

HR MANAGEMENT APPLICATION

CATALYZING YOUR BUSINESSES



What's the Problem ?

Managing employee activity is one of the most important responsibilities of business owners, but it doesn't have to be the most stressful. With the right

HR MANAGEMENT APPLICATION SYSTEM, EMPLOYERS CAN FIND PEACE OF MIND AND MORE TIME TO GROW THEIR BUSINESS.



HR MANAGEMENT APPLICATION SYSTEM

Cloud based HR Management Application system is a process by which employers keep a record of their employees' activities. Furthermore, it is necessary for **Shifts Management, Payroll Management, Expense Management, Team Hierarchy Management, Leaves Management, Overtime Management, etc.**

- It also demonstrates their commitment to their workers
- Fulfill their responsibilities to government agencies, and keep financial records in order.



Why HR Management Application is Important?

HR Management Application is an integral part of any business because it helps improve employee engagement and regulatory compliance. Without adequate and accurate means of paying employees, paying taxes, and keeping records of holidays, working hours, employers can face pay claims and additional penalties.



■ The Changing Role of Human Resource Management



Strategic HRM Tools



**Tools &
Instruments
Includes:**

HRM Tools

ATTENDANCE MANAGEMENT

OVERTIME MANAGEMENT

LEAVES MANAGEMENT

EXPENSE MANAGEMENT

PAYROLL MANAGEMENT

SHIFTS MANAGEMENT

VISITORS MANAGEMENT

RECRUITMENTS

COMPANY POLICIES

TEAM HIERARCHY MANAGEMENT

Function of Human Resource Management

- Shifts Management
- Team Hierarchy Management
- Measure employee salaries
- Compliance with payroll requirements
- Manage Users & Authorizations etc
- Leaves/Overtime Management
- Payroll tax process



Human Resource Management System



| Recruitment | Training | Attendance | Payments | Appraisal | Reliving |
|--|--|---|---|--|---|
| <ul style="list-style-type: none">- Resource Manpower Plan- Recruitment Plan- Candidate Profile- Interview Scheduling- Interview Rating- Joining- Employee Profile | <ul style="list-style-type: none">- Training Request- Training Schedule- Training Attendance- Trainee Feedback- Trainer Feedback- Training Assessment | <ul style="list-style-type: none">- Shift Allocation- Biometric Integration- Time office Management- On-Duty/ Permission Request- Leave Management- Over Time Calculations | <ul style="list-style-type: none">- Earnings and Dedications Details- Loan/ Advance Payment- Bulk Salary Creation- LTA Payments- Arrear Payments- Bonus Calculations- Full and Final Settlement | <ul style="list-style-type: none">- Appraisal Initiations- Appraisal Feedback- Appraisal Consolidations- Promotions- Transfers- Increment | <ul style="list-style-type: none">- Resignations/ Retirements- Exit Interview- Reliving Formalities |

30, 60, 90 Day Implementation Plan



Within first 30 Days

- Collate details about the Organization
- Establish performance goals and expectations with Manager
- Implementation targets
- Administrative tasks
- Receive initial work assignments



Within first 60 Days

- Review on boarding plan and obtain feedback from employee
- Understanding the Big Picture (acquiring knowledge)
- Payroll Configurations



Within first 90 Days

- Receive feedback from managers, other employees on performance to date and revisit onboarding plan
- Initiate participation in special projects
- Explore additional avenues for development
- Deliver application

Stages of HR Management



Pre-payroll

Employee working hours, discount time (e.g., vacation, illness, jury duties, etc.), and staff adjustments
Low Level of complexity reduction

Termination of employment, salary increases.



Accounts

Employers calculate the total salary earned by each employee during the pay period and make taxes and deductions, which results in a net wage. They also accumulate their tax liabilities for the same period.



Post-payroll

Employers calculate the total salary earned by each employee during the pay period and make taxes and deductions, which results in a net wage. They also accumulate their tax liabilities for the same period.

Values & Benefits

| WITH OUR HRM SOLUTION | |
|------------------------------------|---|
| Easy Employees Attendance Tracking | ✓ |
| Accurate calculation | ✓ |
| Compliance assistance | ✓ |
| Access to Multi-facility | ✓ |
| Keeping detailed reports | ✓ |
| Automated Services | ✓ |
| Reduce Errors | ✓ |

| WITHOUT HRM SOLUTION | |
|--|---|
| Manual Attendance Management is messy | ✗ |
| Chances of Human errors | ✗ |
| Managing compliances manually is complex | ✗ |
| No similar tools available | ✗ |
| No reporting feature | ✗ |
| No Automation at all | ✗ |
| High Chances of Errors | ✗ |

Our Clients





SignalHRM Can Help Companies?

- Automatic calculation of salaries and taxes
- User-friendly self-service apps for employees
- Payment Flexible Payment Options - Paycheck, Direct Deposit, Payment Card
- Extensive Reporting for all stakeholders.
- Hassle-free integration with third party software

Thank You!

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