

To make sure that you are in alignment with the requirements, please download the test cases from the resources folder.

Please check HIS/EMR maturity level by taking SAT on the SAT Playbook multiple times (downloadable from resource folder). You can submit the SAT on the portal only once, so proceed carefully, as the final results will reflect your product maturity and define the scope of testing.

Organisation: Softcure Technology Llp

Application No.: T-DH2/2024/N00033

Reference ID: DH2/2024/00033

HIS

EMR

Core

Commitment

Achievement

Excellence

SAT Maturity Level Result

Maturity Level Requirements

AAC

COP

MOM

DAC

DOM

FPM

HRM

IMS

* PLEASE SELECT THE APPROPRIATE RESPONSE FROM THE CHECK BOX

HRM.1. THE SYSTEM MANAGES HUMAN RESOURCE ADMINISTRATION.

HRM 1.a. The system captures personal and professional data (master data) related to medical and non-medical staff.

- ☐ 0: The system does not have the capability to capture essential master data elements for personal and professional data related to medical and non-medical staff AND The system does not have the capability to configure or manage master data including staff information and professional record forms etc.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10: The system is fully compliant as per the requirements mentioned in the objective. The system has the capability to capture essential master data elements for personal and professional data related to medical and non-medical staff. AND The system has the capability to configure and manage master data including staff information and professional record forms etc.
- ☐ NA

HRM 1.b. The system assigns unique IDs and role/s to each staff.

- ☐ 0: The system does not have the capability to assign unique IDs and role/s to every employee.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10:The system is fully compliant as per the requirements mentioned in the objective and has the capability to assign unique IDs and role/s to every employee.

HRM 1.c. The system has the capability to configure duty rules for the staff.

- ☐ 0: The system does not have the capability to configure duty rules for the staff.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10:The system is fully compliant as per the requirements mentioned in the objective and has the capability to configure duty rules for the staff.
- ☐ NA

HRM 1.d. The system creates and manages roster for the working of staff.

- ☐ 0: The system does not have the capability to create and manage a healthcare organization staff roster.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to create and manage a healthcare organization staff roster.
- ☐ NA

HRM 1.e. The system communicates shift schedules to all staff.

- ☐ 0: The system does not have the capability to streamline staff communication related to shift schedules, changes, swap requests, and important announcements.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to streamline staff communication related to shift schedules, changes, swap requests, and important announcements.
- ☐ NA

HRM 1.f. The system predicts staffing needs based on historical data and workload.

- ☐ 0: The system does not have the capability to predict staffing needs based on historical data and patient demand.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to predict staffing needs based on historical data and patient demand.
- ☒ NA

HRM 1.g. The system manages staff attendance and maintains records.

- ☐ 0: The system does not have the capability to record staff attendance and does not provide features such as leave application and displaying leave balance.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. For example (not limited to): The system has the capability to record the staff attendance but it does not provide features such as leave application and displaying leave balance. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10:The system is fully compliant as per the requirements mentioned in the objective and has the capability to record staff attendance and provide features such as leave application and displaying leave balance.
- ☐ NA

HRM 1.h. The system maintains performance appraisal ratings for all the hospital staff.

- ☐ 0: The system does not have the employee performance management feature.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability of staff performance management including maintaining performance appraisal rating for all hospital staff.
- ☒ NA

HRM 1.i. The system has the capability to calculate, maintain, and share staff payroll.

- ☐ 0: The system does not have the capability to calculate, maintain, and share staff payroll.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. For example (not limited to): The system has the capability to compute and distribute staff payroll but it is not automated. (requires manual intervention). A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☒ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to calculate, maintain, and share staff payroll without any manual intervention.
- ☐ NA

HRM.2. THE SYSTEM MANAGES RECRUITMENT AND EXIT RELATED ACTIVITIES.

HRM 2.a. The system configures and manages rules to manage staff recruitment process.

- ☐ 0: The system does not have the capability to configure and manage rules of staff recruitment process.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to configure and manage rules of staff recruitment process.
- ☒ NA

HRM 2.b. The system configures and manage rules for staff exit process.

- ☐ 0: The system does not have the capability to configure and manage rules for staff exit process.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to configure and manage rules for staff exit process.
- ☒ NA

HRM.3. THE SYSTEM MANAGES THE TRAINING NEEDS OF THE STAFF.

HRM 3.a. The system maintains records of induction training and feedback of the new joinees.

- ☐ 0: The system does not have the capability to capture the onboarding training status and feedback of each newly joined staff.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. For example (not limited to): The system has the capability to manually capture the onboarding training status and feedback of each newly joined staff. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.

- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to capture and maintain the onboarding training status and feedback of each newly joined staff.
- ☒ NA

HRM 3.b. The system creates and manages training calendars for the staff.

- ☐ 0: The system does not have the capability to create and manage training calendars for the staff.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10: The system is fully compliant as per the requirements mentioned in the objective and has the capability to create and manage training calendars for the staff.
- ☒ NA

HRM 3.c. The system supports scheduling of the training programs for the staff

- ☐ 0: The system does not have the capability to support scheduling of the training programs for the staff, capture attendance and feedback and generate reports on the same.
- ☐ 5: The capability has been demonstrated but there is a deviation from the requirements mentioned in the objective. For example (not limited to): The system has the capability to support scheduling of the training programs for the staff but either does not capture attendance and/or the feedback or generate reports on the same. A few examples of common errors are mentioned in the guidelines (non-exhaustive). If any of the common errors are experienced, a score of 5 should be given.
- ☐ 10 The system is fully compliant as per the requirements mentioned in the objective and has the capability to support scheduling of the training programs for the staff, capture attendance and feedback and generate reports on the same.
- ☒ NA