



SANDIP FOUNDATION'S
SANDIP POLYTECHNIC
 DEPARTMENT OF COMPUTER ENGINEERING
 &
 DEPARTMENT OF INFORMATION TECHNOLOGY
COMPUTER SOCIETY OF INDIA
 STUDENTS CHAPTER (IO1893)



THEME TOPIC

KEKA: HR & PAYROLL

What is It? Meaning of Telugu word Keka is "Awesome". Keka HR is a software built around and centered on employees. While most traditional HR systems are geared towards making life simple for the administration, Keka HR is designed to deliver smooth and **seamless user-experience to workers (employee centric) by simplifying complicated HR workflows** that take up so much of your time, effort, resources, and expertise. Getting the right individuals for the job is one thing, nurturing them is another. Keka HR helps to develop and grow the workers into the best versions of themselves with continuous feedback, 360-degree reviews, goal management, and more. The software helps to identify the potential of the employees, their strengths and weaknesses, and how you can harness them so they grow and realize their potential.

Features:

Keka comes with other supportive tools for employee management and growth like:

- Attendance Management
- GPS Attendance
- Timesheets
- Performance Management
- Applicant Tracking
- Payroll Management
- Employee Finances
- Statutory Compliance
- Expense Management
- Loans and Bonuses
- Leave Management



**APRIL 2018:
THEME**

Handy e-
Utilities

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"Talent management and Nurturing" has been unique parts of Keka. So Keka is available in "Strength" and "Groeth" mode with the usual standard free trials. Keka is also available through **apps on Android and IOS**. It is India's leading cloud based integrated and complete HR & Payroll software. (Awarded as the **best payroll software India-2017** by **World HRD congress**). Due to the various features of the platform it has been awarded into categories like **"Rising Star" and "Supreme Software" by SoftwareSuggest**. For enrolling organizations Keka support team is

available through phone or email during the critical payroll periods. More information is available at: <https://www.keka.com/>

NEWS OF THE WEEK

DATA THEFT

Some top Indian Android **apps across categories seek as much as 45% higher permissions from users compared to their global counterparts.** Access to SMSes, microphone and contact book were some permissions accessed by a significantly higher number of Indian apps compared to global peers. According to an annual study by enterprise cyber security and data privacy platform Arrka Consulting, about a third of the **permissions sought weren't required for core functionality** of those apps. Interestingly, most data that these apps and websites share with third parties **end up going to two of the largest global tech firms — Google and Facebook.** The key privacy metrics were assessed on 100 Indian apps with each having at least a million downloads across Google Play, Apple's App Store and websites. About 50 global Android apps were assessed on privacy and technical parameters to draw a parallel to Indian ones and their permission settings. In some categories such as travel, shopping and wallets, homegrown apps end up taking 1.5 to 3 times higher permissions than global peers. When an app seeks more permissions, it collects additional information about a user that's seen as invasion of privacy, especially when the user has unknowingly granted access to certain apps. The study puts the spotlight on lack of discipline in collecting user data and privacy concerns during data collection as some reasons why Indian apps access excess user information. "On an average, an app/website sends data to more than five third parties and many had the same parent organisation. Google was observed in 30%-58% instances and was clearly the leader while Facebook was second," the report said.

E TOON

WHY LAUGH ALONE?

