

People Better

A complete HRMS Solution

1. What is People Better?

This is a one stop HRMS solution for any type of industry like retail, academic, Services, IT Services & Product, Manufacturing etc... There are many HRMS software available in the market. People Better is a cloud-based HR platform that streamlines HR and payroll processes, empowers employees, and improves productivity. It comes with features like force. It includes features such as employee data management, payroll, recruitment, training, talent management, employee attendance, reporting, and employee analytics.

2. Features

The pivotal features that People Better has are:

- i) Highly configurable: A user can inject its rule engine and the software will work according to that.
- ii) Agility: Every organization is different from one another. They work on different set of rules and different employee size. People Better is that much agile to be compatible to any kind of industries.
- iii) Ease of Implementation: As a SaaS provider, it has a very simple procedure to be implemented at any organization.

3. The Differentiation Factor

A lot of HRMS solution providers like GreytHR, HRone, QuikChex are already there in the market. But, a very few of them are applicable to SME industry. Some of them are not easy to access and navigate. Some of them are very costly (Ex: Jira). But, as compared to them, People Better is applicable to any type of industry, may it be small (with 20 users) or large (with 2000 users). As far as the cost is concerned, People Better is a highly cost effective solution. The cost is discussed in later section.

4. What do we offer?

People Better is a highly agile and adaptive HRMS platform, where an organization can configure its own rule engine and use the software. It offers a wide range of facilities like:

Attendance Management by integrating any mode of attendance collecting third party tools. This attendance can be directly integrated to the Payroll management.

Payroll Management that is configurable as per the payroll standards of the organization and is tightly coupled with the Attendance Management.

Employee Management is completely process based. It can be configures to multiple level of hierarchy and with automated file movement and application movement.

Employee Onboarding, Recruitment and Separation which is completely process driven and automated.

Training Management is related to the Key Responsibility Area (KRA), depending upon which adequate and required training can be provided to a group of resources.

Built-in **Analytics and Reports** come with the software. However, customized analytics and reports can also be generated on demand.

Other important activities like **Talent Acquisition** and **Performance Measurement** are also part of People Better.

Module	Features
--------	----------

Core HR	Employee Information Management
	Employee Documents Management
	Employee Communication
	Employee assets tracking
	Reporting hierarchy with Org Chart
	Automated Reminders and Alerts
	configurable notification templates
	HR MIS reports
	Customized Report Builder
	Mail Merge
	Company Policies

Module	Features
Payroll	Configurable Salary Structure
	Payroll Inputs
	Automatic leave inputs
	Automatic attendance inputs
	Salary analytics
	Salary advance and Loans
	Auto calculation and deductions in payroll
	Easy export to Excel facility
	salary register and payroll statements
	PF calculations, Professional Tax with all state specific rules & ESI computations
	Comprehensive TDS (IT) calculations
	Digitally signed Form 16 generation
	Pay slip Generation and Distribution
	Distribute pay slips via employee portal or mobile
	Payroll Reports
	Customizable payroll statement
	Ad-hoc report builder

Module	Features
Leave Management	Unlimited leave types
	multiple types of leave transactions support
	Holiday lists - Location and Project based
	Restricted (optional) holidays support
	Multiple leave policies for different group of employees
	Customizable leave policy for each leave type
	Automatic tracking of leave balances
	Easy year end processing (lapsing, carry-forward, etc.)
	Online leave application and review with Multi-Level Approval Workflow

Module	Features
Attendance Management	Swipe Capture from Varied Sources
	Integration with attendance recording devices
	Support for multiple shifts
	Highly Configurable Policies
	Attendance Processing
	Manual override facility
	Month-end HR review and finalization facility
	Overtime Management

Module	Features
Employee Self Onboarding	Paperless Onboarding of Employees
Employee Exit Management	Online Resignation Application & Approval
	Multi-Department Clearance
	Integration with Full & Final Settlement Process

Module	Features
Portal (Web and Mobile App)	Employee for Core HR, Leave, Payroll, Attendance
	HR
	CEO and other Admins

5. How do we offer?

People Better offers 3 variants of the solution, namely **Core HR**, **Extended HR** and **Premium HR**.

Core HR	Extended HR	Premium HR
Employee Joining Mgmt.	Employee Joining Mgmt.	Employee Joining Mgmt.
Profile Mgmt.	Profile Mgmt.	Profile Mgmt.
Payroll Management	Payroll Management	Payroll Management
Leave Management	Leave Management	Leave Management
Attendance Mgmt.	Attendance Mgmt.	Attendance Mgmt.
Advanced Analytics & Reporting	Advanced Analytics & Reporting	Advanced Analytics & Reporting
Excel Import & Export	Excel Import & Export	Excel Import & Export
Share Cloud	Share Cloud	Share Cloud
Offline Onboarding Support	Offline Onboarding Support	Offline Onboarding Support
	Recruitment Mgmt.	Recruitment Mgmt.
	Expense Mgmt.	Expense Mgmt.
	Single sign on	Single sign on
	Attendance Integration with biometric	Attendance Integration with biometric
		Performance Mgmt.
		Training mgmt.
		Self-service mobile app