

HR MANAGEMENT APPLICATION

CATALYZING YOUR BUSINESSES



What's the Problem?



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 Human Resource Management

Managing with the HR Scorecard Process

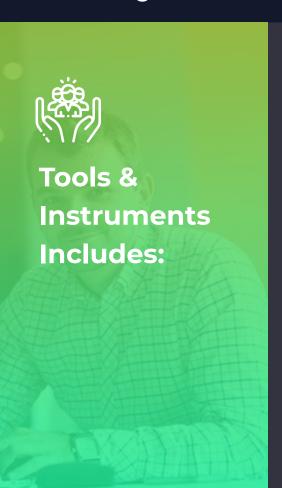
New
Responsibilities for
HR Managers

Creating High
Performance Work
Systems

Measuring the HRM
Team's
Performance



Strategic HRM Tools



HRM Tools

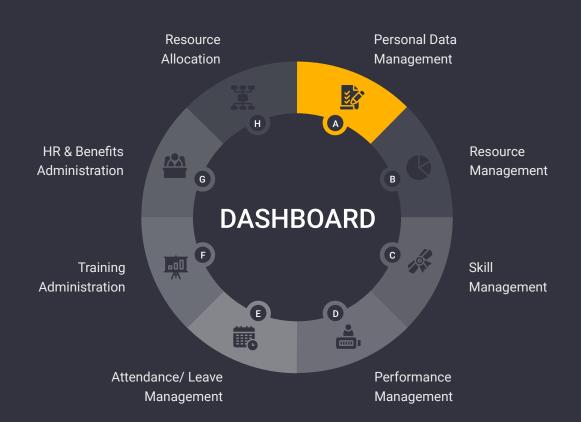
ATTENDANCE MANAGEMENT	OVERTIME MANAGEMENT	LEAVES MANAGEMENT
EXPENSE MANAGEMENT	PAYROLL MANAGEMENT	SHIFTS MANAGEMENT
VISITORS MANAGEMENT	RECRUITMENTS	COMPANY POLICIES

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
 Resource Manpower Plan Recruitment Plan Candidate Profile Interview Scheduling Interview Rating Joining Employee Profile 	 Training Request Training Schedule Training Attendance Trainee Feedback Trainer Feedback Training Assessment 	 Shift Allocation Biometric Integration Time office Management On-Duty/ Permission Request Leave Management Over Time Calculations 	 Earnings and Dedications Details Loan/ Advance Payment Bulk Salary Creation LTA Payments Arrear Payments Bonus Calculations Full and Final Settlement 	 Appraisal Initiations Appraisal Feedback Appraisal Consolidations Promotions Transfers Increment 	- Resignations/ Retirements - Exit Interview - Reliving Formalities



30, 60, 90 Day Implementation Plan



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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.



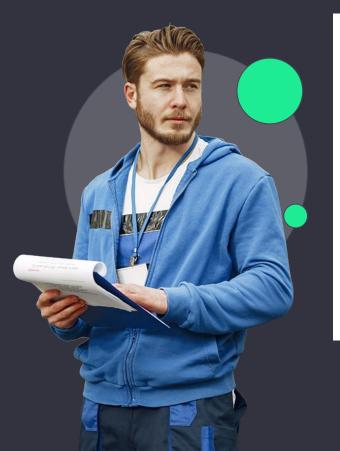
Values & Benefits

WITH OUR HRM SOLUTION	
Easy Employees Attendance Tracking	O
Accurate calculation	0
Compliance assistance	0
Access to Multi-facility	0
Keeping detailed reports	0
Automated Services	0
Reduce Errors	0

WITHOUT HRM SOLUTION		
Manual Attendance Management is messy	8	
Chances of Human errors	8	
Managing compliances manually is complex	8	
No similar tools available	8	
No reporting feature	8	
No Automation at all	8	
High Chances of Errors	8	



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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