

Implementation of ERP Software System in SFCK

The State Farming Corporation of Kerala Limited, a public sector undertaking under the Government of Kerala, is taking preliminary steps to implement an ERP software system to integrate attendance, wages, production, and stock management of workers across its estates. At present, in various field divisions of the Corporation's estates, attendance and production-related data of workers are recorded using multiple registers and records. This has led to several difficulties in consolidating production data and calculating wages in a timely manner. While compiling information from multiple records, there is also a possibility of errors. Moreover, since these data are not made available at the Registered Office in a timely manner, delays occur in analyzing variations in production and in enabling officers to take appropriate corrective actions. In addition, due to the absence of a unified software system for wage processing, multiple records have to be consolidated manually, which causes delays and difficulties in wage disbursement to workers.

By implementing ERP software system, daily attendance and production details of workers can be recorded at the field level using mobile applications or other modern methods. This will facilitate faster and more accurate consolidation of production data and ensure timely availability of field-level information, enabling officers to analyze production variations promptly and take swift corrective measures. Further, the implementation of such a system will help eliminate the need for maintaining numerous registers and files at both estate and Registered Office levels, thereby reducing the use of stationery and printing materials. Additionally, timely processing of wage-related data through the ERP system will help avoid delays in wage distribution. The system will also improve operational efficiency by reducing costs, saving time, and enhancing overall workforce productivity.

The primary goal of the proposed ERP System is to automate the transition from manual record keeping to a digital system. The State Farming Corporation of Kerala Limited is a public sector under the ministry of agriculture who owns 2360 ha of land where approximately 2000 ha of land is replanted with rubber. The rubber plants upon attaining maturity after 7 – 8 years are ready for tapping. The total area of our estates are divided into Divisions and divisions into collection centers. The tapping trees in each collection center is grouped into 400 trees each to form a block. From these blocks 4 blocks are allotted to each tapper. The tappers does tapping in these blocks once in 4 days. This system of tapping is D4 system of tapping. These tappers reports for duty at collection centers at 6.00 am every morning. Their attendance are recorded here. The tappers return with the harvest (latex & scrap) by 12.30 to 1.00 pm. The latex and scrap is weighed and recorded by the tapping supervisor who will be in charge of each collection center. The Dry Rubber Content in each collection center is roughly calculated with Metrolac, which usually ranges between 25 to 35% of total weight. The wet scrap is recorded at 50% of weight as Dry Rubber. The latex which deteriorates if exposed is preserved using Ammonia.

These details are recorded in “Daily Production Statement”. The latex thus collected is transported to the factory on a daily basis or on weekly basis after proper storage.

The tappers who are thus engaged for a month are paid the wages on a monthly basis based on their daily attendance and the quantity of latex and scrap rubber. All workers other than tappers are included in the class of General worker. Their salary is calculated based on their attendance.

The key implementation pillars are as follows.

- **Organizational hierarchy:** - Mapping roles from the Managing Director down to the tappers and workers, ensuring role based access and strict approval workflows.
- **Operational Management:** - Digital tracking of land assets (blocks, division) and automated rotation cycles for tappers (D1 through D4 cycles).
- **Work Force Management:** - Worker categories are distinguished between tappers and workers across employment types (Permanent, Casual, and Dependent). Tappers can be reassigned to general work if tapping is unavailable.
- **Real Time Data Capture :-** Use of mobile application for tapping supervisors and collection center workers to record attendance, latex/ scrap weights and inventory consumption (Ammonia/ fertilizers) directly from the field.
- **Production Details:** - The system must calculate daily wise, monthly wise consolidated production details (Latex and Scrap) of different blocks, collection centers and replant areas. It should include both wet and Dry Rubber Content based production.
- **Inventory Controls:** - To maintain quality products the collection center stock like ammonia must be automatically deducted from stock based on

predefined ratios. The system must allow supervisors to manually issue ammonia and fertilizer to individual workers.

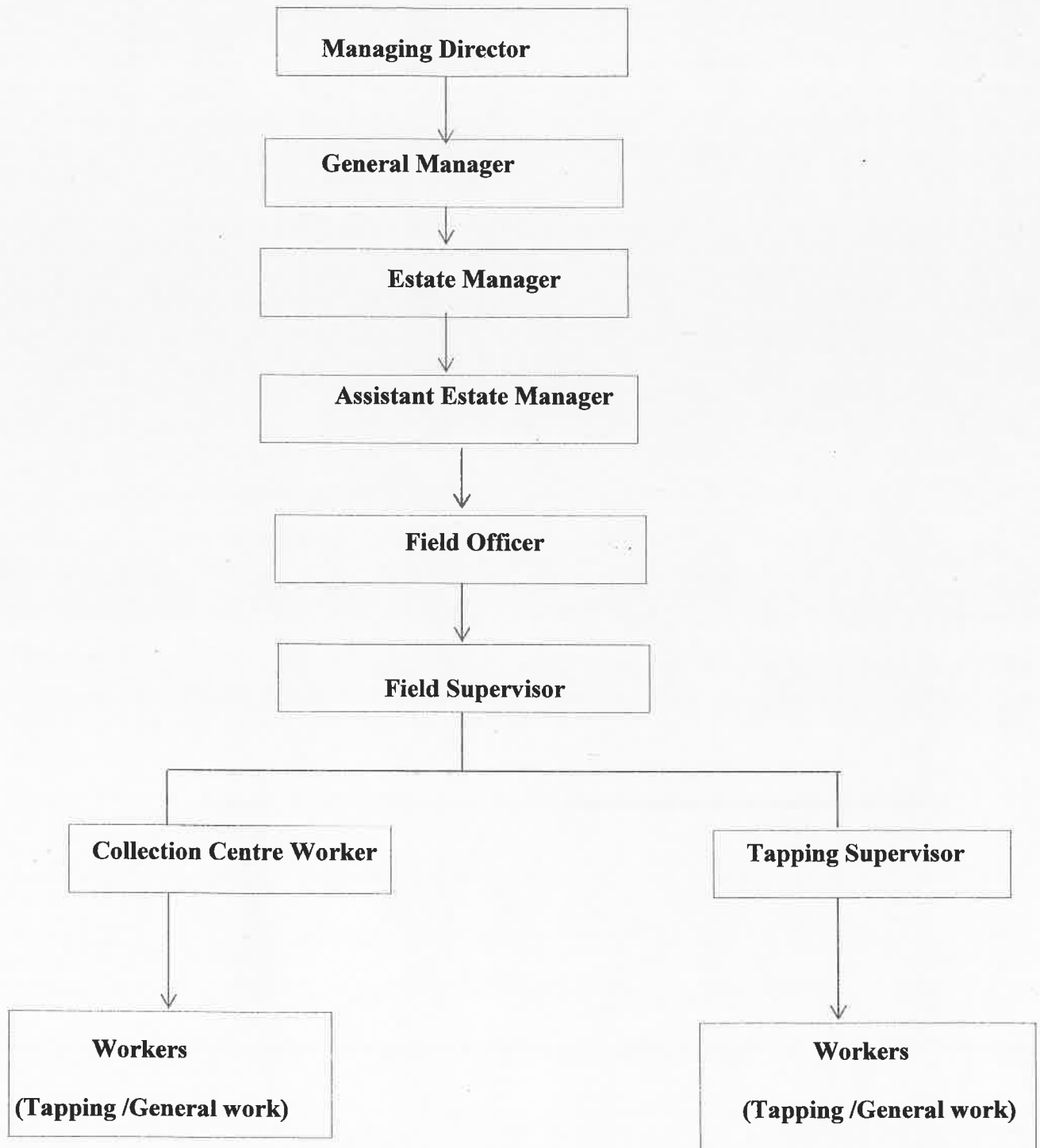
- **Complex Pay Roll Automation:** - A robust engine to handle the unique 21st to 20th pay roll cycle, including multi slab head load charges, DRC based incentives and mid period DA hike calculations.
- **Asset Master Details:** - Expanded the land and block management section to include tree census data, variety tracking and block classification based on maturity (Immature, Mature, CUT, and Slaughter).
- **Yield Based Incentive Structure:** - The ERP calculates monthly production incentives based on the exceeding base yield.
- **General Work and Mazdoor Estimate:** - Production continuity is managed through the mazdoor estimate system for non- tapping tasks. Authorized work units are sanctioned by the Managing Director, the system decrements this budget in real time as tasks are assigned.
- **Harvest and Logistic Slabs:** - Included specific details on the head load charges and how they are calculated using differential slabs for latex transport.
- **Localized Output:** - Generation of official pay slips in the Malayalam language to ensure transparency for the workforce.

In view of the above, guidance, technical support, and necessary assistance are requested for the implementation of the ERP software system to streamline and modernize estate operations. Relevant documents are attached herewith for your ready reference.

Yours faithfully,


Managing Director

Employee Hierarchy



MUSTER CHIT 9901

Division.....C.C.....Date.....

Sl. No.	C.R. No.	Nature of Work	No. of Workers	Location
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
<hr/>				
Total				

Attendance for the day.....

FIELD SUPERVISOR.

ASST. MANAGER

ദി സ്റ്റോറ ഫാമിലി കോർപ്പറേഷൻ ഓഫ് കേരള ലിമിറ്റഡ്

കുടുംകുടി എസ്റ്റേറ്റ്

മാർച്ച് 2026

ക്രമ നമ്പർ		1	അടിസ്ഥാന ശമ്പളം	429.43	429.43	
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അനുവദിച്ചിട്ടുള്ള പേര്		മധു	നാശിത കിലോ	0	8	
വെയ്നേജ്		2.80		പഴയത്	പുതിയത്	
കരക്ഷൻ നമ്പർ		1.2	DA	151.39	151.39	
DRC		28.59	ജനറൽ വർക്ക് ദിവസം	0	21	12256.02
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അവധി		0	അവധി/ലീവ്	0	1	580.82
	KG	DRC	RATE	DRC%	ആകെ DRC	0.00
ലാറ്ററൽസ്	0	0.00	7.25	0.00	അധികം കിലോ	0.00
ഒട്ടുകർ	0	0	1.6	100.00	ഇൻസെന്റിവ്	0.0
ഹൂൾ ഫാജർ അലവൻസ്		0.00	CPF	1540.00	കമ്പോക്കമ്പോറി ലോൺ	0
അലക്ക് കുലി		50.00	LIC	0	പിഴ/ശിക്ഷ	0
CUT കുലി		0.00	ലേബർ വെൽഫെയർ	0	ബസ്	0
സ്റ്റോട്ടർ കുലി		0.00	അഡ്വാൻസ് 2	0	KSEB	0
ചുമട്ടുകുലി		0.00	ഓണം അഡ്വാൻസ്	0	ഗ്രൂപ്പ് ഇൻഷുറൻസ്	0
അധിക മരം		0.00	ഷോലിക്കാരം	0	അച്ചൻകോവിൽ സംഭാവന	0
ഇടക്കാലാശ്വാസം		0.00	TRW	0	അഡ്വാൻസ്	0
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പിഴിവ് കഴിഞ്ഞുയ്ക്കേ തുക		11346.8	അധികം തരുന്ന തുക	0.0	തന്ന തുക	11347
					ഒപ്പ്	