**HRM(Human Resource Management)**

**1. Employee Management**

* Employee Profiles
* Onboarding Process
* Termination and Offboarding
* Document Management (contracts, performance reviews)

**2. Recruitment and Hiring**

* Job Posting Management
* Applicant Tracking System (ATS)
* Interview Scheduling
* Candidate Assessment Tools

**3. Time and Attendance**

* Time Tracking
* Leave Management (sick leave, vacation)
* Overtime Management
* Shift Scheduling

**4. Payroll Management**

* Salary Calculations
* Tax Management
* Benefits and Deductions
* Pay slip Generation

**5. Performance Management**

* Goal Setting and Tracking
* Performance Reviews
* 360-Degree Feedback
* Employee Development Plans

**6. Learning and Development**

* Training Program Management
* Skill Assessments
* Course Enrollment
* Certification Tracking

**7. Employee Engagement**

* Surveys and Feedback Tools
* Recognition Programs
* Internal Communication Tools
* Wellness Programs

**8. Compliance and Reporting**

* Labor Law Compliance
* Custom Reports and Dashboards
* Audit Trails
* Data Protection Compliance

**9. HR Analytics**

* Employee Turnover Analysis
* Recruitment Metrics
* Performance Metrics
* Diversity and Inclusion Statistics

**10. Self-Service Portal**

* Employee Profile Updates
* Leave Requests
* Pay slip Access
* Training Enrollment

**11. Talent Management**

* Succession Planning
* Talent Pool Creation
* Career Pathing
* High-Potential Employee Programs

**12. Compensation Management**

* Salary Benchmarking
* Compensation Analysis
* Bonus and Incentive Programs
* Pay Equity Analysis

**13. Benefits Administration**

* Health Insurance Management
* Retirement Plans
* Flexible Spending Accounts
* Employee Assistance Programs (EAP)

**14. Workforce Planning**

* Staffing Forecasting
* Resource Allocation
* Skills Gap Analysis
* Workforce Trends Analysis

**15. Employee Relations**

* Conflict Resolution Tools
* Grievance Tracking
* Disciplinary Procedures
* Exit Interview Management

**16. Diversity and Inclusion**

* Diversity Metrics Dashboard
* Inclusion Training Programs
* Employee Resource Groups (ERGs)
* Bias Awareness Tools

**17. Health and Safety Management**

* Incident Reporting
* Safety Training Tracking
* OSHA Compliance Tools
* Health Screening Management

**18. Mobile Access**

* Mobile App for Employee Self-Service
* Mobile Notifications for Approvals
* Mobile Time Tracking
* Mobile Learning and Development Access

**19. Integrations**

* Integration with Payroll Systems
* API Access for Custom Integrations
* Integration with Learning Management Systems (LMS)
* Integration with Performance Management Tools

**20. Custom Workflows**

* Approval Processes for Hiring and Promotions
* Customizable Onboarding Workflows
* Leave Request Workflows
* Performance Review Workflows

**21. Chat and Collaboration Tools**

* Internal Messaging System
* Team Collaboration Features
* Document Sharing
* Project Management Integration

**22. Feedback and Surveys**

* Pulse Surveys
* Employee Satisfaction Surveys
* Exit Surveys
* Anonymous Feedback Tools

**23. Communication Management**

* Company Announcements
* Newsletter Distribution
* Event Management
* Policy Updates and Acknowledgments

**24. Job Role and Competency Framework**

* Job Descriptions and Role Definitions
* Competency Assessments
* Skill Mapping
* Role-Specific Training Modules