to handle peak-period volumes

Value Delivered

- Ensured accurate and timely payroll processing
- Improved employee experience through tax guidance and responsive support
- Freed up HR bandwidth to focus on recruitment and core people initiatives

Key Service Deliverables

- Monthly payroll processing, payouts, and full & final settlements
- Tax computation, investment proof collection, and LTA processing
- Filing of TDS/withholding tax returns and issuance of tax certificates
- Payroll-related employee onboarding and exit payouts (including gratuity)
- Reimbursement processing, leave data management, and ongoing employee helpdesk support



BUSINESS IMPACT

Valueonshore Advisors assisted the organization in transitioning the payroll process –

Role & Impact

- Led transition of payroll processing and operational management
- Improved payroll accuracy, efficiency, and process control

Business Benefits

- Freed up HR bandwidth to focus on core hiring and talent initiatives
- Enhanced employee satisfaction through support on tax investments and related matters

ABOUT US

Valueonshore (“VOS”) Advisors is a global business advisory firm of Big 4 alumni and industry leaders, supporting financial executives on complex, high-impact matters across accounting, M&A, risk, and managed services. Founded in 2009, the firm has grown to ~400 professionals across the **U.S.**, **India**, and the **UAE**, serving mid-cap and high-growth companies as a trusted partner in navigating complexity and driving value.

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