HRMantra Software Pvt. Ltd.

World's most powerful HR and Payroll Software

HRMantra has a very simple user friendly **homepage** in which from just 1 page, all the employees (barring the HRD) can do their self service functions like applying for leave, attendance regularization, on duty and over time applications and approvals without any great training. There is also a monthly calendar appearing in which an employee can see from his swipe card data, the dates in which he was absent marked by a red color, weekly offs in green color, late/early / deficit in grey color etc. An employee can also set his favorite pages that he uses heavily so as to be able to go into that page in just 1 click. A list of birthdays of employees reporting to you will appear on the homepage and you can send e-greeting cards to him. You can also set your favorite photo in my space. HRMantra has 100s of beautiful thoughts for the day and you can change the skin color to suit your mood for the day.

HRMantra has a lot of employee information being stored like his date of birth, date of joining, gender, present detailed address, cell number, email ids, marital status, hobbies, sports etc and all such information can be easily queried upon using a simple yet powerful employee search engine using AND and OR conditions. It has great 3D HR business intelligence dashboards and workflows that are fully customizable. Here it is so easy to use that employees do not need to be trained on how to use it. It has more than 75 features better than any other such Indian software.

It automates all the HR functions right from the time a person applies to your firm till he leaves like staffing, induction, employee information, attendance, leave, claims, payroll, appraisals and training management. i.e. complete hire to retire processes.

HRIS module features

- Dynamic employee code creation is one of the most important features of this module wherein the code pattern gets generated automatically based on a combination of alphabets or serial numbers.

- Employee Information includes official details page which displays hierarchies like the department, and the location he belongs to; along with the date of confirmation and retirement.

- An employee can enter his personal details, wherein he can update his marital status, hobbies, sports, extracurricular activities he participates and awards he has received.

- Apart than these, the employee's job experience, academic and qualification related details can be stored.

- Disciplinary actions like suspensions, salary cuts or terminations can be maintained as well.

- Searching for employees based on criteria, age and experience in the company and generating reports of the same is possible very easily.

- You can send email / SMS to your employees by creating templates for the same.

- It has a very powerful org chart creator, which depicts the number of location your company is based along with the list of departments and designations.

- We also have a detailed reporting chart, which depicts employee names, designations and snaps along with their reporting relationships.

- When an employee leaves your company, conduct an exit interview after filling up the exit form in which you have to mention the reasons for exit, date of resignation and separation and decide whether you want to prevent him from logging onto HRMantra here on.

- HRMantra has a powerful maker checker facility, in which employees can go online and edit their self - details like change of cell phone numbers or address or when they acquire a new qualification. This information is then escalated to the HR and only when the HR authenticates this changed data, will this information be updated in the data bank.

HRIS module reports

1	Access Level Wise Employee Count	6	Access Level Wise Reports Rights
2	City wise Location Count	7	Employee Wise Survey Statement
3	Login Status Report	8	Location Details Report
4	Poll Questions & Answers	9	Group Permissions Report
5	Access Level wise Access Rights		

1	Attrition Report Age Wise Dashboard	31	Increment Register
2	Attrition Report Month Wise Dashboard	32	Male Female Ratio Report
3	Attrition Report Qualification Wise Dashboard	33	OLT Question Set
4	Attrition Report Year Wise Dashboard	34	Promotion Register
5	Attrition Report Experience Wise Dashboard	35	Reason Wise Exit Count
6	Manpower Report	36	Self Summary Report
7	Career Growth Report	37	Separation Register Month Wise
8	Disciplinary Action Report	38	Employee Source Report
9	Employee Qualification Details	39	Suspension Report
10	Assigned Employees List	40	Transfer Register
11	Employee Checklist	41	Induction feedback
12	Employees Experience Report	42	License Details Report
14	Language Report	43	Vehicle Details Report
15	Nomination Detail Report		**HRIS Letters**
16	Exit Interview	1	Confidentiality Agreement
17	HOD Report	2	Declaration Form
18	Annual CTC Wise Slab Report	3	Experience Letter
19	Hierarchy Wise Average Age	4	Membership Form
20	Employees Age Group Report Dashboard	5	Nomination
21	Employees Extra Curriculum Activities Report	6	Offer Letter
22	Employees Family Details	7	PF Declaration Form
23	Job Function Mapping Report	8	PF Nomination
24	Employee Report with Professional Skills	9	PF Nomination - Form 2 (Revised)

25	Employees Medical Report	10	Probation Completion Letter
26	Employees Professional Bodies Report	11	Probation Non Confirmation Letter
27	Academic Awards / Honors Received by Employees Report	12	Employee Release Letter
28	Employees Qualification Details	13	Employee Settlement Letter
29	Experience Wise Employee Count	14	Employee Welcome Letter
30	Group Insurance Report	15	Appointment Letter

Staffing module features

• Staffing module can be mapped to any job sites like Monster or Naukri for importing downloaded CV's directly into HRMantra. Also, the candidates can fill their profile sheets and submit their resumes online. As a result of this, candidate details such as official, qualification, academic, experience etc. are maintained in this module.

• There is a detailed page for campus recruitments as well. You can also set your Consultant related information and import candidate CV's provided by them.

• All the Head of Department's can fill the talent requisition application forms giving details of the number of employees required to be filled for a particular position along with their experience, age band, set of qualifications, skills and functions that they should possess.

• Searching for candidates based on a particular criterion is very easy through the search engine option. But the best part is you can also do a candidate search based on the requisitions that have been approved by the HR.

• After short listing the candidates, you need to send them for screening. From the screening list you can select candidates who need to be called for an interview.

• HR can send email / SMS to candidates in one click asking them to appear for an interview which can be taken online.

• Also, if you want to make the candidates appear for any Aptitude, IT, etc. related tests then you can create online tests wherein you can design the tests as per your requirements.

• Once all the interviewers have finished taking the interviews for a certain position then the HR can select the candidate who has got the best rating and create an offer letter from the software.

• One click Candidate to Employee conversion can also be done.

• Another important feature here is that you can publish approved requisitions to your employees and they can apply for a certain vacant position that is higher compared to their current position within the organization.

Staffing module reports

1	Ageing Analysis of Resumes	16	Manpower Required Register
2	Offer Letter	17	Offer Letter Post Wise
3	Hierarchy Wise Requisition Summary	18	Open Closed Positions Report
4	Candidate Detail Status Wise	19	Position Wise Interview Details Report
5	Candidate Qualification Details	20	Position Summary Report
6	Candidate Source Details	21	Recruitment Status Report
7	Candidates Status	22	Requisition Status
8	Experience Wise Candidate Count	23	Requisition Wise Candidate Status
9	Induction Approval Report	24	Salary Fitment Register
10	Interview Details Report	25	Salary Offer Statement
11	Interview Post Wise Register	26	Selection Register
12	Interview Question Master	27	Shortlisted Candidates For Final Screening Report
13	Interview Register	28	Shortlisted Candidates List
14	Interview Tracker	29	Vacancy To Fill Register
15	Joining Register	30	Vacancy To Fill Register

Attendance module features

• HRMantra has been configured to pick up swipe card data from any access control system directly on real time basis. HRMantra can pick up attendance data from any reader automatically on a real-time basis from all locations giving you instant analysis at the head office as to who has come at what time without calling anyone in any location.

• The attendance month period can be set different than the calendar month to take into account the cutoff provision to be able to give salaries on the 1st of every month.

• Public holidays can be different for different sets of employees and you can give the employees the right to choose maximum holidays in a year.

• You can define any number of fixed / flexi and semi flexi shifts in a day by defining the number of hours to be worked in a day and after how many hours the half day starts and whether the timeout can be on the next day.

• Any combination of weekly offs can be set for a group of employees based on every (say) Sunday and / or 1st / 2nd / 3rd / 4th and 5th (say) Saturday or on the basis of even / odd monthly or even / odd yearly occurrences of the day of the week.

• You can configure any number of attendance readers based on any number of organizational hierarchies and also decide whether you want to pick up the data from a file or from the database on online real time basis. There can be separate readers for in time and out time records

- HRMantra also has a provision of separate permission cards which can be used to regularize attendance of employees who have come late to office coming in a company bus or have to be sent early in case of riots or heavy rains but it should record normal shift out.

- Attendance methods in HRMantra can be based on monthly register, daily attendance register or thru swipe card or biometric card with provision to give grace periods. In case there is swipe card record and leave application of an employee on the same day, then you can choose whether you want to consider attendance or leave as the status of the day.

- You can set very powerful absenteeism rules like:-
- Set weekly offs as absent if weekly is found between two absent
- Set public holiday as absent if public holiday is found between two absents
- Set weekly offs as absent if absence is found before or after weekly offs
- Set public holiday as absent if absence is found before or after public holiday

- You can also decide whether an employee can regularize his attendance within how many days after his absence and the same can be approved within how many days of the attendance regularization submission.

- Employees can regularize their attendance online thru employee self service in case they forget to bring their swipe card.

- Auto shift rotation could be easily done employee group wise based on n number of shifts & weekly offs.

- Very powerful late coming, early going, monthly deficit hours and overtime policies can be set and whether the same be adjusted against an employee's leave or salary based on fixed or multiple time or salary amount. You can also set maximum over time hours that can be taken and OT can start after how many minutes after shift out time. Condonement can also be done which regularizes the time but keeps a record of the actual time when an employee comes late or goes early.

- In case an employee is going out of office for duty or is working overtime, then such applications can be routed through it.

- The attendance process for an employee can be closed once his actual attendance processing is done so that he cannot go in the closed period and regularize his attendance.

Attendance module reports:

1	Absence Report	21	Attendance On Duty Report
2	Attendance Regularization Report	22	Attendance Over Time Application Report
3	Attendance Summary	23	Attendance Over Time Report
4	Attendance Report Status Wise	24	Attendance Presence Report
5	Cross Period Attendance Report	25	Punctuality Report
6	Daily Attendance Report	26	Attendance Repayment of Salary of Previous Month
7	Daily Early Attendance Report	27	Shift Detail Report
8	Daily Late Attendance Report	28	Top 10 Absence Report
9	Daily Over Time Attendance Report	29	Top 10 Early Goers Report
10	Daily Present Attendance Report	30	Top 10 Late Comers Report

11	Attendance Deficit Report	31	Top 10 Missing Hours In a Month Employees List
12	Attendance Deficit Count Report	32	Top 10 Over Time Takers Report
13	Direct Reportees Irregularities In Attendance	33	Top 10 Workaholic Employees In a Month Report
14	Early Goers Attendance Report	34	Attendance Condonement Report
15	Irregularities In Attendance Report	35	Attendance Data Reconciliation Against Regularization Report
16	Late Comers Attendance Report	36	Holiday Master Hierarchy Wise Report
17	Leave Without Pay Report	37	Form J (Muster Roll Cum Wages Register)
18	Monthly Attendance Report		
19	Attendance Monthly Sheet		
20	Not login Attendance Report		

Leave module features

- HRMantra has a global leave module-we can set leave system for any firm worldwide however complicated in a few hours. Employees do not need a paper based leave history card or leave application form.

- Leave rules can be set at any hierarchy like grade, department or location levels.

- You can create your own letter templates for leave applications and approvals in case you wish to change the standard predefined letter provided by HRMantra.

- You can define any number of leave names and compensatory off. For each of these leave names, you can define any number of sub leave names. For e.g. whether casual leave can be encashed or not and whether it can be deducted if an employee comes late etc.

- Different employees can be given different leave accounting year so that in the month of December you do not have lots of employees applying for leaves which are getting lapsed.

- Total leaves in a year can be set with provision for maximum or minimum leaves at a time.

- A particular leave can be carried forward based on age or direct in a different leave type.

- You can define maximum and minimum number of leaves to be encashed at a time keeping a certain balance in your account and as to how many maximum times in a year an employee can encash in a year.

- Any kind of complicated Leave rules can be credited either on advance / pro rata / accumulated or on accrued basis on monthly quarter or yearly basis using our very powerful formula builder.

- Certain leaves like maternity leave need not be made visible in the leave application form. Such leaves can be manually approved by the HRD when required.

- You can define whether an employee can take half a day and whether leaves reasons have to be shown as also his contact numbers.

- In case an employee does not have a balance then you can define negative leave balance up to a certain number of days which he can still take without his salary getting cut and his next year's leave opening balance gets reduced to that many number of days.

- Prefix, suffix and sandwiching rules can be easily set and whether you want to include the weekly offs, public holidays and paid leave as a part of that leave application.

- You can also set how many days notice period have to be given before an employee applies for a leave.

- In case an employee is going on leave and he makes another employee within his department his backup then the backup employee will not be allowed to apply for leave during this leave period.

- In case an employee takes a leave on a particular day which is very important to your business (for e.g Sunday for retail industry as majority of people come for shopping on that day) then you can decide to cut leave based on a incremental formula.

- You can also check how many employees are going to be on leave in a certain period for advanced leave planning.

- Leave balances and rules can be seen, applied and approved online by all employees in a few clicks and can also be bypassed in case an immediate superior is not present. Leave applications are connected to your mail server.

- The week before your leave management module has to go live, you can import the leaves taken by all the employees in that year as also the carry forward from the previous year through an excel sheet

- In case an employee is not having an online access to HRMantra then the concerned superior or the HRD can manually approve his leave application.

- Leaves data can be adjusted manually either added or reduced from the existing leave balance.

Leave module reports

1	Leave As On Date Balance	11	Leave Deducted Against Late Early Report
2	Leave Date Wise Employee Wise Detail Report	12	Leave Reportees Data
3	Leave Balance For Encashment With Amount Balance Report	13	Todays Hierarchy Wise Employees On Leave Count
4	Leave Calendar Report	14	Form M
5	Leave Compensatory Off Details Report	15	Form N
6	Hierarchy Wise Leave Summary Report	16	Leave Transaction Report
7	Leave Encashment Projection Report	17	Leave Annual Report
8	Entered Leaves Data Report		
9	Leave Count Of Assigned Employees From Current Date Till Coming 30 Days		
10	Leave Credit Details		

Payroll module features

- Employees can contribute extra voluntarily to their PF account and give details of the family members who are going to be nominated for various schemes.

- Any kind of loans or salary advances can be defined and calculated on flat, reducing, PMT and average value method.

- Once a loan is granted the loan EMI calculations can be automatically done in HRMantra

- The personal or housing loan comes as a deduction in the pay slip or as a separate loan slip. Get a report at any point of time to figure out how many employees have taken the loan and how much of the loan money is outstanding.

- Any number of perks earning can be defined as also the number of pay earning, perk recovery and deductions.

- You can define the IT exemption limits.

- In Pay heads like HRA, standard salary entitlement can be based on fixed amount or formula based.

- We are taking the help of math functions like IFF, MOD, INT; operators like <, =, AND, OR and pay heads which are included in adjustments, arrears, earned salary, normal salary and other fields like whether that pay head is based on location like Bangalore.

- Pay heads can be included in full or final settlement or a flexible benefit plan or in group insurance as per the requirements.

- For deductions like PF, do the adjustments based on full or negative or partial amount.

- HRMantra can be customized 100% for even the most complicated pay calculations in the entire world.

- Create any kind of JV reports in text, excel or dbase format based on any combination of pay heads so as to be able to import into your accounting software thus doing away with any kind of salary related data entries again.

- In case your firm has flexible benefit plan then it is very easy to configure the pay heads included in flexible benefits based on formula or a maximum limit.

- The profession tax table applicable in various Indian states has already been created

- All the changes announced by the finance minister in the annual budget are implemented in seconds using a powerful income tax formula builder.

- HRMantra has a very elaborate increment process based on pay cycles or slab bases or it could also be based on formula applicable to certain pay groups.

- Open flexible benefit plan and investment form for certain group of people for a certain period and send an email to all of them in just one click.

- HRMantra has a powerful import facility in which you can import loans investments, increment, processed salary data and current month's payroll data using excel.

- Salary processing can be done in a few easy steps. For full and final settlement of employees more or less the same steps as just explained in salary processing are to be followed.

- Employees can fill their investment declaration forms online and can also do their income tax calculations. They can also view their salary, loan and income tax slips in a few clicks.

- Payroll module has lots of standard reports like company wise, department wise, designation wise, salary statements, Form 16, PF, ESIC statements, loan transaction, arrears exemptions and TDS reports.

- Other reports like salary reconciliation, transfer and promotion report as also e-form 24 Q, PF and ESIC reports and challans can be generated.

Payroll module reports

1	Form 27A	36	Loan Summary Report
2	Overtime Statement	37	Loan Detail Report
3	Department Wise Cumulative Overtime Analysis	38	Loan Transaction Report
4	Account Year Wise Net Pay Summary	39	Labor Welfare Fund Statement
5	Ad hoc Slip	40	Monthly Leave Without Pay Count
6	Ad hoc Statement	41	Pay Structure Report
7	Adjustment Days Entries	42	Pay Slip
8	Annual Salary Statement	43	Pay Slip with Reimbursement Slip
9	Arrear Slip	44	Period Wise Pay Summary
10	Arrears Detail Report	45	PF Form 12 A
11	As On Date Loan Balance	46	PF Challan
12	Bank Letter	47	PF FORM 10
13	Bank Statement	48	PF Form 3 A
14	Bonus Ex-Gratia Statement	49	PF Form 5
15	Bonus Slip	50	PF Form 5 A
16	Company Wise Net Payable Report	51	PF Form 6 A
17	Company wise Full & Final Settlement JV Report	52	PF Statement
18	Company wise JV Report	53	PF Statement Summary
19	JV File For SAP	54	PT Form 5A
20	ESIC Challan	55	PT Statement
21	ESIC Form 6	56	PT Summary Statement
22	ESIC Form 7	57	PT Summary State Wise
23	ESIC Statement	58	Salary Register
24	ESIC Statement Six Monthly	59	Section 217 2A Report
25	Flexible Benefit Plan Provision Report	60	Tax Slab Wise Employee Count Summary
26	Full & Final Settlement Report	61	TDS Challan Details
27	Full & Final Settlement Statement	62	TDS Challan Summary Report
28	Form 16	63	Year Wise Salary Summary Report

29	Form 16 A	64	Year Till Date Salary Slip
30	Form 16 AA	65	Two Months Salary Reconciliation Report
31	Income Tax Estimation Report	66	Salary Multiple Months Variance Report
32	Income Tax Estimation Summary	67	Director's Report
33	Income Tax Projection Pay Head Wise Statement		
34	Investment slip for actual declaration		
35	Leave Encashment Statement		

Admin module features

• Help desk request applications are escalated to the concerned people on the basis of the ticket numbers that are generated.

• The request progress can be tracked by the management to see whether that issue is still open or closed.

• Request Knowledge management base wherein past answers to requests, FAQs etc can be stored and easily retrieved for handling similar issues again.

• It also keeps a tab on the assets like PCs, AC's etc allotted to the employees and, who is in-charge of allotting, revoking and clearing it and what is the value of the asset.

• Employees can submit their medical and petrol bills online and the software can check their limits, which gets reflected in the payroll module on real-time basis.

• You can create a basket of claim reimbursement heads whose payout frequency can be monthly, quarterly or yearly. The balance can be paid out in any of the pay head in any month.

• Set limits to each claim type, which can be tax exempt, and in case an employee has not given the supporting for the same then it can be automatically given in one stroke in the last month of March after making it taxable.

• There is also a provision to do manual claim entries by the HOD or HR in case the employee crosses his limits or he doesn't have online access to HRMantra.

• In-depth local & outstation Travel Request work-flow with facility of capturing accommodation and vehicle assistance and advance amount details by applicant.

• Facility of narrow down or cancellation of trip even after request approval.

• Based on the Requests, ticket booking and other arrangements as a part of request work-flow

• Travel mode and accommodation and expanse limits can be defined based on city, designation or level etc.

• Travel Expanse application-approval and payment work-flow based on escalations defined.

1	Asset Allotment Report	10	Payroll Year Till Date Reimbursement Slip

2	Claim Application Form	11	Help Desk Detail Statement
3	Claim Approval Report	12	Travel Payment Report
4	Claim Eligibility Report	13	Travel Booking Summary
5	Claim Statement	14	Travel Request Summary
6	Help Desk Count Summary	15	Travel Advance Paid Summary
7	Location Wise Asset Allotment Summary	16	Travel Expense Claimed Report
8	Reimbursement Slip	17	Annexure-I
9	Pending Help Desk Report		

Appraisal module features

• HRMantra helps in keeping an all round tab on the performance of your employees by getting them appraised in an unbiased manner by their bosses, their subordinates, their clients, their peer group, the HRD and the employee himself. These performance reviews are online, can be customized to each position and done whenever required.

• The performance chart of the appraised employees can be viewed through 3D customizable dashboards.

• This will help you in monitoring in which direction your employee's performance is moving in terms of Readiness, Final Rating and Potential.

• You will also quickly know percentage of pending appraisals as also eligibility for appraisals department wise. You can do inter year analysis of performance to check which employees performances have degraded or improved dramatically compared to last year.

• You can create any number of appraisal levels like self, HOD, peer groups or sub-ordinates giving you the options to set 180 or 360 degree appraisal system. Each of the appraisal levels can have different weightages and select whether one appraisal level can see the other person's evaluation or not.

• You can create competencies matrix and map it to a role giving different weightages to each competency. Similarly create the key result areas (KRA's) at any organizational hierarchy level and for each such department for a certain KRA you may have many key performance indicators or measures.

• You can create goal setting with the help of KRA's and there is also a balanced score card with its 4 perspectives.

• In order to identify training needs of an employee at the time of appraisals, create a competency development method and decide its options.

• The KRA form can be opened for the employee to see and set KRA's by self.

• You may have different appraisal formats for different organizational hierarchies and user levels so as to get an accurate performance evaluation.

• In the final appraisal form, the appraisal committee can review the scores of the appraisee and the appraisers. After checking their scores they can give recommendations and also decide what kind of training programs he needs to undergo to be able to handle his next job assignments properly.

• You can also do succession planning with the help of color-coding theory.

- There are lots of readymade reports for quick analysis.

Appraisal module reports

1	Appraisal Final Rating Count Report	9	Employee wise Appraisal Report
2	Appraisal Key Result Area Report	10	Final Appraisal Detail
3	List Of Appraisors	11	Final Appraisal Summary
4	Appraisal Potential Count Report	12	Final Recommendation Register
5	Appraisal Readiness Count Report	13	List Of All Eligible Employees For Training
6	Critical Areas Of Appraisal	14	Appraisal Evaluation Summary
7	Employees Actual Performance Register	15	Appraisal Eligibility Count Report
8	Employee Actual Performance Year Wise Report		

Training module features

- You may have many training cycles within a training year. Create any number of training topic hierarchies like category and sub-category within those topics.

- A training program can consist of many training topics and these programs can then be set at your company, department or designation levels.

- Also create training cost heads and the cost structure for each of these heads based on a formula.

- For a set of training needs identification question group, create a set of questions, which an employee can answer subjectively or in response to some objective options.

- You can also set the details of the internal or external training faculty with details like the kind of training topics they conduct along with the fees charged and the number of programs conducted.

- Employees can fill up TNI application forms and HR can nominate employees for a training program thus from 4 different lists: TNI by self, TNI through appraisal, TNI through HOD and employees not identified for training.

- If a training program can have only 10 participants, then HR can choose employees from these lists and send an email to them saying they have been nominated for that training program.

- On completion of the training program, the employees can give their feedback of the program online and the faculty can also rate the performance of the participants.

- Evaluate the actual cost of the training programs conducted and compare the same with the estimated cost giving the justification for the cost escalation in the remarks column.

- An employee can view the training program calendar online which is dynamically created and there are a whole lot of ISO standard training program reports already created.

Training module reports

1	Employee wise Report	16	Total Nomination For A Training Program Without Application
2	Faculty Master Report	17	Training Given Detail Report
3	Training Instructor Feedback	18	Training Needs Identified And Attended List
4	Training Needs Register	19	Training Cost and Attendees List
5	Training Nominated Applications Report	20	Training Cost Register
6	Training Participants Feedback	21	Training Nominated And Attended List
7	Training Program Calendar Report	22	Training Nominated But Not Attended List
8	Training Topic Wise Faculty Count	23	Not Nominated For A Training Program But Attended List
9	Total Application for a Training Program	24	Hierarchy Wise Training Given Status Report
10	Total Training Attended Employees Without Application	25	Employee wise Training Report
11	Total Training Attended But Not Nominated	26	Competency wise Training Needs Report
12	For Training Total Employees Nominated And Attended	27	Training Matrix
13	Total Training Hour	28	Training Feedback By Employee Not Given Report
14	Total Employees Nominated For Training But Not Attended	29	Training Feedback By Faculty Not Given Report
15	Total Nominations For A Training Program		

Security features of the HRMantra software

	Yes
Facility to define whether Single user / Multiple user access required for the same User Id	Y
Facility to define password change period	Y
Facility to define size of password	Y
Facility to define the number of Log in attempts	Y
Facility to define roles	Y
Facility to assign a user-Id to a role	Y
Facility to generate reports from the security module - Provision to list application users, their entitlements	Y
Facility to generate reports from the security module - Provision to list last access and logged actions in a user friendly way so that business users can easily review them	Y
Facility to view Users Logged in	Y
Facility to Kill users Logged in	Y
Facility to Enable Users Locked out	Y
Facility to Disable a User	Y
Facility to change Password	Y
Facility to define Insert/Edit/Delete/Read functions	Y
Audit trail to track additions/modifications/deletions	Y
Password Encrypted	Y
Facility to reset Password	Y
Usage of 128 bit SSL for secure encryption and authentication by clients	Y
Prompt User to change password in case password has been reset by Admin User	Y
The system should prompt the user for X days before the password is due to expire.	Y

__Technology__

- HRMantra has been developed using .NET technologies with multi-threading etc.

- The database could be MS SQL 2005 / Oracle 10G or above. Server has to be windows 2003 or above. It can connect to any SMTP mailing system.

- It has an online context sensitive help and user manual and we give online support over internet, email and telephone.

- It can be easily parametrized as per your growing needs. Rules settings can be based on any organizational hierarchy and is very easy to remap in a few clicks.

- Data Import / export facility using MS Excel.