

IPTM

IPTM Indian Payroll Training Batch

Demo Session Summary | April 5, 2026
Starting April 12, 2026 | www.iptm.org.in

50+

Training Hours

81+

Excel Formulas

₹8,900

Course Fee

4,000+

Practice Records

Overview

This demo session introduced the upcoming IPTM Payroll Training Batch starting **April 12, 2026**. Kumar, the primary trainer managing 40+ companies, explained that IPTM has specialized exclusively in Indian payroll training since **2007** — making it one of the oldest institutes in this field. The course covers all aspects of Indian payroll compliance, taxation, Excel automation, and VBA, with strong emphasis on practical application using real employee databases. This training focuses solely on **Indian payroll systems** — not international payroll or general HR topics.

Batch starts: April 12, 2026 | **Classes:** Sat & Sun, 8:30 AM onwards | **Duration:** 2–4 hrs/session |
Registration deadline: April 11, 2026

Key Concepts Covered

- **Indian Payroll Certification:** Comprehensive program covering payroll compliances, taxation, and certification (CPPI)
- **Income Tax Act 2025:** New legislation replacing the Income Tax Act 1961 with significant changes in sections and calculations
- **Payroll Components:** Salary structure: basic pay, 108+ allowances, perks, deductions, exemptions, and statutory compliances
- **Statutory Compliances:** PF / EDLI, ESIC, PTAX (all states), LWF, Gratuity, Bonus, Minimum Wages Act
- **Excel & VBA Automation:** Over 81 formulas for payroll processing; VBA for automated payroll systems
- **Tax Regimes:** Old vs. new regime calculations under Section 115BAC; TDS, Form 16, 24Q returns
- **CTC Calculations:** Cost to Company methodology including reverse calculation and net pay determination

Key Takeaways

- Classes every **Saturday & Sunday** from 8:30 AM, typically 2–4 hours per session
- Course fee: **₹8,900** (incl. **₹400** processing) + **₹295** for certification exam
- All sessions recorded on **Class Plus app** within 2–3 hrs, with notes & homework
- Students get physical study notes, specialised ChatGPT API for Indian payroll, and HRMS access after 30 sessions
- Certification: 50-question online exam, **60% pass marks**, 3 attempts at no extra cost
- 3–4 bonus Wednesday sessions on AI prompting, VBA, analytics, and HRMS navigation
- IPTM provides **lifetime updates** on regulation changes via webinars and community
- Job postings shared daily — no placement guarantee but strong MNC & outsourcing network

■ Last batch at ■8,900. Next batch (Oct/Nov 2026) fee increases to ■12,500. Register before April 11, 2026 to lock in current pricing.

Topic 1: Course Structure & Delivery Format

The course spans **50+ hours** across 35–40 sessions over 2–3 months. Each topic follows a **three-step method**: (1) theory & notes, (2) Excel formula demonstration, (3) practice on real employee databases of 4,000–5,000 records. Income Tax alone requires 30+ hours; PF takes ~2 weeks; LWF takes 3–4 hours.

Wednesday bonus sessions (3–4 classes) cover AI, VBA, HR analytics, and live government portal navigation. These are **not recorded** to maintain confidentiality of company data.

Q: Will recordings be available if I miss a class?

A: Yes — recordings upload to Class Plus within 2–3 hours. Watch before the next session so you can ask questions live.

Q: What if I have problems with payment or enrollment?

A: After payment you receive a support email and mobile number. Before payment, use the IPTM website contact form.

Topic 2: Course Content & Curriculum

The curriculum covers four major areas: **Salary Components, Income Tax, Statutory Compliances, and Payroll Calculation**. Income Tax represents ~60% of the course content.

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| Salary Components <ul style="list-style-type: none">• 108+ allowances (taxable vs. non-taxable)• HRA for 8 metro cities (50%) / non-metro (40%)• LTA, special allowances, leave encashment• 10+ perks: car, ESPP, gifts (updated to ■15,000), loans• New Wage Code: Part A / Part B classification | Income Tax (60% of course) <ul style="list-style-type: none">• Income Tax Act 2025 + IT Rules 2026• Old & new regime (Sec. 115BAC)• Chapter 6A deductions: 80C–80U• TDS, Form 16, 24Q filing, challan mapping• Surcharge, cess, rebate, marginal relief |
| Statutory Compliances <ul style="list-style-type: none">• PF, EDLI, pension, ECR generation• ESIC (new labor code: Part A basis)• PTAX — all state rates• LWF, Gratuity (~5 hrs), Bonus• Government portal navigation | Practical Application <ul style="list-style-type: none">• Form requirements & registration• Trust setup and group insurance• UAN linking/delinking, base code• Minimum Wages, Payment of Wages Acts• Prorated calculations & exceptions |

Q: Is ESIC calculation changing under the new labor code?

A: Yes — ESIC will be calculated on Part A only (50% of CTC after reducing Part C). A significant change.

Q: Will I need to retrain if regulations change after the course?

A: No. IPTM updates all certified students via webinars, WhatsApp, and community — a lifetime benefit.

Topic 3: Excel Automation & Practical Application

Students learn **81+ Excel formulas** built specifically for payroll. Custom functions like **=LWF(state, month)** or **=PTAX(state, salary)** handle multi-state compliance instantly. VBA automation enables generating thousands

of increment letters in 2 minutes, processing gratuity for 4,000 employees in 10–15 minutes, and validating an entire payroll run in under 2 minutes.

AI tools (ChatGPT, Gemini, Claude) are integrated for payroll tasks: auto-responding to 100 employee emails, generating management presentations in 4–5 minutes, writing policy documents, and analysing payroll data. Students receive a **specialised ChatGPT API** focused exclusively on Indian payroll.

Q: I only know basic Excel — will I manage?

A: Yes. The course teaches all formulas step by step. Basic understanding is enough; practice is what matters.

Q: How long does the gratuity homework take for 4,000 employees?

A: With the formulas taught, approximately 10–15 minutes — joining date, leaving date, and work schedule handled automatically.

Topic 4: Certification & Career Opportunities

| Certification Details | Career Prospects |
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| <ul style="list-style-type: none"> • 50 objective questions, online • 60% pass marks (30/50) • 3 attempts — no extra fees • Video-proctored • Instant e-certificate + physical copy by mail • Validity: lifetime, dated from completion | <ul style="list-style-type: none"> • Starting: ■18,000–■40,000/month • 2 million-person industry in India • MNC preference: Deloitte, EY, PeopleStrong, Mind Solution • Deloitte Bangalore hired 23 IPTM students recently • Work 5–6 days/month during payroll cycles • Daily job postings via IPTM network |

Q: What if I fail the exam?

A: 3 attempts at no extra cost. Attempt 2 within 3 days, attempt 3 after 7 days. Each attempt has different questions.

Q: Expected starting salary?

A: Freshers: ■18,000–■40,000/month. With HR generalist or SAP HCM experience, higher. Already in payroll ops: expect an increment.

Q: How does IPTM certification compare to CPP / CPA?

A: CPP/CPA cover US/international payroll. IPTM is specifically recognised by Indian companies and MNCs operating in India.

Topic 5: Understanding Payroll Calculations — Reverse Math

Kumar demonstrated a practical example to test mathematical readiness for payroll work:

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| Example Problem | Employee P007 earns ■10,000 today after a 10% increment this year. They also received a 10% increment last year. What is the new salary? What was the old salary? |
| Wrong Answer | New = ■11,000 Old = ■9,000 — Incorrect! (Simply adding/subtracting 10%) |
| Correct Answer | ■10,000 = 110% (100% base + 10% increment). Old salary = ■10,000 ÷ 1.10 = ■9,090.91. New salary = ■10,000 × 1.10 = ■11,000. |

Topic 6: Registration & Course Logistics

| Step | Action |
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| 1. Enroll | Visit www.ipm.org.in → click "Enroll Now" → pay ₹8,900 via Class Plus |
| 2. Welcome Kit | Immediately receive WhatsApp group link + Class Plus credentials |
| 3. App Setup | Download Class Plus app; access recordings, notes, homework, databases |
| 4. Study Notes | Physical notebook dispatched to your address after April 15, 2026 |
| 5. HRMS Access | HR One + Greya HR login after completing 30 sessions (90-day access) |
| 6. Certification | Eligible after 90 days of training; online exam, e-cert + physical cert |

Q: What if my address changes after registration?

A: Update it in the IPTM student portal. If notes are returned, the team will resend to your new address.

Q: I started the last batch but only completed ~30%. Can I join this batch?

A: Yes — contact Kumar directly. You can rejoin without paying additional fees and continue from where you left off.

Topic 7: AI, Career Transition & Background Guidance

Kumar addressed concerns about AI replacing payroll jobs: **AI enhances payroll work, it does not replace it.** AI handles repetitive tasks (auto-replying to 100 password-reset emails, generating presentations in 4–5 minutes), while human expertise remains essential for compliance, exceptions, and strategic decisions. The course teaches effective AI prompting using ChatGPT, Gemini, and Claude for Indian payroll tasks.

Career guidance by background:

- **HR Professionals:** Perfect fit. Payroll is a natural progression. HR knowledge of employee lifecycle makes transition smooth and valuable.
- **Finance Professionals:** Beneficial to add payroll knowledge; cautious about full career switch from high-paying finance roles without a clear growth path.
- **US / International Payroll:** Strongly encouraged. Eliminates night shifts, opens multi-country payroll opportunities at firms like Genpact, Accenture.
- **Freshers / Career Switchers:** Must have good English communication and commit to Excel learning. Clear career focus required — payroll or finance, not admin.

Actionable Next Steps

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| Register now | www.ipm.org.in → "Enroll Now" → Pay ₹8,900 before April 11, 2026 |
| Download Class Plus | Set up app using credentials from welcome email |
| Join WhatsApp group | Link provided in welcome kit — all Zoom credentials shared here |
| Confirm address | Accurate PIN code required for physical study notes dispatch after Apr 15 |
| Prepare notebook | Physical notes recommended for live sessions |
| Be available | Saturday & Sunday 8:30 AM from April 12, 2026 onwards |
| Watch recordings | If you miss a class, watch before the next session |
| Upload resume | To IPTM student portal if you want job opportunity notifications |

Supplemental Resources

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| IPTM Website | www.iptm.org.in | Registration, free tools, calculators, compliance calendar |
| Class Plus App | Download after payment | Recordings, notes, homework, employee databases |
| Free Calculators | On IPTM website | CTC calculator, Income Tax calculator, New Wage Code calculator |
| ChatGPT API | Provided on enrolment | Specialised for Indian payroll queries and calculations |
| HRMS Access | After 30 sessions | HR One + Greya HR — 90 days practice access |
| Student Portal | Lifetime access | Course progress, exam results, resume upload, job notifications |
| WhatsApp Community | Lifetime access | Regulatory updates, job postings, webinar invites |
| Physical Study Notes | Dispatched after Apr 15 | Complete payroll notebook + 40–45 interview questions |

Important Questions Raised in the Session

1. What is the validity and recognition of IPTM certification in the industry?
2. How does the course accommodate students who miss live sessions?
3. What level of Excel knowledge is required to successfully complete the course?
4. Are there job placement guarantees after certification?
5. How does the course stay updated with frequent changes in Indian payroll regulations?
6. What is the difference between payroll training and HRMS software training?
7. Can professionals from finance or HR backgrounds transition into payroll roles?

Ready to Start Your Payroll Career?

Enroll Now — Last Batch at ₹8,900 Register before April 11, 2026 | www.iptm.org.in