



# Top-tier GRC for unmatched HRMS integrity

Location

Hyderabad, India

Industry

SaaS



## BENEFITS

### Manageable Controls

- In-depth control processes
- Access reviews, vendor risk, cloud monitoring
- Actions to manage risk and upgrade controls

### Unwavering Trust

- Custom trust hub on website
- Accelerated security reviews by prospects
- Enhanced assurance of security

## CONTEXT

### GRC Process Inefficiencies

As a full-stack Human Resource Management Software (HRMS) used by over 2.5 million employees, Keka strives to lead the domain. For Keka, leading the HRMS space is not limited to leading in product alone. To ensure consistent growth, one must also lead from a platform security front, as per its Chief Information Security Officer (CISO) Vijay Kumar.

"Rolling out a great product is only half the job. Securing it with the right controls and processes is what defines its success in the market."

With users in 150+ countries, Keka wanted to build a security program that is easy to manage and quick to scale. It was time for them to upgrade their Governance, Risk and Compliance (GRC) processes and, after a thorough evaluation, they chose the Scrut SmartGRC™ platform to do so.

## CHALLENGE

### Navigating Lengthy and Complex Processes

Vijay's past experience with an MSSP made him cautious about external access to internal configurations. Keka wanted to move away from this high-risk approach and began looking for a SaaS-based platform to advance their GRC program. Scrut SmartGRC™ stood out as the preferred solution that could solve all the following challenges.

1. Vendor Delays
2. Fragmented Processes
3. Credibility Snags



#### 1. Vendor Delays

##### Managing vendor ecosystem

Vendor assessments would typically involve lengthy email exchanges and manual scanning of websites to get the required information. As a result, the entire process was inaccurate and prone to delays

#### 2. Fragmented Processes

##### Structuring security program

Processes were susceptible to slippages. This meant there were efficiency gaps in documenting versions of different artifacts, conducting access reviews, launching employee trainings, and finalizing remediation measures

#### 3. Credibility Snags

##### Maintaining trust with prospects

To expand its customer base, Keka could not afford to lose valuable time in extended due diligence by prospects. Sourcing compliance artifacts like reports, policies, and subprocessor information from across departments was challenging

// Aptitude and reliability go hand in hand. While there are a lot of namesake tools in the market, Scrut's efficiency is driven by a combination of the platform and their solid infosec expertise.

**Vijay Kumar**  
CISO, Keka HR



## SOLUTION

### Aligning with Pillars of Focus

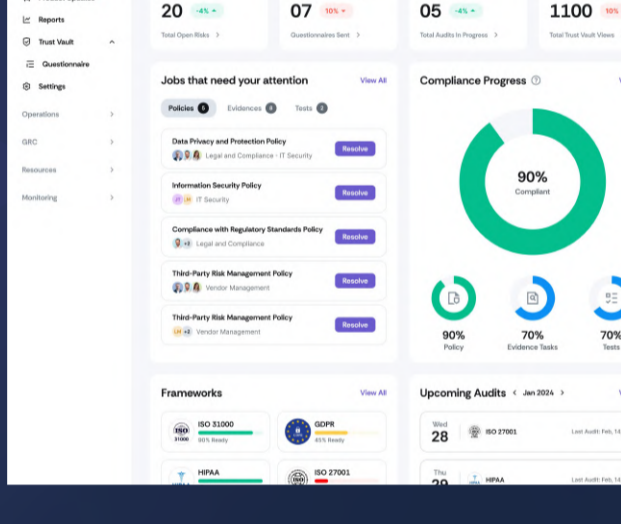
With a focus on closing gaps, the objective was to strengthen internal security processes. Once done, smoother compliances would follow. There were strategically significant areas where Scrut helped revamp processes for Keka, as per their unique infosec vision.

**Robust controls** are set up to incorporate mature processes. Every step and every change is now tracked.

**Access reviews** have been made more systematic and frequent by integrating active directories with Scrut.

**Vendor risks** are managed by tiering all assessed vendors into different risk categories for efficient mitigation.

**Proactive monitoring** by the committee is now possible by using insights from Scrut's dashboards to conduct advanced drills.



## Keka's Favorite Product Features



### Vendor Management

Streamline vendor assessments



### Trust Vault

Demonstrate security posture



### Employee Trainings

Conduct user security trainings

// I can now record details of the change needed, reasons why it is necessary, its impact, and the roll-back plan. Pre-configured workflows then allow this change to be reviewed and approved by the CISO, after which implementation can be assigned.

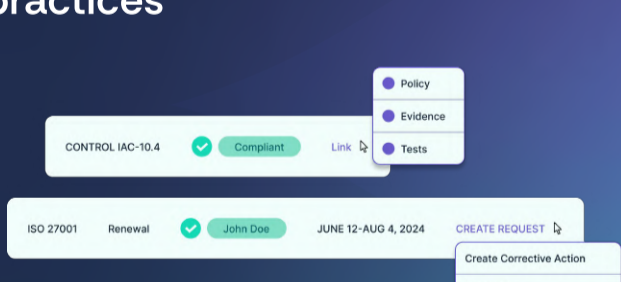
**Sisir Kakani**  
Security Analyst, Keka HR

## IMPACT

### Modern platform driving mature practices

#### GRC Processes Made Proactive

Scrut SmartGRC™ makes finding and fixing minute gaps easier. Keka can eliminate potential deviations with continuous control monitoring. Consolidated artifacts available in real time make it easier for auditors to review, while version logs and one-click requests make the entire process hassle-free.



"We are now able to focus on proactive monitoring to mitigate any kind of potential damage"

#### Vendor Management

VENDOR A#73

Questionnaire Overdue

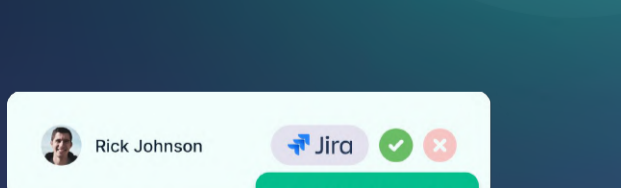
SEND REMINDER

Risk Score 4.9

"Tracking vendor questionnaires and responses is so much easier now"

#### Faster and Foolproof Vendor Assessments

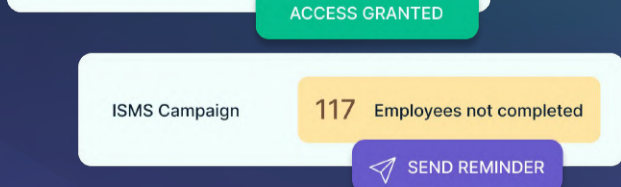
Third-party risk management is no longer inefficient. Changes in vendor security details are captured through logs, and the entire workflow — from sending questionnaires to receiving responses and assessing vendors—is completed on time without information leaks or delays.



"For a CISO, a major challenge is to enforce all recurring GRC tasks - which has been done efficiently by Scrut"

#### Adaptive and Scalable Program

Operational activities involved in scaling a GRC program are now streamlined. Monitoring, revoking, and granting access to network resources no longer involves spreadsheets. Training campaigns can be launched, scores automatically calculated, and policy acceptance reminders sent - all with the click of a button.



"For a CISO, a major challenge is to enforce all recurring GRC tasks - which has been done efficiently by Scrut"

#### Customer Access

ACME LTD. is requesting access to Pentest Report

NDA

GRANT ACCESS

"Scrut helped us create an environment of trust that is crucial for advancing our business priorities"

#### Improved Value Perception for Customers

Vijay was keen on having a custom page to display detailed reports on security processes, sub-processors, and certifications. With Scrut's Trust Vault, this was easily set up in minutes. Now all relevant documentation is displayed conveniently and securely, backed with NDAs and time-gated access.

## RESULT

### Effortless and scalable GRC

Since Keka adopted SmartGRC™, Vijay no longer worries about following up with stakeholders to update artifacts, close tasks, or remediate risks. By eliminating back-and-forth communication and log maintenance, Vijay can now focus on scaling Keka's security program with greater efficiency.

"With the Scrut platform, I can give access to my respective stakeholders such as Finance, HR, or DevOps, and they are responsible for fulfilling their tasks. So my job of following up is eliminated, and collaborations are way easier"