

IMPLEMENTATION EXPERTISE, END TO END

HR & Payroll Software

Your policies. Connected.

We design, implement, and automate HR and payroll around your policies. Connect people, attendance, approvals, and pay in one reviewable workflow.

Your people-to-pay workspace
SAMPLE DATA

Attendance

Payroll

Approvals

Employees

Reviewed

Exceptions

120

112

08

Employee	Input	Status
Asha Shah	Shift correction	Approved
Rohan Patel	Missing punch	In review
Meera Rao	Leave request	Approved

Built for India. Adaptable for global teams.

Country-specific requirements are scoped and validated for each implementation.

[Explore the service](#) ↗

THE EXPERIENCE BEHIND THE WORK

People, scale, and expertise.

A snapshot of Pletox across our customers, users, implementations, and team. Our work starts with the processes behind the numbers.

285

Businesses using Pletox

99.95%

Implementation success rate

50,000+

Users on Pletox

25+

Experts on our team

Different industries. One trusted partner.



Thakkers



Spectrum



GreenerG



Decobee



Anand Agro Group



An-Noor

Figures and customer names as published on Pletox's website, September 2026. These are company-wide figures, not outcomes guaranteed for an individual project.

[Meet our customers](#) ↗

THE COMPLETE PEOPLE-TO-PAY WORKFLOW

Connect the policy. The person. The payslip.

HR manages people and employment records. Payroll turns approved inputs into pay calculations. We connect both so teams work from consistent data.

PEOPLE

Records & onboarding

Connect documents, departments, reporting lines, joining tasks, and policy assignments through the employee lifecycle.

TIME

Attendance, leave & shifts

Bring rosters, corrections, field work, leave, and approved overtime together before payroll cut-off.

PAY

Salary rules & payslips

Configure salary components, pay periods, prorating, allowances, deductions, and payroll review steps.

CONTROL

Approvals & exceptions

Route requests by reporting structure, location, value, or policy. Assign exceptions an owner before they affect pay.

SELF-SERVICE

Employees & managers

Enable requests, attendance review, payslips, permitted profile updates, and role-based manager approvals.

CONNECTIONS

Devices & finance

Plan biometric feeds, accounting handoffs, bank files, and exports around supported formats and permissions.

From joining to exit

Carry approved changes, salary revisions, transfers, asset returns, and final-pay inputs forward with the right effective dates and ownership.

APPROVED WORK. EXPLAINABLE PAY INPUTS.

Connect the visit to the allowance.

Bring customer visits, worklogs, outcomes, and travel records into the same review process. Keep fixed allowances, travel reimbursement, and performance incentives distinct.

ILLUSTRATIVE FIELD-WORK FLOW

01

Record

Visit + worklog

02



Review

Evidence + eligibility

03



Calculate

Agreed rates + caps

04



Approve

Payroll-ready input

WORK EVIDENCE

Visits & incentives

Map completed tasks, reviewed worklogs, and visit outcomes to your allowance and incentive rules. Include eligibility, caps, and duplicate checks.

LOCATION EVIDENCE

Travel & live tracking

Use permission-based, on-duty tracking to support visit and travel review. Route gaps and disputed records through an exception process.

ASSET MANAGEMENT

Assignment. Custody. Return.

Track allocations, acknowledgements, transfers, and returns. Connect outstanding assets to exit clearance; review any proposed recovery separately.

Location is supporting evidence, not an automatic pay decision. Tracking hours, employee notice, permissions, access, and retention are agreed before rollout.

READY-TO-GO MOBILE ACCESS

Your HR workspace. Not tied to a desk.

Give employees, managers, and HR teams access to enabled web-app features through Android and iOS, with the same roles and connected records.

For employees

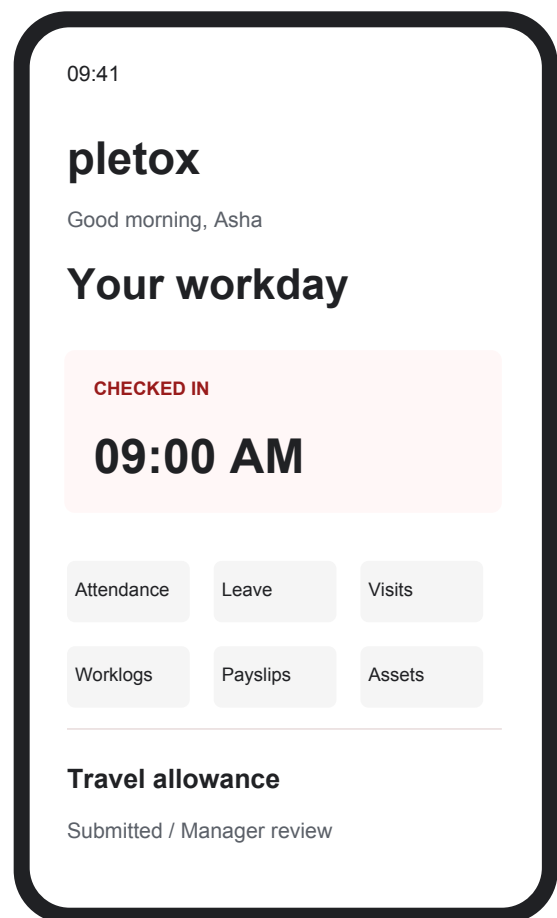
Review attendance, request leave, record worklogs and visits, submit claims, and access payslips and asset records.

For managers

Review requests and field inputs, approve eligible claims, and keep decisions connected to the office team's HR and payroll process.

Included in implementation

Plan sign-in, role-based access, and testing of configured workflows across web, Android, and iOS.



Illustrative workspace / Sample data

[Google Play](#) 

[App Store](#) 

Location and notifications depend on device support, permissions, and connectivity. Offline capture and synchronization are confirmed in scope, not assumed for every workflow.

CUSTOM LOGIC. REVIEWED RESULTS.

Make complex rules clear and testable.

Use a reusable HR foundation for common needs, with custom development where your policies require it. Agree inputs, formulas, exceptions, and acceptance criteria before launch.

A WORKFLOW WE HAVE BUILT

Flexible pay cycles

Configure a cycle such as 25 August to 24 September, with separately agreed cut-off, approval, payout, and correction rules.

A WORKFLOW WE HAVE BUILT

Calculated allowances

Derive additional allowances from approved shifts, attendance, employee category, or other agreed conditions instead of monthly manual entry.

PARALLEL PAYROLL REVIEW

Compare. Investigate. Sign off.

Trial imports expose missing fields, duplicates, and inconsistent balances. Compare new payroll with an agreed baseline, explain differences by component, and record HR and finance approval.

India and global requirements

Map applicable Indian payroll requirements with your payroll team. For other countries, scope local calendars, currencies, deductions, reports, payment interfaces, and partner integrations before committing to coverage.

Statutory interpretation, filing, and remittance responsibilities must be validated by your payroll or compliance advisers and explicitly agreed in scope.

REAL OPERATIONS. PURPOSE-BUILT SYSTEMS.

From daily attendance to a reviewed pay run.



Nash Group

Employee records, attendance, and payroll connected in one system to support the group's HR operations.

[Read the case study](#) ↗

Your people-to-pay workspace		SAMPLE DATA
Attendance	Payroll	Approvals
Pay groups	Calculated	To review
03	120	08
Component	Input	Status
Night allowance	8 x 250	Calculated
Additional allowance	Approved input	Approved
Total allowances	Payroll review	In review

Traceable inputs. Reviewed outputs.

Approved source records feed calculations. HR reviews the rules and exceptions; finance authorizes the release. The preview above illustrates the workflow, not Nash Group's actual employee data or project results.

FROM POLICY TO A REVIEWED PAY RUN

A working system. A team that can run it.

01 Map

Review policies, salary structures, source data, exceptions, and integration needs. Agree scope and acceptance criteria.

02 Configure

Implement the HR foundation, agreed calculations, approvals, migrations, and connections.

03 Reconcile

Run sample or parallel payroll, investigate differences, and obtain HR and finance sign-off.

04 Launch & support

Train users, confirm access and handover, then monitor the first live cycle within the agreed support scope.

Start with your real workflow.

Bring a sample salary structure, your attendance policy, and the exceptions your current system cannot handle.

[Explore HR & Payroll Software ↗](#)

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