



iHCM

A Complete HCM solution for small to large sized organizations

- Modular HR software with choice of package/features that suits your organization
 - Ideal for any size of Employers, ranging from small to large sized organizations
- Set up and implementations within shortest duration
Upload master data, Configure business rules and payroll runs.
 - Free account Set up and technical support
Included within Subscription

iHCM - A flagship HCM product suite from ebaConnect which integrates and automates the entire HR workforce management into a One stop business information platform.

- Manages every single HR process of the organization
- Helps to manage mission critical operations with perfect synchronization and incredible ease.
- A media to connect, communicate and collaborate all stakeholders of an organization

ORGANIZATION MANAGEMENT

It enables to structure the organization with key master data to manage HR processes

- Business units with multiple hierarchy level like Department / Section / Unit
- Positions with Functional Roles and Responsibilities, under Business Units
- Cost Centers mapped to Business Units
- Grade Structure

EMPLOYEE PROFILE MANAGEMENT

Maintain all employee data and documents into a secure and single repository with time delimiters. It enables to view the status of an employee data for selected period

- 360 Degree view of Employee Profile
- Employee Organizational Life Cycle Information
- Asset Assignments
- Documents Submitted and Validity Tracking

PERSONAL ACTIONS

Managing the Employee's Journey in an organization from Recruit to Retire services, performed by actions & sub actions on employee records

- Hiring
- Promotion
- Transfer
- Confirmation / Extension of Probation
- Change in Salary / Increment of Salary
- End of Service with Full and Final(F&F) Settlement

EMPLOYEE SELF SERVICE

Empower Employees to manage and collaborate for their HR records and tasks

- Submission of Change request for Personal Information
- View & Download Pay Slip / Pay Summary
- Applying of Leave or Over Time
- To Regularize missing Clock In/Out
- Applying of Advance or Loan and Reimbursement Claims
- Resignation submission provision
- Document /Certificate request

TIME & LEAVE MANAGEMENT

- Configuration of Leaves types with relevant conditions, maximum quota and periodic accruals
- Maintain Company Calendar and Holiday list
- Time management allows to define organization working hours for different employee groups or grades by
 - Shifts and Shift Pattern
 - Exemptions and Permission hours
 - Overtime hours Rules

PAYROLL MANAGEMENT

Processing the payroll with very simple intuitive steps and the payroll engine allows to simulate payroll run before actual run

- Payroll run in multiple cycles for a month / pay period
- Payroll process can be run for selected employee (s)/ department / location
- Payroll reversal allowed if pay slip is not yet generated
- Multiple simulation and download options available
- Country specific tax component calculations enabled
- Pay components can be fixed or formula driven basis and it allows pro rata based calculations

On-Premise

Hosted Cloud / SaaS

Host our enterprise apps for your Internal/External customers and we can provide IT Support

KEY OFFERINGS

Transaction Order Processing

Platform as Service (PAAS)

Enables any organization to front end as service provider and we can remain in the background as IT service provider, Primarily HCM & SCM

Modules

iHCM

Personal Admin

- Organization Structure
- Organization Masters
- Employee Masters
- Actions

ESS/MSS

- Pay slip Display
- Leave Request / Approval
- Benefits & Expenses Claim / Approval
- Time sheet Entry

Time & Leave

- Company Calendar/Holiday
- Shift Setup
- Overtime Setup
- Time Entry
- Leave Setup & Quota

Recruitment

- Hire Requisition
- Candidate Profile
- Sourcing & Screening
- Interview Scheduling
- Selection & Offer
- On boarding

Payroll & Benefits

- Payroll Periodic & Cycle
- Gross Pay & Net Calculation
- Retroactive Adjustments
- Statutory Adjustments
- Loans & Advances

Appraisal

- Organizational Goal
- Employee KRA
- Periodic Evaluations
- Annual Appraisal / Approvals
- Bell Curve & Dashboards

Optional Modules



APPRAISAL & PERFORMANCE

Increase engagement and promote collaboration using goal-sharing within the organization

- Set up Goals to Job or Grade with weightage
- Set up individual Goals
- Flexible to define multiple evaluation period (Quarterly/Half Yearly / Annual)
- Capture Self Rating and Comments
- Manager Rating and Feedback for growth
- Workflow enabled
- Recommendations converts as Actions (Promotion and/or Increment)



RECRUITMENT

Streamlines and simplifies the hiring process for HR and recruiters, candidates and line managers

- Listing Candidates profiles under each Job Positions
- Transition of candidates in different stages in Kanban view
- Screening the profile and scheduling Interviews
- Assignment of interview panels and notify interviewers & automatically update their calendars
- Generate Offer letter with predefined template and mailing it to the respective candidates
- Offer Acceptance and Transition into employee records
- Transactional life cycle and activities logged in Time line



COMPENSATION MANAGEMENT

Manage Comprehensive, Secure and Accurate Compensation Process

- Track any type of pay
- Manage an unlimited number of grades and scales
- Design scales for geographical differences
- Generate budgets
- Electronically route salary changes, allowing edits
- Create total compensation reports
- View actual benefit costs
- View snapshots of salary changes, relationships, and over/under budget amounts



Technology Landscape

- Richness of Primefaces UI & UX
- Robustness of Java Middleware
- No third party Licensing + Light weight & Scalable Architecture

USP & Value Propositions

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

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

Unified Platform

Rapid development & Deployment Accelerated Framework

Extensive R&D

Business Process Re-engineering & Streamlining

Cost effective solutions with value for money

- Cloud "Private or Public" hosting
- On-Premise -- WAN or LAN
- Platform Neutral Hosting -- IIS, Ubuntu, Linux, Unix or any operating system

Cost Benefits

- No third party licensing costs
- Negligible or Zero training efforts & costs
- Low maintenance cost applications
- Eliminates vendor/IT consultant dependency

Business Benefits

- Eliminate dependency on IT consultants and external licensing
- Reduce recurring licensing and expensive maintenance costs
- Sunset discrete systems and consolidate your portfolio by bringing them under one enterprise umbrella
- Foster employee productivity and user adoption by rich user experience

Advantages

- A business-friendly and intuitive, user-friendly interface
- Dashboards
- Enable user friendly HR work flows
- Email integration (receive HR related tasks and notifications)
- Role based access for each team member and Security

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