

# Exhaustive Checklist for Evaluating Payroll Platforms & Services

## 1. Core Payroll Processing & Financial

### Accuracy

- One-Click Processing
- Advanced Salary Components
- Loan & Advance Management
- Automated Arrears Calculation
- Full-and-Final Settlement Automation
- Bank Agnostic Payouts

## 2. Managed Payroll & Compliance Services

- End-to-End Managed Processing
- Complete Statutory Filings
- Software Transparency
- Direct Employee Query Resolution
- Labor Law & Audit Defense
- Strict SLAs & Accuracy Guarantees

## 3. Statutory Compliance & Taxation

- Multi-State Tax Mapping
- Auto-Generated Challans & Returns
- Dynamic TDS Engine
- Digital Form 16 Generation

## 4. Leave & Attendance Integration

- Native Unified Architecture
- Biometric & Geo-fencing Sync
- Automated LOP (Loss of Pay)
- Custom Shift & Roster Management

## 5. Employee Self-Service (ESS) & Experience

- Mobile App Accessibility
- Digital IT Declarations
- Expense Management & Reimbursement

## 6. Implementation, Support & Data Migration

- Dedicated Account Manager
- White-Glove Data Migration
- Customized Training

## 7. Pricing Transparency & Scalability

- Pay-for-What-You-Use Pricing
- No Hidden Module Paywalls
- No Hidden Implementation Fees