HRMS Solution by

eresource

ERP

Simplify HR Operations
Empower Employees
Stay Compliant

Empower
Your Workforce
with a Smart,
Scalable

HRMS Solution

From Hire to Retire – Manage Everything in One Place.
Your People. Your Rules. Your System.

Opening Highlights

- Simplified Payroll & Compliance

- Seamless Recruitment to Retirement Lifecycle

- Self-Service for Employees & Automation for HR

- Flexible Workflows | Global Compliance | Real-Time Dashboards

"

Welcome to the future of human resource management. eresource HRMS is an all-in-one solution designed to empower organizations by automating and streamlining every HR function. From recruitment to retirement, manage your workforce efficiently and intelligently.

eresource HRMS

Your business is unique, and so are your HR needs. That's why Eresource HRMS is available in four flexible plans to match your organization's size, complexity, and growth journey. Whether you're a startup, a growing enterprise, or a large organization managing a global workforce—there's a plan that fits you perfectly.

Available in Four Tailored Plans

Features & Functions				Starter Pack	Lite	Prime	Enterprise
Employment Management							
Employee bank details	Employee Details	Employee Salary details	Employee Document details	✓	✓	✓	✓
Employee Asset Management	CTC History of Employees			✓	✓	✓	✓
EmploDocument Renewalsyee Asset Management	ESS Portal for Employee details, Atendenace Leaves, Loans and Salary Slip Generation	Document Expiry Emails	Employee Expense Provision			✓	✓
Shift Management							
Shift Master	Shift Assignment	Holiday Master		✓	✓	✓	✓
Statutory Rules							
Overtime Calculation Rules	Taxation Rules				✓	✓	✓
Gratuity Rules						✓	✓

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Leave Management						
Leave Accurals	Leave Pay Salary Calculations	Leave Approvals	✓	✓	✓	✓
Slot wise Percentage allocation for leaves				✓	✓	✓
Leave Approval notifications	Leave Encashment				✓	✓
Loan Management						
Loan Request	Loan Approvals		✓	✓	✓	✓
Attendance Management						
Excel upload for Day wise attendance			✓	✓	✓	✓
Biometric Integration				✓	✓	✓
Project wise attendance entry (Day wise and hour wise)					✓	✓
Direct Attendance without time					✓	✓

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Salary Generation							
Salary Head definition	Salary Structure	Salary Generation	WPS Generation	✓	✓	✓	✓
Payroll Register	Salary Slip Generation	Bank Transfer Statement		✓	✓	✓	✓
Salary Additional Heads Definition	Salary Additional Heads Cost	Attendance Incentives	Salary Slip Email provision			✓	✓
C3 Template Generation	Salary Certificate Generation					✓	✓
End Of Service Benefits							
Full and Final Settlement	Gratuity Calculations	Final Settlement Slip Generation	Asset Return Approval			✓	✓
Ticket Management							
Employee Ticket Details Entries	Airfare Provisional Report					✓	✓

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Features & Functions			Starter Pack	Lite	Prime	Enterprise
Posting To Accounts						
Project wise Cost Generation reports	Posting project wise/employee wise Salary to Accounts	Posting of Loan amount after approval			✔	✔
Posting Leave salary and Leave Encashment Employee wise to Accounts	Gratuity and Leave Provisional reports	Posting Project wise Gratuity and Leave Provisional Amount to Accounts				✔
Posting Airfare Provisional Amount o Accounts						✔
Recruitment & Onboarding Managment						
Candidate Requirement	Candidate Details	Interview Details				✔
Candidate Approval and Conversion to Employee	Generation of Offer/Appointment/ Experience/Warning etc. Letters					✔
Camp Management						
Camp Master	Camp Assignment					✔

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Features & Functions			Starter Pack	Lite	Prime	Enterprise
Training Management						
Training Details	Training Attendance	Training Feedback				✓
Induction & Gatepass Management						
Employee Induction and Gatepass entries	Gatepass report					✓
Performance Management						
KPA Masters/Category and KRA Slots	Employee wise KRA definition	Reviewer Configuration				✓
KPI Indicator	KPI Slot wise and Duration wise Report					✓
Mis And Dashboard					✓	✓
Any 10 Customized Transactions						✓
Any 10 Customized Reports						✓

Payroll Management – Simplified, Accurate, Compliant

Say goodbye to spreadsheets and manual processing!
eresource HRMS Payroll ensures a smooth, secure, and error-free experience
from salary calculations to payslip generation and compliance.

Automate payroll processing, manage complete employee profiles, and stay compliant with statutory regulations. From basic details to employment history, everything is stored and accessible in one place.

Core Capabilities:

Automated Salary Computation & Payslip Generation

Tax Deductions & Statutory Compliance Reports

Integrated with Attendance, Leave, and Loan Management
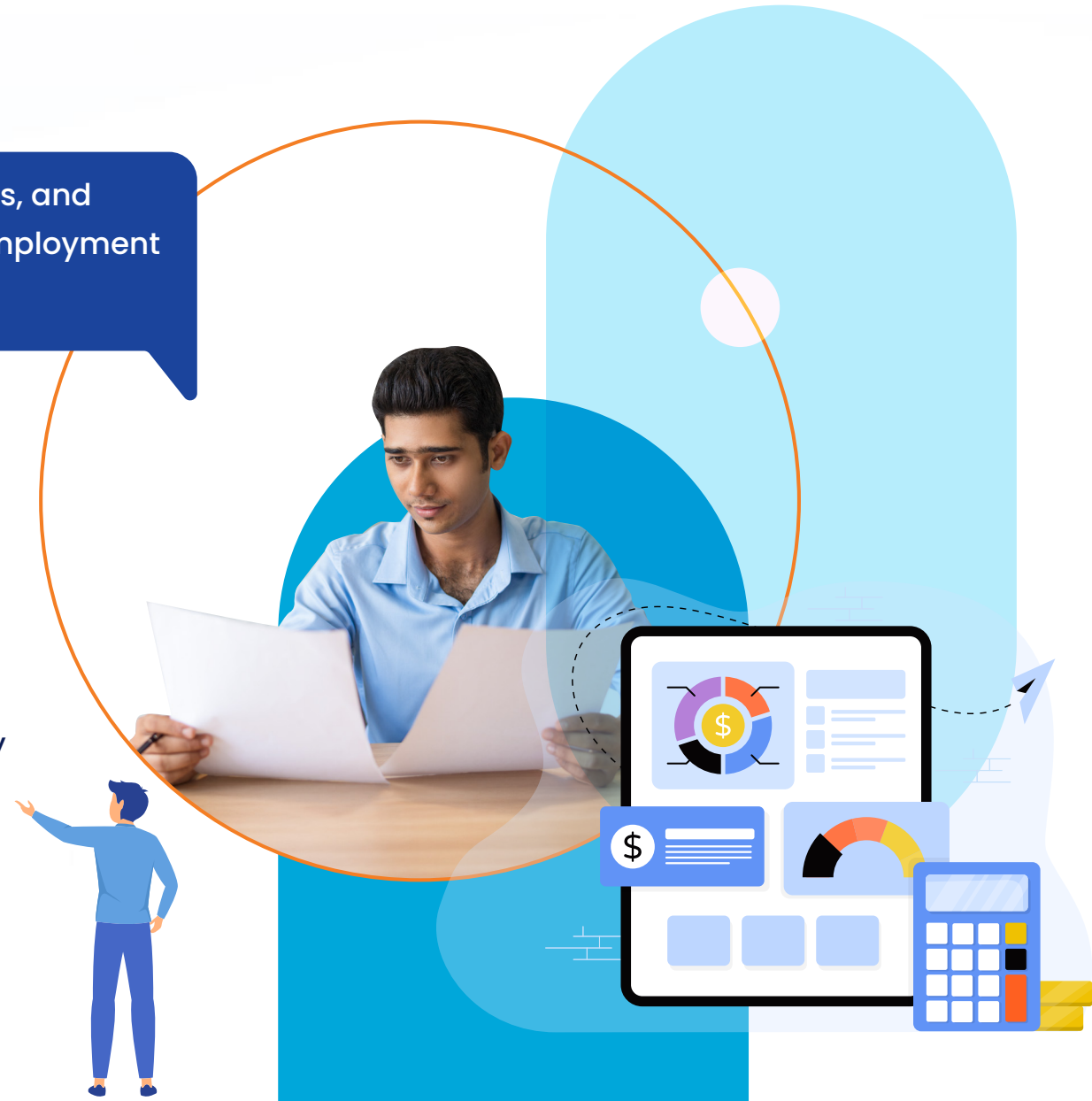
Centralized Employee Management

All employee records—streamlined, secure, and accessible from a single source.

Key Highlights:

Maintain detailed Employee Profiles

(Personal info, bank details, tax info, document uploads, etc.)

Track employment history: Departments, Designations, Grade Levels

Version Control for salary revisions and role changes

Document Expiry Management

No more missed deadlines or compliance risks!
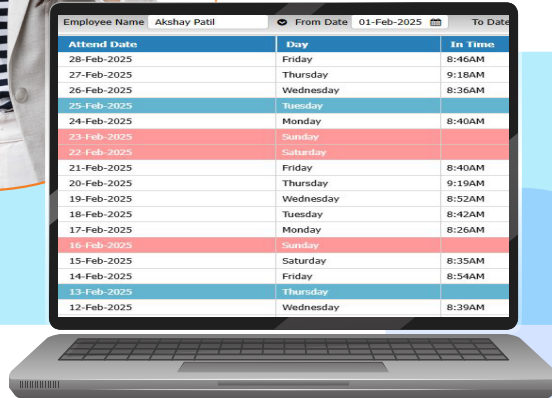
Features:

- Store all employee-related document data securely
- Get Automated Alerts & email reminders for renewals
- Monitor Expiry Dates for passports, ID cards, licenses, etc.
- Enable proactive Document Renewal Management

Employee Self-Service (ESS) Portal

Empower your workforce with control and transparency. Give your employees the freedom to manage their own profiles, view payslips, apply for leave, and make requests directly through a user-friendly portal. It reduces admin workload and enhances employee engagement.

Employee Name	Akshay Patil	From Date	01-Feb-2025	To Date

Attend Date	Day	In Time
28-Feb-2025	Friday	8:46AM
27-Feb-2025	Thursday	9:18AM
26-Feb-2025	Wednesday	8:36AM
25-Feb-2025	Tuesday	
24-Feb-2025	Monday	8:40AM
23-Feb-2025	Sunday	
22-Feb-2025	Saturday	
21-Feb-2025	Friday	8:40AM
20-Feb-2025	Thursday	9:19AM
19-Feb-2025	Wednesday	8:52AM
18-Feb-2025	Tuesday	8:42AM
17-Feb-2025	Monday	8:26AM
16-Feb-2025	Sunday	
15-Feb-2025	Saturday	8:35AM
14-Feb-2025	Friday	8:54AM
13-Feb-2025	Thursday	
12-Feb-2025	Wednesday	8:39AM

What Employees Can Do

- Update personal & professional details on their own
- Apply for Leaves with real-time status tracking
- Submit Loan Requests digitally
- Download Pay Slips anytime
- View & verify their own Daily Attendance Records

Shift Management

Design and assign complex shift patterns with ease. Ensure full compliance with local and international laws including PF, ESIC, PAYE, and GOSI. Stay audit-ready with built-in rule engines.

Smart, Flexible & Scalable

Configure shift-based salary calculations (hourly/fixed)

Create & manage daily shifts with non-working days (weekends/holidays)

Bulk shift upload for large workforce adjustments

Handle exceptional shift timings for specific dates

Assign shifts by: Duration | Week-wise | Rotational (per day)

Ideal for multi-shift environments and distributed teams

Statutory Compliance

Local & Global Payroll Compliance Made Easy

- Company-wise statutory rule configuration

- Supports PF, ESIC, PT, Gratuity, OT, PAYE, NHIS

- Advanced OT setup:

  Regular, Non-working & Holiday-specific OT rules

- Flexible taxation setups:

  Employee/Employer Pension, PAYE, NHIS

International Compliance Ready

Supports statutory needs across:

UAE
(GPSSA, DEWS)

GCC
GOSI,
Pension Fund)

Africa
(SSSF)

SALARY HEAD

Salary Head: PAYE

GENERAL DETAILS

Applicable To: All
Employee Type: All
Salary Limit: 0

Percentage Contribution | Exempted Employees

PERCENTAGE CONTRIBUTION DETAILS

	Head Name	Percentage Contribution	Maximum Amount	Frequency	Formula	Conditional Formula 1	Conditional Formula 2	Conditional
🗑	CONSO ALLOWANCE	0	0	Monthly		1%*[E]>(200000/12.00)	1%*[E]+20%*[E]	200000/12.00:
🗑	PAYE PENSION	0	0	Monthly	(8%*([BASIC WAGES]))+(10%* ([BASIC WAGES]))			
🗑	CHILDN	0	0	Monthly				
🗑	DEP-REL	0	0	Monthly				
🗑	TOTAL RELIEF	0	0	Monthly	([CA]+(8%* ([BASIC			

Leave Management – Fully Configurable & Automated

Manage employee leave with ease, precision, and total flexibility.

Define multiple leave types, manage department-wise policies, automate leave accruals, and handle loan approvals and repayments efficiently, all from a centralized dashboard.

Key Highlights:

- Define multiple leave types: Casual, Sick, Privilege, Annual, Emergency, or company-specific.
- Tailor leave rules by department, designation, or employee category.
- Allocate leaves based on payroll year or joining date.
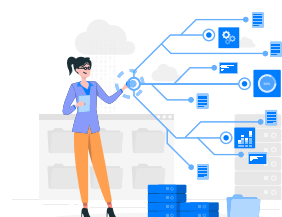- Configure accruals by slots, frequency, or custom logic.
- Automate leave salary calculations and encashment rules.
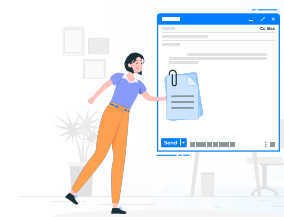- Auto-generate opening leave balances using pre-defined logic.

Benefits:

- **Total leave automation**
- **Customizable to your HR policy**
- **Easy leave tracking & approvals**

Loan Management – Smart & Transparent

Empower employees with easy loan access and ensure clear tracking at every step.

Key Highlights:

- Employees apply directly for loans or advances via the portal.
- Set up flexible repayment schedules and installment plans.
- Modify repayment structure before payroll processing.
- Automatic monthly loan deductions from salaries.
- Configure approval workflows with single or multi-level approvals.
- Complete visibility of loan disbursal, deduction history, and outstanding balances.

Benefits:

- Streamlined loan management
- Transparent repayment tracking
- Reduced manual intervention

Attendance Management- Smart, Flexible & Accurate

Track employee attendance effortlessly using multiple capture methods.

Track attendance via biometric, facial recognition, or remote inputs. Link attendance data to payroll for automatic salary calculation, saving time and eliminating errors.

Key Features:

- Supports biometric, fingerprint, face recognition & kiosk-based systems
- Bulk or manual attendance upload via Excel
- Project-wise attendance tracking with integrated timesheets
- Direct attendance marking for remote or field employees— no punch-in required

Benefits:

- Real-time visibility of attendance
- Ideal for both on-site & remote teams
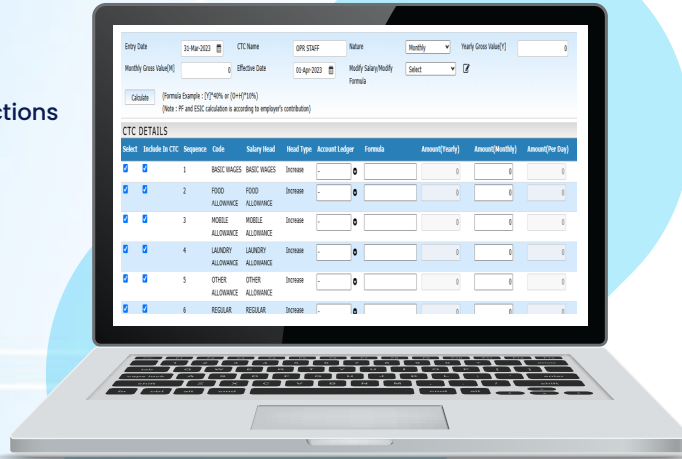- Reduces manual errors & improves accuracy

Salary Structure Management – Personalized & Dynamic

Customize salary structures to suit each employee or department.

Key Features:

- Define unique salary components: Allowances, Reimbursements, Deductions
- Auto-update structures during promotions or salary revisions
- Group-based salary templates for efficiency

Benefits:

- Flexible structure creation
- Adaptable to any payroll policy
- Seamless adjustments on role changes

Salary Generation – Precise, Error-Free & Transparent

Generate salaries with full control and clarity.

Key Features:

- Monthly or custom-date salary processing
- Preview earnings, deductions & paid days before finalization
- Adjust values prior to processing to avoid payroll discrepancies

Benefits:

- Transparent payroll operations
- Previews prevent salary errors
- Saves time & ensures accuracy

Ticket Management – Streamlined Travel Entitlements

Easily manage employee air travel benefits with configurable eligibility and full visibility.

> Configure ticket eligibility, track travel entitlements, and manage end-of-service settlements with auto-calculations for gratuity, pending salaries, and loans. Final settlement is just a few clicks away.

Key Highlights:

- Set ticket eligibility by designation, service years, or custom rules
- Define air travel allowances and ticket limits in advance
- Track travel history: destinations, dates, class, cost & status

Number	ALPS/AL/0025/2024		
Employee Name	Ram Bahadur Gurung Code:3702	Entry Date	01-Mar-2024
Eligible Ticket	0	Provision Amt	2750
LPO No.	ALPS/PO-NI/CONST/0019/2	LPO Date	19-Jan-2024
Route	DXB-NPL	Ticket Type	Return
Travel Date	19-Apr-2024	Return Date	18-Jun-2024
No. Of Tickets Given	1	Tickets Fare	1595
Flight	Himalayan Air Lines		
Remarks	Annual Leave		
Attachment			

Benefits:

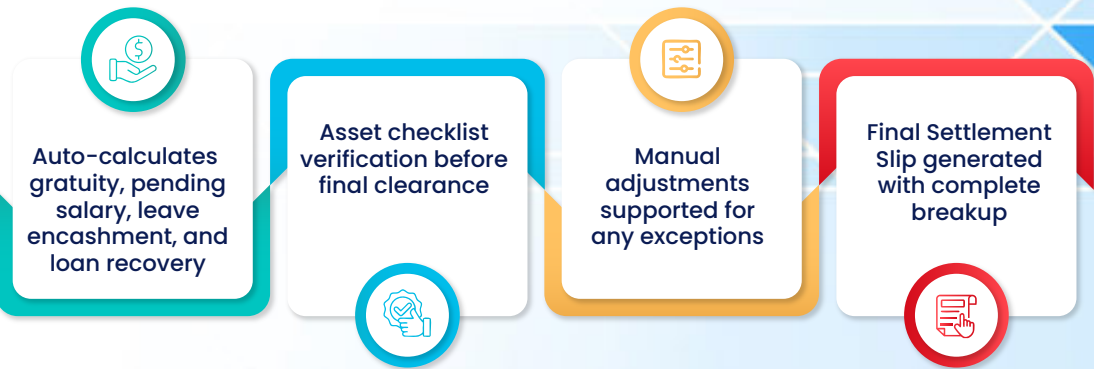**Financial planning accuracy**

Transparent tracking

Customizable rules

End of Service Benefits – Simplified Final Settlements

Handle employee exits with accuracy, compliance, and care.

Key Highlights:

- Auto-calculates gratuity, pending salary, leave encashment, and loan recovery
- Asset checklist verification before final clearance
- Manual adjustments supported for any exceptions
- Final Settlement Slip generated with complete breakup

Benefits:

- Ensures smooth offboarding
- Reduces manual errors
- Compliant with policy rules

Reports & Dashboards – Insightful, Interactive & Compliant

Make data-driven HR decisions with detailed reports and smart dashboards.

Key Highlights:

- WPS and C3 file generation for statutory wage compliance

- Payslip auto-generation & email delivery

- Statutory reports: PF, ESIC, PT, PAYE, GOSI, GPSSA & more

- Provisional reports for gratuity, ticket balances, and leave

- Visual dashboards showing payroll, attendance, loan status, etc.

Open Positions By Department

- Plumber Cum Driver
- MACH.OPERATOR
- JUNIOR SUPERVISOR
- IT OFFICER
- SCAFFOLDER - G1
- PAINTER
- PLUMBER

Benefits:

- Regulatory compliance made easy
- Real-time workforce analytics
- Enhances HR visibility & control
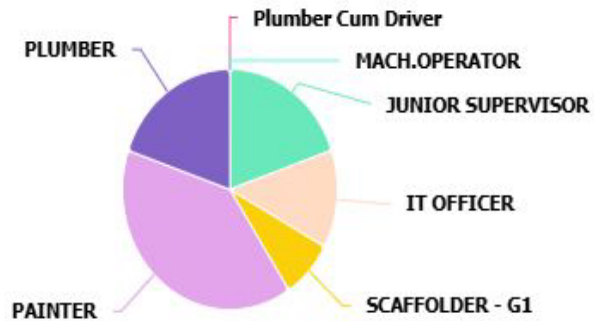
Recruitment, Training & Onboarding – A Seamless Employee Lifecycle Experience

Modernize your talent acquisition, onboarding, and employee development processes with our smart and integrated HRMS modules.

Recruitment Management

Streamline hiring from requisition to onboarding

Job Requisition:

Initiated by HOD/Manager with role-specific details
Sent to authorities for approval and salary range finalization

Candidate Profiling & Status Tracking:

Maintain detailed candidate records
Track interview progress and offer issuance
Auto-conversion to active employee upon offer acceptance

Approval & Document Management:

HR can auto-generate and send Offer, Appointment, Experience, or Relieving letters Documents are reviewed, approved, and shared digitally

Training Management

Organize, track & evaluate employee training sessions

Training Details

Number	Title
ALPS/TR/0001/2024	Communication Skills
Date	From Time / To Time
08-Jan-2025	09 : 00 am / 10 : 00 am
Venue	
Conference Hall 11	
Agenda	
Communication Skills Sets	
Description	
Training in skill sets for Interpersonal and client communication	

Desired Attendance   Department:

#	EMPLOYEE CODE	EMPLOYEE NAME	DEPARTMENT
	38	Akhtar Hussain	OPERATIONS
	118	Fazal Wahid Badshah	OPERATIONS
	148	Shafaqat Hussain	OPERATIONS
	151	Ganesh Thapa	OPERATIONS
	192	Hameed Ullah Khan	OPERATIONS
	203	Lachhuman Budhathoki	OPERATIONS
	208	Suresh Karki	OPERATIONS
	239	Bhim Bahadur Khatri	OPERATIONS
	249	Kaji Adhikari Khatri	OPERATIONS

To: akhtar@gmail.com, amit.satam@gmail.com, andrew.burmester@gmail.com, binil.kumar@gmail.com, chantelle.nel@gmail.com, chantelle.roodt@gmail.com
CC:
BCC:
Subject: TRAINING PROGRAM: Communication Skills
Body: Dear User ,
Agenda : Communication Skills Sets
Venue : Conference Hall 11
Date : 08-Jan-2025 From Time : 09:00 To Time : 10:00
Description : Training in skill sets for Interpersonal and client communication

Schedule and document all training programs

Gather post-training feedback to measure effectiveness

Track participant attendance

Automatically email training summaries to attendees and non-attendees

Employee Induction & Gate Pass Management

Ensure structured onboarding and controlled site access
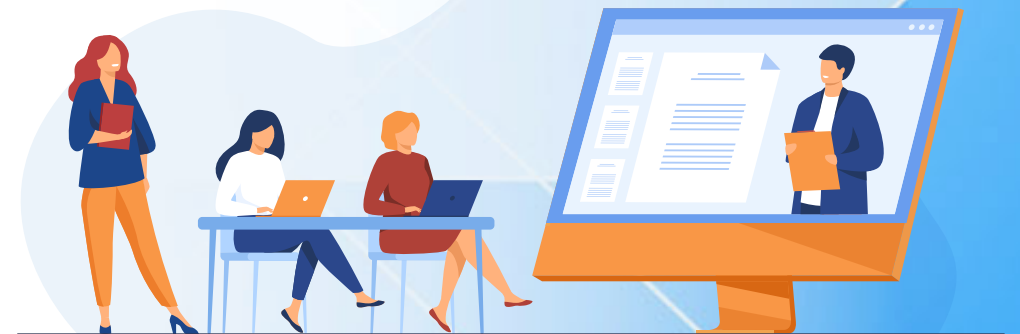
Record and monitor induction processes for each new joiner

Track Gate Pass entries for seamless and secure site movement

Key Benefits:

- End-to-end hiring and onboarding automation
- Transparent approval workflows and document handling
- Improved employee readiness through effective training and induction

Performance Management

Set KPIs and assign multiple reviewers for unbiased performance reviews.

Performance Management

Objective-driven appraisals for fair and transparent evaluations

- Define Key Result Areas (KRAs) and performance parameters
- Assign customized KRAs and KPIs per employee
- Enable multi-level performance review with multiple appraisers
- Automate score calculation using weighted KPIs for each appraisal cycle
- Drive performance excellence through data-driven insights

Camp Management

Manage employee accommodations with detailed room allocation and reassignment history through the Camp Management feature.

Gain real-time visibility into HR metrics with visually rich dashboards. Generate statutory reports and WPS files with ease. Drill down into data for informed decision-making and trend analysis.

Efficient accommodation tracking and employee allocation

Maintain a centralized record of camps, buildings, floors, rooms, and bed capacity

Track current occupancy and available slots in real-time

Assign and reassign employees to rooms with full assignment history

Maintain a log of all transfers for accountability and planning

Global Localization & Compliance Support

Designed for a Global Workforce. Built for Local Needs.

Our HRMS is designed to adapt seamlessly to the legal, cultural, and organizational requirements of any country or region, offering unmatched flexibility for global organizations.

Multi-Country, Multi-Currency Support

Operate across borders with dynamic country-specific configurations for payroll, compliance, taxation, and employee benefits.

Local Statutory Compliance

Generate country-specific reports and files in compliance with regional labor laws and financial authorities—be it income tax, pension funds, social security, or wage protection systems.

Regional Calendar & Holiday Management

Supports diverse formats like Gregorian, Hijri, Buddhist, etc.,with configurable national holidays, working hours, and weekends.

Multi-Language Support

Offer localized interfaces for your employees—supporting English, Arabic, French, Hindi, Swahili, and more based on your user base.

Flexible Tax Rules & Payroll Logic

Configure tax slabs, exemptions, contribution rules, and benefits based on country-specific policies—no custom coding required.

Culturally Adaptive UI & Workflows

Workflows, forms, and document formats can be tailored to suit cultural and organizational preferences.
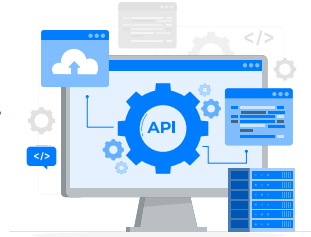
01
Built on No-Code / Low-Code Technology

Why it's important:

Highlights ease of customization, lower dependency on developers, and faster rollouts.

Suggested content:

- Drag-and-drop workflow configuration
- No programming needed for custom forms, reports, or workflows
- Allows HR teams to self-configure processes
- Future-proof platform with high scalability

02
Agile Implementation – 3x Faster Go-Live

Why it's important:

Shows your solution's speed and efficiency vs. legacy HRMS systems.

Suggested content:

- 3X faster implementation due to modular deployment
- Configurable, not coded—from requirement to go-live in 90 days
- Phase-wise rollout (Core HR, Payroll, Attendance, then PMS, etc.)
- Rapid data migration and UAT support

03
IoT and Device Integrations

Why it's important:

Smart HRMS systems must support hardware integrations.

Suggested content:

- Integration with biometric/facial/retina scan devices
- Geo-fencing and location-based attendance via mobile app
- IoT-based employee safety and access monitoring (especially in camps, plants, construction sites)
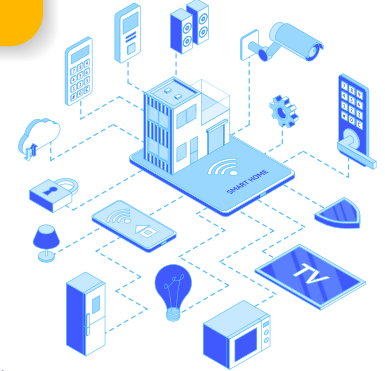
04
API Integration & Ecosystem Compatibility

Why it's important:

Today's HRMS should not work in isolation.

Suggested content:

Open API architecture for integration with:

- ERP (e.g., eresource Xcel, SAP)
- Payroll compliance (e.g., ZATCA in KSA, NSITF in Nigeria)
- External job portals (LinkedIn, Indeed)
- Microsoft Outlook / Google Workspace

Plug-and-play with CRM, Asset Management, DMS, and third-party Financial software
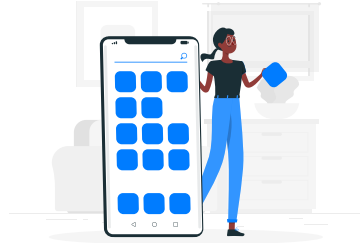
05

Mobile App Capabilities

Why it's important:

Most users now prefer mobile over desktop.

Suggested content:

- Employee Self-Service on mobile
- Leave application, payslip download, attendance punching
- Manager approvals on-the-go
- Push notifications for reminders, birthdays, tasks

06

Security and Data Privacy

Why it's important:

HR data is sensitive.

Suggested content:

- Role-based access control
- Audit trails for all user actions
- Data encryption, secure cloud hosting, regular backups
- GDPR, NDPR, and other compliance readiness

07

Futurei Roadmap or What's Next?

Why it's important:

Shows innovation and long-term value.

Suggested content:

- AI-driven performance analytics
- Predictive hiring tools
- Sentiment analysis on employee feedback
- Chatbot for HR queries

THANK YOU

Let Your People Thrive. Let Your Business Soar.

With eresource HRMS, You're Not Just Managing Employees, You're Empowering Them.

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