



A Web-based HRMS solution, **HRNET** is a clear expression of supreme efficiency and reliable performance. Tightly integrating the organization's Human Resources, Payroll, Training & Appraisal functions, HRNET provides comprehensive administrative and workflow capabilities, as well as employee empowerment via employee and manager self-service.

Built on nearly two decades of focused Human Resources and Payroll experience, HRNET is designed to serve as the foundation of an organization's human asset management strategy. HRNET delivers extensive collaboration, self-service, reporting and analysis tools necessary for an organization to align their human resource management practices with their business objectives. By leveraging the HRNET application, an organization can capitalize on their human assets for a competitive advantage. HRNET enables an organization to streamline their human resource management processes to provide a significant ROI and impact bottom line.

Key Features

- Anytime-Anywhere Access
- Web Enabled
- Streamlined System Deployment
- Browsers Compliant
- Reduced Administrative Expenses
- Operating System Independent

Key Modules

Manpower Planning & Career Management

- Organization Information
- Job & Position Competency Tracking
- Position Budget Tracking
- Manage Career Planning
- Standard Statistical and Analysis Reports

HR/Personnel Administration

- Employee Data Management
- Vacation/Leave Management
- Medical Expenses Tracking
- Audit Trail for all changes to Sensitive Data
- Five Standard Static Forms

Payroll / Benefits Management

- Staff Loan Management
- Variable Earnings and Deductions
- Bonus/Ad hoc Payments
- Salary Revision
- Accrual and Benefits Management

Time & Attendance Management

- Interfaced with smart card, swipe card, biometric T & A Hardware
- Integrated with HRNET Personnel Module
- Advanced Shift Scheduling
- Absence Management
- Overtime Tracking

Training Management

- Gap Analysis & Training Needs Identification
- Domestic & Overseas Training Management
- Training Vendors Management
- Post Training Analysis
- Track Training Costs by Type

eLeave

- On-line Leave Application, Notification, Messaging, Reminder, Approval
- Leave Status, Balance, History
- Department/Company level Leave Planner
- Flexible Workflow
- Audit Trail

Employee Self Service

- Manager Self Service Functions
- Employee Self service Functions
- Access to Personal, Contract and Contact Data
- Accrued Gratuity/Leave/Air Tickets Balance View
- Leave/Air Tickets/Expenses/Medical Claims Request
- Password Maintenance

Government Relations

- Online request for various Government Services by Departments
- Manage and Track various stages of Visa Processing
- Manage and Track Trade License Renewals
- Manage Embassy Services
- Manage Expenses related to Government and PRO Services

Recruitment

- Employee Requisitions from Departments
- Applicants Database Maintenance
- Applicants Vs. Job Mapping by System
- Track Applicant's Status
- Applicant Evaluation
- Recruitment Costs Tracking

Staff Accommodation Management

- Track Rent Contracts
- Track Assets Related to Staff Housing
- Staff allocation
- Inter-Accommodation Transfers
- User defined Accommodation Cost Types
- On-demand, 'who is where' Reporting

Appraisals Management

- User defined Competencies
- User defined Appraisal Reasons and Ratings
- Schedulers and Reminders for Appraisal
- Robust Interface for Managers
- Extract Performance Data for Analysis

Workflow Manager

- Payroll Authorization (new Hires)
- Leave/Vacation Requests
- Status Changes/Salary Revisions
- Loan Requests
- Optional Notification by eMail