



Gemini HRMS – AI-Driven Workforce Management Suite

Gemini HRMS is a comprehensive Human Resource Management System designed to modernize workforce operations by integrating Google's Gemini AI directly into core administrative workflows. It moves beyond traditional data entry by using AI to automate complex processes like identity verification and policy creation.

The platform offers a full suite of modules including Workforce Management (Leave & Timesheets), Payroll (Payslips & Tax), Performance (OKRs & Appraisals), and Onboarding.

Key Innovations

- **AI Policy Engine:** utilizing Gemini 2.5 Pro with "Thinking" capabilities, this feature allows HR admins to type complex leave policies in plain English (e.g., "Contractors get 10 days unpaid, Full-time get 20 paid..."), which the AI instantly converts into structured, enforceable system rules.
- **Automated KYC Onboarding:** uses multimodal AI to analyze uploaded ID documents, compare them against user-submitted data for instant verification, and provides audio feedback via Gemini's Text-to-Speech.
- **Smart Workflow Logic:** Features intelligent holiday overlap detection during leave requests and role-based dashboards for Employees, Managers, and Admins.

Key Screenshots

1. The AI Policy Engine (Admin Console)

The screenshot shows the Gemini HRMS Admin Console interface. On the left, a sidebar lists 'Dashboard', 'Workforce', 'Payroll', 'Performance', 'Onboarding', and 'Admin Console' (which is selected). Below the sidebar are user profile information ('E Ethan (Admin) Admin') and a 'Dark Mode' toggle. The main content area is titled 'Admin Console' with the sub-section 'Manage your admin tasks and settings.' It features a navigation bar with 'Policy Engine' (selected), 'Assignments', 'User Roles', and 'Settings'. A sub-section titled 'AI-Powered Leave Policy Engine' is displayed, containing a text input field for describing a new leave policy in plain English. The input field contains the text: 'Create a new "Standard 2024" policy. Full-time employees get 20 paid leave days and 10 unpaid days after a 3-month probation period. They accrue 1.67 days per month. Contract employees get 15 unpaid days and no paid leave.' A blue 'Generate Policy' button is located at the bottom right of the input field. The top right corner of the main content area features a small orange 'Gemini' logo.

Administrators can generate complex system configurations simply by describing them in plain English using the AI Policy Engine.

2. Intelligent Onboarding & KYC Verification

(Note: Screenshot not identified in uploaded batch, displaying Gallery below)

Gallery

Gemini HRMS

Workforce
Manage your workforce tasks and settings.

Leave Management **Projects & Timesheets** **Holidays**

Request Leave

Start: mm/dd/yyyy **End**: mm/dd/yyyy

Type: Paid

Reason: [Reason dropdown]

Leave History

2024-08-10 - 2024-08-12
Paid Approved

Alice (Employee)
Employee

Light Mode

SWITCH VIEW

This screenshot shows the Gemini HRMS interface for managing workforce tasks. On the left, there's a sidebar with navigation links like Dashboard, Workforce, Payroll, Performance, Onboarding, Admin Console, and Documentation. The main area is titled 'Workforce' and 'Manage your workforce tasks and settings'. It has tabs for Leave Management, Projects & Timesheets, Holidays, and Team Approvals. Under 'Leave Management', there are two sections: 'Request Leave' and 'Leave History'. The 'Request Leave' section allows users to input start and end dates, choose a leave type (Paid), and select a reason from a dropdown. The 'Leave History' section shows a history of leave requests from August 10 to 12, 2024, all of which are marked as 'Approved' and categorized as 'Paid'. At the bottom, there's a user profile for 'Alice (Employee)', a 'Light Mode' toggle, and a 'SWITCH VIEW' button.

Gemini HRMS

Workforce
Manage your workforce tasks and settings.

Leave Management **Projects & Timesheets** **Holidays** **Team Approvals**

Add Holiday

Date: 12/8/2025

Holiday Name: [Input field]

Applicable To:
 Full-Time
 Contract

Cancel **Add Holiday**

December 2025

India Office Holidays

Search holidays...

+ New Calendar

D Diana (HR Manager)
HR Manager

Light Mode

SWITCH VIEW

This screenshot shows the Gemini HRMS interface with the 'Holidays' tab selected. A modal dialog box titled 'Add Holiday' is open, prompting the user to enter a date (12/8/2025), a holiday name, and the applicable employee categories (Full-Time and Contract). The background shows a monthly calendar for December 2025 with various days highlighted in blue. A search bar for 'India Office Holidays' is visible at the top of the calendar. At the bottom of the calendar, there's a note: 'Click on a date to edit a holiday, or click on existing holiday to edit it.' The sidebar on the left remains the same as the previous screenshot, showing navigation links for Dashboard, Workforce, Payroll, Performance, Onboarding, Admin Console, and Documentation. The user profile at the bottom is for 'Diana (HR Manager)'.

Gemini HRMS

Workforce
Manage your workforce tasks and settings.

Leave Management Projects & Timesheets Holidays Team Approvals

Team Leave Requests

Bob (Contract)
2024-09-01 to 2024-09-05 (Project break.)

Approve Reject

Team Timesheet Approvals

EMPLOYEE	DATE	PROJECT	HRS	ACTIONS
Alice (Employee)	2024-10-22	WEB-01	4	Approve Reject

Charlie (Manager)
Manager

Light Mode

SWITCH VIEW

This screenshot shows the 'Workforce' section of the Gemini HRMS application. It includes tabs for Leave Management, Projects & Timesheets, Holidays, and Team Approvals. Under 'Team Approvals', there are two main sections: 'Team Leave Requests' and 'Team Timesheet Approvals'. The 'Team Leave Requests' section shows a single entry for Bob (Contract) from September 1 to 5, 2024, with 'Project break.' noted. The 'Team Timesheet Approvals' section lists Alice (Employee) with a timesheet entry for October 22, 2024, on project WEB-01 for 4 hours. The sidebar on the left contains links for Dashboard, Workforce, Payroll, Performance, Onboarding, Documentation, and Admin Console, with Admin Console currently selected. User information for Charlie (Manager) and Ethan (Admin) is also displayed.

Gemini HRMS

Admin Console
Manage your admin tasks and settings.

Policy Engine Assignments User Roles Settings

AI-Powered Leave Policy Engine

Describe the new leave policy in plain English. Our AI will use its advanced reasoning capabilities to structure it for our system. This feature uses Gemini 2.5 Pro with an extended thinking budget for complex queries.

Policy Description

Create a new 'Standard 2024' policy. Full-time employees get 20 paid leave days and 10 unpaid days after a 3-month probation period. They accrue 187 days per month. Contract employees get 15 unpaid days and no paid leave.

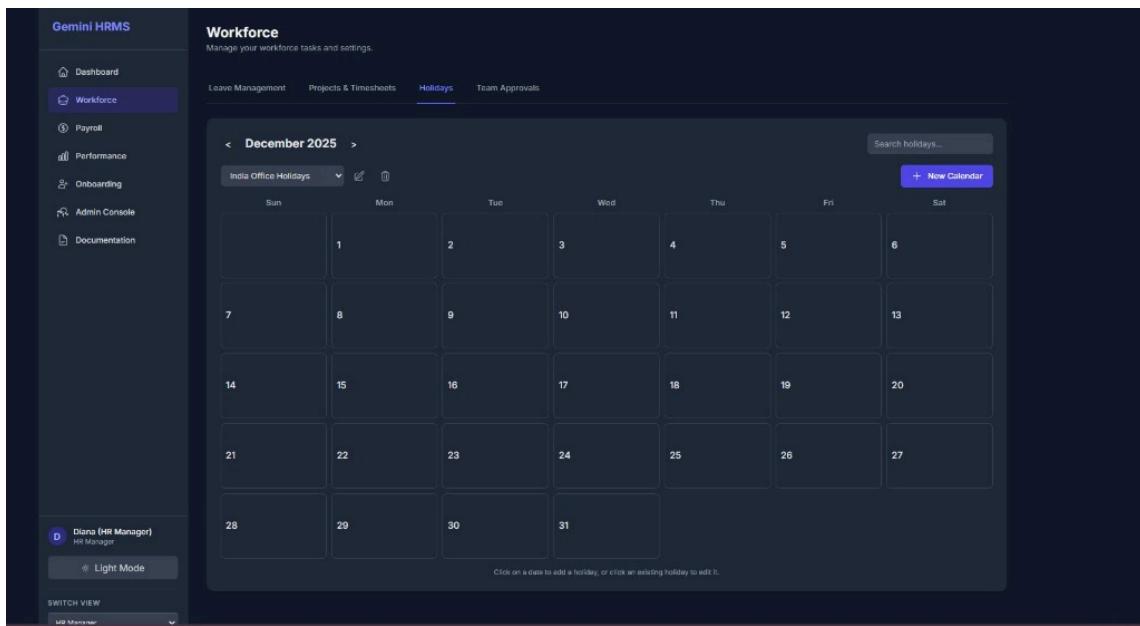
Generate Policy

Ethan (Admin)
Admin

Dark Mode

SWITCH VIEW

This screenshot shows the 'Admin Console' section of the Gemini HRMS application. It features an 'AI-Powered Leave Policy Engine' tool. The interface includes a 'Policy Description' area where a new 'Standard 2024' policy is being defined for full-time employees. The policy states: 'Create a new "Standard 2024" policy. Full-time employees get 20 paid leave days and 10 unpaid days after a 3-month probation period. They accrue 187 days per month. Contract employees get 15 unpaid days and no paid leave.' A 'Generate Policy' button is present at the bottom of this section. The sidebar on the left includes links for Dashboard, Workforce, Payroll, Performance, Onboarding, Admin Console, and Documentation, with Admin Console selected. User information for Ethan (Admin) is shown in the sidebar.



Run Locally

Prerequisites: Node.js

1. Install dependencies: `npm install`
2. Set the `GEMINI_API_KEY` in [`.env.local`](#) to your Gemini API key
3. Run the app: `npm run dev`