Human Resoucre Management (HRM)
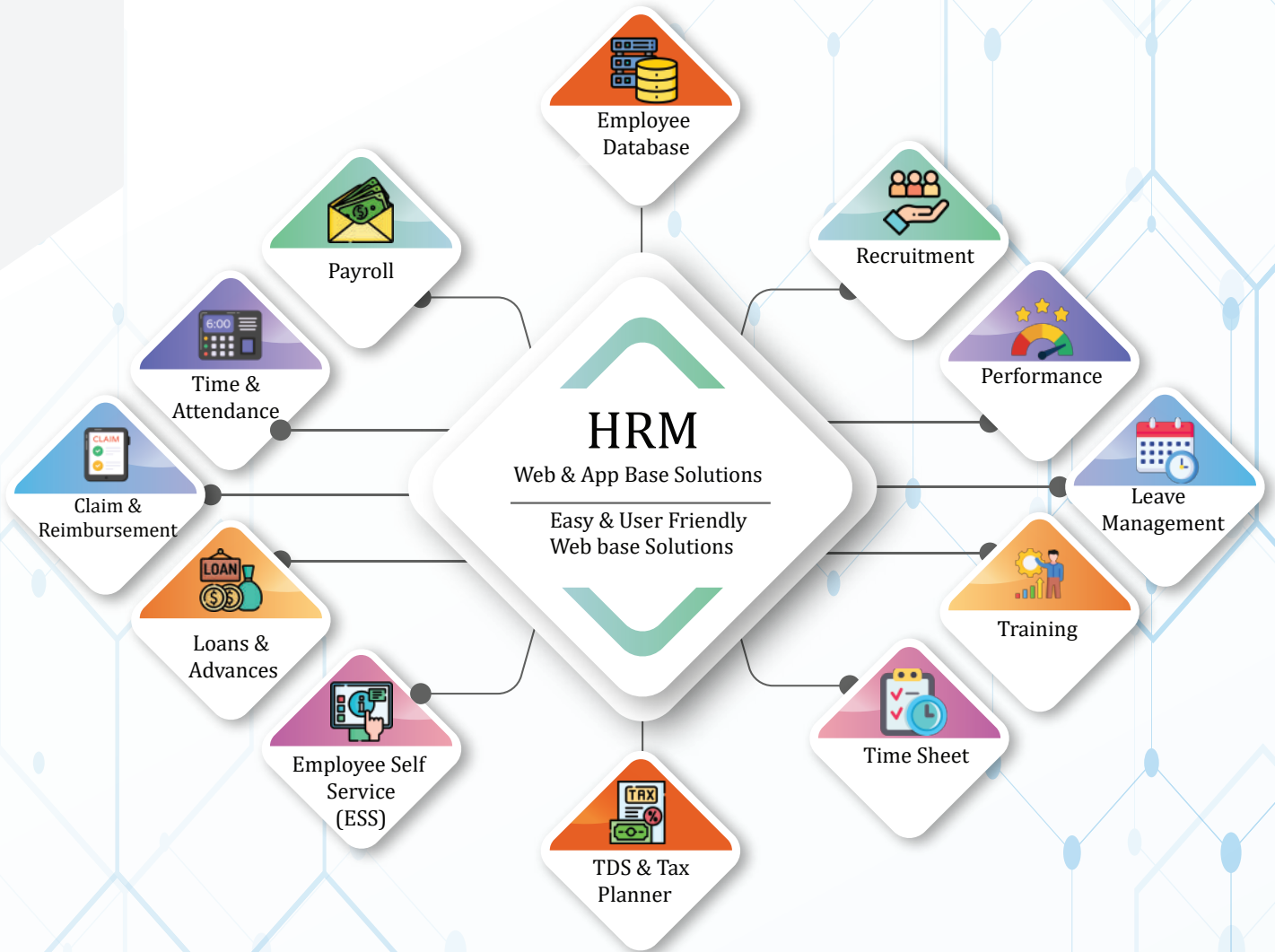
All in one Software Solutions

Welcome

To Our HRM Software

Human Resource Management (HRM) software is a specialized tool designed to streamline and optimize the various processes involved in managing an organization's human resources. It serves as a centralized platform to automate and integrate HR tasks, enhancing efficiency and accuracy. Here are key aspects and functionalities associated with HRM software

"Your employees are your greatest asset. Take care of them, and they will take care of your business."

HRM
Web & App Base Solutions
Easy & User Friendly
Web base Solutions

Employee Database

Payroll

Time & Attendance

Claim & Reimbursement

Loans & Advances

Employee Self Service (ESS)

TDS & Tax Planner

Recruitment

Performance

Leave Management

Training

Time Sheet

Get Started

Get in Touch with us to experience efficient Management of HR function with our HRM Software

Request a Demo and our team will get in touch with you.

Request Demo

You can even get access to the demo version of the application for 30 days.

Get Free Trial

Having complete freedom to use or explore something.

Get Full Access

About
Company

Orive Solutions is an award-winning 5+years leading software development company with expertise in New Age Technologies such as IoT ,Blockchain, Enterprise mobility, Cloud Apps& Security, Data analytics, Web design and development. Our company provided ERP, HMS Services to 50+ Hospitals & Manufacturing Plants.

Orive Solutions runs with a team of architects, Developers programmers, Test Engineers and Marketing Professionals to deliver New age Technology services.

OVERVIEW

General Data Protection Regulation -Compilant

Available on Cloud On-Premise & Mobile

Face & Fingerprint Recongnition Login

Geo-Fencing Attendance on Mobile App

Highly Configurable Modules

Empowering — Digital HRMS is a platform to focus on your employees from Hire to Retire

Your Workforce — Compliance with the GDPR ensures privacy & safety of user data

With Relevant — Highly customizable modular platform for every business.

HR Solutions — One-stop solution to manage all HR functions

Why Choose
Our HRM Software

Choose our HRM software for a user-friendly interface, comprehensive HR solutions, customization, scalability, enhanced security, seamless integration, real-time analytics, mobile accessibility, dedicated support, and cost-effective efficiency with a strong ROI.

Benefits For Employee

Anytime anywhere access on the go with the mobile

Smart links with all important data at one place

Automatic update of work hours with geo-fencing

Quick responses to queries through HR Helpdesk

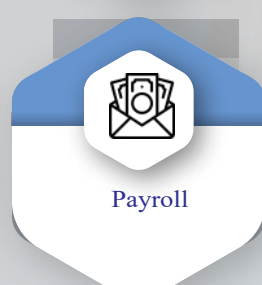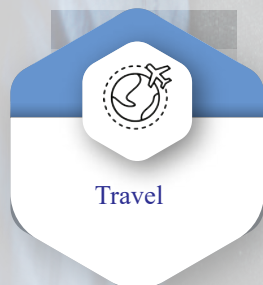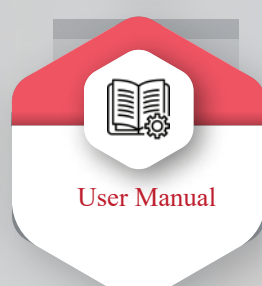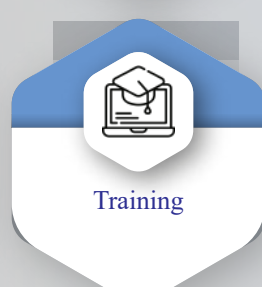Centralized repository for all HR info & documents

Email notifications for actions & pending activities

Manage The Complete Employee Lifecycle, From Hire To Retire

Covering All Functions of HR

- Recruitment
- Employee Management
- My Details
- Policy Documents
- Violations & Occurence

- Leaves & Attendance
- Resource Allocation
- Timeport
- Performance Assessment
- Training

- Conference Room Booking
- Surveys
- Separation
- Report & Analytics
- User Manual

- Mobile App
- Travel
- Asset Mapping
- Admin Configuration
- Payroll

- Expense & Reimbursements
- Employee Self Service

INCONSISTENT OR MISSING EMPLOYEE INFORMATION

01

ERROR PRONE MANUAL HR PROCESSES

02

MULTIPLE TOOLS FOR DIFFERENT HR MODULES

03

GOVERN OR CONTROL ACCESS OF SENSITIVE ORGANIZATION DATA

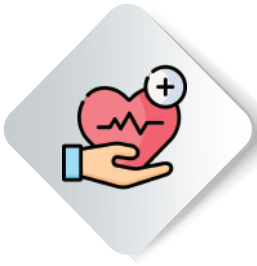04

MANAGING GEOGRAPHICALLY DISPERSED EMPLOYEES

05

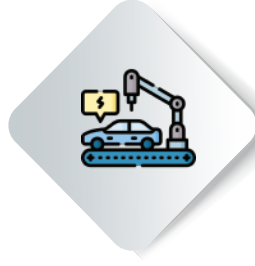TRANSPARENCY & SELF SERVICE TO EMPLOYEES

06

Multiple industries. with One Solutions
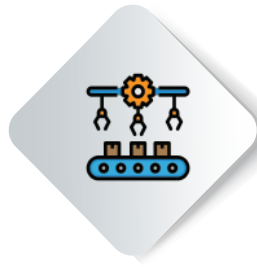
Health Care

IT / ITS

Automobile

Education

Real Estate

Manufacturing

Recruitment Agency

Consultancy Firm

Media Publishing

Facility Management

Dealers & Distributors

Banking & Financial Services

Hospitality

Utilites

Pharma

Industries

And Many More other industries to which we cater HRMS as a Solutions

Flexible Structure building capability of Earnings & Deductions

Flexibility to add or modify any number of Salary Components - Earnings & Deductions

User Defined Entry Field with unmatched flexibility for Formula, percentage or Customized Calculation

Taxable & Non Taxable Earnings for Income Tax Calculations

Payslip / Non Payslip Component

Calculation based on Attendance

Monthly or Yearly Payments

Frequency of Salary Head

Also compute various other components that do not appear in Payslip

Leave & Attendance Management

Leave Rules can be defined

Yearly Credit of Leave/ Pro rata basis

Monthly Increment of Leave/ Pro-rata basis

Carry forward facility for balance leave

Encashment of Leave/ Encashment In excess of Leave

Leave Utilisation & Balance can be checked

CL, PL, SL, Compensatory & Customizable Leaves

Automatic Leave payout on termination of Employees (in Full & Final Settlement)

Attendance Arrears

Attendance / Leave Ledger

Monthly Attendance Register & Yearly Attendance Summary

Submission of online Leave Application and supporting workflow.

Swipe card / Attendance machine if any can be linked to our software

Loan & Advance Management

User Definable Loans/Advances (Multiple)

Loan Disbursement option with EMI option

Automatic recovery of EMI & stops automatically once the Loan amount is totally recovered

Auto calculation of Interest on Loans based on Flat Interest, Reducing Balance

Lump sum recovery of Loan

Interest free Loan Perquisites as per Income Tax

Loan Recovered, Loan Balances & Loans History – Employee wise

Loan Ledger.

Online submission of Loan Application and supporting workflow

Payroll Processing

Input information for all newly joined employees and exit left employees

Create a new payroll month & Process Salary

Over-ride facility for any salary components

Salary on hold & Freezing of salary in case of termination of employees

Process by Exception - you only need to enter Pay and/or deduction information when there are changes

Pro-rata calculations for employees based on absenteeism

Process & Print Payslips for groups or for selected employees

Lock month facility to avoid changes in Processed Data

Salary Reports (Payslip & Salary Sheet)

Automatically calculates all the income, deductions & Company Contributions as per the requirement

Regular Payslips (with Logo) can be viewed or emailed

Reimbursement Payslips can be viewed or Emailed

User defined Salary Sheets can be viewed

Generates Cash / Cheque / Bank Transfer List

Generate Bank Statement, Direct Electronic Bank transfer files & Covering Letter for Banks

YTD salary Sheet & Summary of each employee

Separate Payslips can be generated for Arrears, Medical, Reimbursement & LTA

Bank Transfer

Bank Transfer Statement facility available for all the banks

Soft copy format also available in Excel or any format specified by different banks

Bank Transfer Statements can be generated for both Regular, Reimbursement Payments
& Supplementary Payments

Covering Letters

Cheque / Bank Transfer / Cash List

Reimbursement Management

Multiple Reimbursement Components like Medical , LTA & Customizable Reimbursement Components

Upper limits can be specified – Employee wise or Grade wise

Annual Limits or Monthly Accruals

Opening Balance, Entitlement, Amount Reimbursed and Balance amount can be checked

Reimbursement Payslips, Bank transfer statement for Reimbursement Component

Other Payments

Arrears calculation for any previous period / Retrospective effect

Separate Payslips can be generated for the Arrears Components

Bank transfer statement for Arrears Components

PF Calculation & Reports

User defined PF Rate of Deduction for Employer & Employee

Employee & Employer Contribution

Automatic Bifurcation of EPF & EPS

PF applicability check at Employee Level & Options to Limit Maximum Salary for PF Deduction

Auto generation of Electronic Challan cum Return (.ECR) file.

Form 5, 10, 12A, 3A, 6A, 9, 11, Challan & Reconciliation Statement

ESIS Calculation & Reports

User defined ESIC Rate of Deduction for Employer & Employee

ESIC applicability check at Employee Level

Monthly Excel sheet for direct uploading on ESIC Website

ESIC Register, Form 5, 6 & Challan

Professional Tax

User definable State wise Slab

PT applicability check at Employee Level

Form III & Challan

Income Tax Management

Auto calculations of Exemptions & Deductions and compute Income Tax payable for the entire year & the tax to be paid this month

Auto calculation of TDS based on Projections

Income Tax Projections with the options to deduct projected TDS from Monthly Salary

Prints Form 16, 16AA, 12BA & Challan 281

Quarterly e-TDS Return as per the NSDL format

Income Tax Projections can be emailed in PDF format

Full & Final Settlement

Employees Full & Final settlement can be prepared based on resignation of employees either in the current month or in the previous month

Automatically calculates outstanding Loan balances, Notice pay and Leave Encashment, Gratuity and recovers all Loan balances and Income Tax.

Generates Full & Final Settlement Calculation sheet for all the calculations done

User Defined Reports

User Defined Reports with the option to choose from the available field, user can define his own customized columnar reports

Sorting, Grouping, Sub-total, Grand-total & Conditions can be defined

HR Functions

General Information

Personal Information

Address/ Contact details

Employee Qualification

Family Members/ Emergency contacts

PF Nominee/ LIC Nominee/ Gratuity Nominee

Work Experience

Passport/Visa details

LIC details

Hobbies

HR Functions

Achievements

Vehicle/ Driving Licence details

Employee Trainings

Employee Appraisals/ Questions/ Question Groups/

Questionnaire Designer

Employees Documents/ Photos / Attachments

Employee Targets/ Commitments

Employee Skills

Complete Tracking of Employee Movement between Branches

Departments/ Grades/ Designations

Data Import (Masters, Salary & Leave Record)

Employee & Payroll Data if available in Excel can Imported to our software

Reporting

Output reports to screen, printer, MS Word & Excel

Option to preview Payslips / Salary Sheets or any other reports on screen before final printing

Print Transaction & Master History for any period

Generating report is made easy with an advanced filter function to select the relevant employees or groups

Prints any of our report for the previous periods.

Employee Self Service Module

Each employee is provided with an online account

Employees can login and view their

Payslips l Yearly Salary Register l Loan / Advances Recovery/ Balance

Reimbursement Payments / Balance / Status lIncome Tax Projections

Submit their Income Tax Declarations

Submit Leave Application

Submit Reimbursement Bills.

ESS gives employees direct access to their month-end / year-end paperwork. They can download, print and save these documents themselves

Delivers significant cost & time savings for Payroll/HR department.

Improves administrative responsiveness & efficiency.

Enables greater employee satisfaction, fuels productivity

Workflow

News	Surveys	FAQ
Announcements	Leave Application	Kiosk
Company Documents	Reimbursement Request	Polls
Workflow	TDS Declaration & Tax Planner	Query

Other Add on Modules

Integration of Payroll Software with Tally

Journal Voucher Entries

User Rights

Users can be created

User Level Rights can be created and managed

Role based Security Model/ Assign rights to Payroll Officers for Managing different groups of employees

Software Architecture

Completely Web based product

Designed using State of art technology. ASP.NET 3.5 + MS SQL

Software installation on clients machines are not required.

All authorized personnel can login to the system and do the required functionality as per their rights

Recruitment Management

Manpower Requisition Form and related Workflow for approvals

Vacancy Creation and related work flow for approvals

User friendly Resume Database Management

Easy Integration of Online Resume Submission by candidate

Search in Resume Database for keywords, Vacancy

Requirements Search inside records, CVs, notes, emails etc.

Review, Shortlist, Tag Candidate Profiles

Online test for candidate

Schedule Interview Rounds with Automatic alert to Candidates through Emails

Update Interview Results with Automatic alert to Candidates through Emails

Generate Offer Letters to candidates with Automatic Alert to Candidates through Emails

Generate Appointment Letters to candidates with Automatic Alert to Candidates through Emails

Post/View/browse Candidate Details, Notes, Emails, History, CV at simple clicks

Bulk Email to candidates

Employee Appraisal Management (PMS)

Company Objectives, Initiatives can be defined

Goals/KRA derived from Company Initiatives can be maintained

Job Description (JD) based goals are maintained

Goal sheet allocation for the employees with workflow between manager and employee can be done

Upon Goal Sheet Approval by employee and manager, goal sheet is assigned to the employee

Employee can regularly keep posting goal progress which is automatically available to manager

At the appraisal event, managers can view goal sheet achievement and rate the goal sheet

KRA / competencies / QA forms can be designed by the user and can be allotted to employees at the time of appraisal

Notes can be put in by Managers, dotted managers

360 degree appraisal can be achieved where Managers, Subordinates, Peer group, Customers, Vendors can rate the employee based on various user defined parameters

Normalisation of appraisal score provided for HR function

Appraisal result is available at the time for Promotions/increments

Appraisal is fully automated, user defined and workflow based with email intimations

Not closed Appraisals and conflicts can be tracked

Training Management

User defined Training Course / Course Categories available

Course Program can be created resulting into Training Schedule for a given Training Year. Nominations can be done through

 Employee can nominate himself Online for the training through self nomination

 Manager can nominate his subordinates for the training

 Nomination can also be done due to Training Need Analysis

Faculty / Coordinator and External Agency masters can be maintained

While designing Courses, Qualifying Skills, Qualifying Courses, Disqualifying courses, Reading Links etc. can be maintained

Direct Cost and indirect cost per employee can be maintained

Employees training cost can be calculated based on the formula

Trainings Schedule for the calendar is pre-defined and available to the employees online

After the training, Feedback can be posted by employees and faculty / trainer can also post the rating of the participant employees

Date wise Employees / Whole Program Attendance can be maintained easily

Training Locations, Training Venues, Special Needs during training, Expectation from the training can be defined

On the basis of predefined Priority scheme training program can be allotted for the limited no of seat

Exit Management

Employee can place the request of exit online

Request can be approved or rejected by the immediate authority

Superiors can input exit requests for their subordinates

Exit request is sent to each concerned department heads for Approval

Department Head can input/track receivables from the employee

Upon clearance from department heads, Email intimation to respective authority for their further course of action

Auto transfer of data to Payroll for full & final settlement calculation

Data Security

SERVER SECURITY

Information is hosted on Microsoft Azure Cloud, monitored 24×7 by world-class professionals

DATA ENCRYPTION

256-bit SSL encryption software – a high-end encryption technology which is used in BFSI industry

SECURITY PROTOCOL

Stringent IP & Port based restrictions with communication over SSL protocol under ISO 20001, GDPR & Country specific security standards

INFO AVAILABILITY

Reliable disaster recovery and continuous information flow with 99.9% cloud uptime availability

MULTI-LAYERED BACKUP

Systematic backup of data in multiple locations and backup updates throughout the day