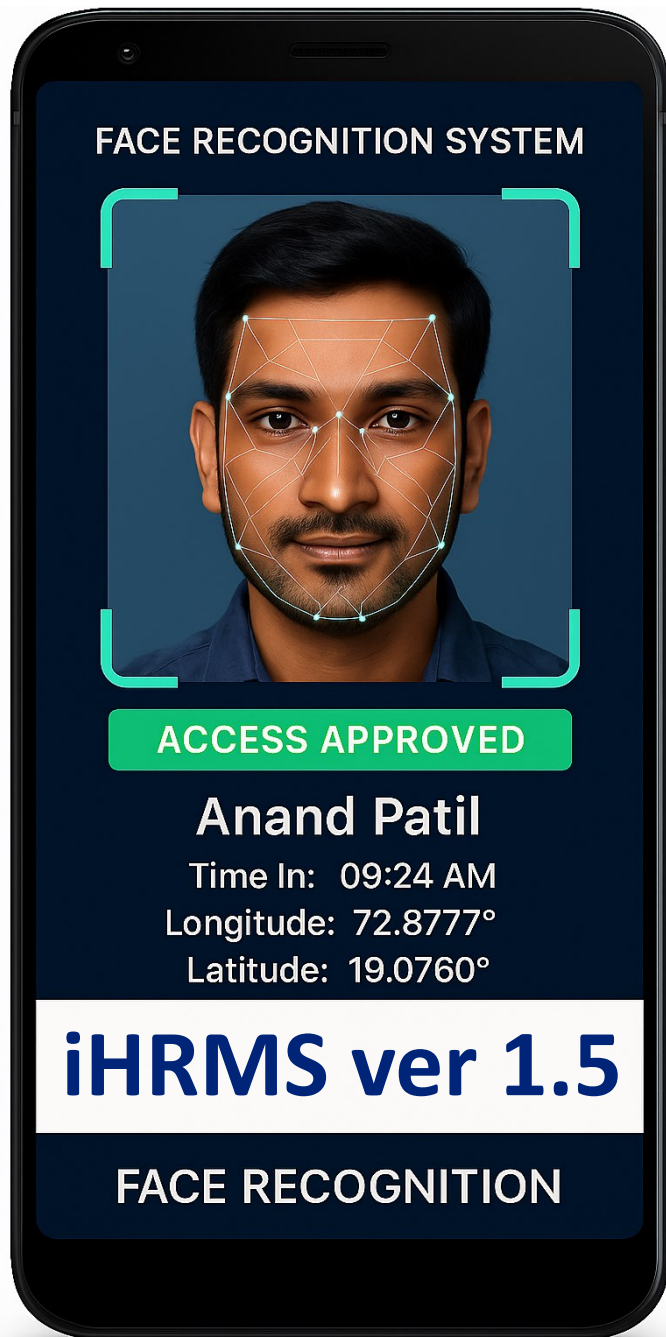




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iHRMS ver 1.5

**INNOVATIVE SOFTWARE
SOLUTIONS**



ESS Module	07
Appraisal with KRA KPI	06
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Employee On Board/Induction	02
Recruitment Management	01



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Changes done in system based on the challenges faced by clients

Attendance

- Face Recognition System
- **Delete** Attendance Log for wrongly Punch
- **Auto Approval** if regularization done by Admin

Roster Management

- **Roster deletion** given to make employee absent

Recruitment

- Image and PDF parsing for recruitment module
- Recruitment Expense Module
- **Sourcing Cost (₹)Metric/Cost per hire (₹)**
- Recruitment Funnel Metric

Expense Against Vacancy

- **Project Management Added with Recruitment (Customized)**

Reimbursement

- **Advance** Opening Balance for reimbursement module and approval
- **Reimbursement with Project (Customized)**

Payroll

- Fine and Food Allowance Configuration
- **Partial Disbursement mapping with Project (Customized)**
- **Overtime Based on Slabs(Customized)**

Employee Management

- Aadhar +PAN + Bank Verification API

Integration

- Power BI Integration (Customized)
- WhatsApp Messages
- Customized Mail for Leave, Attendance



Innovative iHRMS Segments at Glance

Pharma
Industries

Chemical
Industries

Resource
Consulting Services

Facility and Security
Management

Shipping & Logistic
Industries

Resource Energy
Industries

Manufacturing
Industry

Outsourcing
Industry

Service
Industry

Municipal
Corporation

Finance
Industry

Courier
Industry

Why Choose iHRMS

Deep Understanding of Domain,

Experience and Expertise team for development ,implementation, training and support

Timely delivery and Quick implementation done with strong strategy and process

Customization and configurable as per customer requirement

Utility for completing the new joinee upload, attendance and payroll process faster

User Friendly Software and Less training time required Can be operated by layman

Immediate Support given for the problem addressed

Internal System to track the tickets raised by the client

Limited screens provided

All reports can be exported to Excels and PDF

Strong Audit logs maintained to identify any changes made in the system by users

Software available on cloud /on premises/SAAS

Any kind of Excel type of report can be generated in the system

Search Facility provided on all the screens for easy search

Statutory Report with IT Regime(Old/New) available in the system



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Benefits of iHRMS

Time Saving

- Limited Data Entry Screens
- Web Based System hence can access the system from anywhere
- Any report on click of button
- Very user friendly saving the time of the person
- Search facility given on all the screens
- History /Details of employees on click of button
- Getting Statutory Report
- People can login and can check the salary slip, leaves ,his personal details ,it related details
- Can be Operated by layman
- Mailing Salary Slip

New Cost Saving Feature

- No additional Setup and save infrastructure cost required as available as SAAS
- Fixed IP Based Attendance in the system saving biometric cost as well as with mobile punch in and out
- Reminder for regularization approval and leave approval on mail saving communication cost
- Location tracker saving cost of another software for GPS tracking for tracking sales people
- Recruitment Tracker Saving Paper Cost
- **Many utilities and templates available saving time and increasing the productivity of HR**

Security

- Log maintained for all the changes done in the system
- Employee Ids are encrypted in URL



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Payroll Administration

Flexible Structure building capability of Earnings & Deductions

- Flexibility to add or modify any number of Salary Components - Earnings & Deductions
- User Defined Entry Field with unmatched flexibility for Formula, Percentage or Customized Calculation
- Taxable & Non Taxable Earnings for Income Tax Calculations
- Payslip / Non Payslip Component, Calculation based on Attendance
- Monthly or Yearly Payments, Compute various other components that do not appear in Payslip

Leave and Attendance Management (WFH Working introduced)

- Credit Leaves on Monthly/Yearly Pro rata basis/Carry forward facility for Balance Leave
- Encashment of Leave / Encashment in excess of Leave
- Leave utilization & balance can be checked, CL, PL, SL, Compensatory & Customizable Leaves
- Attendance can be configured to any biometric machines with different shifts, Regularization for Late Coming/Early Going
- Monthly Attendance Register & Yearly Attendance Summary, Attendance/Leave Ledger/Attendance Analysis Report available
- Submission of online Leave Application and Supporting Workflow.

Payroll Processing(WFH Temporary Salary Structure Introduced)

- Input information for newly joined employees and exit left employees, Pro-rata calculations for employees based on Absenteeism
- Over-ride facility for any Salary Components/Exclude Payroll component
- Salary on Hold & Freezing of Salary in case of Termination of Employees
- Process by Exception - you only need to enter Pay and/or Deduction information when there are changes,
- YTD salary Sheet & Summary of each employee/IT Slab and PT Slab Inbuilt /IT Old Regime/New Regime
- Automatically calculates all the Income, Deductions & Company Contributions as per the requirement
- Regular Payslips (with Logo) can be viewed or Emailed
- Generates Cash / Cheque / Bank Transfer List
- Full and Final Settlement

Salary Reports (Payslip & Salary Sheet)

- User defined PF Rate of Deduction for Employer & Employee
- Employee & Employer Contribution
- Automatic Bifurcation of EPF & EPS
- PF applicability check at Employee Level
- Options to Limit Maximum Salary for PF Deduction
- Statutory Reports available for PF and PT,LWF



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HRMS Module

HR Functions(Human Capital Management)

- General Information/Personal Information/Address / Contact details/Employee Qualification/Family Members / Emergency contacts
- Work Experience/Skill Details/Finance Details/CTC Details/Asset Details/Passport/Visa details/Mediclaim Details /Documents/
- Complete Tracking of Employee Movement between Departments /Locations
- Communicator to send messages /email to employees/Suggestion Box/Announcement/News Letter, Birthday Wishes, Thought for the Day
- Polling/Anonymous Polling and Feedback
- Who is Who Option to get details of any employee across company/location/division

Asset Management

- Requisition from Employee/Purchase Order/GRN/
- Transfer to Employee
- Complaint Management System
- Scrap

Induction Module

- Uploading Videos, Documents and user can see online on login of individuals login

Online Training

- Total Flexibility of preparing questions ,Uploading Videos against training
- Optional and Fill in the Blank question can be entered
- Online Result

Online Appraisal

- Total flexibility of preparing questionnaires
- Auto Calculation of scores on weighted average method
- Comments of the appraise/appraiser will be available on line
- Grade defined for every group of questions
- Map with KRA and KPI proportionately



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HRMS Module

Performance Management & Goal Settings

- Setting of Goals on Quarter/Yearly basis for given employees with complete workflow
- Status of Goals of given employees
- Measuring of Goals [UOM /Targets] /KRA/KPI
- Can Change the UOM at the time of approval level by admin
- Performance Summary Department Wise/Individually /Graphical Reports

Recruitment & On Board

- Creating Vacancy/Approval Process/Publishing on linkedin/website/
- Candidate Tracker informing the status like In Review,Interviewing,Offered,Letter of Appointment,Converted,Rejection with interviewers remarks
- Creating group /Questionnaires for Interview on different rating .Scheduling Interviews. Sending link to candidate for interview
- On Boarding Process like Uploading of Resume documents /Uploading of data like Financials,Experience,Accademic Details, Skill Details
- User can create Templates for Letter of Appoitment,Offer Letters
- Sending Offer Letter/Appointment Letters/Increment Letters to candidate

ESS Modules

- Each employee is provided with an Login can view their Profile with all details/Holiday List /
- Submit Leave Application/Submit Regularization/Leave Approval/Regularization Approval
- IT Declaration/Income Tax Projections/Performance Appraisal with KRA and KPI/Appraisal/Training/Exit Management
- New Dashboard with glimpse of individual details attendance, leave balance,ctc,notiification
- Employee KRA /KPI /Goal Settings wth individual appraisals
- Training

Quick Process

- Last Moment Utility to upload new employees,CTC,Variable Components, Deactivate Employee
- Leave Balance Upload
- Leave Transaction Upload (very useful for factory)



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Innovative Software Solutions



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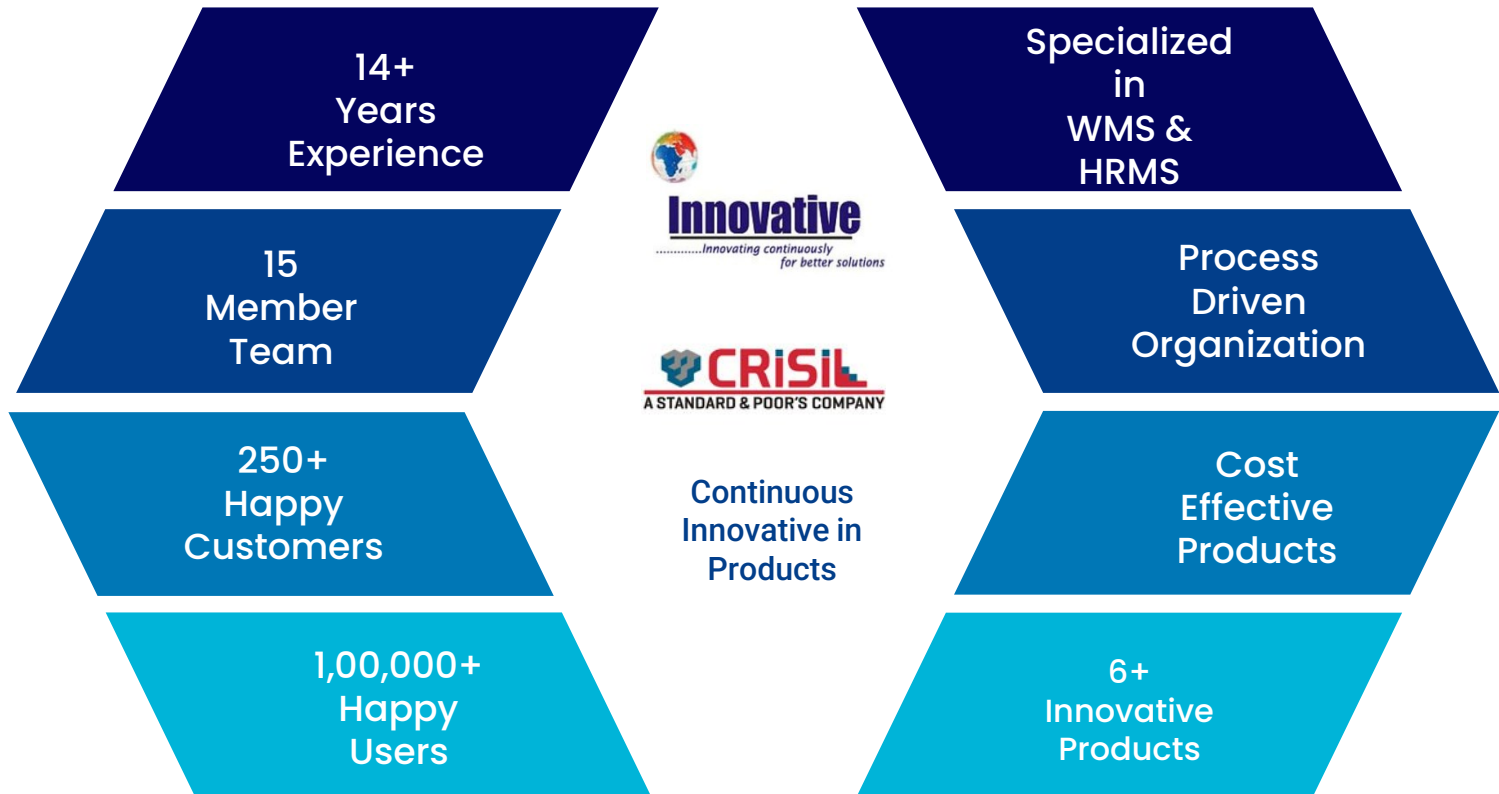
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Innovative Software Solutions



What is Innovative Software Solutions

Our Team

Our team comprises of highly motivated ,experienced and professional programmers, team leaders, project managers .

Our Expertise

- ❖ **Product Based Company**
- ❖ **Software Development**
- ❖ **IT Consultancy**
- ❖ **Web Portals**
- ❖ **Domain and Hosting Services**
- ❖ **Cloud Computing**
- ❖ **Software Maintenance**
- ❖ **Software as a Service**
- ❖ **Mobile Application Development**

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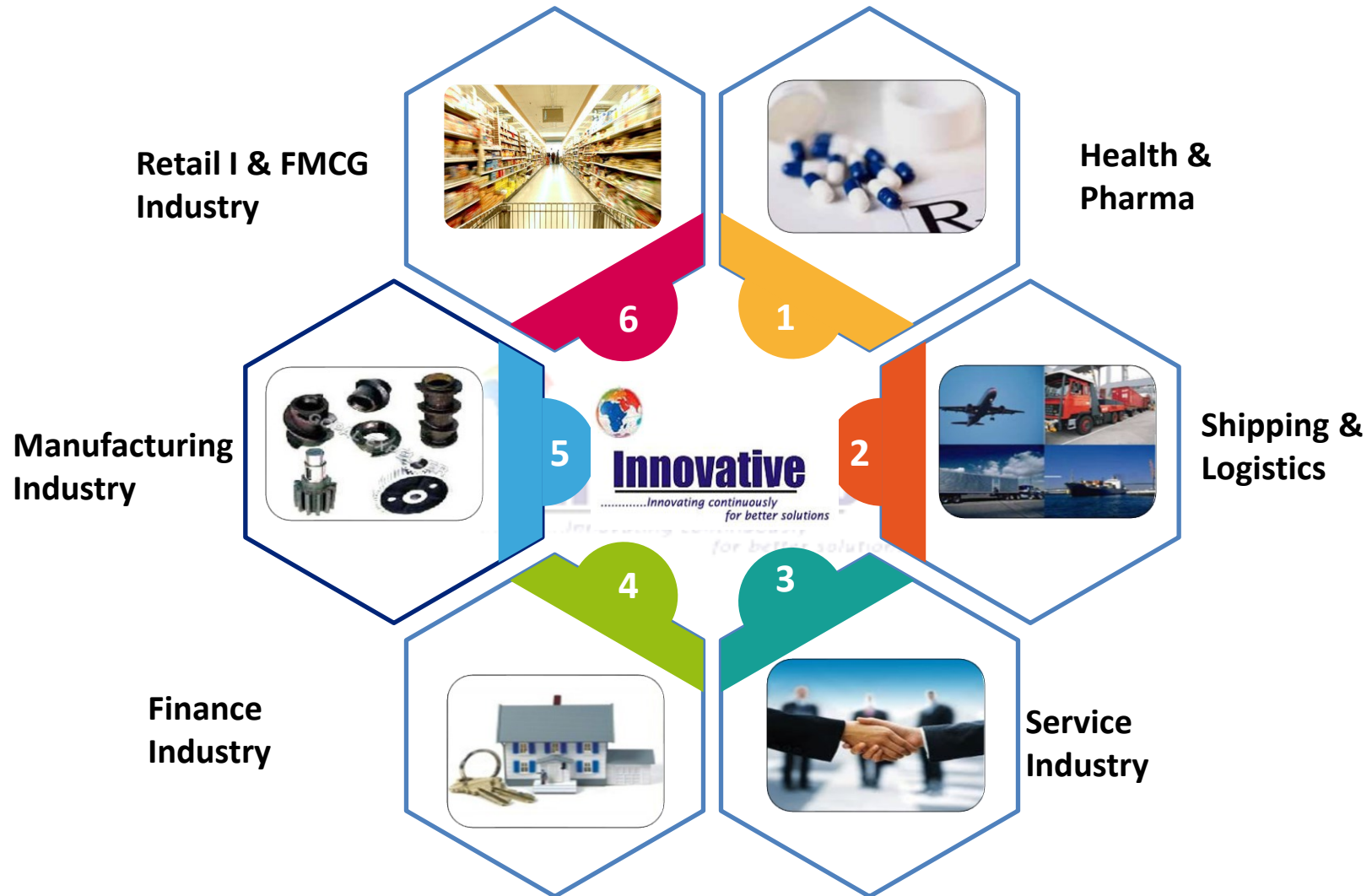
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Innovative Segments at Glance



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Client Verticals

- Drug Manufacturers
- Laboratory Equipment Manufacturers
- Cosmetic Manufacturers
- Stem Cell
- Research & Development
- Homeopathy Manufacturers
- Marketing Company, Distributors & stockiest

Pharma

- Warehouse Management
- Shipping & Freight Forwarder
- Transport
- Cold Room Warehouse

Logistics

- Retail Outlets
- Retail Malls
- Garments Store
- General Stores
- Chemist

Retail Industry

- Security Agency
- Turnkey and Project Management
- Recruitment Firm

Service Industry

- Machine Manufacturing
- Cable Manufacturing
- Rivets Manufacturing
- Cosmetic Manufacturing
- Zip Lock Bag Manufacturing

Manufacturing

- NBFC
- Real Estate

Finance Industry

Other Innovative Products at Glance



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Achievements in Business

Case Study

	RAAH Design Creative LLP is using our i-WMS software .Main challenge was economical software and tally integration + training Since it was lockdown. They have opted for SAAS module ie.Fixed Subscription fees and Training was given online due to lockdown and the software was live in 2 months with billing+tally integration. The software is comprehensive and user friendly best for SMEs
	Ambernath Municipal Corporation software main challenge was stable software and reduce the time taken to process the salary for 900 employees was 10 days with 6th pay commission and later on with 7th pay commission .The software went live with 6th pay commission and later on 7th pay commission 1 month with customization HRMS and Payroll and salary processing time was reduced to 4 days with help of our utilities .Customer since last 2 year
	RPG Corporation Limited part of RPG group Their main challenge was economical cost,less remote support and stable software and went live with complex IT Declaration in 3 months -2018-19. Customer since last 2 years
	•Nurnberg Messe India Pvt.Ltd subsidiary of Nurnberg Messe German Based Company .Their main challenge was managing complex billing with multiple location and multiple parameters. The software went live with complex billing management system in 6 months with all customization and next year customized vendor management order was given and the main challenge was having multiple workflow for multiple projects. Customer since last 3 years
	NSCI club i-WMS variety of items and have to be stacked at multiple location with transfer facility to staff as well as return goods to vendors with high volume .The software went live in 6 months with all the customization even after many challenges
	Initially started with maruti courier with team size of 900 employees salary.Now processing for Maruti group for 2200 people processing time taken on group level was 8-10 days reduced to 4 days with help of our utilities.Customer since 3 years

Who we are

Mission

- Strategic Associative Partner for our client helping client and adding real value to their growth.

Vision

- To enhancing the business growth of our customers with creative Design and Development to deliver market-defining high-quality solutions that create value and consistent competitive advantage for our clients around the world

Commitment

- Timely and Qualitative Deliverables, Customer satisfaction continuously is our priority
- Maintaining trust and faith of customers and team members

Innovative

- Innovative in terms of creative thinking and providing the solution to client ,improving and building process,motivating team members and making them leaders

Winning Spirit

- Winning and challenging approach and sprit of never letting go ...ever
- It is about working as team and achieving result .

Values

- Respecting every Individuals work
- Taking care of the Individuals in terms of their growth and needs
- Our team members are the assets of the company

Our Works

- We have developed our core competence and aligning objectives at all levels so as to realize synergy in operations

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What we do for faster implementation and faster support

System Documents

- Standard Guidelines made for development,coding,deployment,installation ,reports and support
- Standard Templates and checklist are kept
- Single repository is maintained for technical, functional and test case documents so that it can be shared with the team members
- Single repository for all the documents given by the clients
- Using VSS for maintaining all the backups of the source code and all the important documents

Project Management

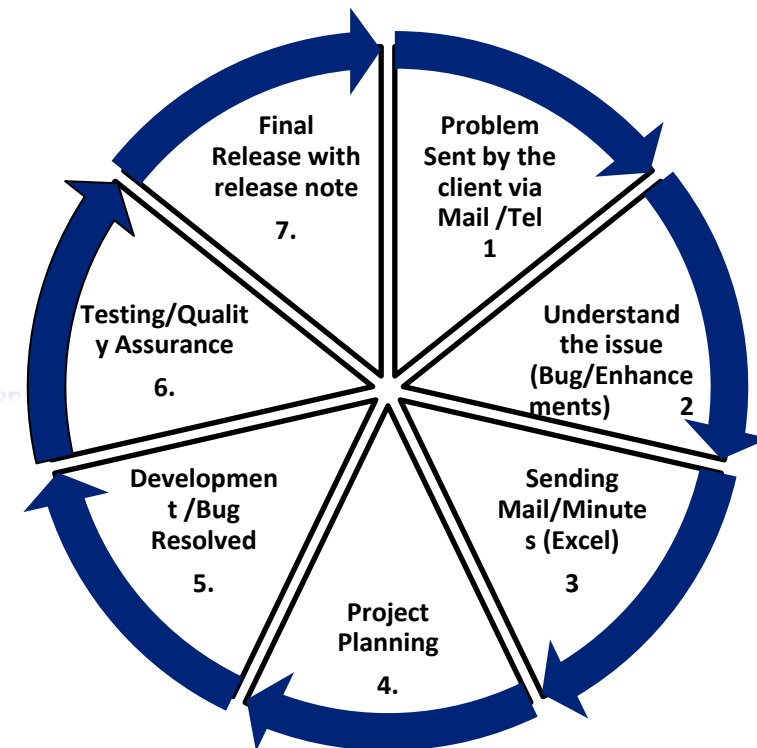
- Our Project Management process addresses key aspects across project life cycle
- Project Planning ,Resource allocation, Project Monitoring, Issue Escalation and resolutions
- Standard Guidelines for handling of the projects
- Review mechanism is kept before deploying the application at clients place and then it is released
- Escalation Matrix defined for support and resolutions

Quality

- We deliver solutions by maintaining quality across all the processes, interfaces and outputs, in management, core and support
- Standards are created for testing the software
- Standard Tools are used for testing the Software
- UAT Test Case Documents collected from Clients for testing purpose (New)**

Our Support

- Ticket Based Support
- Telephonic/Mail Based Ticket
- Support 24/7 *365
- Escalation Matrix on unresolved issues



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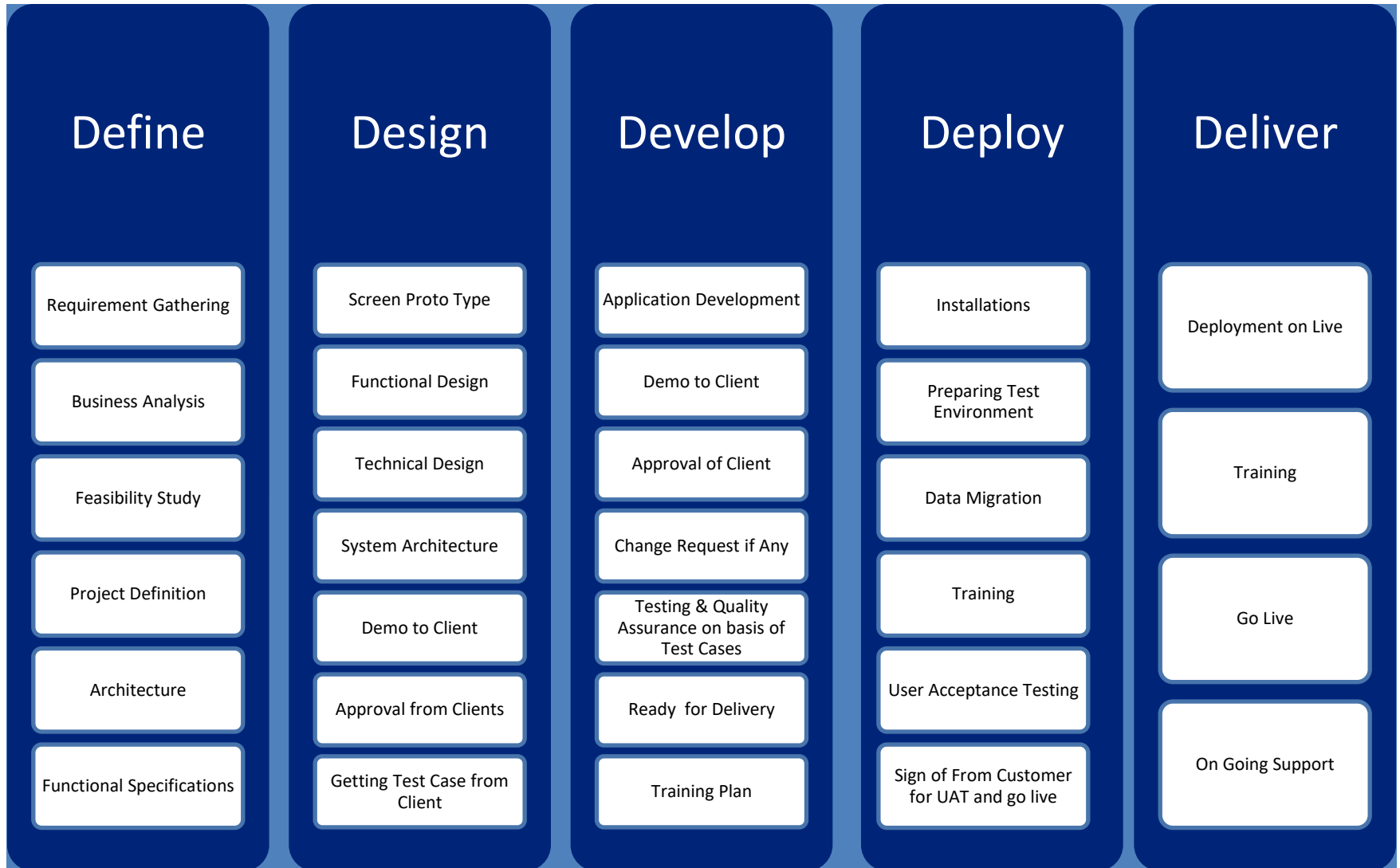
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Our Software Implementation and Delivery Process



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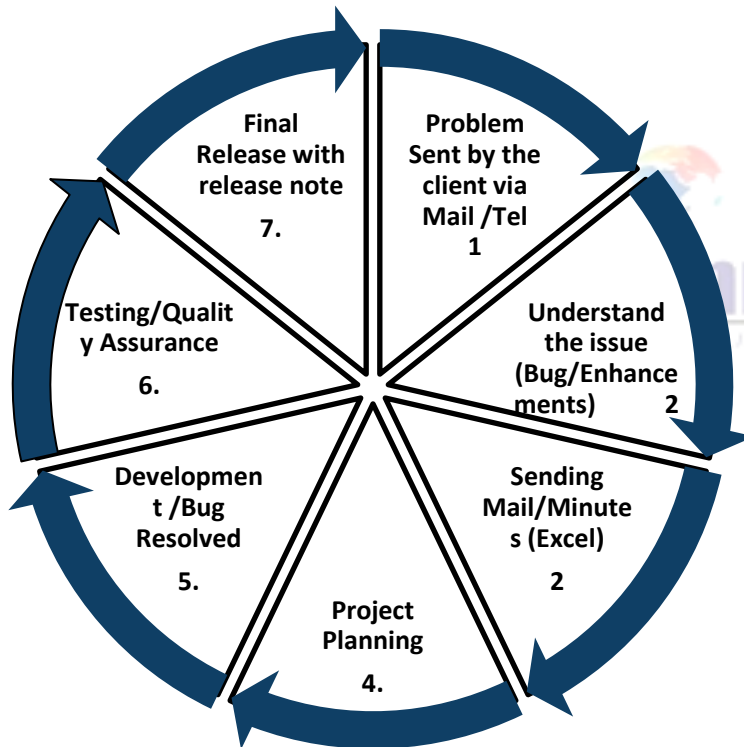
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Our Process for implementation

Our Support

- Ticket Based Support
- Telephonic/Mail Based Ticket
- Support 24/7 *365
- Escalation Matrix on unresolved issues



Test Data

- Inputs which have been devised to test the system

Test Cases

- Inputs to test the system and the predicted outputs from these inputs if the system operates according to its specification. It will be mainly on the basis of the requirement
- This will include mainly functional or the business requirement

Component Testing

- Testing of individual program components

Integration Testing

- Tests are based on a system specification
- Testing of groups of components integrated to create a system or sub-system

System Testing

- Completely integrated system to verify that it meets its requirements

Regression Testing

- Tracking the behavior in different environments

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Technology

Web Based	Others	Database	Mobile Technology
•.NET Framework 4.0 with VB.NET and C# •Ajax •J-Query, •J-Slider •Java Script •CSS •Crystal Report 10 and above •.NET Grid Controls •Boots Strap •HTML 5.0	•SMS Integration for Sending & Receiving •Bar Code Integration •Payment Gateway Integration with paypal,HDFC,CCAVenue,etc •Communication with MSCOM 32 for data acquisition •VB 6.0 •Google Doc Integration for Word,PDF,PPT,PPTX •Importing Tally Files •Intergration with google adsense •Importing & Exporting Files in to PDF,Excel,Word,Html,XML •Active Directory Integration	•MS-Access •MS-SQL 2008 and above •Oracle	•All version of Android •All version of iOS

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Customer Credentials

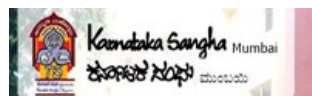
Pharmaceuticals & Chemical Industry



Logistics Industry



Service & Retail Industry



Manufacturing Industry



International Clients



And Many More

Thank You



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