**Integration Requirements with Payroll & Biometric Systems**

**Purpose**: Ensure seamless data exchange between MoHRIS and existing enterprise systems to enable end-to-end HR automation.

**Integration Points**:

* **Payroll System**:
  + API for real-time data transfer (attendance, leaves, bonuses, deductions)
  + Auto-payroll generation and statutory compliance reporting
* **Biometric Devices**:
  + Bi-directional sync: Employee profiles pushed from MoHRIS, logs pulled into MoHRIS
  + Formats supported: ANSI/NIST biometric templates, JSON/XML data packets
  + Event-driven triggers (e.g., clock-in logs triggering attendance update)

**Security & Compliance**:

* Encrypted API keys and OAuth 2.0 for all integrations
* Secure data-in-transit with TLS 1.3
* Error logs and audit trails maintained for each integration transaction