



iHCM & iPayroll

Next Generation HCM Solutions

Passion, Innovation & Transformation

iHCM / iPayroll– AT A GLANCE

Core HR

- Employee Profile Management
- Personnel Administration, Organization Management
- Exit Management, F&F Settlement
- Transfers, Promotions & Deputation,
- Probation & Confirmations
- Employment & Dependent Information Qualification , Certification Documentation

Employee / Managed Self Services

- Claims & Benefits
- Travel & Expenses
- Loans & Advances
- Payslips, Form 16, Tax Summary, Investment Declaration
- Leave Request, OT & Time Management
- Leave Accruals & Approvals, Timesheets, OT & PTO Requests/Approvals

Time & Attendance

- Schedule & Shift Management
- PTO, OT & Absence Management
- Negative & Positive Time Management
- Time Punch Integration
- Attendance Roster Management
- Employee Shift Assignment & Rotaton
- Timesheets, OT & PTO Requests/Approvals

Compensation Management

- Performance hike distribution
- What If Analysis

Payroll

- Gross & Net Pay Calculation
- Retroactive Pay & Increments
- Financial Integration, Direct Deposit Interface / Automation
- Formula based Dynamic Tax Configuration & Management
- Overtime, Incentive, Commission calculation, Positive & Negative Time Integration
- Gratuity, PF, Super Annuation, LOP & Multiple/Flexible Salary components
- Advances, loans & EMI Management

Performance Management

- Competency Management
- Performance & Goal Management
- Career Potential Planning
- Appraisals, Evaluation , Approvals & Escalation
- Bell Curve & Dashboards
- Feedback & Grievances
- Organization Goals & Project Goal Alignment & tracking
- Hike & Promotion Recommendations

Recruitment

- Requisition Management
- Sourcing
- Candidate Management
- Selection & Offer Management
- Onboarding
- Communication & Colloboration
- Interview Scheduling
- Feedback Management & Tracking
- Job, Position Tracking at Demographic Levels

Enterprise
Add-Ons

Workflow

Role Based
Access Control

Dashboards &
Reporting

Colloboration &
Communication

Audit Trails

Why choose iHCM| iPayroll ? – Our USP, Value Propositions



Our HCM suite cover the entire gamut of HCM requirements right from recruit to retire. It covers both the strategic and operational aspects of an HR team's daily routine. Our customers are at liberty to handpick the modules to create a completely customized HCM solution that mirrors the organization. In addition to the easy customization, standard features can be configured on the go to map to current processes and procedures.

Features & Experience

- Visually Compelling User Experience & Interface
- Simple Intuitive UI, yet sophisticated features
- Business User Driven Process Configuration & Customization
- Innovative Drag & Drop Business Productivity Process
- Under the hood Perfection and Quality

Cost Benefits

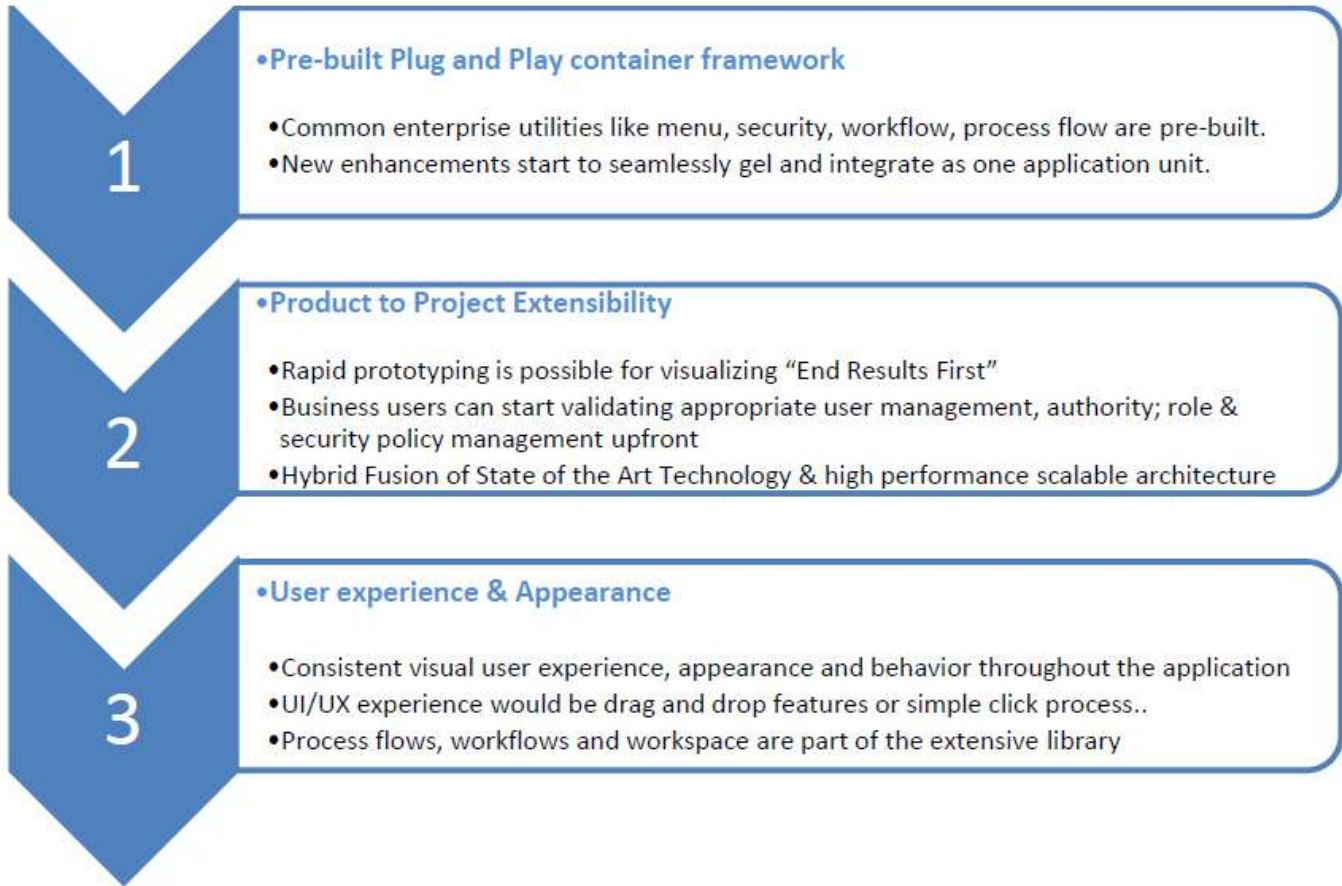
- No third party licensing costs
- Negligible or Zero Training Efforts & Costs
- Low Maintenance Cost Applications
- Eliminates Vendor/IT Consultant Dependency

Deployment Capabilities

- Pre-built & Bolt-on Accelerator, Plug & Play Integrated Framework
- Rapid Prototyping Capability
- Product to Project Extensibility
- Platform independent & hassle free deployments
- Hybrid Fusion of Cutting Edge Technologies

PRODUCT HIGHLIGHTS – READ FRAMEWORK

Our Rapid Enterprise Application Development Framework accelerates customization. It primarily has two components – Functional and Technical Container Framework. This is an extensive library packed with Industry starter kits to jump start Enterprise Application Development



Visual Framework

- Menu
- UI/UX
- Navigation

Application Framework

- Master
- Reports
- Transactions
- Dashboards

Security Framework

- Role Based Access Controls
- Security

Data Framework

- Data Access
- Data Migration
- Integration

iPayroll – MAJOR FUNCTIONAL PORTFOLIO

iPayroll is a mini version of iHCM suite catering SMB segment, covering all aspects of payroll functionalities, such as Loan & Advances, Taxation, Bonus management, Ad-hoc Earnings & Deductions management, Leave, OT & Time management, Reimbursement tracking. Beyond the scope of standard payroll module, it can easily pick and process pay components outside and within pay cycles with a very easy to use and intuitive configurations. iPayroll complies with Indonesian tax requirements for Local and Expatriate employees.

<p>Salient Features</p> <ul style="list-style-type: none"> • Multi-Lingual • Multi Company • Multi branch set up • Multi-Level Security control. • Built on client server technology • Scalable to large size of employees. • Supports Multi currency • Parameterized Systems (user adjustable according to government policy changes) • Centralized processing for multiple branches • Built in email blasting • Off cycle payroll processing • Shift Management and multi payroll frequency (weekly, monthly, fort nightly) • Staff and Labour Pay calculations • Positive and Negative Time Management <p>Payroll processing</p> <ul style="list-style-type: none"> • Supports any combinations of pay calculations like Gross, Non-Gross and Gross-up methods <p>Personnel Management Personal and Professional Data Monthly and Daily employees Local & Expatriates Scanned image storage</p> <p>Time Management Link to Attendance machines OT tracking and approvals Late arrivals & early leaving penalties Positive and negative Time management</p> <p>Leave management Calendar settings for leave entries Leave Balance and Carry Forwards Leave Limits & Leave Reason configurations Public holidays & Weekend Holidays set up for OT calculation</p> <p>Loan Management Loan Eligibility based on employee levels Loan limit settings Loan Deductions- Automatic & Manual Multiple Loans</p>	<p>Salary Computation & Pay slips Multiple salary groups Multiple processing periods Multi-Level pay slips generation. e.g.: Employee wise, Department wise Multi-currency pay slips Payroll registers Company designed pay slips Bank remittance advise Automated payslip email blasting</p> <p>Overtime calculations Allowances & Deductions Standard & variable Allowance Standard & variable deductions Fixed allowances and deductions Arrear calculations</p> <p>Tax calculations Taxable & Non taxable components of compensation package Tax calculations based on regional regulations Indonesian Tax calculations Gross up method available Calculation of PPH-21 according to Income Tax (Act) or Rules.</p> <p>Security User definable security levels</p> <p>Reimbursement Module Claims set up Multiple type claims Medical allowance upper limit Medical claims settlement- slabs Tracking of disbursements</p> <p>Reports Standard Operational & MIS reports. Standard Tax Forms and reports.</p> <p>Accounting system Interface Simulated Ledgers Customized GL posting to external systems</p>
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