

The logo for hSenid, featuring a stylized 'h' followed by 'Senid' in a bold, sans-serif font.

SOFTWARE INTERNATIONAL

www.hSenid.com

hSenid Business Solutions
HRMenterprise

Your ultimate HRIS Solution

The development of Human Resource Management has witnessed several stages, starting from simple personnel administration, to today's complex and strategic approach to managing the crucial organizational asset - people. In the dynamic and knowledge-based business environment, where information technologies play a key role, a fully integrated HRM information system is an integral stepping stone to your overall competitive advantage.

hSenid HRM Enterprise is an award winning solution, designed as an integrated platform for effective and efficient management of your Human Resource. Based on modular architecture, it facilitates a vast range of HR activities, covering the whole employee life cycle in its full depth. As a web-enabled application with features that reflect the latest developments in HR Management and considering the available customization possibilities, HRM Enterprise is a perfect platform for re-engineering your HR processes and achieving a new level of HR Management.

hSenid's solutions are backed by years of experience. Its division Human Technology Alliance is specialized in HR Management Information Systems and has extensive experience with the implementation and integration of its products across different sectors. HRM Enterprise can easily be integrated with any third party software.

▼
Integrated HRIS: Gain clarity in complexity

The advantage of an integrated HRIS lies not only in bringing all HR related tasks under one roof, but also in providing meaningful and well defined links between these activities.

▼
Save costs, improve productivity

Free yourself of the costs incurred by depleting manual HR work, redundancy and mismatching data. Achieve further increase in productivity by managing your Human Resource effectively, giving your employees more confidence.

▼
Shift the focus of the HR department to more strategic issues

By streamlining and decentralizing HR processes, your HR personnel will be able to spend more time on strategic issues, rather than constantly fight with operational overload.

▼
Make use of the latest HRM techniques

Instead of imitating the success of others, jump on-board with the latest trends. Lead the way in achieving competitive edge based on your people. Express your understanding of a knowledge-based economy in the way you cultivate human capital.

▼
Automate processes at all levels

Through the employee self service feature, put a powerful tool into the hands of your employees. Streamline application, approval, assessment and other processes. A well elaborated system of alerts ensures timely execution of all planned tasks.

▼
Support managerial decisions

With extensive reporting and analytical tools at hand, managers can base their decisions on up-to-date and accurate information, available anytime, anywhere.

SYSTEM MODULES AND ARCHITECTURE

HRM Enterprise is a fully integrated, modular, flexible and customizable solution, bringing you a cutting-edge software platform for all your HR processes. As a web-based application, it provides your managers and employees with instant access to relevant information and HR related activities, from any network connection point. Appropriate access rights are defined in the administrative part of the application, in order to prevent any security breach or privacy conflicts.

The following is a brief description of application modules, including a chart of the basic system architecture. The core modules are included in every installation and the rest of the system depends on your specific needs & modules requested.

For more information on specific features, please refer to the individual module datasheets or visit our website at www.hsenid.com.

Employee Master Information



This core module maintains all relevant employee related information, including different types of personal information, detailed qualifications and work experience, job related information etc. A picture of the employee is included. It is possible to create user defined fields for your specific needs. Information captured in this module is utilized by all other modules, thus eliminating data redundancy.

Organizational Structure



Another core module to capture the structure of your company. In addition to the traditional hierarchy with definition of divisions, departments and other company specific units, the module lets you define a grade-wise hierarchy, as well as a reporting hierarchy, detailing direct and indirect reporting relations between specific employees and supervisors. The structure and hierarchy defined here are essential for the correct functionality of many other modules. Extensive displaying capabilities and options are another helpful feature.

HR Admin Services



Part of the system where the HR Manager or other appointed personnel perform all system administration tasks. These include the definition of designations, salary grades and a lot of other information that serves as the backbone for the rest of the system. Security issues are taken care of through this module as well, defining employee access to modules and/or menu options, or from specified locations. User authentication by Windows login information is supported.

Employee Life Cycle



Facilitates easy and comprehensive management of changes in employee movements within the organization. Includes user friendly application and approval of transfers, promotions etc., with direct links to update job specification, benefits and reporting hierarchy.

Recruitment



A comprehensive solution for the entire internal and external recruitment process, including requests for staff, approval of vacancies, entering requirements, capturing candidates' information, short-listing, interview, exam & costing information, converting candidates to employees and other features.

Disciplinary



Covering all disciplinary actions taken with regards to employees, keeping information about charges, internal inquiries and warnings. Includes a section for capturing possible court case information with details.

Time & Attendance



A flexible system for managing shifts and rosters with the ability to monitor employees' attendance. Supports all phases of roster management from shift definition through employees' assignment to scheduling. Able to capture information from any electronic attendance tracking device, which enables effective monitoring of employees' attendance and overtime management across multiple locations. Includes interface with payroll module.

Leave Management



A comprehensive leave management & administration module, with extensive possibilities of defining leave types, holiday schedules and other information. Caters for all application and approval processes, able to display information on leave entitlement, balance, history etc. Thanks to the web-enabled and self-service concepts, it significantly streamlines all leave related procedures, eliminates paperwork and saves costs. Interlinked with payroll.

Payroll



The module provides a complex payroll management solution including multi-currency transactions, loans, reimbursements and many other features. It is designed to integrate with any attendance capturing device, with multiple devices connected to a central system. You can use the solution to generate pay slips, view payroll related reports, handle increments, overtime etc. The system is customizable and can be adapted to the needs of your company, handling sophisticated and complex calculations, which can be user defined.

Benefits Administration



An integrated platform to manage benefit-related tasks. Covers loans, medical and welfare benefits, with possibilities to define types, entitlements, modes of payment and a myriad of other areas. Custom benefits can be defined as well, with the tracking of lent company items. Assigning benefits to employees happens in a variety of ways, individually, designation-wise or other. The module supports benefits application/approval processes. Benefits history and other information can be displayed through rich reporting capabilities.

Fund Management



Provides tools to handle employee fund related tasks and information, such as contributions, interest calculations, withdrawals, settlement etc. Includes features to work with settlement budgets.



Pension Management

Managing the complete pension process, including application, approval and payment procedures. Supports various pension types, different ways of calculating pensions, collective or individual pension processing and has other important features as well.



Request Tracking

The module provides features to define different request types and set up request schemes, detailing specific approval workflow. At the same time, it's capable of handling application and approval processes, and providing up-to-date information on request status.



Competence Management

Platform to develop, maintain and use a competency model, targeted at constantly aligning your employees' competences with their respective job requirements. Define own set of key competencies & designation profiles and track how employees or groups meet these requirements, through a versatile gap analysis. Provide your employees and managers with different methods of competence benchmarking and career planning. The module supports regular and ad-hoc assessments by appointed supervisors. It further includes a development resource centre, where you can define different resources to close the identified gaps or simply to enhance continuous improvement and development. Several other powerful features are included such as team builder, mentorship, etc.



Training and Development

A comprehensive module to manage training related activities. The administration part includes the definition of training areas and subjects, training institutions, resource persons, types of training, examinations, scheduling training programs, etc. Provides features to handle different types of training program applications, track attendance, evaluations, etc. Costing and budgeting functionality is included.



Performance Management

This module brings features to set up appraisal schemes for different groups of employees, define methods (such as 360 degree evaluation), assign appraisers, conduct appraisals and manage other performance related tasks. Track progress of individual employees or whole groups, assign bonuses within budget limitations, have your employees set goals for future periods, etc. Linked with other HRD modules e.g. through training recommendations based on conducted appraisals.



HR Planning

Provides features to facilitate planning your manpower. Takes into consideration such manpower movements as recruitments, transfers, promotions, retirements etc. Plans can be defined in a variety of ways, with regards to timing and scope, which can be company-wise, division-wise or other.

A plan can have several versions. The module includes a feature to display existing positions based on a variety of resolutions (by grade, unit, age, gender, level or other).



HR Dash Board

A useful tool to display the indices of success of your organization. Acts as a status indicator of selected crucial criteria, specific to an organization depending on the type of industry.

Useful ratio analysis brings immense value to the top management in their decision making. Comparisons of productivity, revenue and cost analysis are presented in graphical form.



Employee Self Service



A powerful tool providing managers and all employees with ability to view relevant information, such as personal information, leave, benefits, competences, training & development, performance related information, etc and to carry out respective application/approval or other procedures. In other words, the functionality of this module spans through the entire system, making information available anywhere, anytime. Of course, all information is subject to company defined security policy, where everyone can only view the information s/he is authorized to. Time and cost saving effects from this solution are tremendous.

Report Navigator



Through this module, the system actually achieves its full potential. Meaningful reports are the key input for informed managerial decisions. They can come in numerical as well as graphical form. Apart from predefined reports from all purchased modules, you can use the tool to create custom reports, store them in appropriate folders and execute them as necessary.

Analytical Tools



The analytical part lets you perform more sophisticated and complex tasks, looking at your HR data from various points of view. Data can be combined from different sources and presented in a variety of ways in a flexible environment.

PRODUCT OPTIONS

The HRIS solution offered by us is modular based, and thus provides opportunities for packaging. Apart from the fully integrated and complex HRM Enterprise, we offer several options to reflect specific needs of our customers. These include:

HRMlite	Off-the-shelf version of HRM Enterprise designed & developed for small and medium scale companies, is a stepping stone application to move from manual processes to an automated, paperless environment. Easy to use, affordable HRM application meeting industry standards & up-gradable to an Enterprise solution.
Payrollenterprise	Payroll Enterprise comes as a stand-alone-application and can be fully integrated with HRM Enterprise. It brings an integrated payroll management system including multi-currency transactions, loans, reimbursements and a myriad other features. Extensive support for attendance capturing devices is included.
PayrollLite	Off-the-shelf version of Payroll Enterprise for small and medium scale companies. A simple, yet powerful way of getting your payroll related activities under control, saving time and costs. Up-gradable to an Enterprise solution
time&Attendance	Flexible stand-alone system for managing shifts and rosters with the ability to monitor employees' attendance. Will work with electronic attendance tracking devices across multiple locations. Well affordable solution for time & attendance management, for companies of any size.

	Employee Master Information	Organizational Structure	HR Admin Services	Employee Life Cycle	Recruitment	Disciplinary	Time & Attendance	Leave Management	Payroll	Benefits Administration	Fund Management	Pension Management	Request Tracking	Competence Management	Training and Development	Performance Management	HR Planning	HR Dash Board	Employee Self Service	Report navigator	Analytical tools
HRMenterprise	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑
HRMlite	☑	☑	✓	✓	✓	✓		✓		✓					✓				✓	✓	
Payrollenterprise	☑	☑	☑						☑		☑	☑	☑						✓	✓	
PayrollLite	☑	☑	✓						✓										✓	☑	
time&Attendance	☑	☑	✓				☑												✓	✓	

✓ Basic functionality ☑ Full functionality



To read more about hSenid, our products, services, customers and why we think you should choose us as your solution provider, please visit www.hsenid.com

Languages:

VB.NET, ASP.NET, MS ASP, MS Visual Basic, JSP, J2ME, J2SE

RDBMSs: MS SQL Server, Oracle, Db2

Operating Systems:

Windows 98/2000/NT/XP, Linux

Hardware Platforms/Backend:

Sun Microsystems, IBM (AS400), Compaq, Dell, HP and other

Hardware Platforms/Application:

Compaq, Dell, HP and other MS Windows compatible hardware

Web Technologies:

ASP.NET, HTML, XML, JSP, J2EE, IIS, Weblogic, JBOSS

Utilities used:

UML, ERWin, Crystal Reports, Lotus Notes, SMTP, Business Objects

Network:

Intranet (WAN & LAN), Internet (ASP)

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