ODOO INDIAN PAYROLL MANAGEMENT SYSTEM

Payroll system in India could become complex due to the many laws enforced on organizations Earlier, payroll management in India was done involving a lot of paperwork which was a cumbersome procedure to follow for the employees of the human resource and finance department. Apart from documenting and managing files, the chances of committing errors were high. This procedure was time-consuming and impacted the overall productivity of the company.

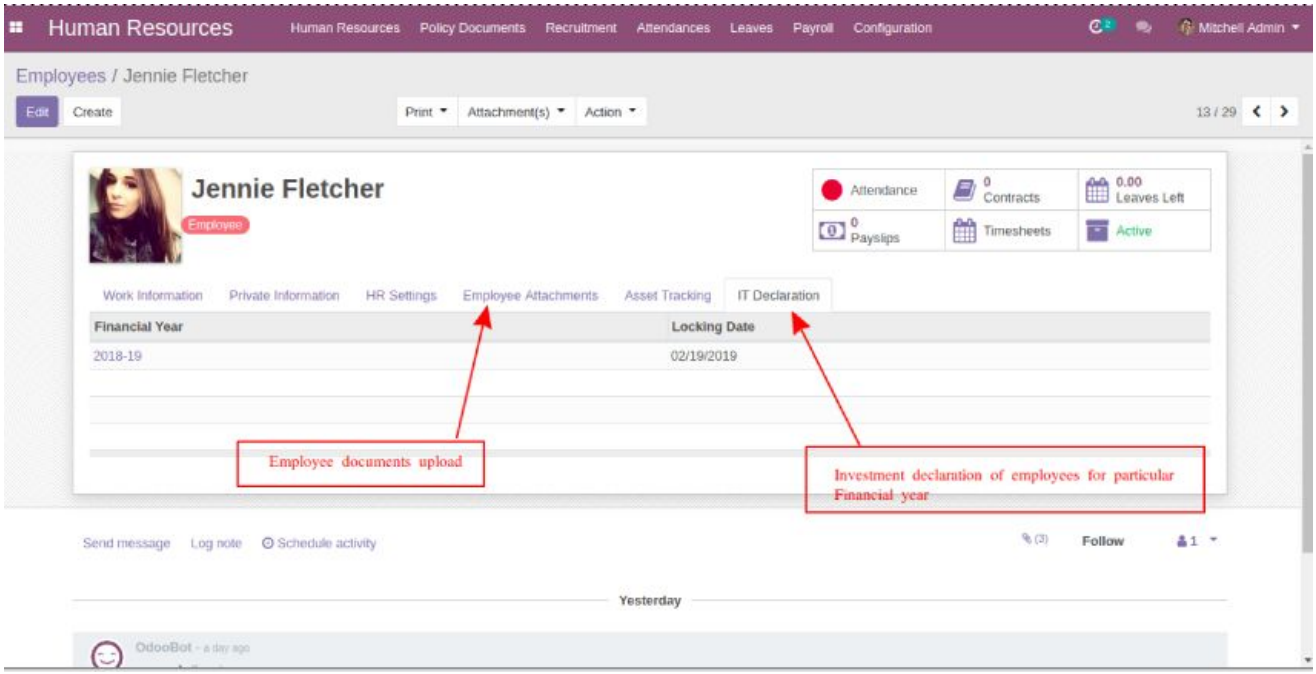
Pragmatic Techsoft has developed a revolutionary software for Payroll Management System that promises to change the way Payroll activities have been handled so far in India. This Odoo system is capable of generating the payroll of employees. Odoo Payroll management allowed the employees to get all the information they want with regard to their salary processing, deductions and leave management faster and with more accuracy. This comprehensive module has links with many sub features, such as employee details, Computation offered salary, employee portal, investment declaration of employees for IT, TDS calculation based on investment given by employees, leave and allowances, travel and other sub features that make generation of salary slip of employee possible. This module organizes all the tasks of employee payment and the filing of employee taxes in a simple way. These tasks include keeping track of calculating wages, withholding taxes and deductions.

- Gather all information concerning each employee at one place
- Keep track of your employee's job title and status, salary structure, probation period duration, basic wage, contract type and dates, and their schedule
- Employee personal document uploads
- Efficiently calculates all the deductions pertaining to statutory compliances such as Provident Fund and Professional Tax as well as TDS
- Define salary structure functionality allows you to create salary structure and assign them to employees. A salary structure has major impact on Taxation
- Investment declaration through employee login
- Employee portal
- Leaves Request and approval

- For the employee a contract gives them hiring date and hour wage or salary, salary structure, working schedule etc
- Payslips batches create payslips for various employees at a time. It's like a register which holds payslips of various employees
- Salary statement

❖ **Control and access employee information.**

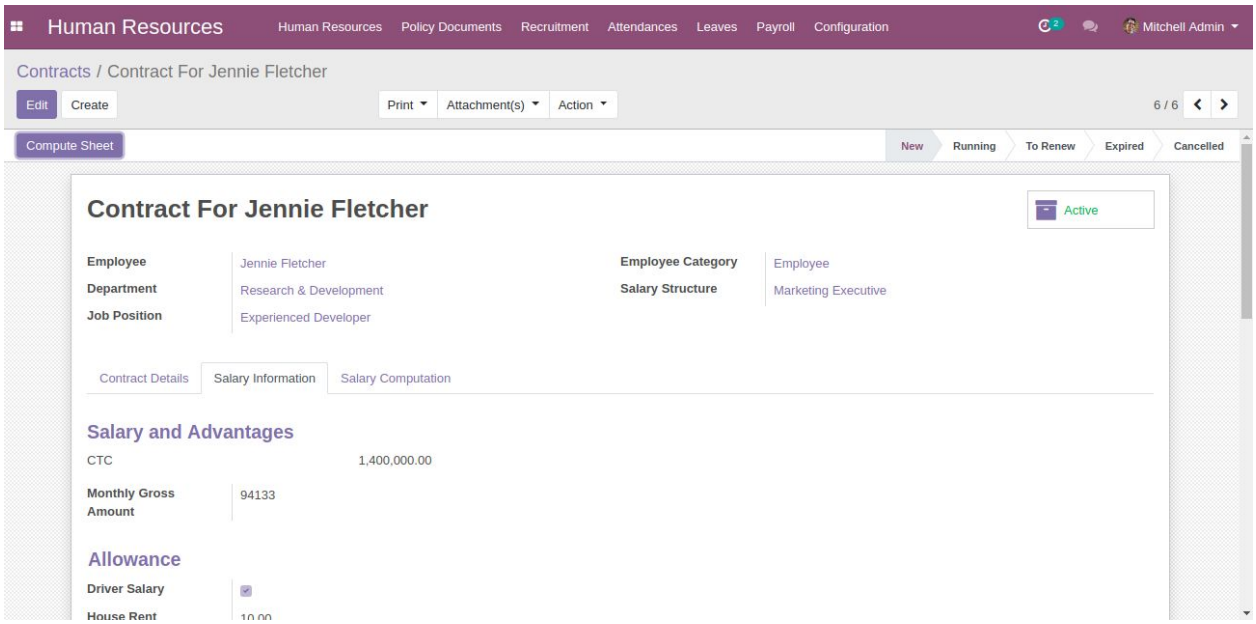
➔ Store, view and easily access essential employee data
➔ employees to their Odoo user account and facilitate easy access rights management and enable auto completion features for relevant employee forms
➔ Employee personal document upload through employee portal
➔ Investment declarations for TDS calculation



❖ **Define employee contract.**

➔ Contract includes everything required to compute the salary slip of an employee.

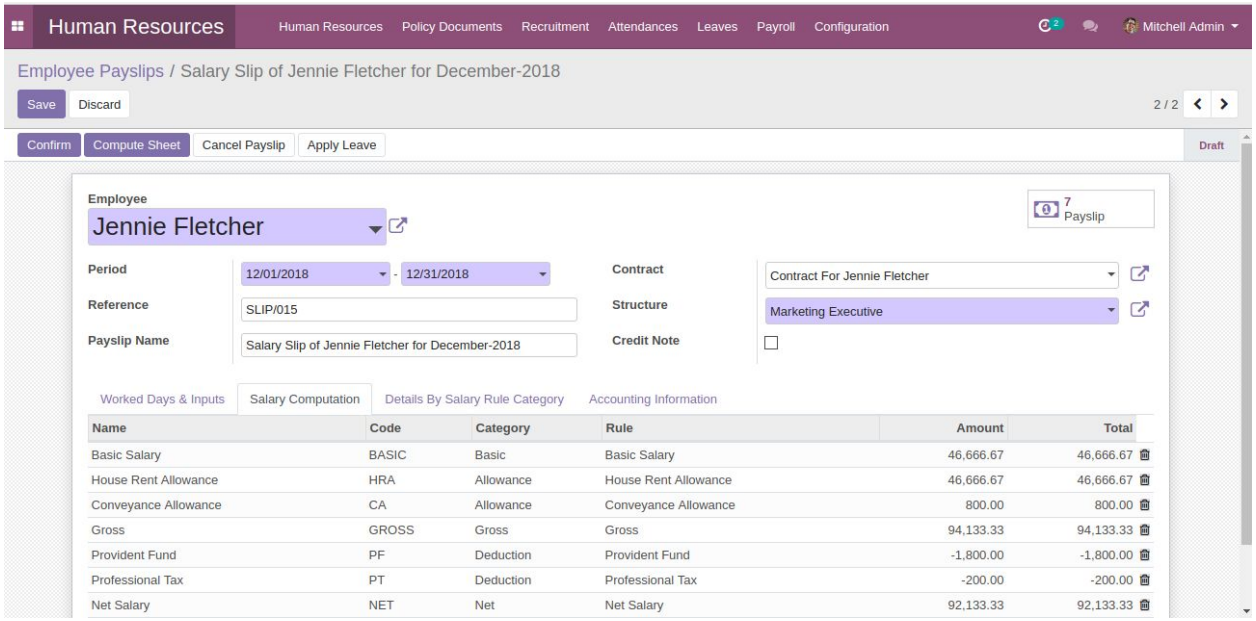
➔ This is important as Payslips are generated on the basis of salary structure which consists of Allowances, Deductions etc.



❖ **Generate Pay-Slip with just a click.**

➔ can generate payslip for an individual employee from Employee Payslips menu.

➔ can confirm the Payslip which does calculation of various salary rules which are configured in Salary Structure



- You can view the **salary slips** for the current pay period or for the pay periods for which the salary has been received.

YourCompany
1725 Slough Ave.
Pay Slip

Salary Slip of Jennie Fletcher for December-2018

Employee Details		Payment Details				Location Details	
Emp. No.	0	Bank Name				Location	Building 1, Second Floor
Designation	Experienced Developer	Account Number				Base Br	
PAN		Days paid				No. of Days	0.0
UAN		DOB				Date of Joining	
		Leave Balance	EL: 0	SL: 0	CL: 0	VL: 0	

Earnings	Current(INR)	Deductions	Amount (INR)
Basic Salary	46,666.67	Provident Fund	-1,800.00
House Rent Allowance	46,666.67	Professional Tax	-200.00
Conveyance Allowance	800.00		
Total Earnings	**94,133.33**	**Total Deductions**	**-2000.0**

Retirals as on month end	Provident Fund*

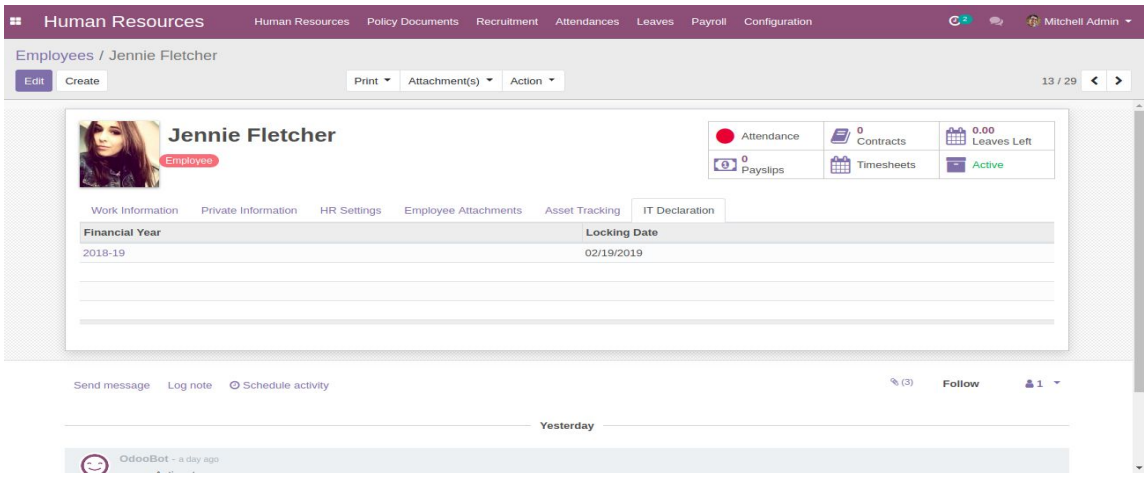
Net Pay	92133

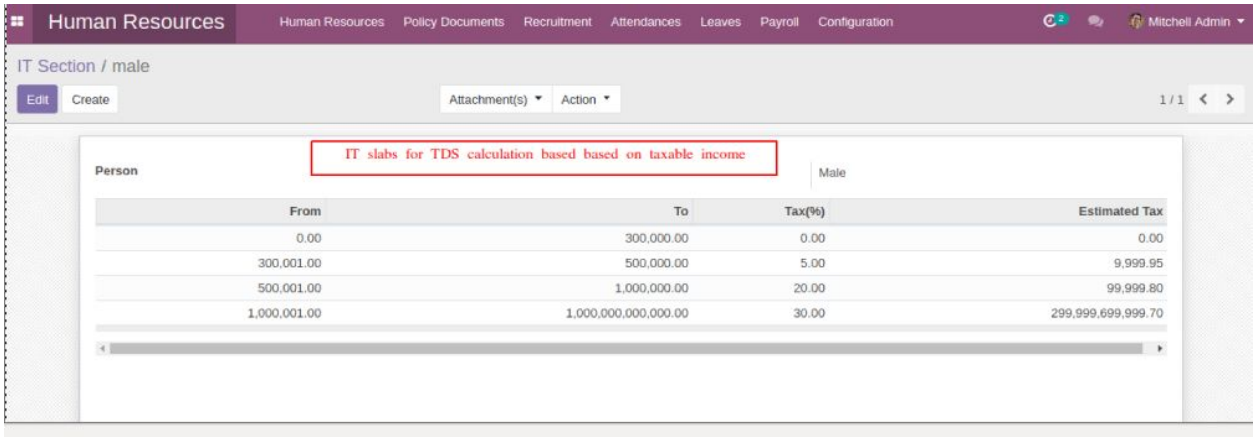
*Total PF collected till date

Projected annual Tax Information				Chapter VIA Relief	
Annual Income*	0.0	Net Tax Income r/o	0.0		
Professional Tax	2,400.0	Total Tax Payable	0.0		
Chapter VIA relief	0.0	Tax Deducted till date	0.0		
		Balance Tax	0.0		

Investment Description

❖ **Define the IT Declarations, deductions.**





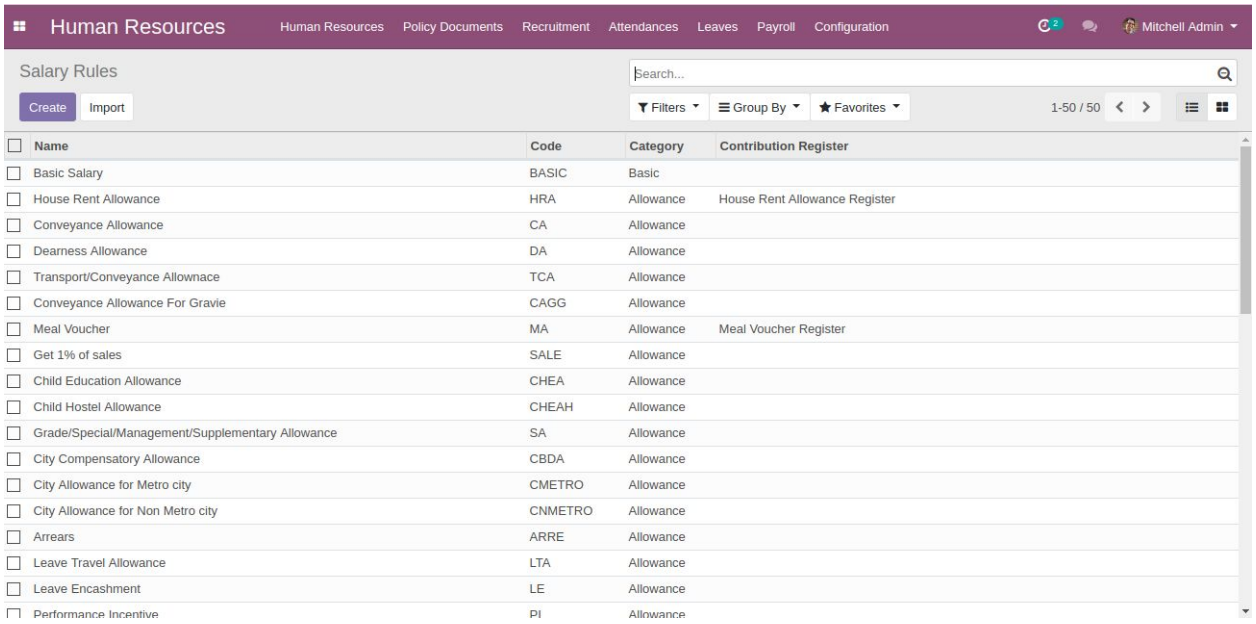
From	To	Tax(%)	Estimated Tax
0.00	300,000.00	0.00	0.00
300,001.00	500,000.00	5.00	9,999.95
500,001.00	1,000,000.00	20.00	99,999.80
1,000,001.00	1,000,000,000,000.00	30.00	299,999,699,999.70

❖ **Manage the payroll processes according to the salary structure**.

➔ Salary Structure is a component that decides what should be the Salary of an employee, considering factors such as the individual's category in an organization.

➔ It defines a set of rules usually applied to a category of employees. Salary calculation after considering all the allowances, deductions and incentives (if any) etc.

➔



Name	Code	Category	Contribution Register
Basic Salary	BASIC	Basic	
House Rent Allowance	HRA	Allowance	House Rent Allowance Register
Conveyance Allowance	CA	Allowance	
Dearness Allowance	DA	Allowance	
Transport/Conveyance Allownace	TCA	Allowance	
Conveyance Allowance For Gravie	CAGG	Allowance	
Meal Voucher	MA	Allowance	Meal Voucher Register
Get 1% of sales	SALE	Allowance	
Child Education Allowance	CHEA	Allowance	
Child Hostel Allowance	CHEAH	Allowance	
Grade/Special/Management/Supplementary Allowance	SA	Allowance	
City Compensatory Allowance	CBDA	Allowance	
City Allowance for Metro city	CMETRO	Allowance	
City Allowance for Non Metro city	CNMETRO	Allowance	
Arrears	ARRE	Allowance	
Leave Travel Allowance	LTA	Allowance	
Leave Encashment	LE	Allowance	
Performance Incentive	PI	Allowance	

❖ **CTC Report.**

➔ Total salary package and benefits offered to employee for the given contract.

➔ It is to help the prospective employer know your current gross salary and helpful to negotiate salary at the time of recruitment.

Monthly Gross Amount.pdf

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Thumbnails

1

Gross Salary
Break Up

Earnings	Current(INR)	Deductions	Amount (INR)
Basic	50000.0	Employee's PF Contribution	-1800.0
House Rent Allowance	20000.0	Professional Tax	-200.0
Conveyance Allowance	800.0		
Transport/Conveyance Allownace	800.0		
Medical Allowance	1250.0		
Employer's PF Contribution	6000.0		
Sp. Allowance	46150.0		
Total Earnings	**125000.0**	**Total Deductions**	**-2000.0**

Monthly Net Pay	123000.0

❖ **Leave balance computation on payslip.**

➔ Leave balance on Payslip

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Pay Slip 1

Employee Details		Payment Details			Location Details	
Emp. No.	EMP004	**Bank Name**	CBC - CREGBEBB		**Location**	
Designation	Consultant	**Account Number**	9866669852		**Base Br**	Pune
PAN	AHJDH5656D	**Days paid**	31.0		**No. of Days**	31.0
UAN	6511215454	**DOB**	07/12/1988		**Date of Joining**	03/02/2011
		Leave Balance	EL: 10.0	SL: 0 CL: 4.0	VL: 10.0	

Earnings	Current(INR)	Deductions	Amount (INR)
Basic	50,000.00	Tax Deducted at Source	-20,904.50
House Rent Allowance	20,000.00	Professional Tax	-200.00
Conveyance Allowance	800.00	Employee's PF Contribution	-1,800.00
Transport/Conveyance Allownace	800.00		
Medical Allowance	1,250.00		
Employer's PF Contribution	6,000.00		
Sp. Allowance	46,150.00		
Total Earnings	**125,000.00**	**Total Deductions**	**-22904.5**

Retirals as on Month end	Provident Fund*
	93600.0

*Total PF collected till date

Net Pay (INR)	101896.0

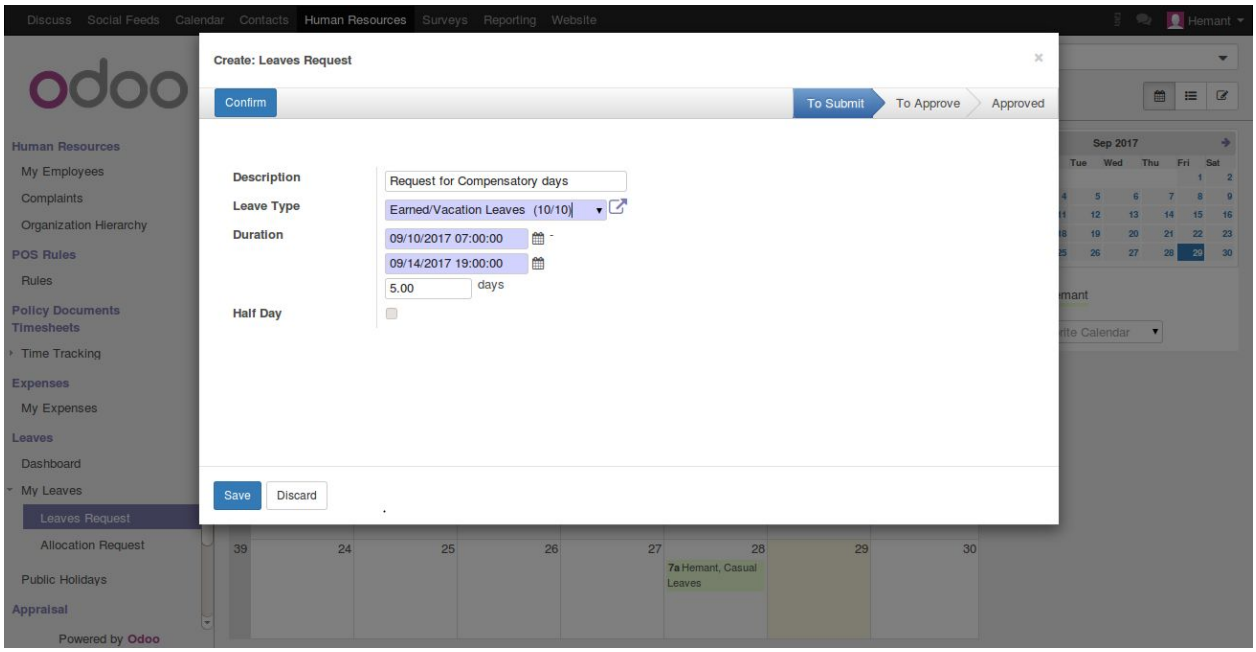
Projected annual Tax Information				Chapter VIA Relief	
Annual Income*	1,004,198.0	Net Tax Income r/o	834,198.0	80C	50000.0
Professional Tax	2,400.0	Total Tax Payable	79,339.6	Exemtion under chapter VIA	120000.0
Chapter VIA relief	170,000.0	Tax Deducted till date	0.0		
		Balance Tax	79339.6		

Investment Description					
LIC PREMIUM	50000.0	Interest on Homeloan	120000.0		

❖ **Employee Leave Request.**

➔ It allows employees to request leaves.

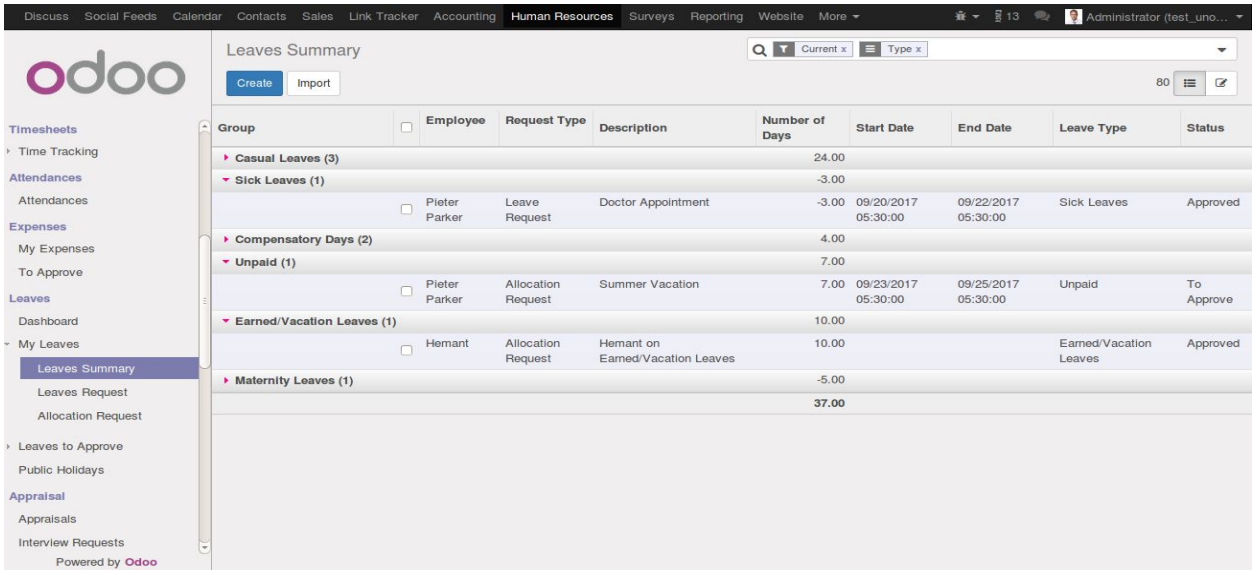
➔ Managers can review requests for leaves and approve or reject them. This way you can control the overall leave planning for the company or department.



❖ **Leave application response**

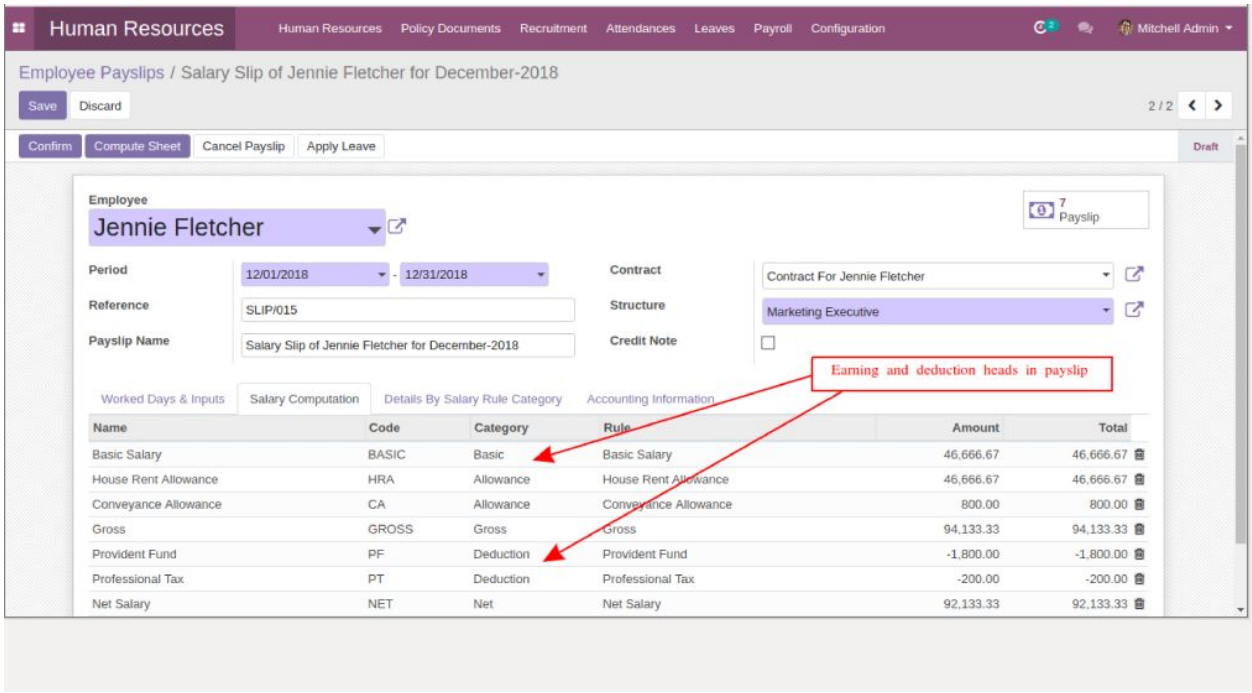
➔ The approver can find leave requests awaiting approval.

➔ The approver can select a pending request to refuse or approve the request.

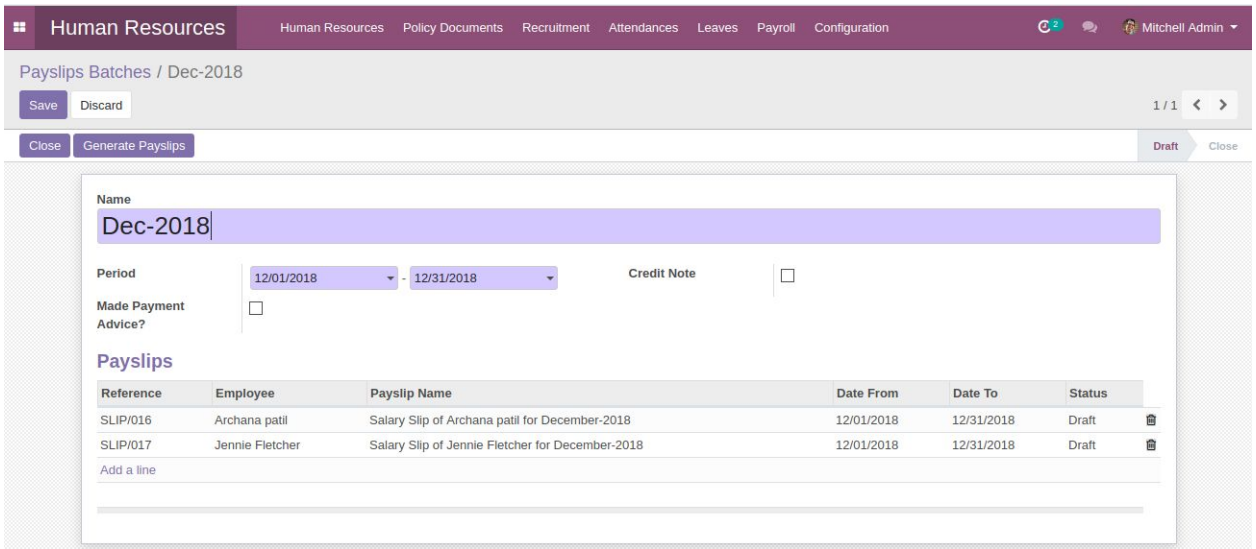


❖ **Employee Salary Details**

- ➔ On the selection of an employee the Reference, Contract, Structure, Description, Worked Days and Input data.
- ➔ Payslip lines will appear and will be calculated based on the sequence provided on salary rules.



- ❖ **PAYSLIP BATCH**
- ➔ You can create payslips for various employees at a time. It's like a register which holds payslips of various employees created through 'Generate Payslips' wizard



PRINT PAYSLIP BATCH / SALARY STATEMENT

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Salary Statement 1

Salary Statement

Name: AUGUST 2017
Period: 10/01/2017-10/31/2017
Status: Draft

Sr.No.	Emp Name	Emp No.	Paid Days	Basic	Allowances							Total Allowance	Gross	Deductions					Total Deduction	Net Pay	Bank Name
					MEDA	BONUS	CA	EPF	PI	HRA	TCA			TDS	EPMF	OD	LOP	PT			
1	Antoine Langlais	EMP121	31.0	26666.67	1250.0	0.0	800.0	3200.0	0.0	10666.67	800.0	**16716.67**	66666.67	-3260.06	-1800.0	0.0	0.0	-200.0	**-5260.06**	**61206.61**	ING
2	Ashley Presley	EMP006	31.0	2166.67	1250.0	0.0	800.0	260.0	0.0	866.67	800.0	**3976.67**	5416.67	0.0	-260.0	0.0	0.0	-200.0	**-460.0**	**4756.67**	ING
3	Famke Jenssens	EMP007	31.0	28333.33	1250.0	0.0	800.0	3400.0	0.0	11333.33	800.0	**17583.33**	70833.33	0.0	-1800.0	0.0	0.0	-200.0	**-2000.0**	**68633.33**	ING
4	Gilles Gravie	EMP008	31.0	16666.67	1250.0	0.0	800.0	2000.0	0.0	6666.67	800.0	**11516.67**	41666.67	0.0	-1800.0	0.0	0.0	-200.0	**-2000.0**	**39466.67**	CBC
5	Hemant	EMP004	31.0	50000.0	1250.0	0.0	800.0	6000.0	0.0	20000.0	800.0	**28850.0**	125000.0	-13455.66	-1800.0	0.0	0.0	-200.0	**-15455.66**	**109344.34**	CBC
6	Martin Lawrence	EMP665	31.0	28333.33	1250.0	0.0	800.0	3400.0	0.0	11333.33	800.0	**17583.33**	70833.33	0.0	-1800.0	0.0	0.0	-200.0	**-2000.0**	**68633.33**	ING
7	Roger Scott	EMP332	31.0	13333.33	1250.0	0.0	800.0	1600.0	0.0	5333.33	800.0	**9783.33**	33333.33	0.0	-1600.0	0.0	0.0	-200.0	**-1800.0**	**31333.33**	CBC