



EPICOR
Premium Partner



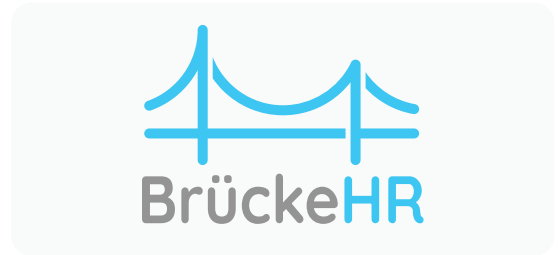
People Focused, Integrated HR Solution from RheinBrücke

Features

Lightweight One-Stop Solution for all your HR needs | Complete coverage for Hire-to-Retire Cycle | Intuitive Employee & Manager Self-Service Portals
Configurable Setup & Fluid Workflows

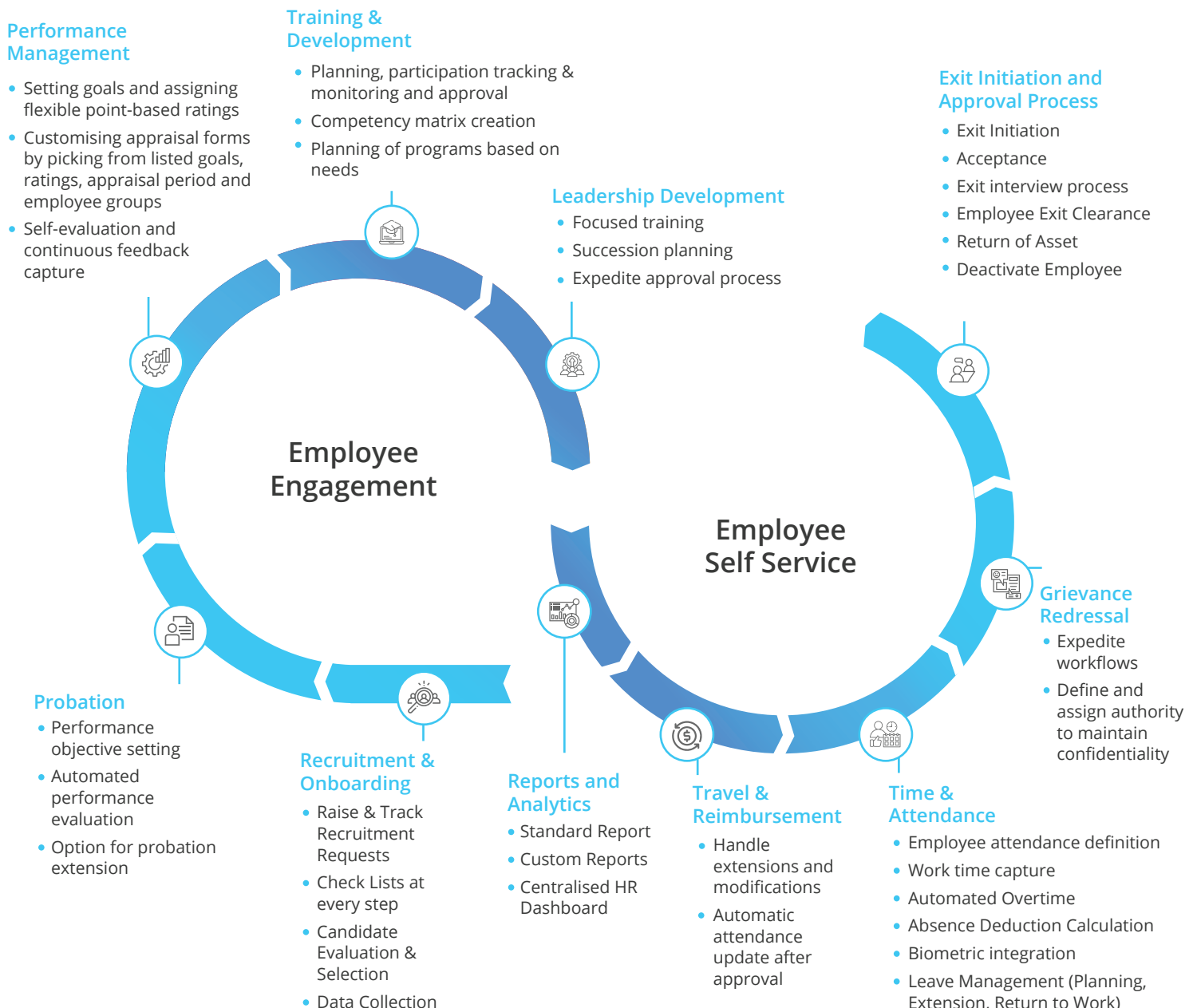
Today's knowledge economy places Human Capital at the core of the business and demands a more proactive and strategic role for HR. Connecting enterprises and their demanding talent with seamless flow of information between them is very critical to enhancing employee engagement and satisfaction and it results in higher productivity and improved retention.

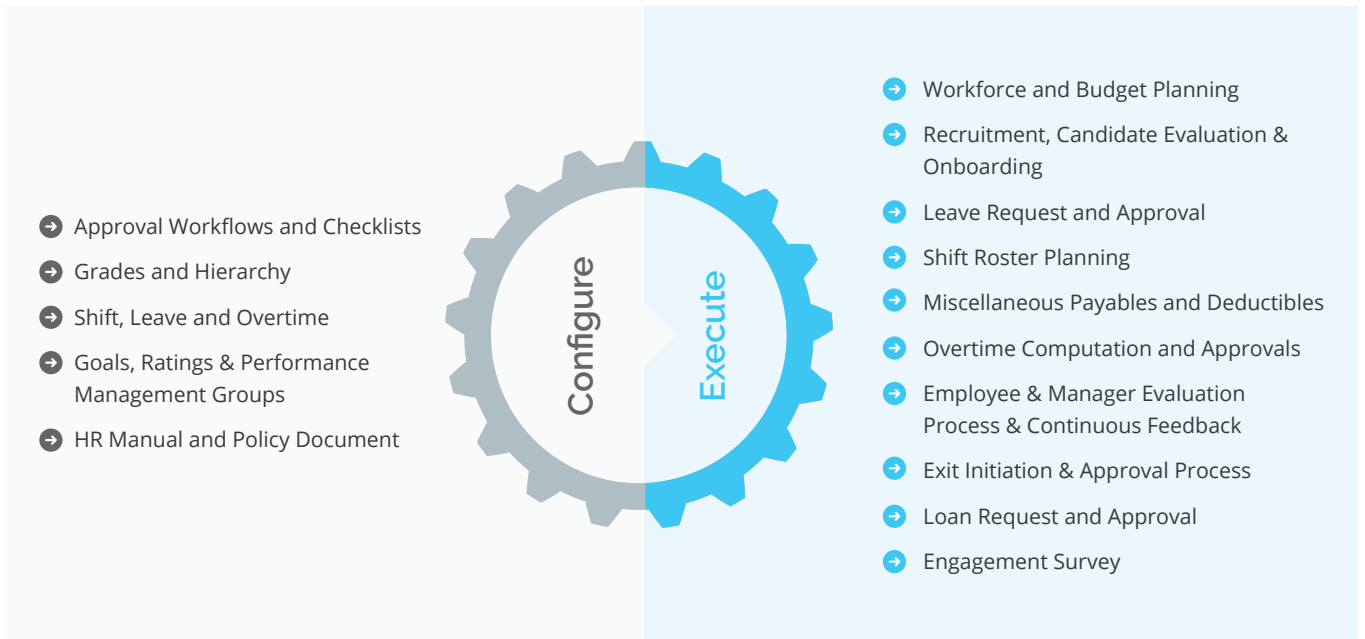
BrückeHR platform offers a flexible, responsive, and highly configurable solution to enhance operational efficiencies by managing your globally dispersed workforce in a single software system. The platform supports a complete gamut of features from recruitment to retirement.



*Over 20000 Employees
Onboarded*

A web-based Employee & Manager Self-Service portal provides a real time, device-agnostic interface for all employees to remain connected.





Self Service Portal

BrückeHR offers all the user-centric features through an intuitive Self-Service Portal designed to improve user adoption throughout the organization, enhancing overall efficiency. Employees can submit all requests/applications, managers can approve them, and HR can oversee and manage the entire process, from performance appraisals to employee development, all through the same portal interface.





Recruitment & Onboarding

BrückeHR offers all the tools you need to make better hiring decisions while eliminating offline communications. Hiring Managers can raise recruitment requests with required competencies & get them approved through structured and configurable workflows. HR Managers can search for appropriate candidates, post their profiles, and schedule evaluations. Upon final selection, the selected candidate can be converted to an employee, get onboarded with a customized orientation checklist, and be assigned to the requirement.

The screenshot shows a web interface for managing recruitment requests. At the top, there's a header 'Edit Request'. Below it, a form contains fields for 'Request ID', 'Requester', 'Requester Name', 'Department', 'Designation', 'Division', 'Type of Vacancy', 'Position', 'Category', 'Number of Employees', and 'Workflow ID'. Below the form, there's a table with columns: 'Job Responsibility', 'Education Requirements', 'Skill Set', 'Key Result Area', 'Experience', and 'Comments'. The table lists three job roles: 'Software Engineer', 'Testing Engineer', and 'Web Designer', each with specific requirements and comments.

HR and hiring managers can monitor in real-time the status of all recruitment requests and their fulfillment statuses through a single dashboard.



Time & Attendance

BrückeHR offers several ways to capture work time information.

- ➔ Upload of Biometric data
- ➔ Application and approval of time entry through the Self-Service portal
- ➔ Dashboard with View, Amend, and Alert Functionality
- ➔ Overtime hours and Deduction hours

The screenshot shows a dashboard for time and attendance management. It features a table with columns for 'Employee', 'Date', 'Time In', 'Time Out', 'Overtime', and 'Deduction'. The table lists several employees and their corresponding time entries for a specific date. The interface includes a search bar, a filter dropdown, and a 'View' button.



Probation

Probation typically refers to a trial period during which an employee's performance, behavior, and suitability for a permanent role within an organization are evaluated.

- ➔ Enhanced onboarding and evaluation processes for new employees with a comprehensive solution
- ➔ Establishing predefined performance objectives for employees during the probation period
- ➔ Automated probation evaluations with workflows
- ➔ Providing options for probation extensions as needed



Performance Management

Setting clear and objective goals based on the employee roles, defining & communicating measurement parameters, and continuously assessing employees' performance is key to the continuous improvement and growth of any organization. Promotions are typically awarded to employees who demonstrate exceptional performance, leadership potential, and a commitment to the organization's goals and values.

Key features include:

- ➔ Setting goals and assigning flexible point-based ratings
- ➔ Defining performance management groups of employees
- ➔ Configuring custom appraisal forms by picking from listed goals, ratings, appraisal period, and employee groups
- ➔ Employee self-evaluation followed by evaluation by multiple managers
- ➔ HR acceptance of ratings and release to employee
- ➔ Capture and accumulate continuous feedback from colleagues, supervisors, and customers for appraisals
- ➔ Dashboard to monitor progress of appraisals
- ➔ Implement promotion evaluation processes with automated workflows
- ➔ Upon approval completion, recommended employees receive incremented salaries and/or recommended postings

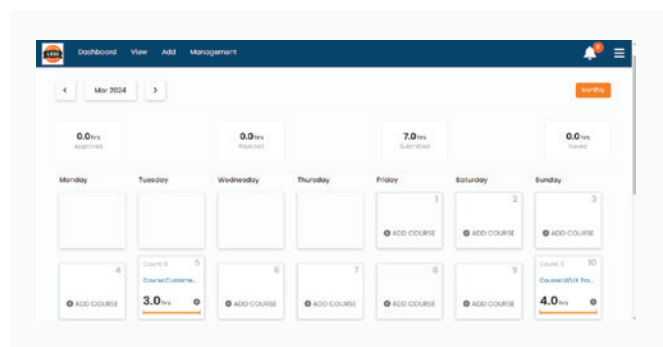


Training & Development

Providing continuous learning and growth opportunities, in addition to keeping the workforce ready to take on the next challenge, also improves their morale and worth.

Our solution offers an ERP-based Training & Development module with the features below.

- ➔ Request, Approval, and Enrollment
- ➔ Online Seminar Catalogs
- ➔ Strategic Planning of Training Programs and allocation based on specific training requests



- ➔ Flexible scheduling options
- ➔ Seamless planning of attendee requests
- ➔ Effective participation tracking and monitoring
- ➔ Course Administration
- ➔ Expedited approval process through predefined workflows

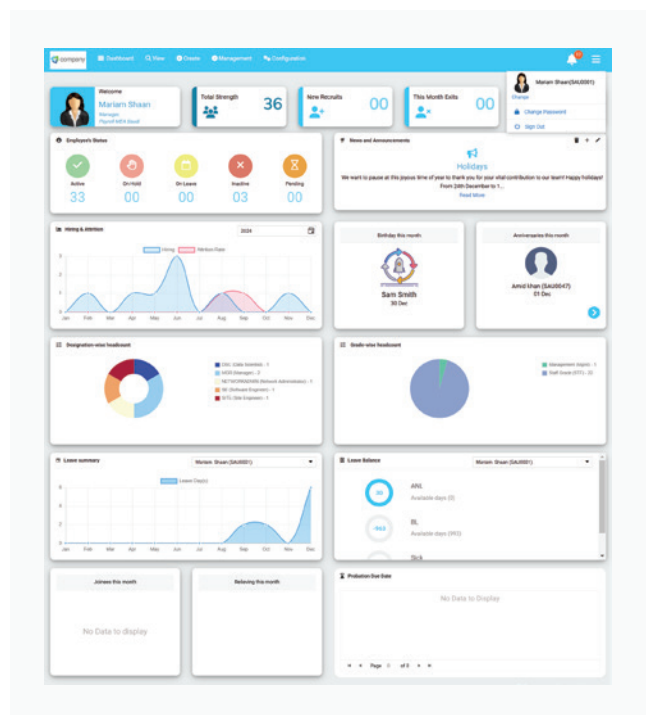
Reports & Analytics

Gaining actionable insights from data generated by any business process is key to improving the competitive edge of organizational performance.

Some of the key Reports are:

- ➔ Regular Time and Overtime Report
- ➔ Monthly Miscellaneous Transaction Report
- ➔ Performance Assessment Report
- ➔ Requirements Fulfillment Report

Our solution includes several business process-specific dashboards and standard & custom reports to intuitively present process data and results in the form of visualizations and tables. An HR dashboard to view all HR processes is central to this module.



Leadership Development

Leadership development recognizes that leadership skills can be cultivated over time through continuous learning and practice. Organizations invest in creating a culture that values leadership development and provides resources to grow future leaders. Key features include:

- ➔ Developing personalized succession pathways tailored to different key positions
- ➔ Delivering focused training and mentorship programs to nurture future leaders
- ➔ Overseeing the progress of succession plans
- ➔ Identifying and addressing skill gaps for individual employees
- ➔ Expediting approval procedures using predefined workflows



Grievance Redressal

By effectively addressing and resolving grievances, organizations can promote a positive work environment, foster trust and morale among employees, and mitigate the risk of conflicts escalation.

Key features include:

- Submission of grievances under relevant categories
- Predefined workflows to expedite the approval process
- Allowing attachment of documents, evidence, or screenshots for context
- Defining and assigning authority access levels to maintain confidentiality and accountability
- Tracking comments from relevant authorities to progress towards resolution

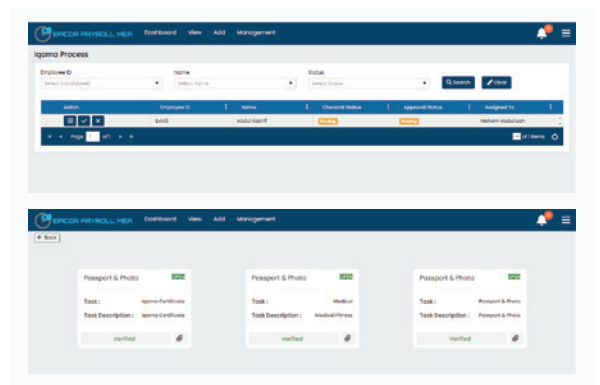


Work Permit Process Checklist

Our solution helps with work permit process checklist submissions.

Some of the features include:

- Creation and customization of checklists as per organizational requirements
- Submission of applications with the necessary documents
- Retrieval of documents when required
- Multi-level approval workflows for confirmation



Resource Allocation

Workforce optimization helps organizations anticipate and adapt to changes in their environment, ensuring they have a competitive advantage by maintaining a skilled and flexible workforce.

Key features include:

- Identifying and proactively addressing talent shortages by pinpointing gaps
- Utilizing insights from workforce trends based on predefined position vacancies
- Adjusting plans accordingly to anticipate changes in staffing needs
- Generating and tailoring detailed job descriptions to suit specific needs
- Implementing role-based access levels for team members to ensure security
- Verifying employee alignment with job requirements



Employee Engagement Surveys

Employee engagement surveys measure and understand the level of commitment, motivation, and satisfaction among the workforces.

Key features include:

- Managing organizational engagement effectively
- Customizing question templates to capture workforce insights accurately
- Implementing multi-level approval workflows for customized question templates
- Receiving actionable recommendations based on survey results promptly
- Identifying trends, strengths, and areas for improvement
- Encouraging honest feedback from role-based employees



Travel and Reimbursement

Traveling for business is essential for meeting clients, attending conferences, conducting training sessions, negotiating deals, and exploring new markets.

Key features include:

- Submission of travel requests
- Implementation of customizable workflows for diverse approval scenarios
- Handling extensions and modifications
- Access and storage of detailed ticket information
- Configuration and computation of domestic and international per-diem allowance
- Automatic attendance updating after request approval
- Access to detailed reports for deeper insights
- Provision of detailed section information to optimize travel logistics
- Establishment of travel orders for travel requests



HSE Reporting

Health, Safety, and Environment (HSE) reporting is crucial for maintaining a safe workplace.

Key features include:

- Raising HSE incidents and recording details
- Adding documentation and proofs
- Conducting root cause analysis and investigation
- Tracking workflow and closing incidents



Exit Interview

Exit interviews aim to understand the reasons for an employee's departure, gather feedback on their experience, and identify areas for improvement.

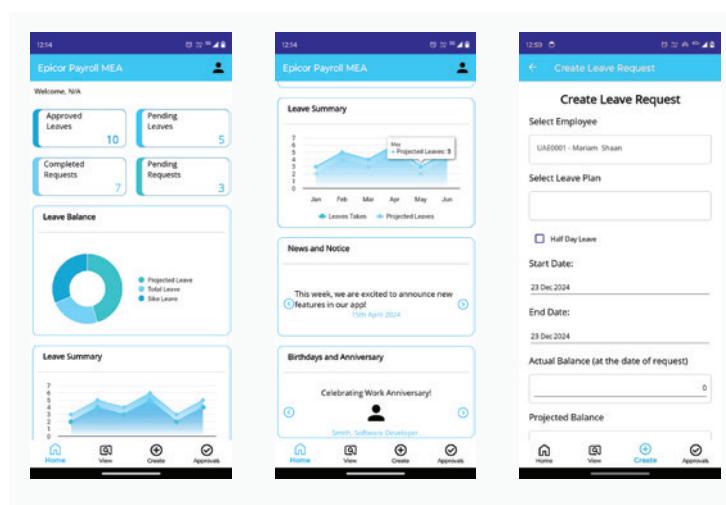
Key features include:

- Gathering insights about employees' experiences upon their departure
- Initiating exit interview surveys using predefined questionnaire templates
- Encouraging departing employees to share valuable feedback
- Facilitating a smooth transition and timely capture of feedback
- Integrating exit survey data into HR systems for efficient management and analysis



Mobile Capabilities

Our solution offers mobile functionalities to enable users to perform a wide range of requests and approvals while on the go.



About RheinBrücke

RheinBrücke is a European company with global mindset. We have immense experience and expertise in providing Enterprise Business Solutions, IT Services and Solutions, Consulting Services and Product Development Services to clients globally across 42 countries. RheinBrücke is also an Epicor Premium Partner and two times winner of International Partner of the Year, as well as Microsoft Gold Partner. Our team of experts with Six Sigma and PMP as well as our proprietary SCALE Methodology certification can deliver robust enterprise solutions and offerings to address the needs of businesses on multiple verticals including Automotive Suppliers, Discrete & Process Manufacturing, Engineering, Procurement & Construction, Retail & Distribution, Public Sector, Food & Beverages and Agriculture. Our strong distribution channel across the globe supported by our robust RheinBrücke Academy based training and omnichannel support ensures seamless delivery of solutions and services. With a deep understanding of what it takes for enterprises to succeed, RheinBrücke helps clients adapt to a changing marketplace by ensuring their IT ecosystems are relevant, efficient, and perfectly tuned.

Our Alliances

EPICOR
Premium Partner

Epicor Authorized Distributors
for Middle East and Africa



Epicor International
Partner of the year

Microsoft
Partner



Gold Application Development
Gold Application Integration
Gold Data Analytics
Silver Collaboration and Content
Silver Datacenter



RheinBrücke

RheinBrücke IT Consulting EMEA FZE,
2-234-235 – Techno Hub 2,
P.O Box : 342060
Dubai Silicon Oasis, Dubai, UAE

RheinBrücke IT Consulting GmbH,
44139 Dortmund,
Ruhrallee 9,
Germany

RheinBrücke IT Consulting BV,
Wim Duisenbergplantsoen
29-31, 6221 SE Maastricht
Netherlands

+971 43 330 366

info@rheincs.com

www.rheincs.com