Introduction

This is a post installation guide to provide users information on how to use VHRIS easily. If you require instructions for installing VHRIS, please follow this link: http://itms.sslverity.com:8080/VHRIS/.

This guide comprises of a detailed description of VHRIS's features, capabilities, and step-by-step procedures to use this application efficiently.

Prerequisite Skills

VHRIS end users do not require any specialized or additional technical skills to use the application.

How to Use This Guide

We would recommend you to follow this guide in a sequential order of the chapters. The chapters have been placed in a progressive order to help you use VHRIS optimally. VHRIS User Guide's chapters consist of 'How to' questions to make it easier for users to locate solutions for their queries. Following are some of the frequently used conventions across the user guide:

Convention/Icon	Description
	Tip icon used in this document to highlight easy to use tips to simplify your VHRIS experience.
	Note icon used in this document to highlight important points.
	View icon used in VHRIS application
	Edit icon used in VHRIS application
	Delete icon used in VHRIS application
	More actions icon used in VHRIS application
	Information icon used in VHRIS. Hover the mouse pointer over this icon to view a brief description for an option

1. Getting Started

What are the roles available in VHRIS?

Super Admin

Super Admin installs the application and provides his email credentials while installing. He/she is responsible for setting up and configuring the application to make it ready for use. The Super Admin will be the first employee in the application, for example: EMP0001 or VHRIS0001. However in VHRIS, the Super Admin will not be included in the organization's employees' list. The employees' list starts from the second employee (Organization Head).

The Super Admin has unlimited access over the entire application. In other words, he/she has full control, and is responsible for administering VHRIS.

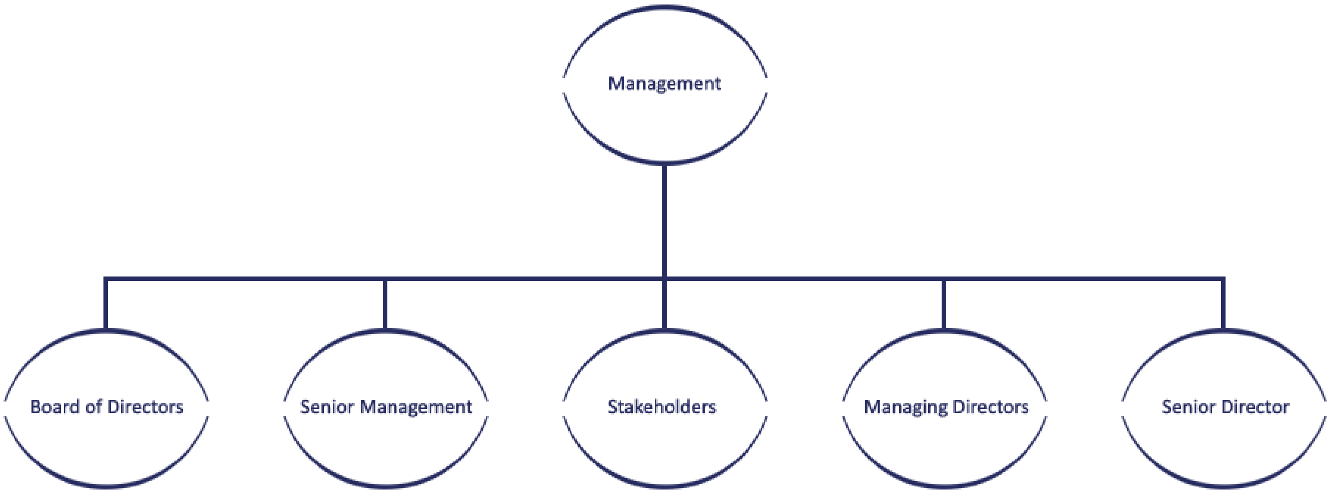
> Since the Super Admin will not be included in the employee's list, he/she will not be able to perform employee actions like raising a leave request, service request, submitting timesheets etc. You can add another employee to VHRIS for the Super Admin user, with his/her actual details like Name, Job Title, Reporting Manager etc.

Default Role Groups in VHRIS

There are 6 main role groups available by default in VHRIS:

- Management
- Manager
- HR
- Employee
- System Admin
- External User

Within each role group a maximum of 5 role groups can be created. For example:


Management
Board of Directors
Senior Management
Stakeholders
Managing Directors
Senior Director

How do I log in to VHRIS?

Super Admin

After installing VHRIS your (Super Admin) credentials will be sent to your email address and will also be available in a downloadable PDF file. To access the application follow the link provided on the screen after installation.

Please refer Figure 1.

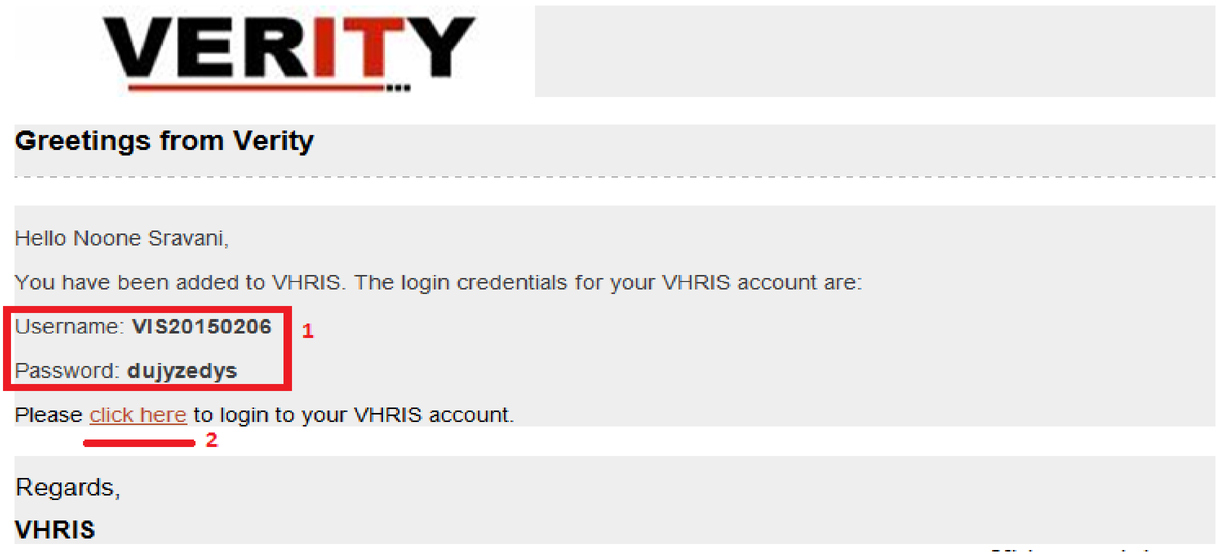


Figure 1

1. Super Admin login credentials
2. Follow this link to open the application
3. Download PDF file containing login credentials

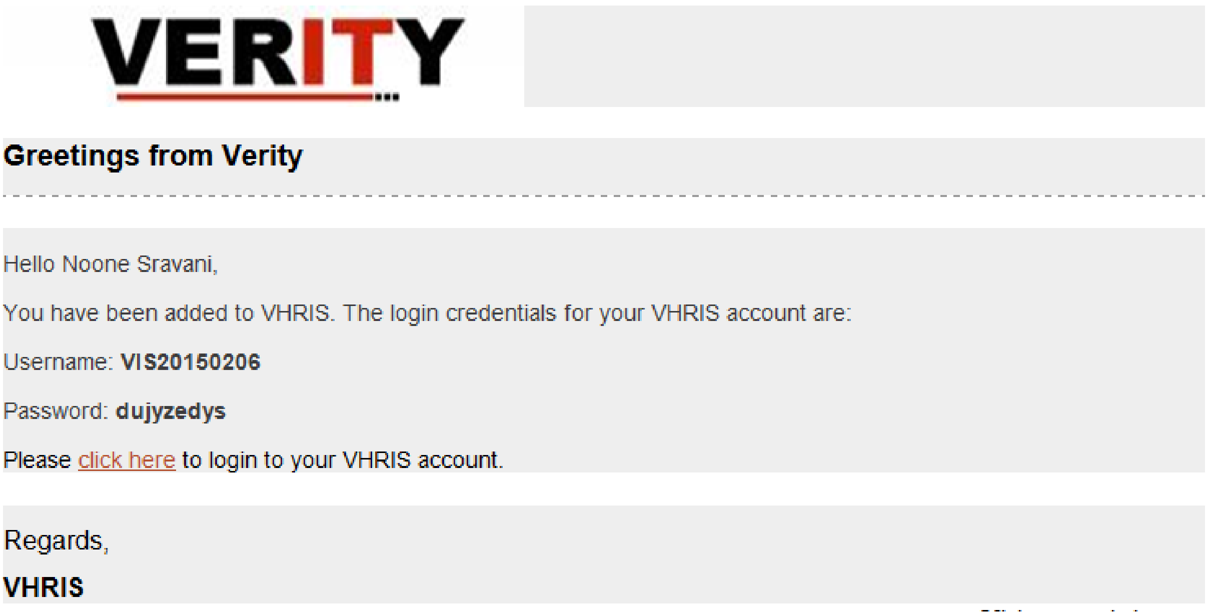
Super Admin receives the below email:

Please refer Figure 2.

Employees/Users

After the HR/Management/Super Admin adds you to VHRIS, your credentials will be sent to your provided email address. You can access the application through the **link** provided in the email containing your credentials.

Please refer Figure 3.



VERITY

Greetings from Verity

Hello Noone Sravani,

You have been added to VHRIS. The login credentials for your VHRIS account are:

Username: **VIS20150206**

Password: **dujyzedys**

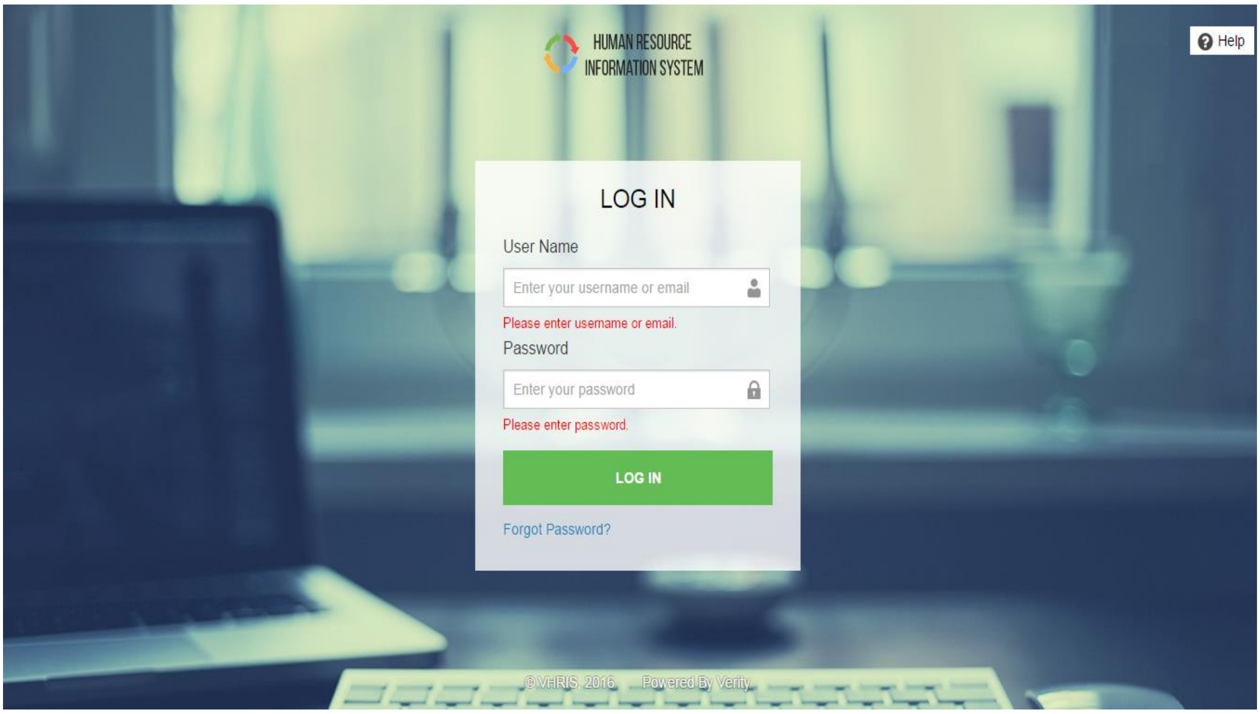
Please click here to login to your VHRIS account.

Regards,

VHRIS

Figure 3

The **link** leads you to the VHRIS login screen.



You can log in using your employee ID or your registered email address.

How do I set up VHRIS?

The Super Admin can begin setting up VHRIS by using the Configuration Wizard.

Configuration Wizard

Configuration Wizard allows you to configure settings that reflect requirements unique to your organization and make your application ready to use. Configuration Wizard is the first screen that is displayed if you are logging into the application for the first time.

Information is gathered in 5 steps.

Step 1: Modules

Please refer Figure 4.

Figure 4

1. All the modules are displayed in a circular representation
2. Click on a module icon to activate or inactivate a module
3. Click **SAVE** button to apply the changes made
4. Click **Next** button to proceed to the next step
5. Click **Back To Site** button and you will be redirected to the dashboard. The next time you log in, it will resume from where you had discontinued earlier in the configuration wizard.

Step 2: Site Config

Please refer Figure 5.

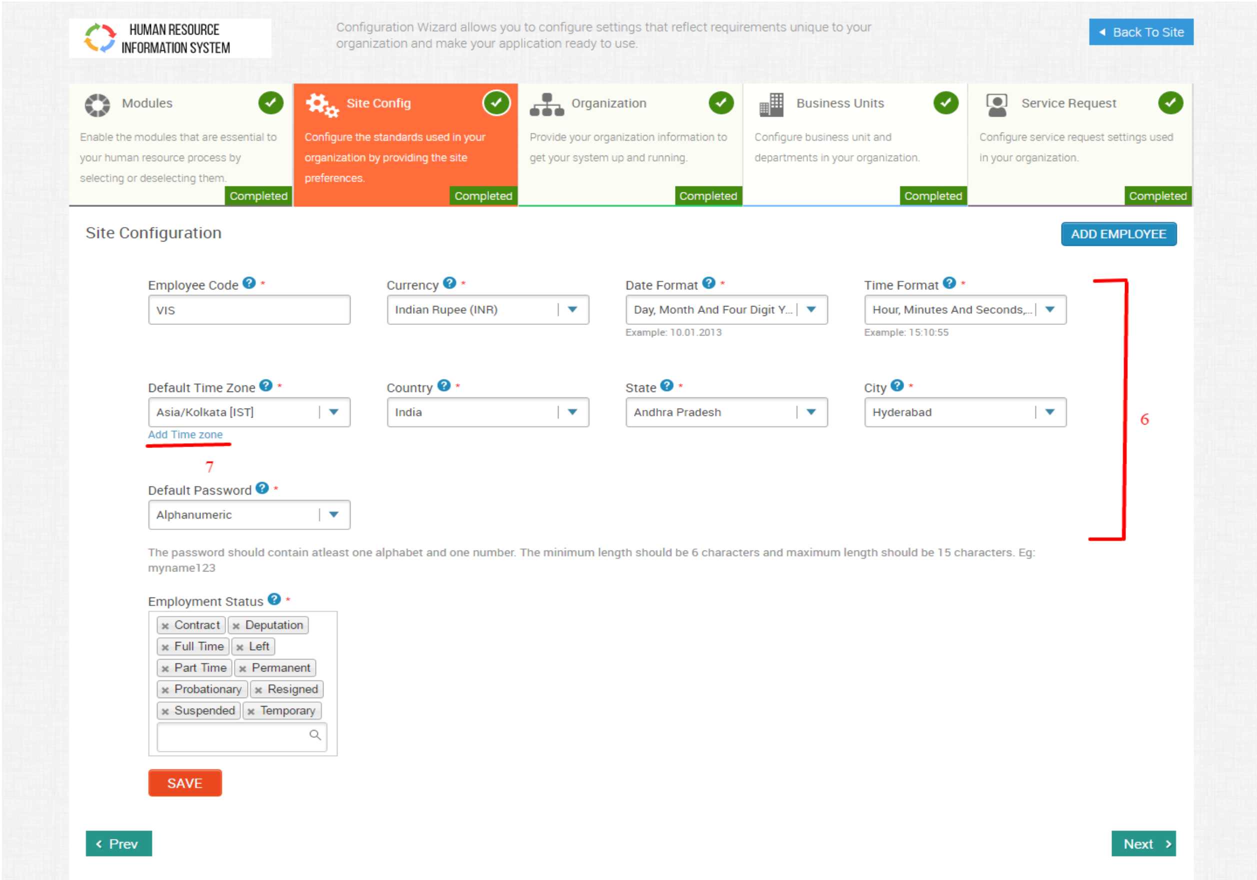


Figure 5

6. Make changes to the Site Configurations based on your organization preferences
7. Click **Add Time Zone** to add the required time zone

When you click **Add time Zone** another window will pop up which will let you select the time zone(s) you require in your organization.

Step 3: Organization

Please refer Figure 6.

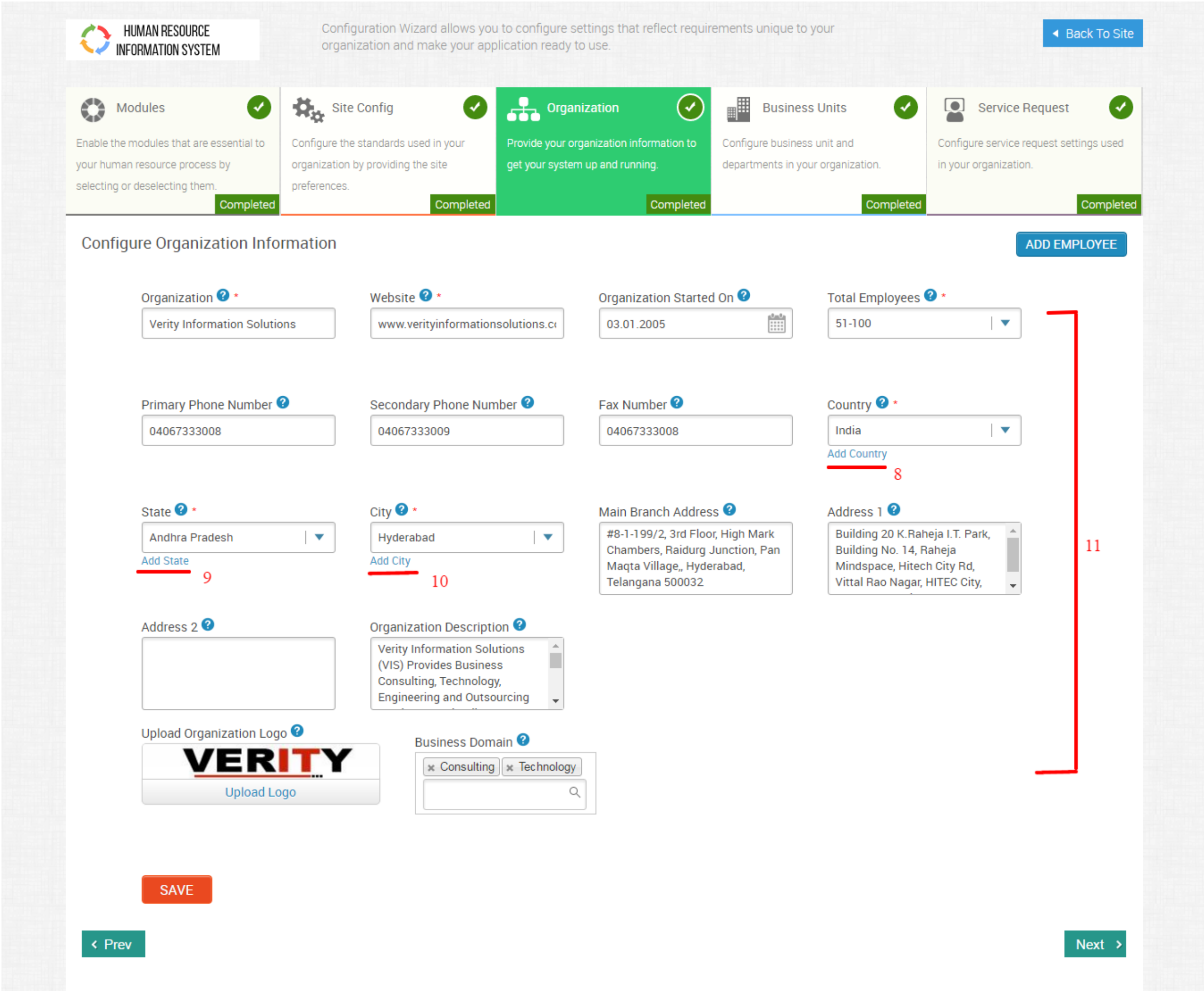


Figure 6

8. Click **Add Country** to add the required country
9. Click **Add State** to add the required state
10. Click **Add City** to add the required city
11. Enter information about your organization

After saving your organization's details, an **ADD Employee** button will appear on the top right corner of the configuration wizard screen. However, it is not mandatory to add an employee in this step, you can even add an employee after the entire configuration is completed.

If you want to add an employee please refer to section 1.4 How do I add employees to VHRIS?

Step 4: Business Units

You can create business units and departments here.

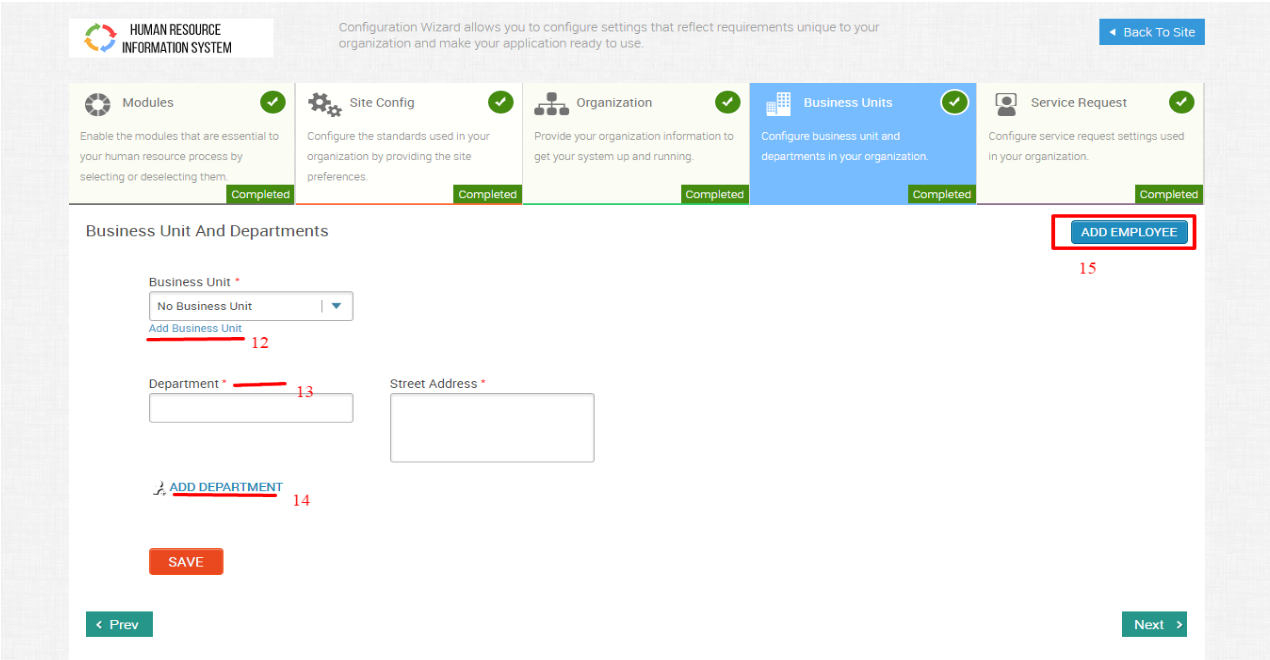


Figure 7

Please refer Figure 7.

12. Create a new business unit by giving its name and street address.
13. Create a new department within the business unit
14. Add another department (To have multiple departments under a business unit)
15. Click here to add the first employee (organization head)

Step 5: Service Request

Please refer Figure 8.

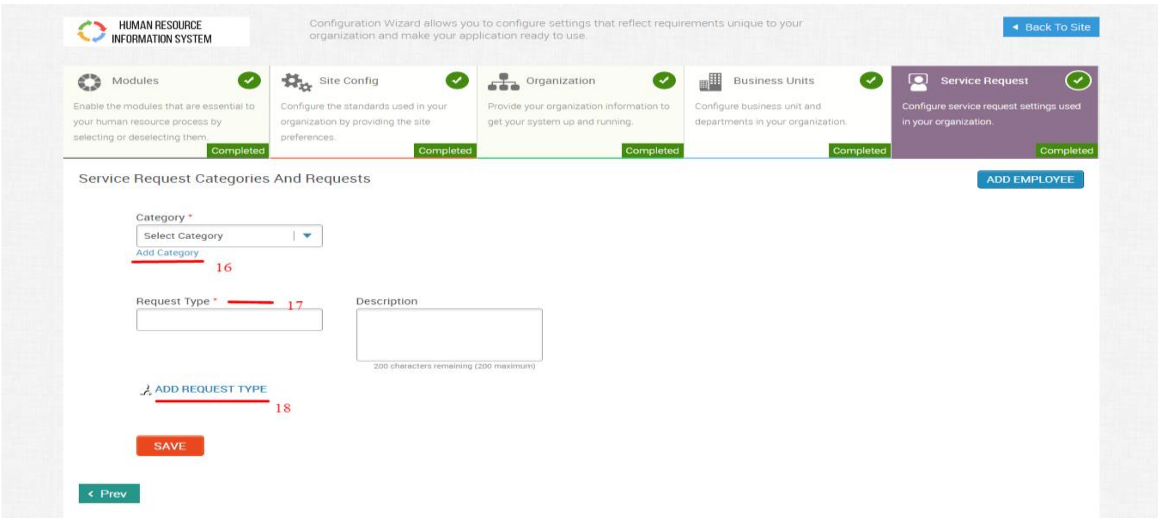
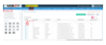


Figure 8

16. Create a new service category
17. Create a new request type
18. Add another request type

Click **Back To site** to go back to the application's dashboard and exit the configuration wizard.

Ensure that you always  after entering details in each section of the Configuration Wizard and only then proceed.

How do I add Employees to VHRIS?

Gathering management details is an important aspect of an organization. The first employee you add will be the Organization Head.

You can add other employees only after adding the Organization Head.

While adding employees ensure that they align with the hierarchy of your organization (top down approach). Reporting manager is a mandatory field, while adding employees.

Adding Organization Head (Employee #2)

On clicking ADD EMPLOYEE in the configuration wizard screen (*refer Figure 8*) the below screen will appear:

Please refer Figure 9.

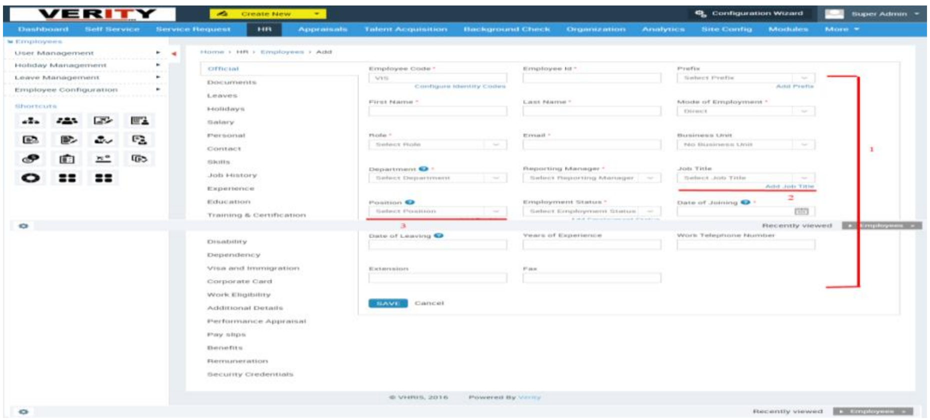


Figure 9

1. Enter the all the mandatory details
2. Position can be configured later
3. Job title can be configured later
4. Go back to the configuration wizard and resume configuring your application

Adding Other Employees

Please refer Figure 10.

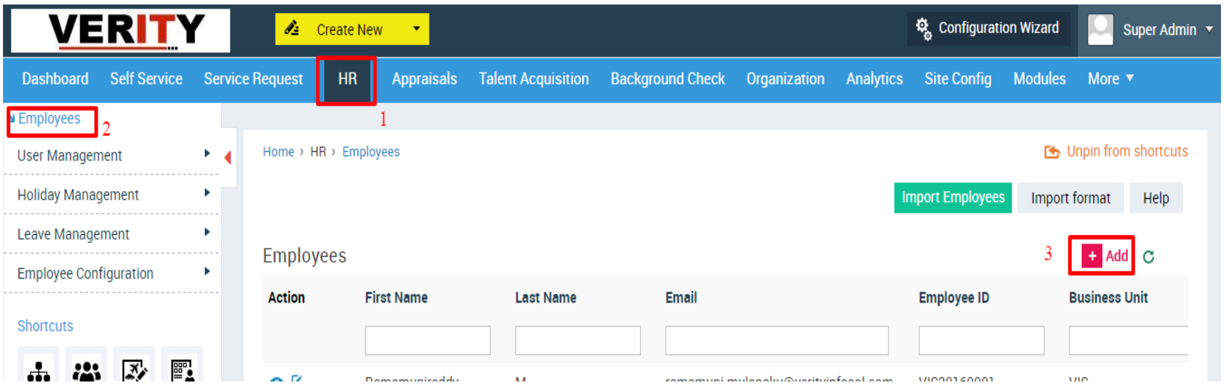


Figure 10

1. Click **HR** in the top menu
2. Click **Employees** option on the left panel
3. Click **+Add** button on the right side

Please refer Figure 11.

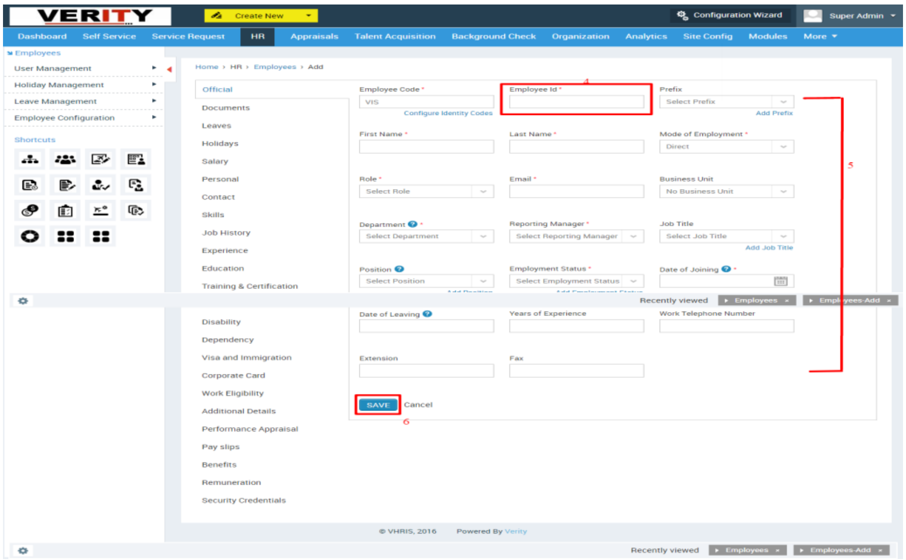


Figure 11

4. The letters in the employee code (configured in Site Config step) will appear by default. You will need to enter the Employee ID manually.
5. Enter the required details related to the employee
6. Click **Save** button to add the employee

> Only the Super Admin's ID number will be fixed as 0001. All the other Employees including the Organization Head can have customized employee ID numbers. For example:
>
> Super Admin: EMP0001
> Organization Head: EMP0022
> Manager: EMP345
> Employee: EMP90

Adding Employees in Bulk

Employees can be added in bulk using the import option. You have to download the import format excel doc, fill it in with all the employees' details and then import it.

Please refer Figure 12.

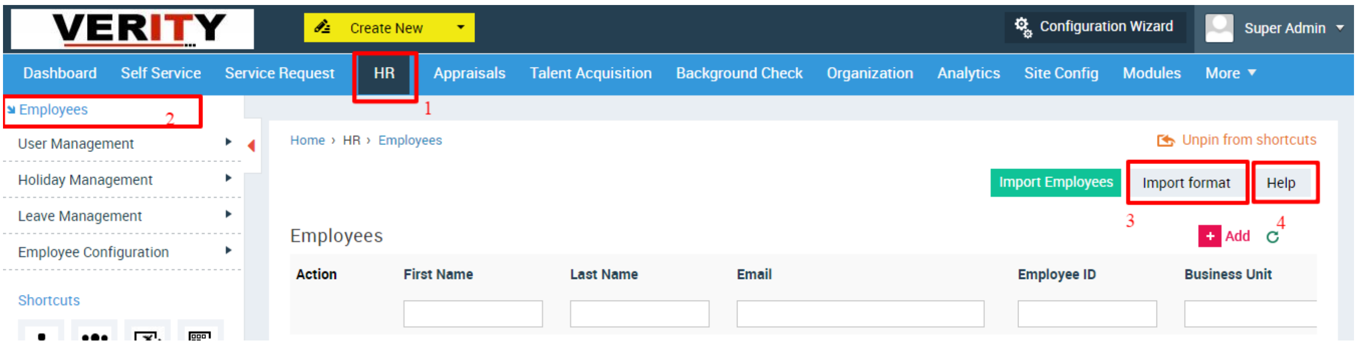
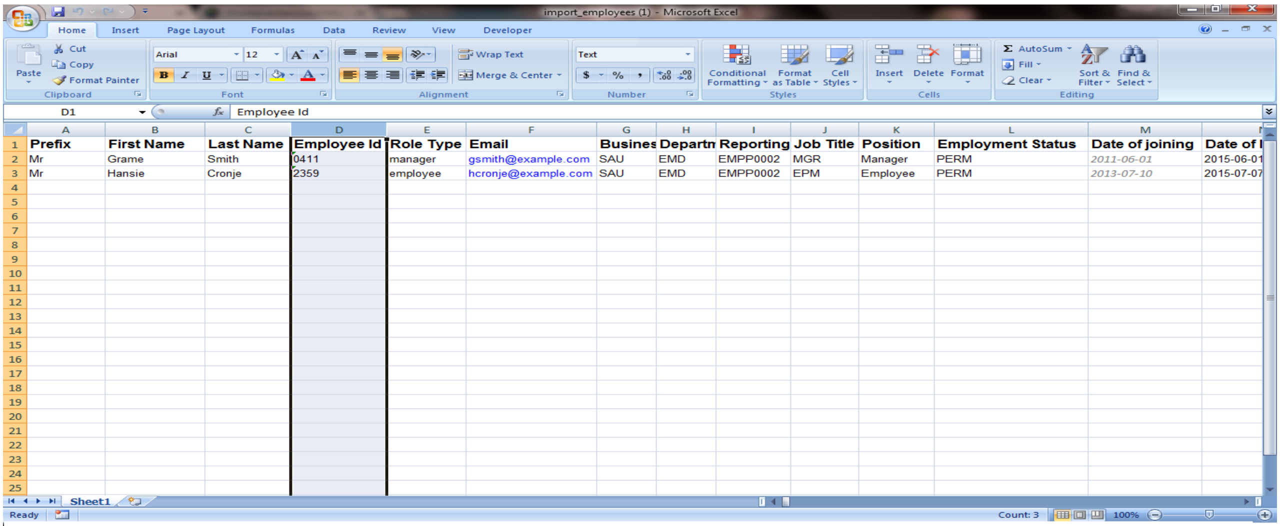


Figure 12

1. Click **HR** in the top menu
2. Click **Employees** option on the left panel
3. Click **Import Format** on the right side above the Employees grid to download the format
4. For further guidance, click on the **Help** link. You will be directed to the import guide, which will provide you detailed information on how to add employee in bulk.

Please refer Figure 13 to view the Import Format.



Prefix	First Name	Last Name	Employee Id	Role Type	Email	Busines	Departn	Reporting	Job Title	Position	Employment Status	Date of joining	Date of l
Mr	Grame	Smith	0411	manager	gsmith@example.com	SAU	EMD	EMPP0002	MGR	Manager	PERM	2011-06-01	2015-06-01
Mr	Hansie	Cronje	2359	employee	hcronje@example.com	SAU	EMD	EMPP0002	EPM	Employee	PERM	2013-07-10	2015-07-07

Figure 13

In bulk import, emails containing the credentials will not be sent automatically to the employees. The employee data will only be saved in the database. In order to send emails, you will need to run the cron job:

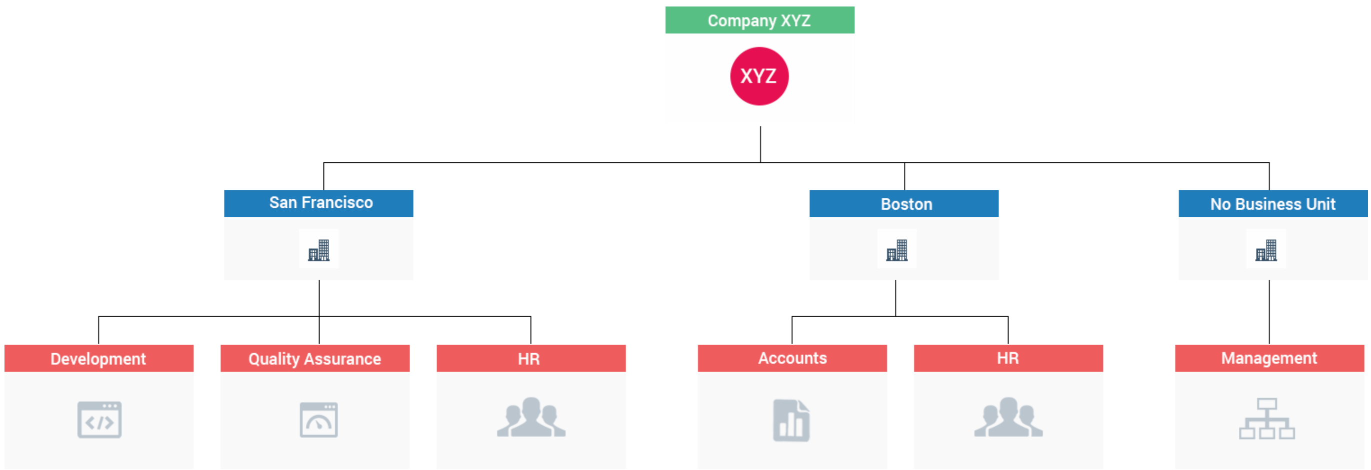
http://..(your domain name)../..(your application name)../index.php/cronjob

For example: http://example.com/VHRIS/index.php/cronjob

Please logout of the application and then run the cron job in your browser.

How do I add Business Units and Departments (without using configuration wizard)?

Business Units and Departments are the two main organizational units of VHRIS. A Business Unit can have multiple departments and not vice versa. Below is an example of the Organization Structure in VHRIS.



Adding Business Units

Please refer Figure 14.

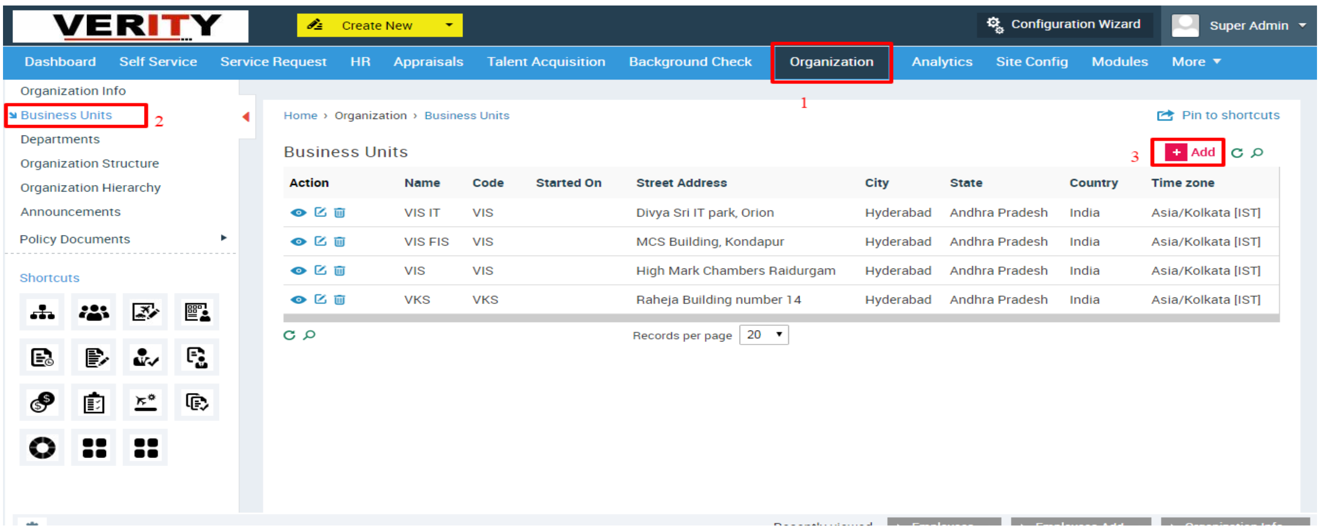


Figure 14

1. Click **Organization** in the top menu
2. Click on **Business Units** on the left panel

3. Click on **+Add** button on the right side

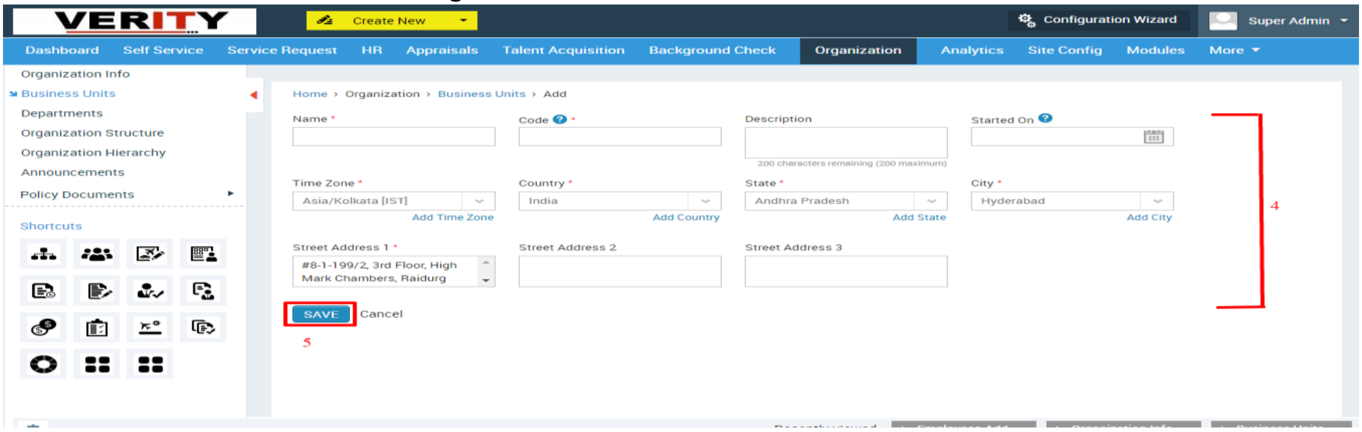


Figure 15

4. Enter the necessary details
5. Click on Save button to save the Business Unit

Adding Departments

Please refer Figure 16.

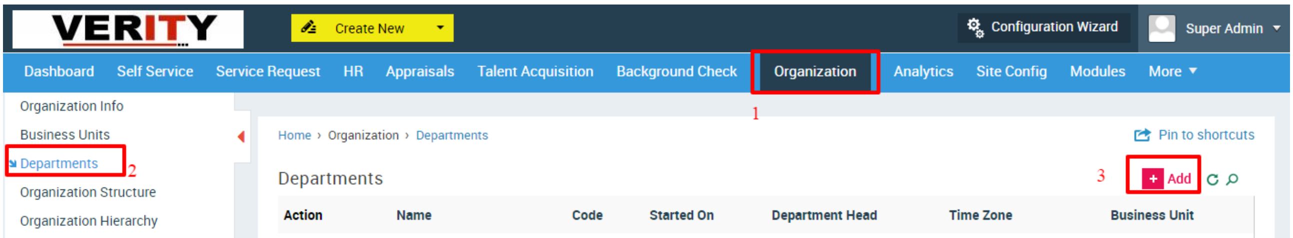


Figure 16

1. Click **Organization** in the top menu
2. Click on **Departments** on the left menu panel
3. Click on **+Add** button on the right side

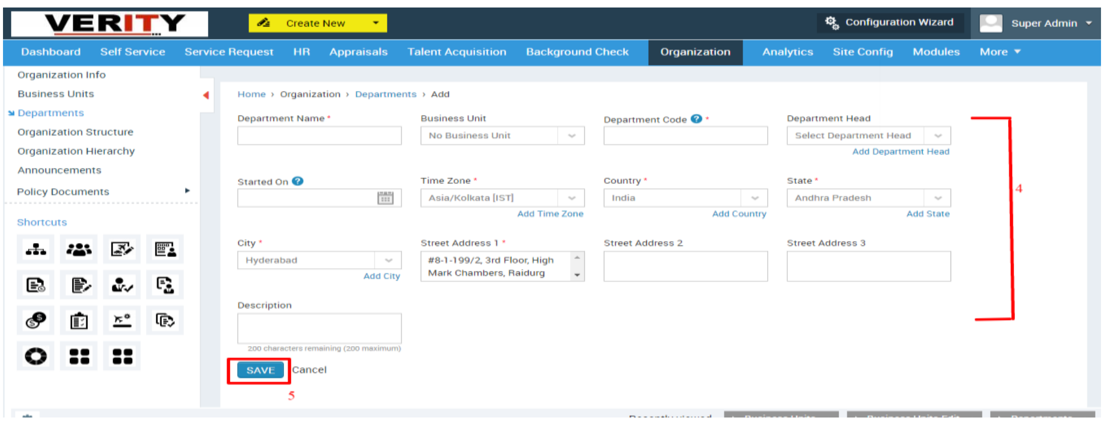
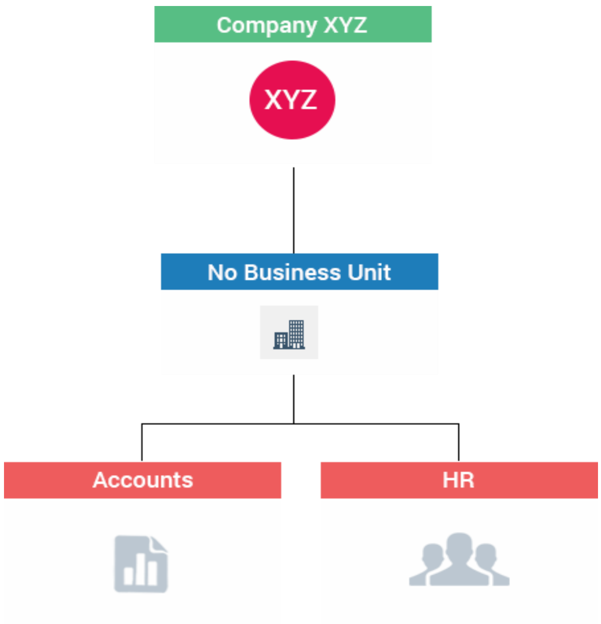


Figure 17

4. Enter the necessary details
5. Click **Save** button to create a new department

No Business Unit

If you need only Departments and no Business Units, then you can go for the option ‘No Business Unit’. While creating a Department (refer 1.5.2 Adding Departments) select the option ‘No Business Unit’ in the Business Unit field.



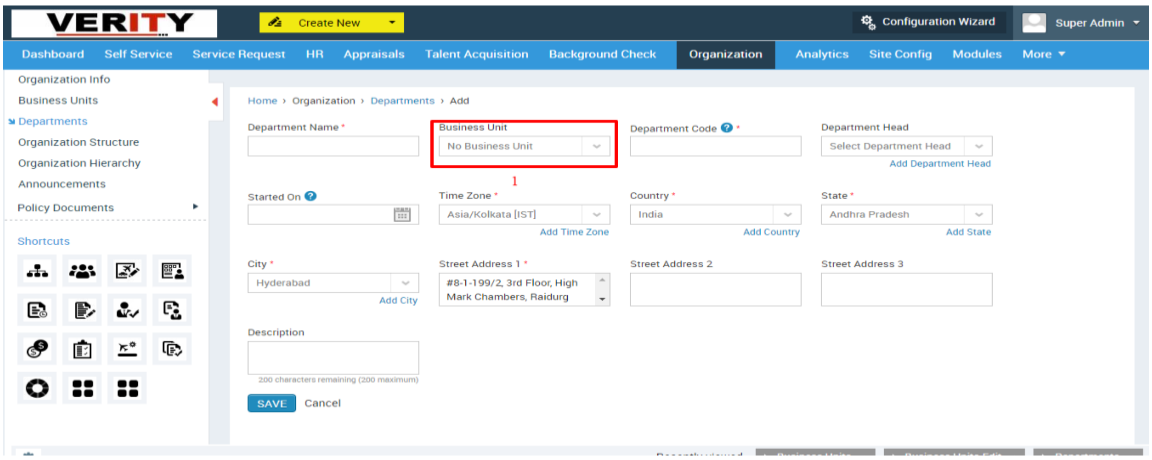


Figure 18

1. Select the option ‘No Business Unit’

How do I add Job Titles and Positions?

Job title is an employee's designation and Position is the designation level. For example if the Job title is Software Engineer, then the Position can be Senior Software Engineer or Associate Software Engineer.

Adding Job Titles

Please refer Figure 19.

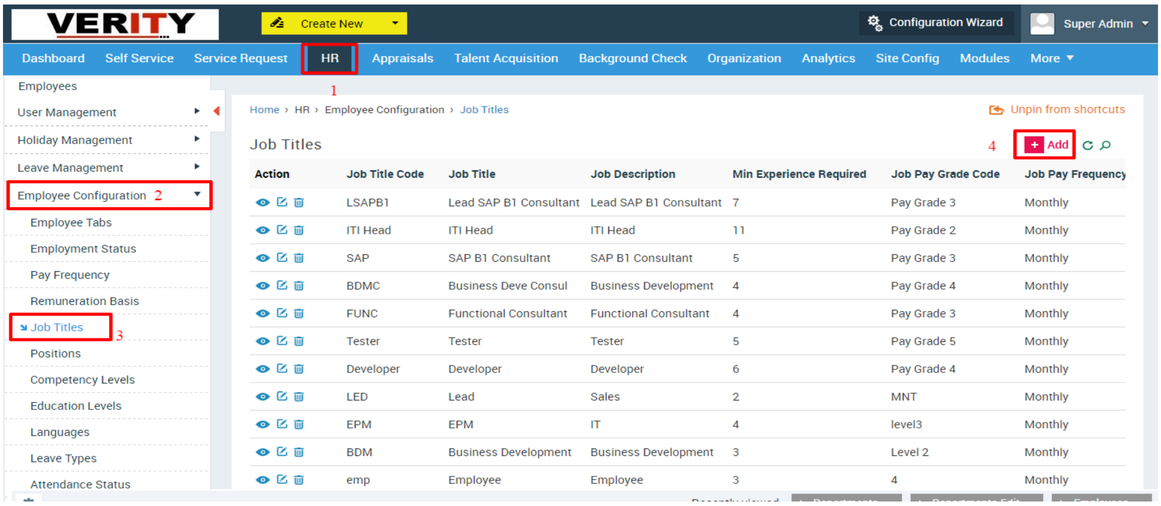


Figure 19

1. Click **HR** in the top menu
2. Click **Employee Configuration**, it will expand to give more menu items
3. Click **Job Titles**
4. Click **+Add** button on the right side

Please refer Figure 20.

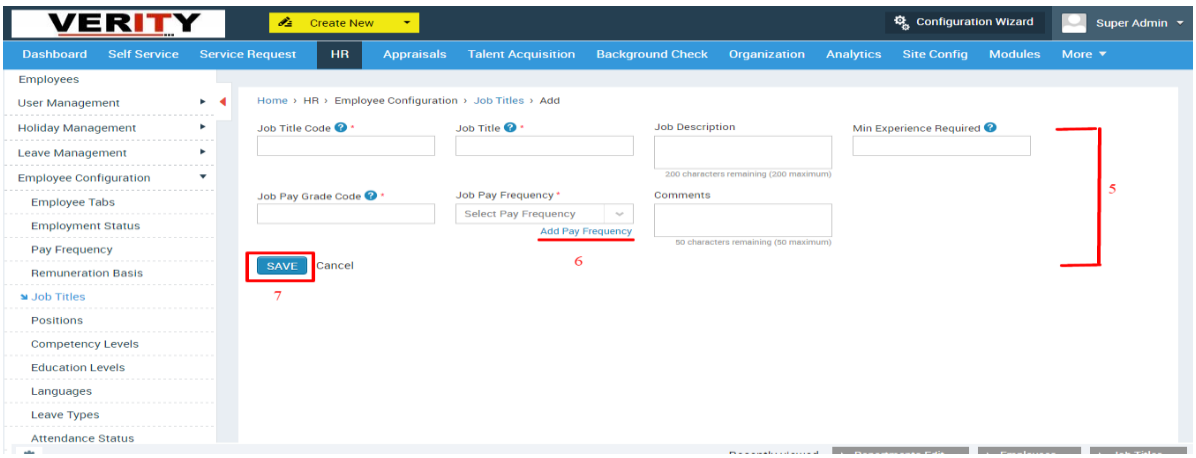


Figure 20

5. Fill in the required details
6. Click **Add Pay Frequency** to add different frequency categories like Monthly, Daily etc.
7. Click **Save** button to create a new job title

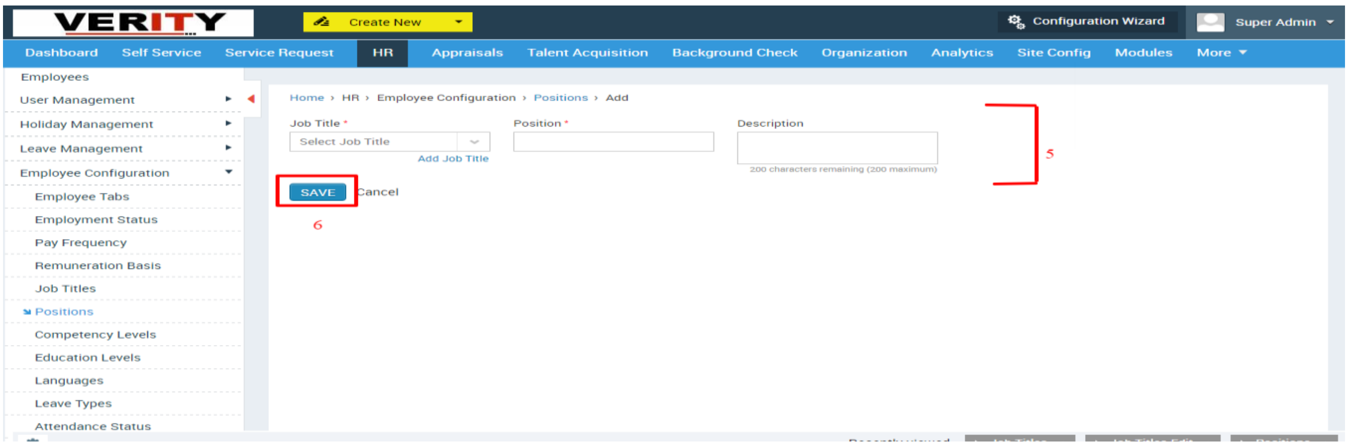
Adding Positions

Please refer Figure 21.

Figure 21

1. Click **HR** in the top menu
2. Click **Employee Configuration**, it will expand to give more menu items
3. Click **Positions** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 22.



5. Fill in the required details
6. Click **SAVE** to successfully create a position.

You can create a Position only after creating a Job Title

1. Dashboard

VHRIS's dashboard enables you to have all the information you need at a glance. You can decide what elements you need on the dashboard by configuring widgets. You can also view announcements and your colleagues' upcoming birthday.

How do I add Widgets?

Please refer Figure 23.

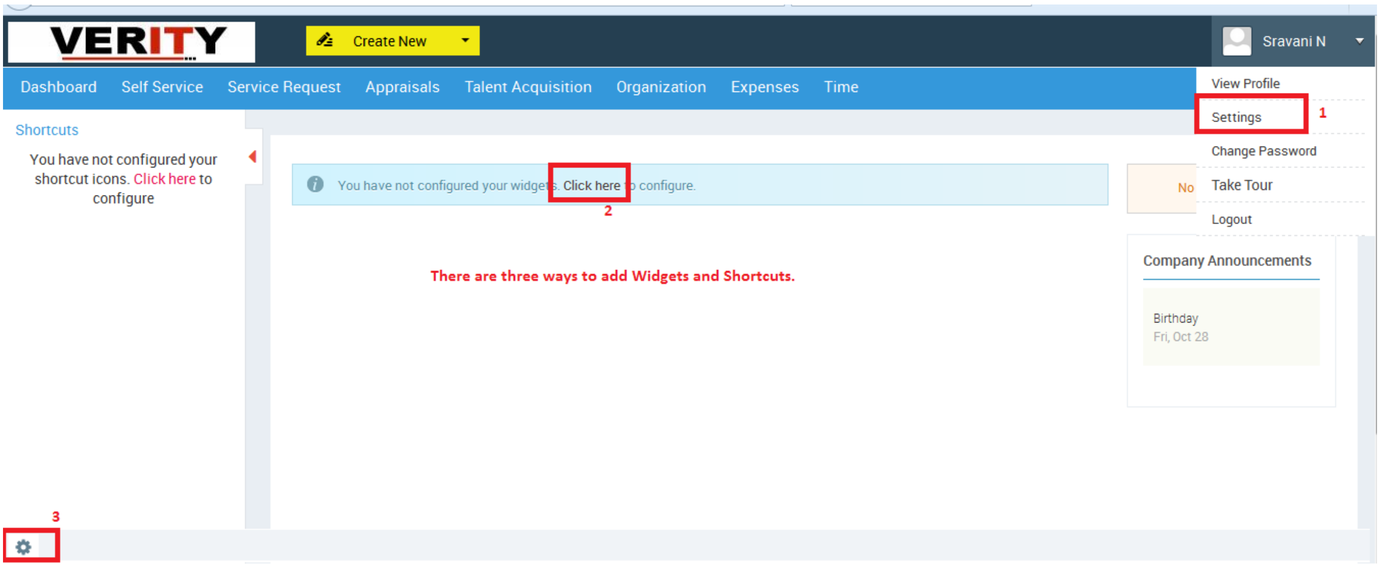


Figure 23

You can configure your widgets on your dashboard using the below methods:

Click the organization logo on the top left corner (This will take you to the dashboard from any other screen)

1. Click **Settings** in the dropdown
2. Click **Click here** link at the center of the dashboard
3. Click the **logged in user's name** in the top right corner

   Or

   Click the **gear icon** in the bottom left corner

Please refer Figure 24.

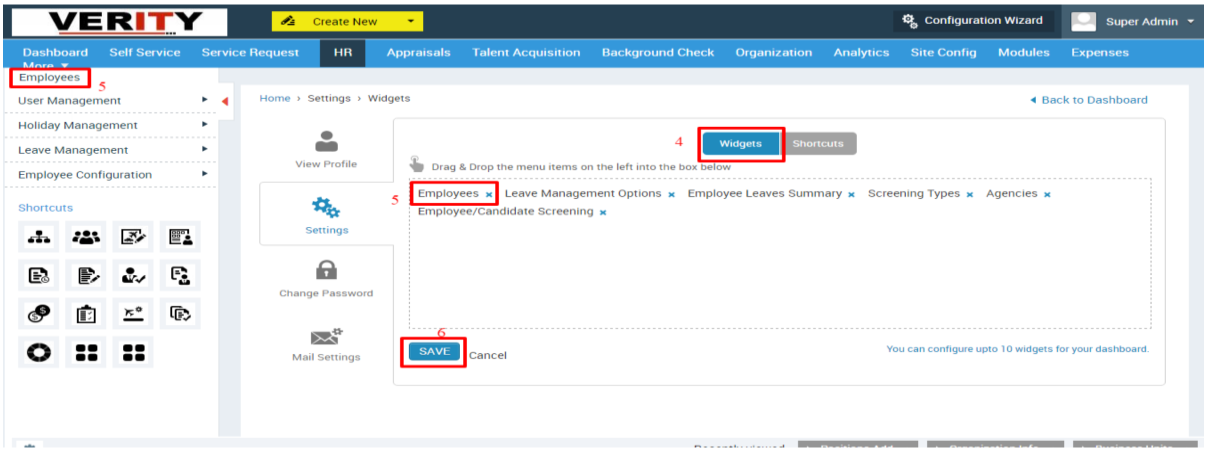


Figure 24

(Common for all)

4. Click **Widgets** button in the settings page
5. Drag and drop the selected menu item(s) in the widgets box
6. Click **SAVE** button to add Widgets in the Widgets pane

How Do I Add Shortcuts?

Please refer Figure 23.

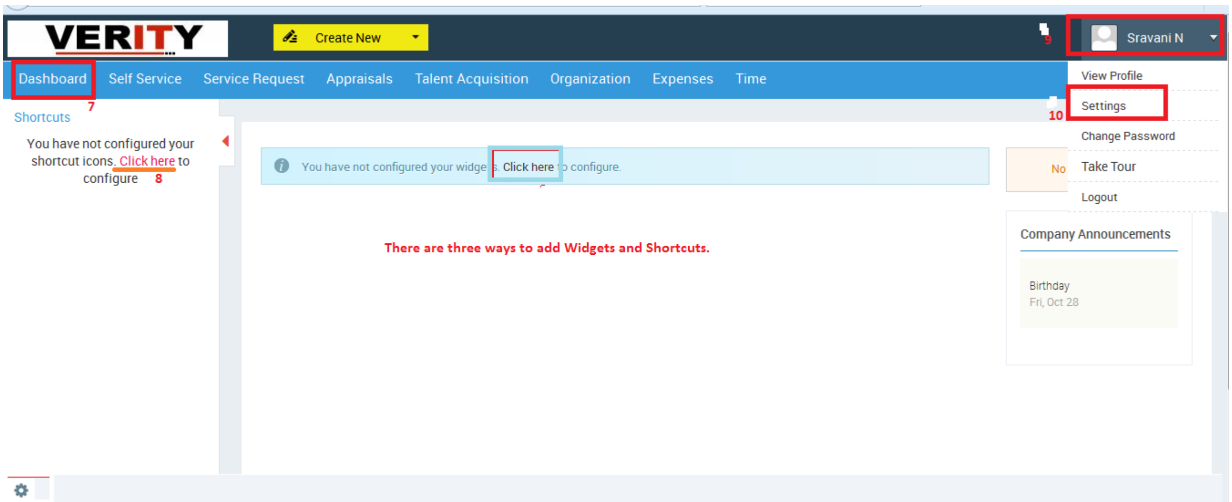


Figure 25

You can configure your shortcuts on your dashboard using the below methods:

7. Click the organization logo on the top left corner (This will take you to the dashboard from any other screen)
8. Click **Click here** link at the center of the dashboard

   Or

9. Click the **logged in user's name** in the top right corner
10. Click **Settings** in the dropdown

    Or

    Click the **gear icon** in the bottom left corner

Please refer Figure 26

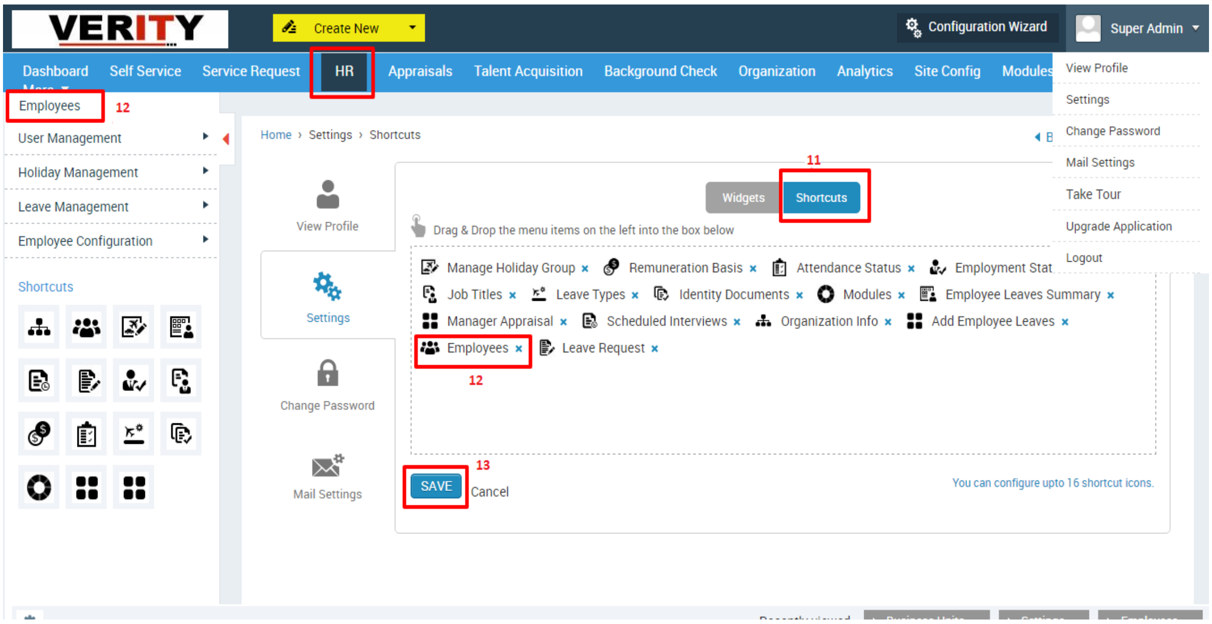
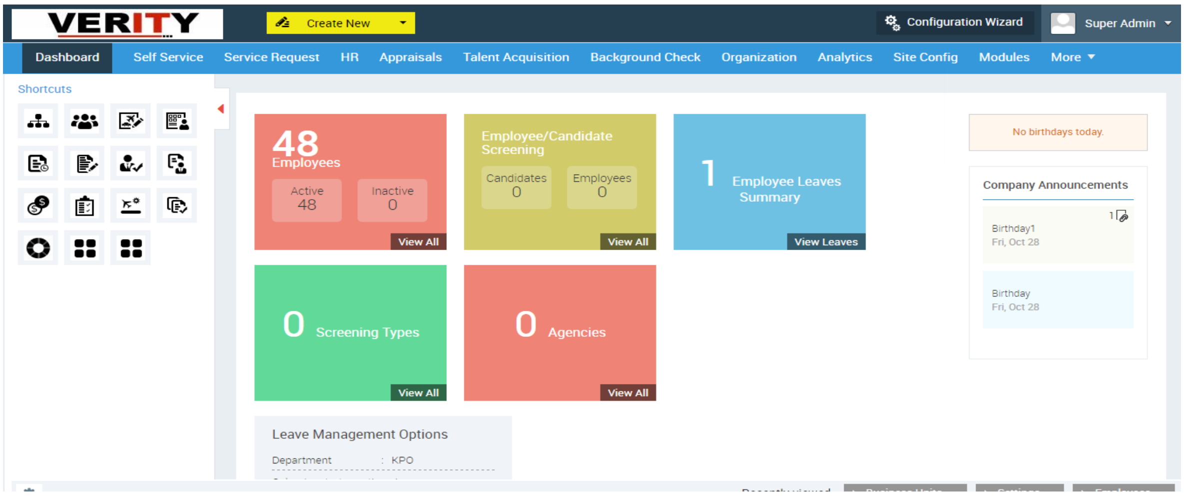


Figure 26

(Common For All)

11. Click **Shortcuts** button in the settings page
12. Drag and drop the selected menu item(s) in the widgets box
13. Click **SAVE** button to add Shortcuts in the Shortcuts pane

This is how your widgets and shortcuts will appear on the dashboard after you've saved them Check the image below:



Click **cancel** to exit the Widgets/Shortcuts screen

How do I add Announcements?

Announcements can be created by the Super Admin, Management & HR. The announcements will appear on every user's dashboard.

Please refer Figure 27.

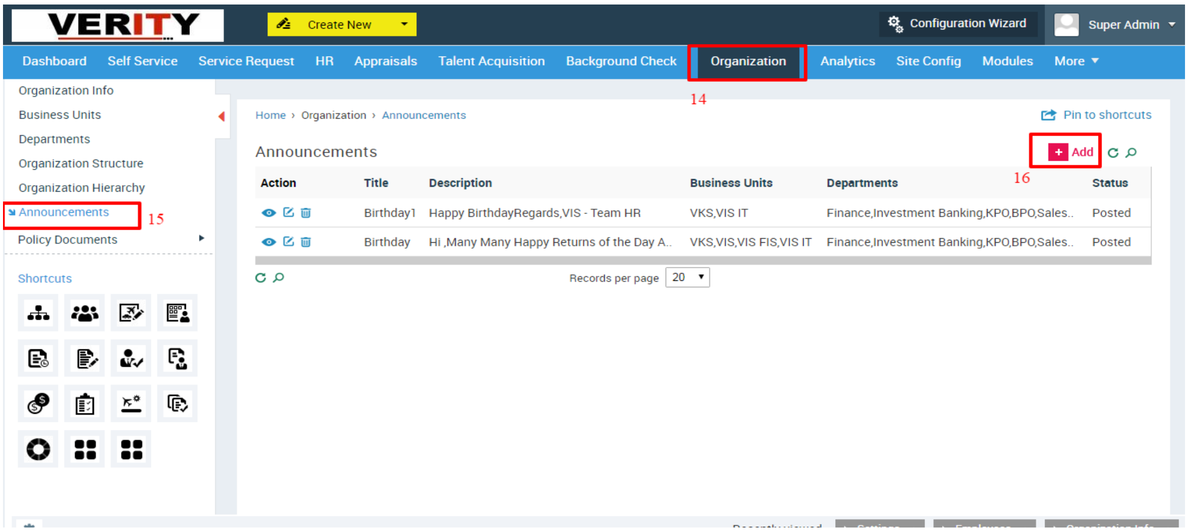


Figure 27

14. Click **Organization** in the top menu
15. Click **Announcements** on the left menu panel
16. Click **+Add** button on the right side

Please refer Figure 28.

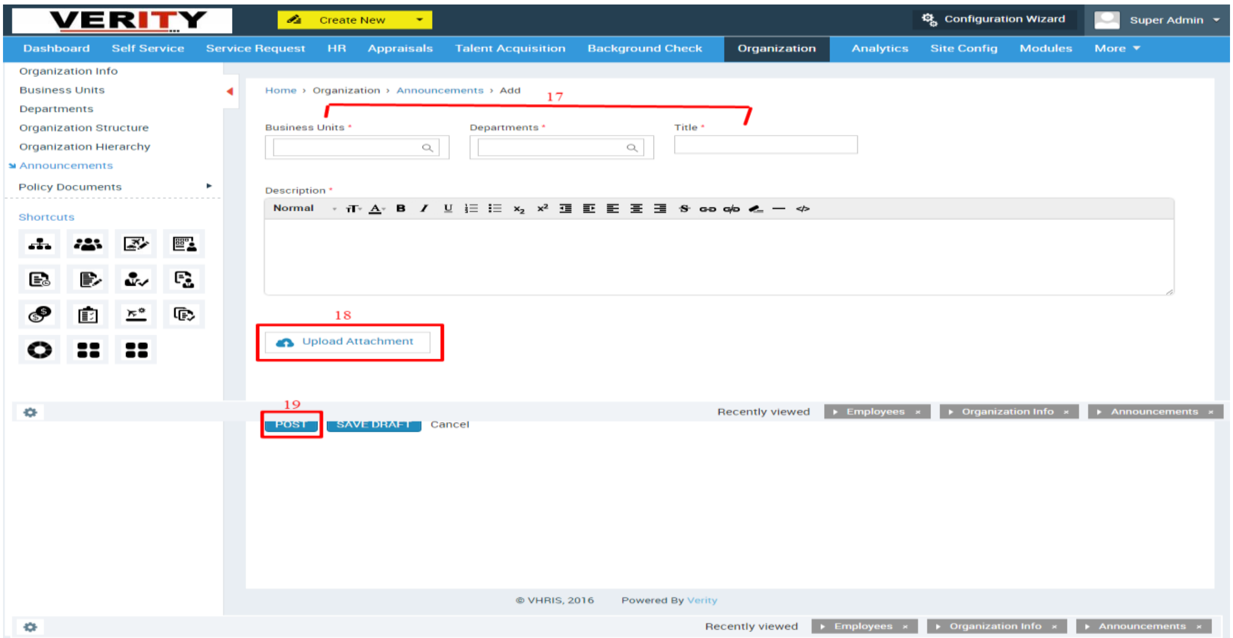


Figure 28

17. Select the Business Unit(s), Department and Title
18. Upload Attachment if required
19. Click **Post** button to publish the announcements

How do I add Birthday Announcements?

Birthday updates will be displayed if it's any employee's birthday on that particular date.

Please refer Figure 29.

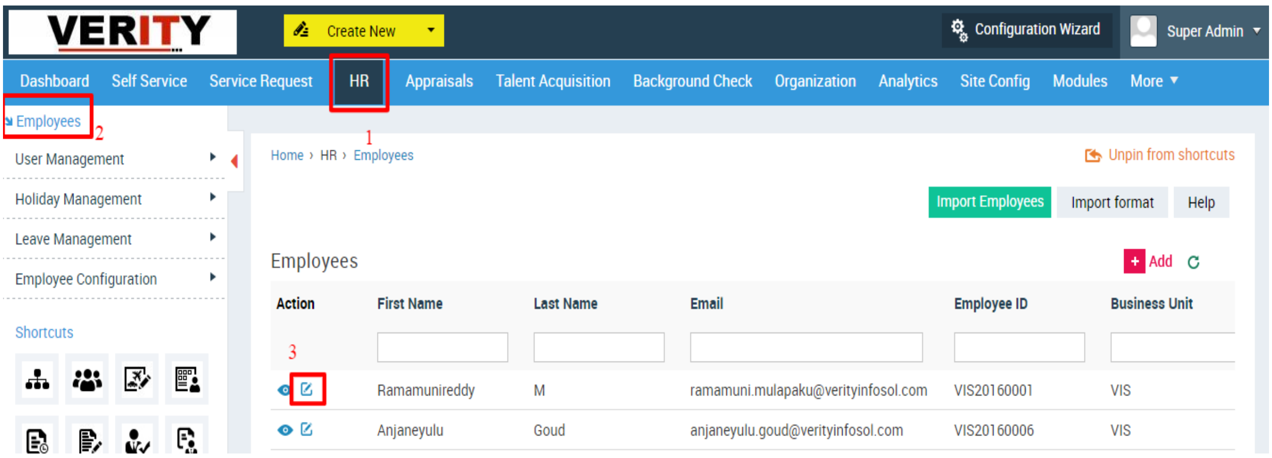


Figure 29

To add an employee's birthday:

1. Click **HR** in the top menu
2. Click **Employees** on the left menu panel
3. Click **Edit** icon against any employee's name

Please refer Figure 30.

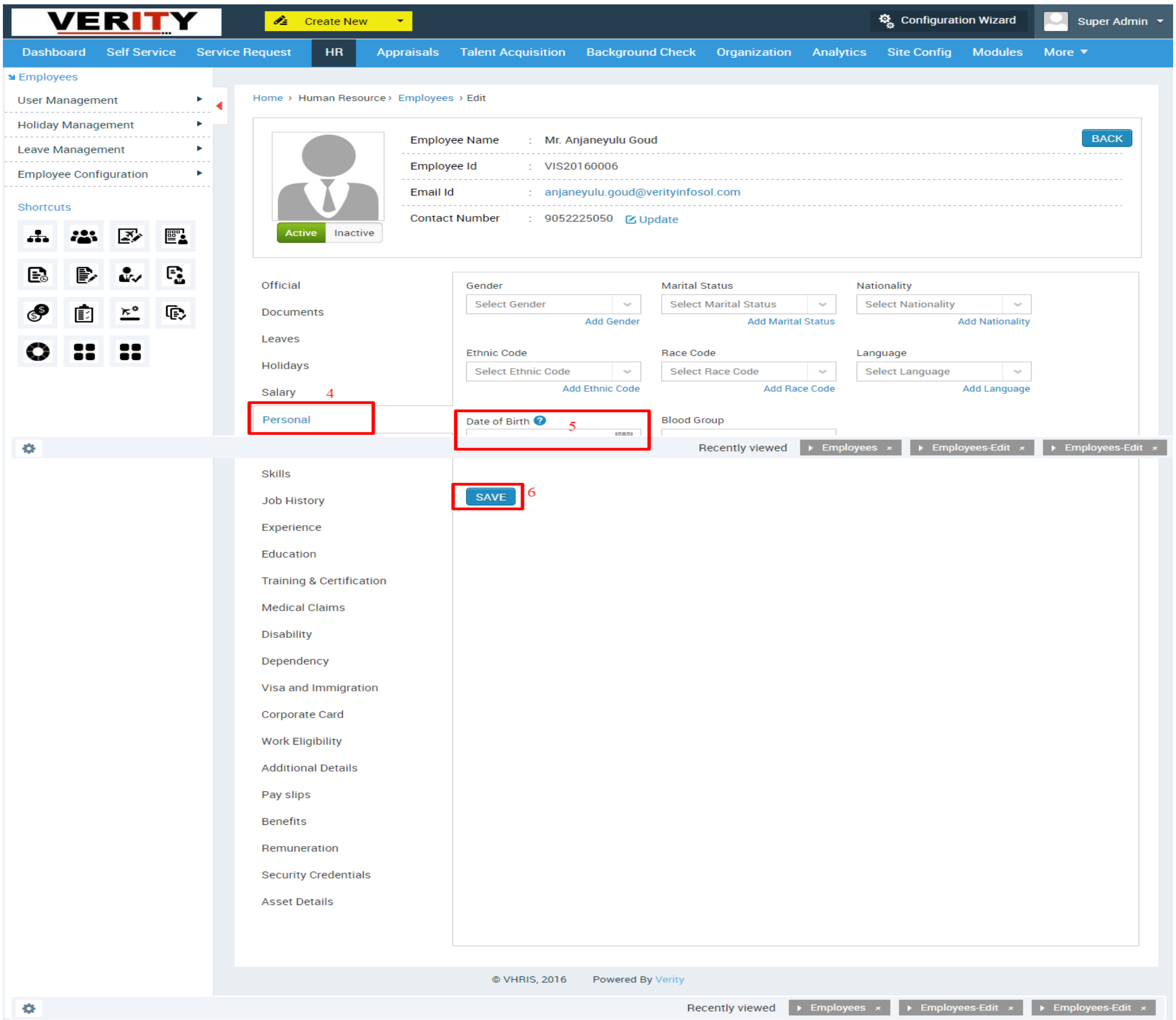


Figure 30

4. Click **Personal** menu option on the left menu panel (left side of the form)
5. Enter the birth date in the 'Date of Birth' field
6. Click **SAVE** button

Once the birth dates of employees have been added, a birthday announcement will be displayed on their birthdays.

Please refer figure31

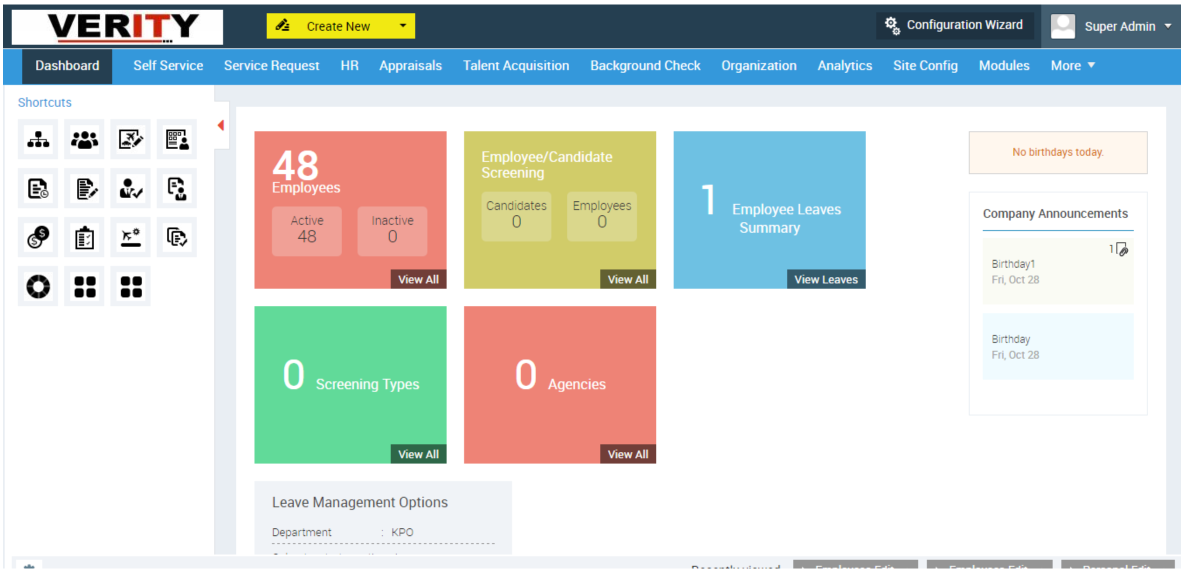
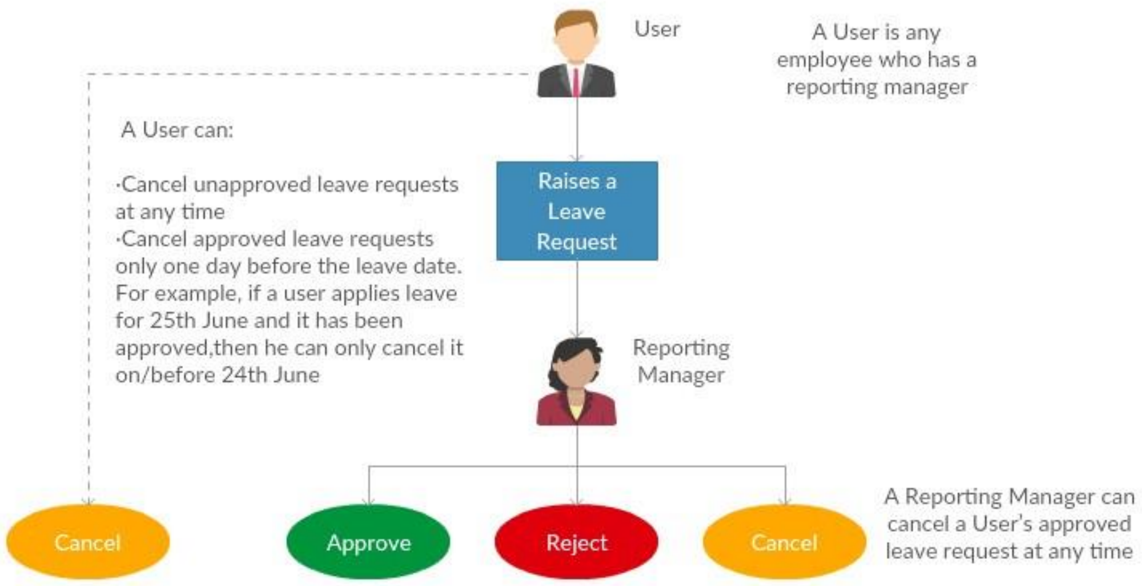


Figure 31

Only the Super Admin and Organization Head can view every employee's birthday announcement. Others can only view birthday announcements of employees in the same department as them.

2. Leave Management

One of the main features available in Self Service is Leave Management. You can raise leave requests and have them approved by your reporting manager. Below is the leave management process flowchart.



Process Description:

- A User (Any User who has a reporting manager) raises a leave request.
- The Reporting Manager, HR and the User will receive an email notification.
- The User can cancel his leave request unapproved or approved (one day before the leave date)
- The Reporting Manager can approve/reject/cancel (at any time) the leave request.
- Once the action has been taken by the Reporting Manager, HR and the User will receive an email notification.

After an approved leave request has been cancelled, the leave(s) are credited back to the user's leave balance.

How do I configure Leave Management Settings?

The **Super Admin/HR** can configure the leave settings and allot leaves for employees. The employees can then utilize the leaves allotted to them.

Leave Management Options

Please refer figure32

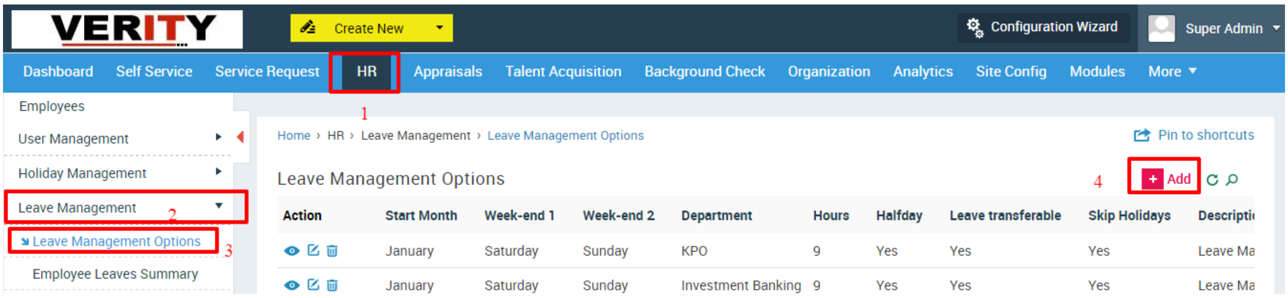


Figure 32

To configure leave management options:

1. Click **HR** in the top menu
2. Click **Leave Management** on the left panel
3. Click **Leave Management Options** in the submenu
4. Click **+Add button** on the right side

Please refer Figure 33.

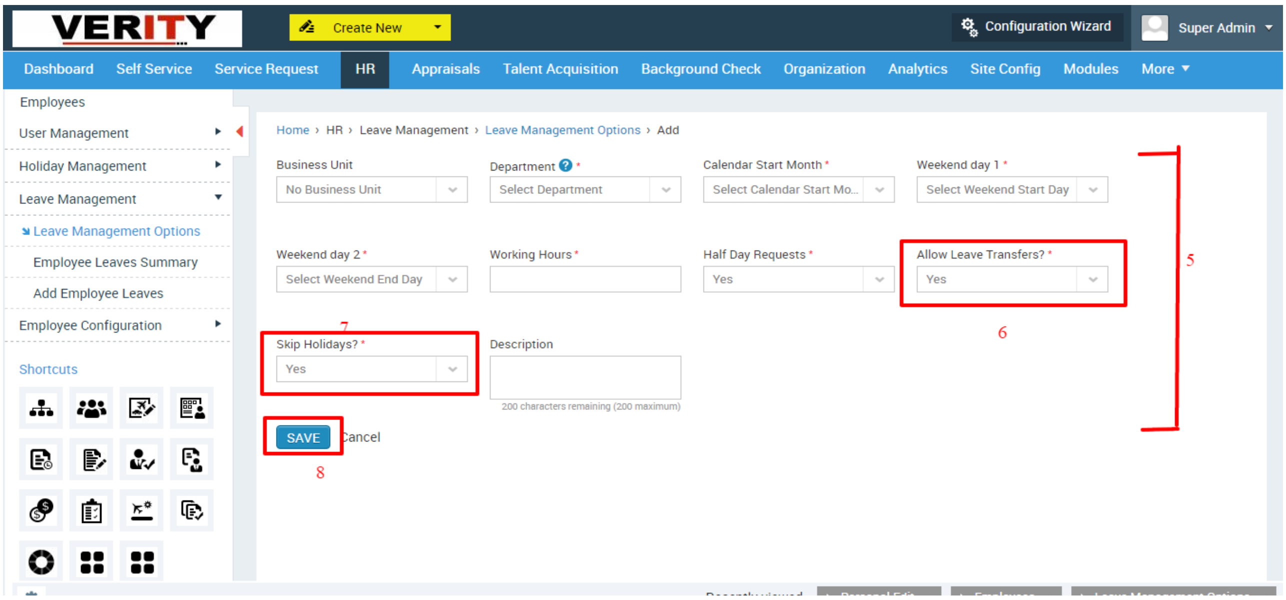


Figure 33

5. Fill in the required details
6. **Allow Leave Transfers:** If there are any unused leaves for an employee in the current year, then by using this option they will be carried forward to the next year.
7. **Skip Holidays:** If a user applies for a vacation which includes the weekend or any pre-declared holiday, then by using this option, those days will be excluded from the vacation days.
8. Click **SAVE** button

If each business unit in your organization has different working days and hours, then using this option you can configure the settings.

How Do I Create Leave Types?

Please refer Figure 33.

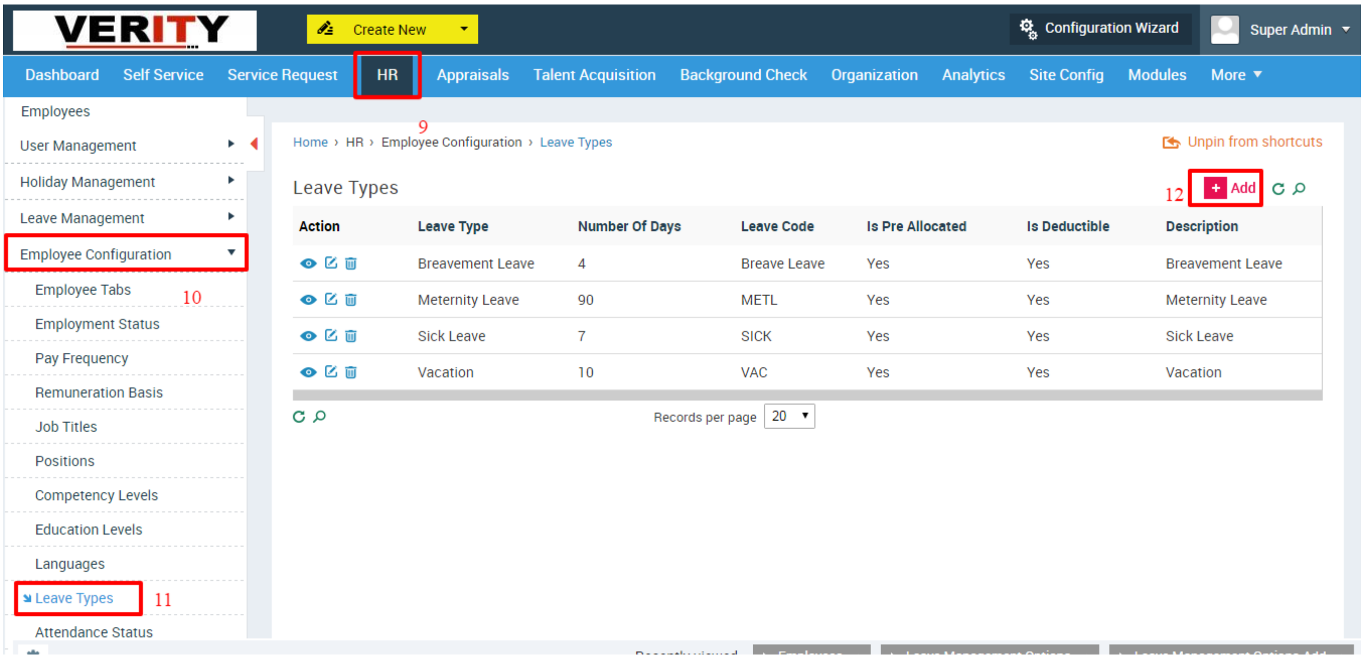


Figure 34

9. Click **HR** in the top menu
10. Click **Employee Configuration** on the left menu panel
11. Click **Leave Types** in the submenu
12. Click **+Add button** on the right side

Please refer Figure 35.

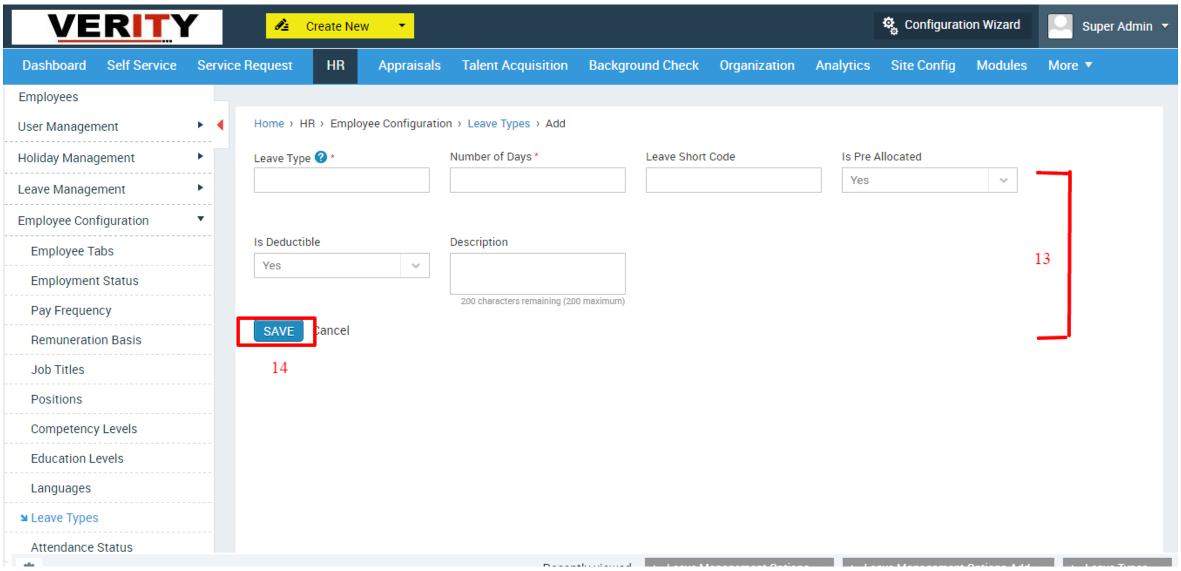


Figure 35

13. Fill in the required details
14. Click **SAVE** button to create a new leave type

The number of days assigned to a Leave Type denotes the maximum number of days a User can apply for a leave at one go. It’s not the total leave balance for a leave type.

How do I allocate Leave to Employees?

There are two ways to allocate leaves to employees:

1) Multiple employees at once (according to Business Units and Departments)

2) One employee at a time

Multiple employees at once (according to Business Units and Departments)

Please refer Figure 36

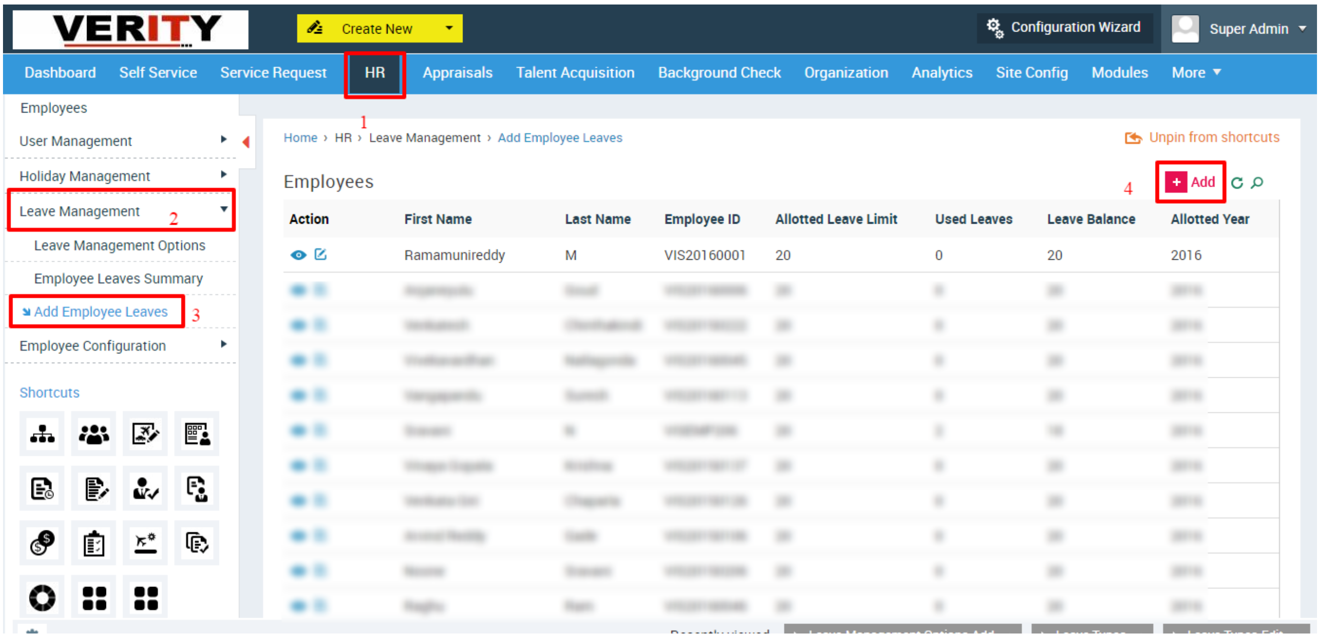


Figure 36

1. Click **HR** in the top menu
2. Click **Leave Management** in the left side panel
3. Click **Add Employee Leaves** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 37

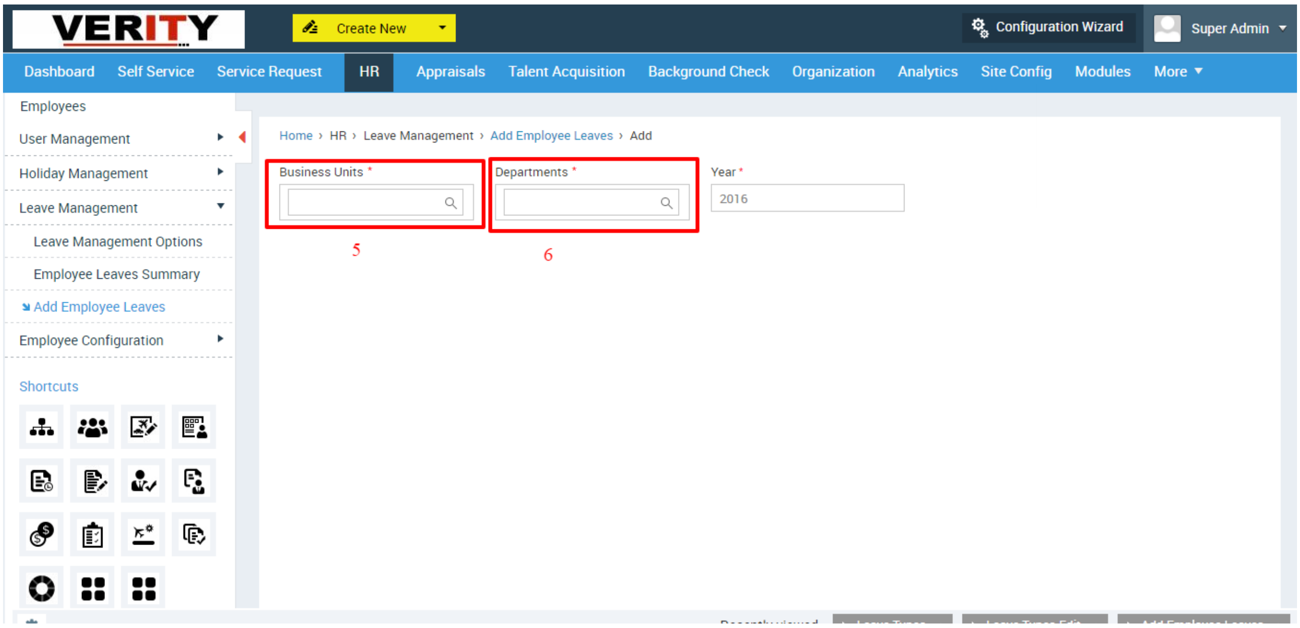


Figure 37

5. Select the Business Unit(s)
6. Select the Department(s)

All the employees in the selected Business Unit(s) and Department(s) will be displayed.

Please refer Figure 38

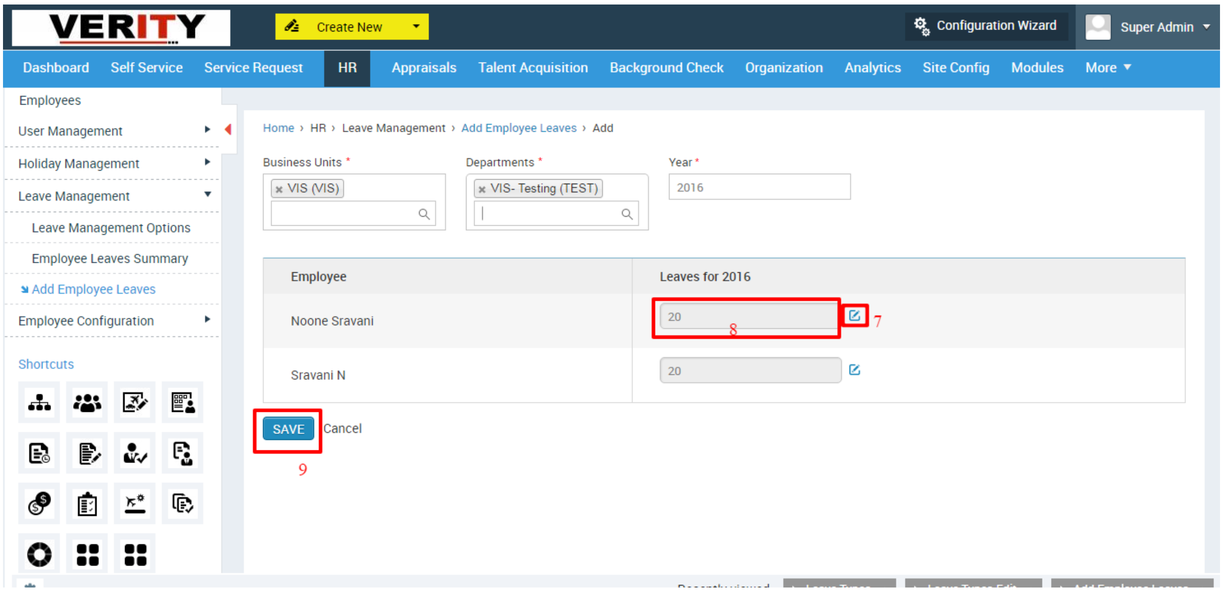


Figure 38

7. Click **Edit** icon
8. Enter the number of leaves for each employee
9. Click **SAVE** button

One Employment at a Time

Please refer Figure 38

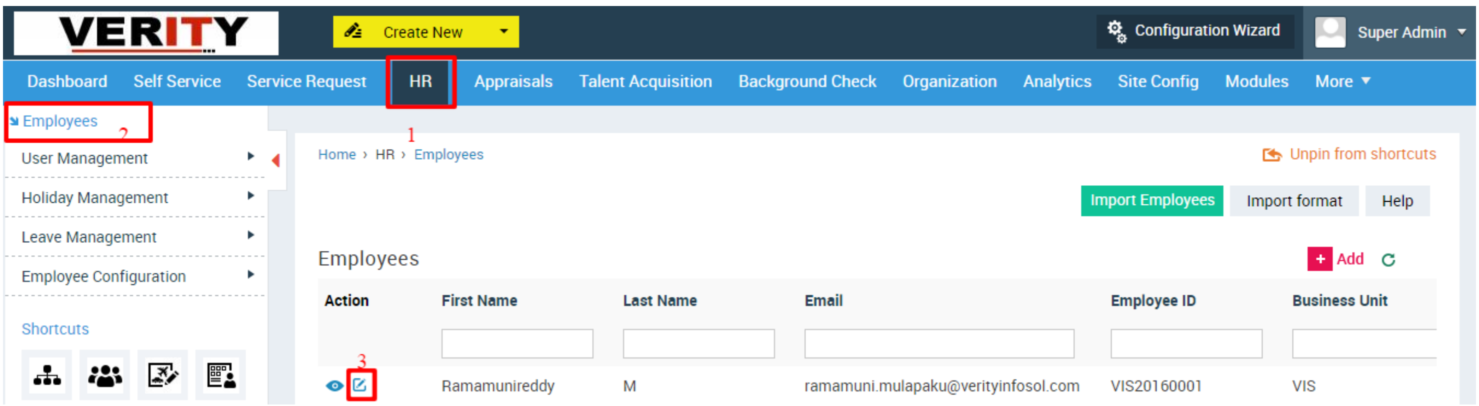


Figure 39

1. Click **HR** in the top menu
2. Click **Employees** on the left menu panel
3. Click **Edit** icon against any employee name

Please refer Figure 40

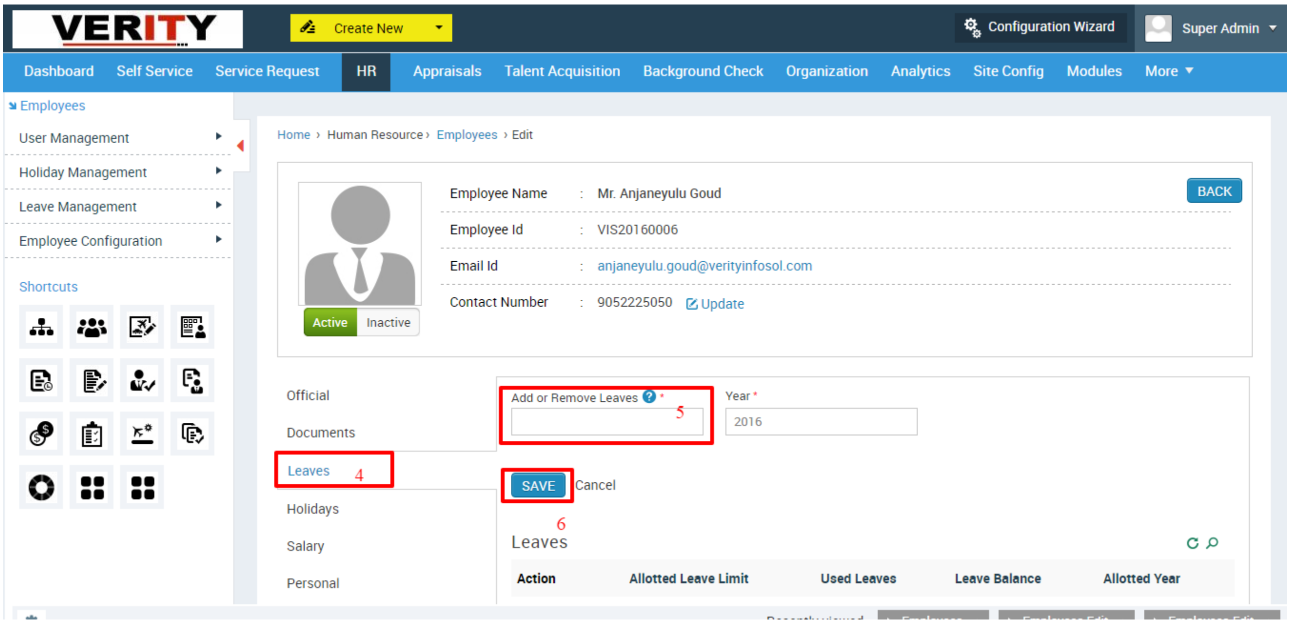


Figure 40

4. Click **Leaves** on the left menu panel (left side of the form)
5. Enter the number of days for this employee
6. Click **SAVE** button

You can allocate leaves to employees only for the current year

How do I deduct Leaves from an Employee?

Please refer Figure 41

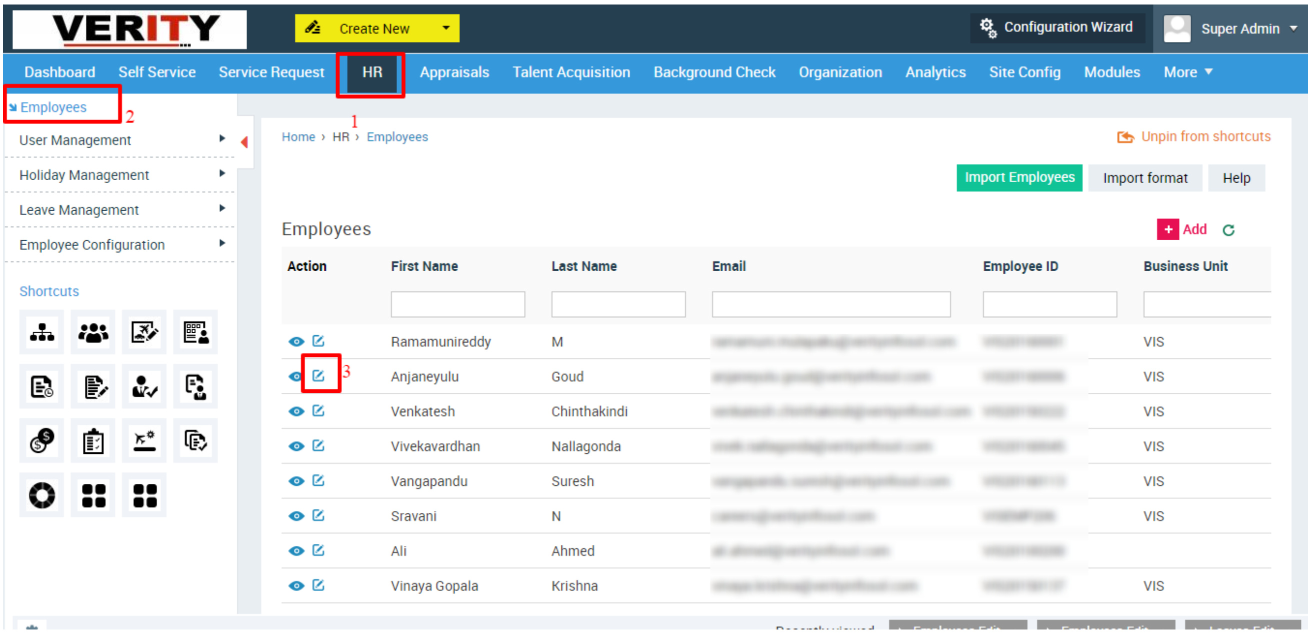


Figure 41

1. Click **HR** in the top menu
2. Click **Employees** on the left menu panel
3. Click **Edit** icon against any employee name

Please refer Figure 42

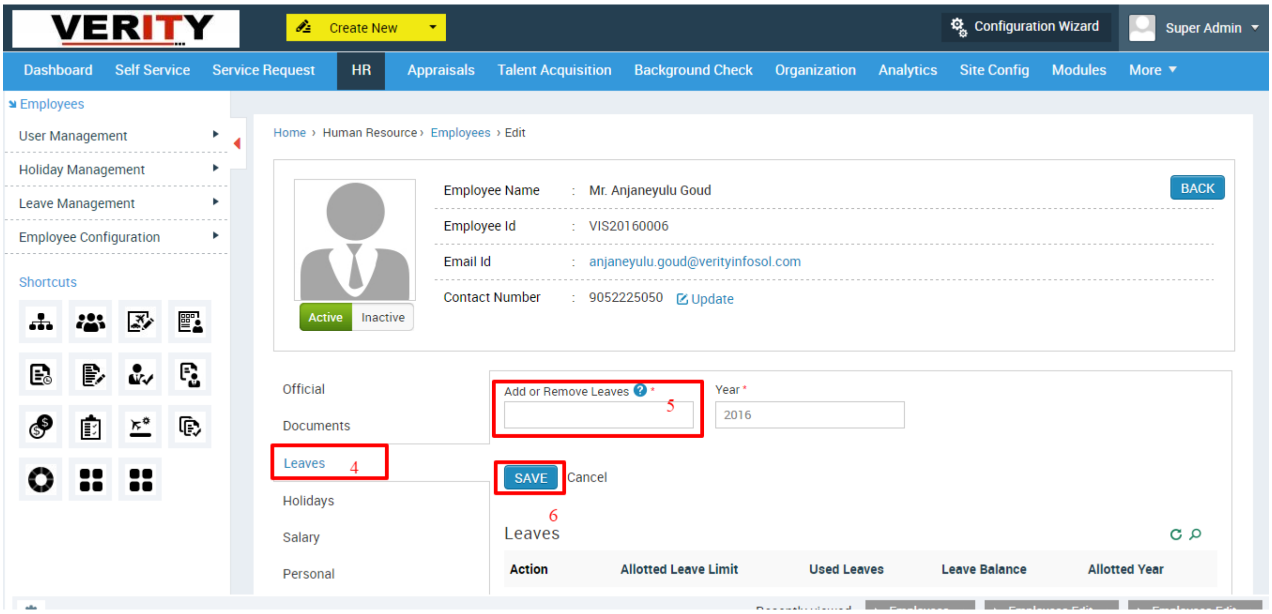


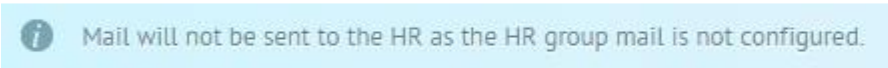
Figure 42

4. Click **Leaves** on the left menu panel (on the left side of the form)
5. Enter the number of days with a **'-' sign preceding the number** for the employee
6. Click **SAVE** button

You can add/remove leaves for an employee, whenever required. (Only for the current year)

How do I create HR Email Group for Leave Management?

Employees and their reporting managers are informed through email notifications about any action (leave request raised, leave request approved etc.) taken during the leave cycle. In order to send email notifications to HR also, you will need to configure an HR email group. If an HR group email is not configured, the following message will be displayed:



Please refer Figure 43

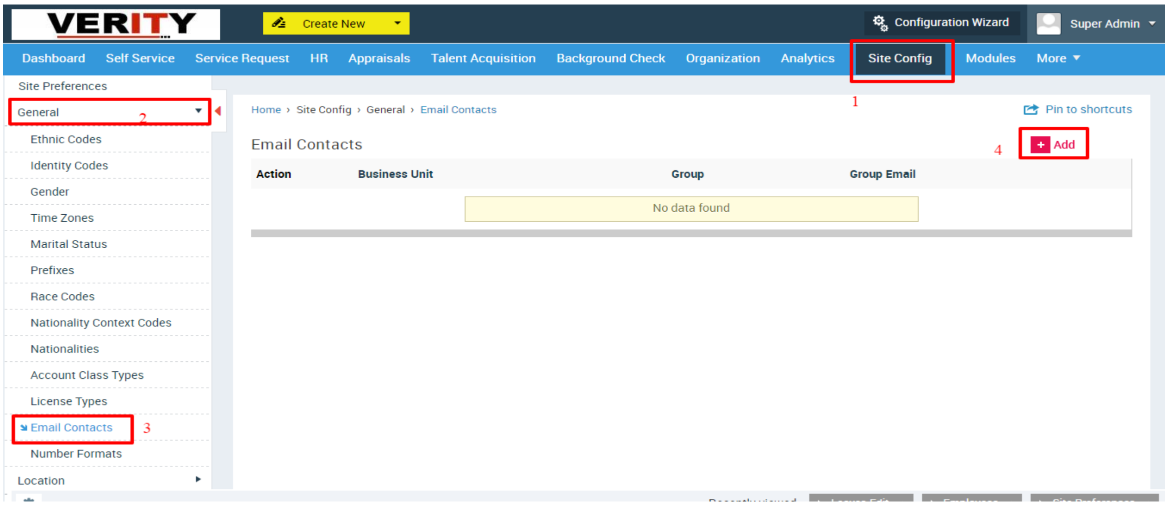


Figure 43

1. Click **Site Config** on the top menu
2. Click **General** on the left menu panel
3. Click **Email Contacts** in the submenu
4. Click **+Add** button

Please refer Figure 44

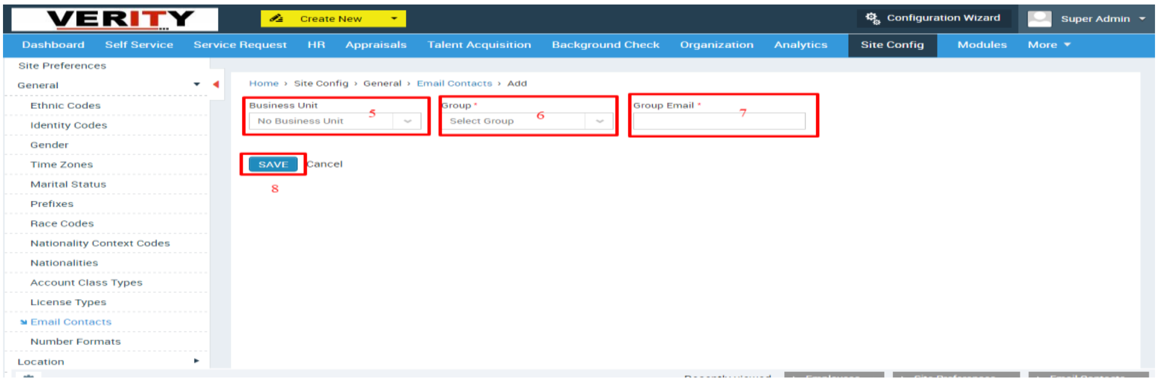


Figure 44

5. Select the Business Unit
6. Select **Leave Management Group**
7. Enter group email id
8. Click **SAVE** button

Every HR email must be unique for a Business Unit. If repeated, you will get an error message: Group email already exists.

How do I raise a Leave Request?

Before raising a leave request, ensure that you have been allotted leaves for the current year. If you have not been allotted leave an information message will be displayed:

> You have not been allotted leaves for this financial year. Please contact your HR

To raise a leave request:

Please refer Figure 45

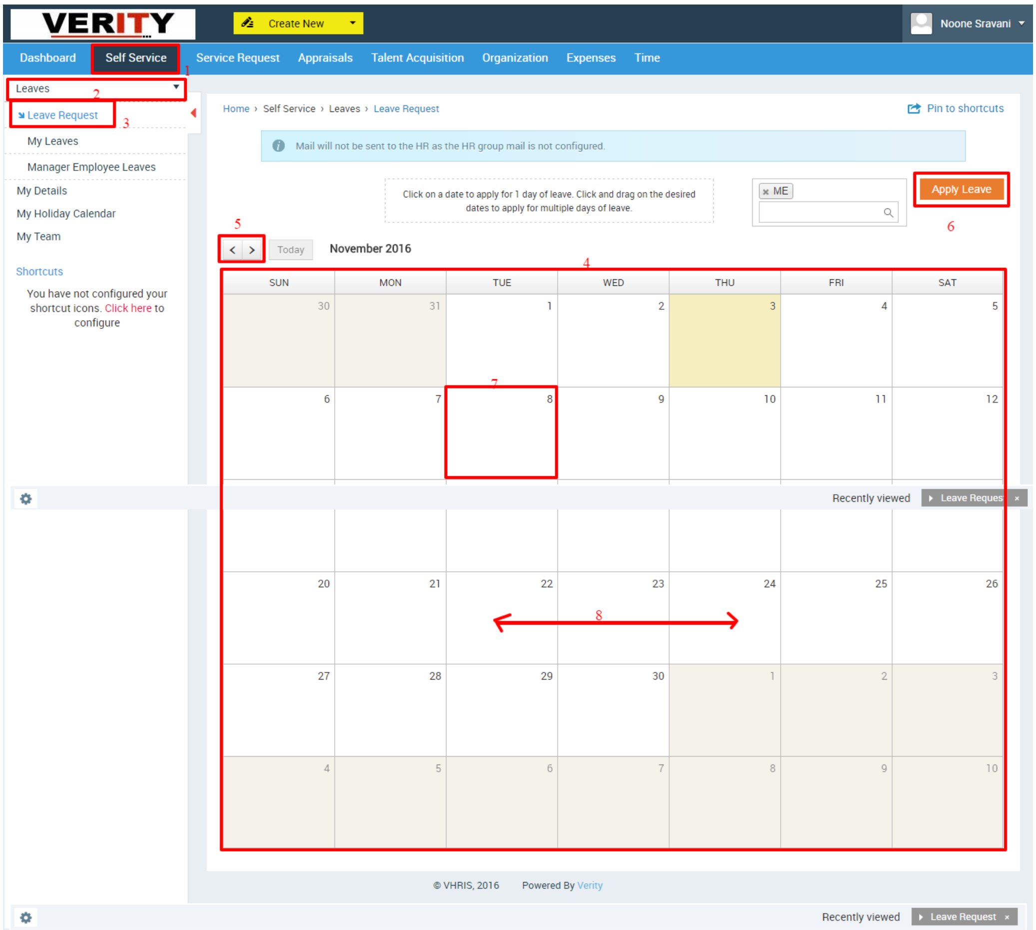


Figure 45

9. Click **Self Service** in the top menu
10. Click **Leaves** on the left menu panel
11. Click **Leave Request** in the submenu
12. The current month calendar will be displayed on the right side panel
13. Click on previous and next arrow buttons to move to previous or next month
14. Click **Apply Leave** to apply leave for the current day
15. Click on any date on the calendar plugin to apply for a day's leave
16. Click and drag on the dates to apply for a long leave (multiple days)

After **6/7/8** a small window **'Create: Leave Request'** will open.

Please refer Figure 46

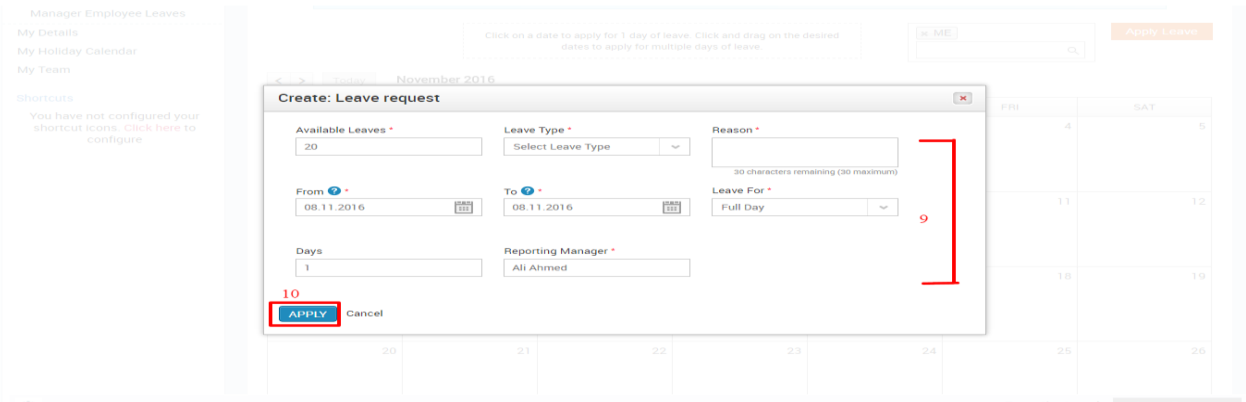


Figure 46

17. Enter the required details
18. Click **APPLY** button

Leave requests will be displayed in 'Pending Leaves' until an action is performed by the reporting manager

Please refer Figure 47

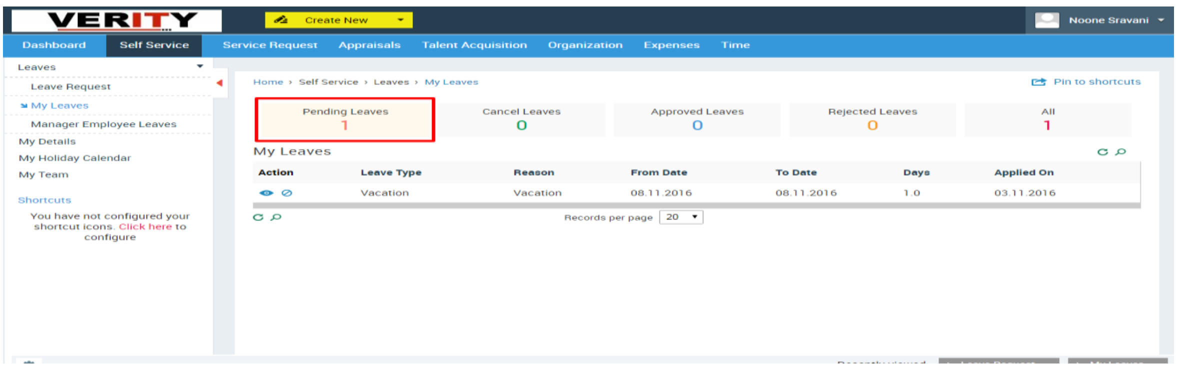


Figure 47

How do I cancel a Leave Request?

Employees can cancel an unapproved leave request at any time. Once a leave request has been approved, they can cancel it only **ONE DAY BEFORE** the actual leave date. Managers can cancel approved leaves at any time.

Employee

Please refer Figure 48

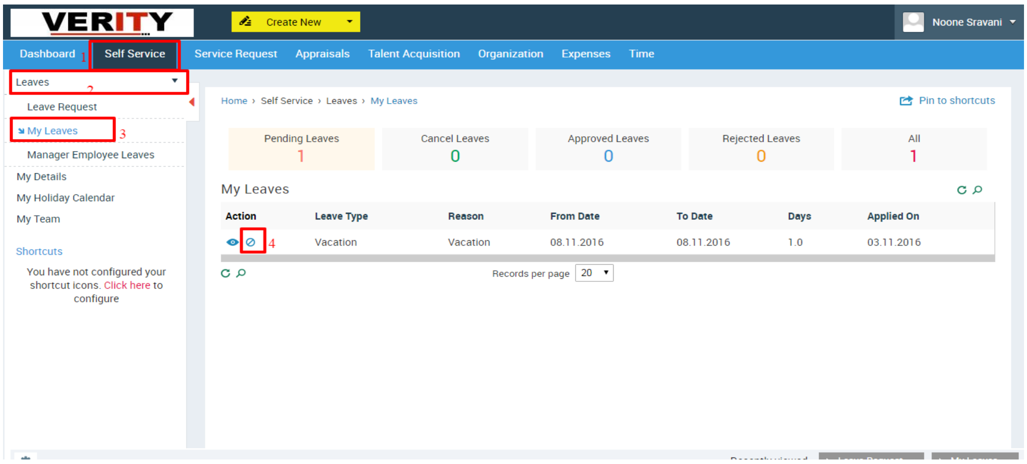


Figure 48

1. Click **Self Service** in the top menu bar
2. Click **Leaves** on the left side panel
3. Click **My Leaves** in the submenu
4. Click **Cancel** icon in the Action column

A confirmation message will be displayed

Please refer Figure 49

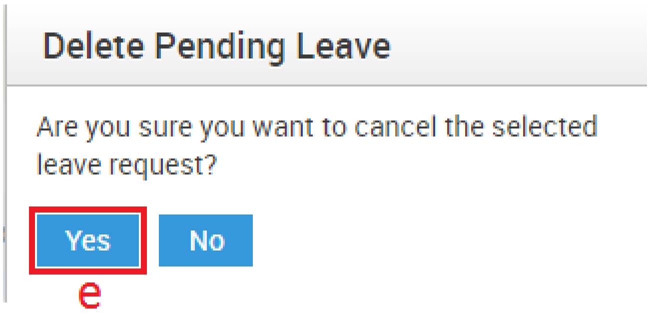


Figure 49

Click Yes button to cancel the leave

You can view your cancelled leaves in **Self Service > Leaves > My Leaves > Canceled Leaves**

Manager

Please refer Figure 50

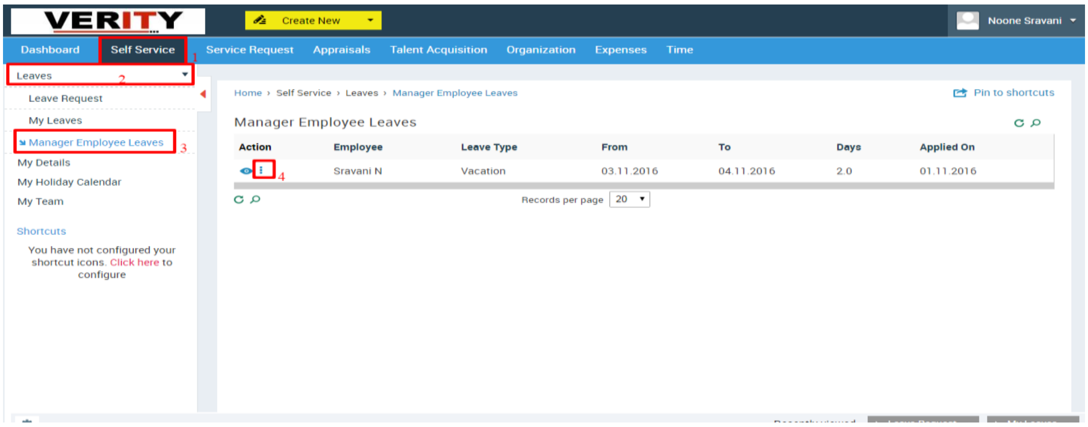


Figure 50

1. Click **Self Service** in the top menu bar
2. Click **Manage Employee Leaves** on the left side panel
3. The leave requests by employees will be displayed in a grid
4. Click **More Action** button in the Action column

A small pop up window will open. *Please refer Figure 51*

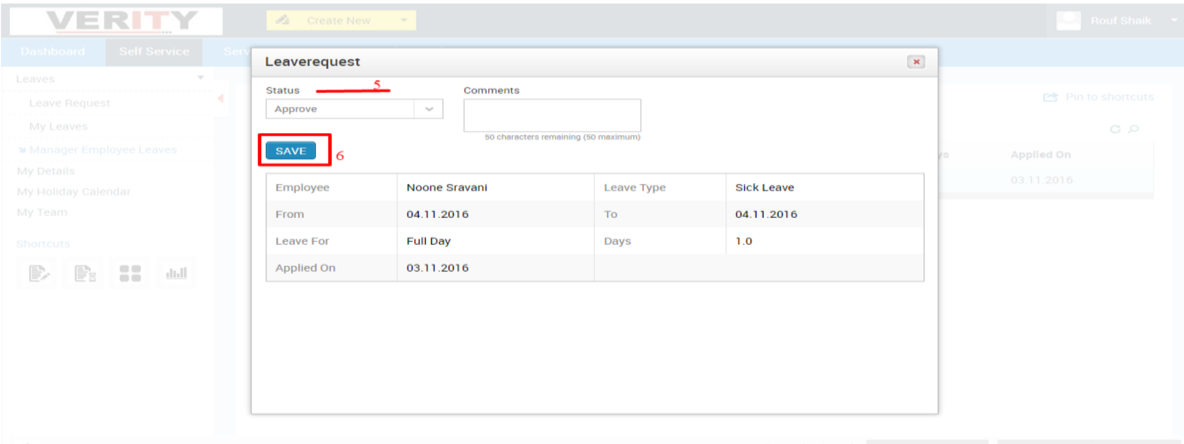


Figure51

5. Select Cancel
6. Click **SAVE** button

How do I Approve/Reject an Employee's Leave Request?

Employees' reporting managers have the privilege to approve/reject leave requests.

Please refer Figure 52

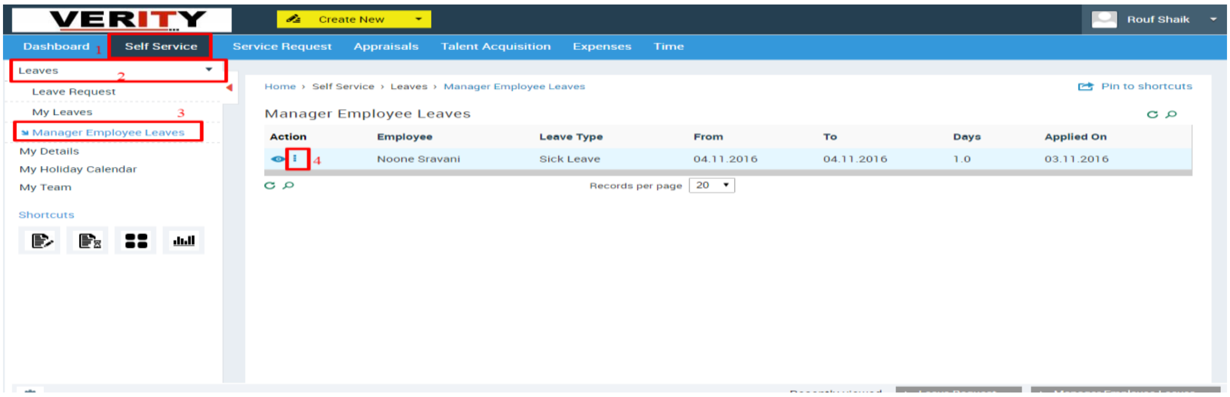


Figure 52

5. Click **Self Service** in the top menu
6. Click **Leaves** on the left menu panel
7. Click **Manage Employee Leaves** in the submenu
8. Click **More Actions** button in the Action column

A small pop up window will open. *Please refer Figure 53*

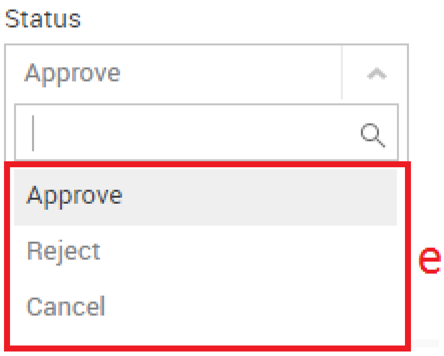


Figure 5

9. Select the status

Click SAVE button to complete the selected action.

How do I view the Approved Leaves and Leave Requests of all the Employees Reporting to Me?

Reporting Manager can view the approved leaves and leave requests of all the employees reporting to them by using the calendar plug-in.

Please refer Figure 54

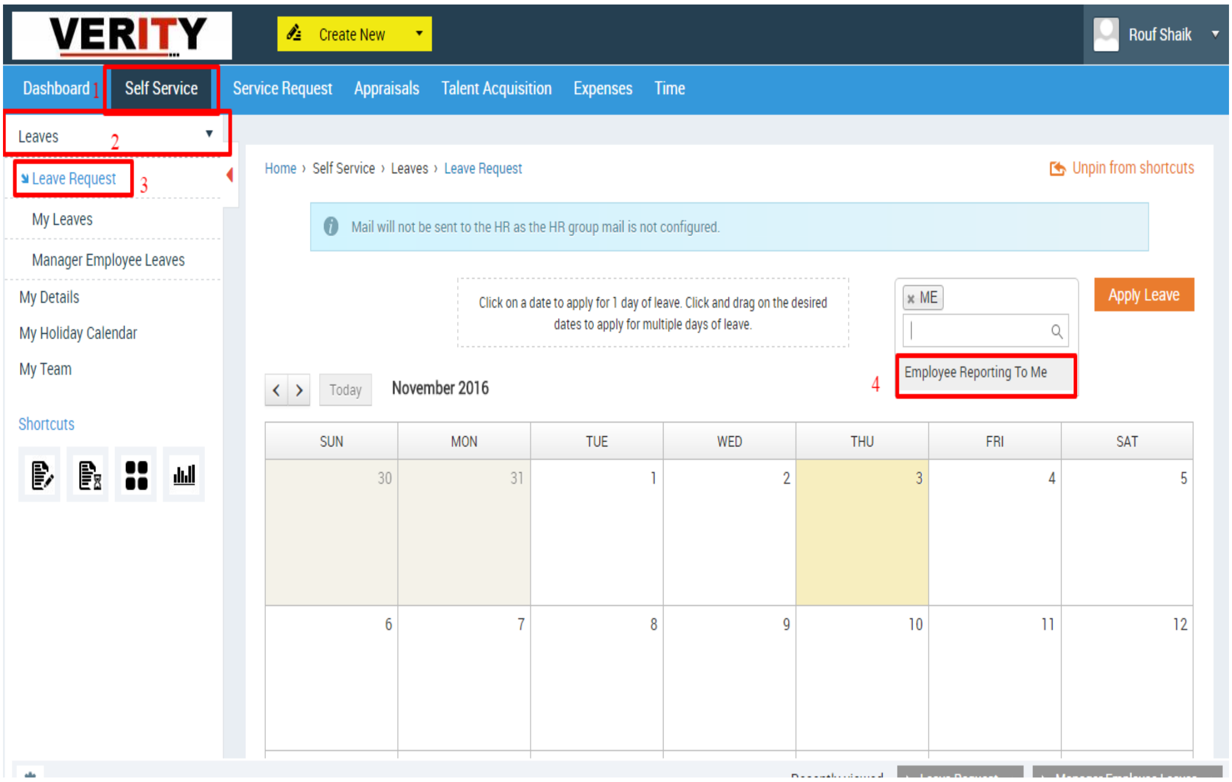
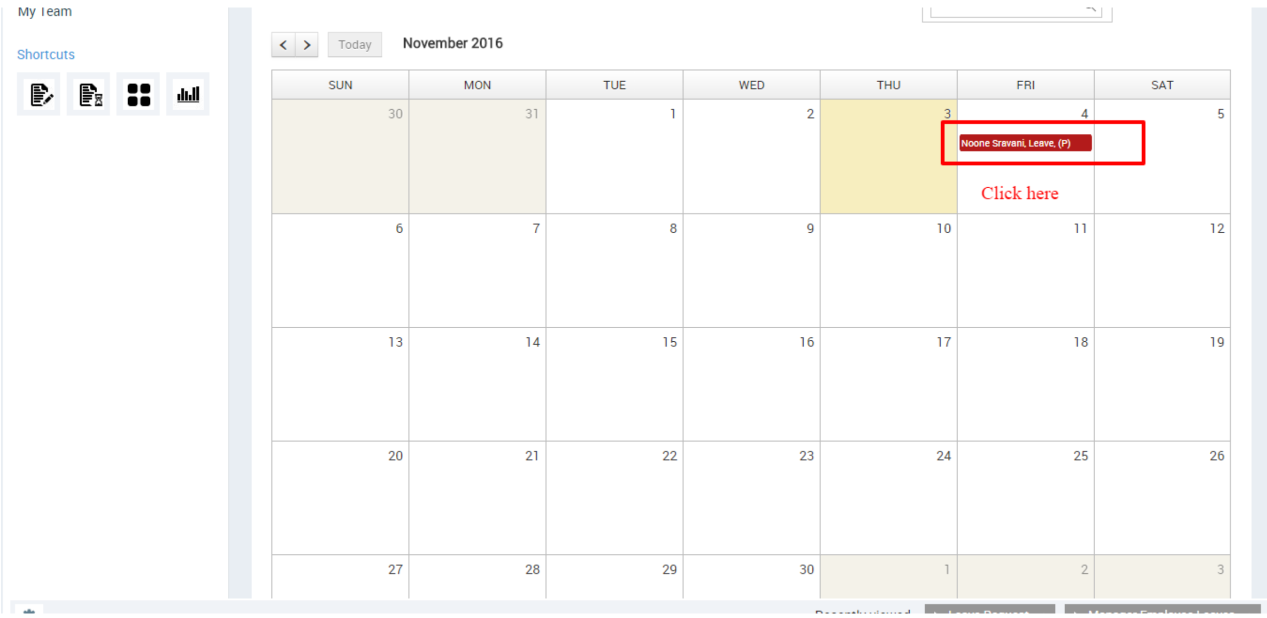


Figure 54

1. Click **Self Service** in the top menu
2. Click **Leaves** on the left menu panel
3. Click **Leave Request** in the submenu
4. Select the option 'Employee reporting to me'

For the day(s) on which employees have taken leave(s) or raised leave request(s), a horizontal bar having the employee's name on it will be displayed across the dates.

Please refer Figure 55



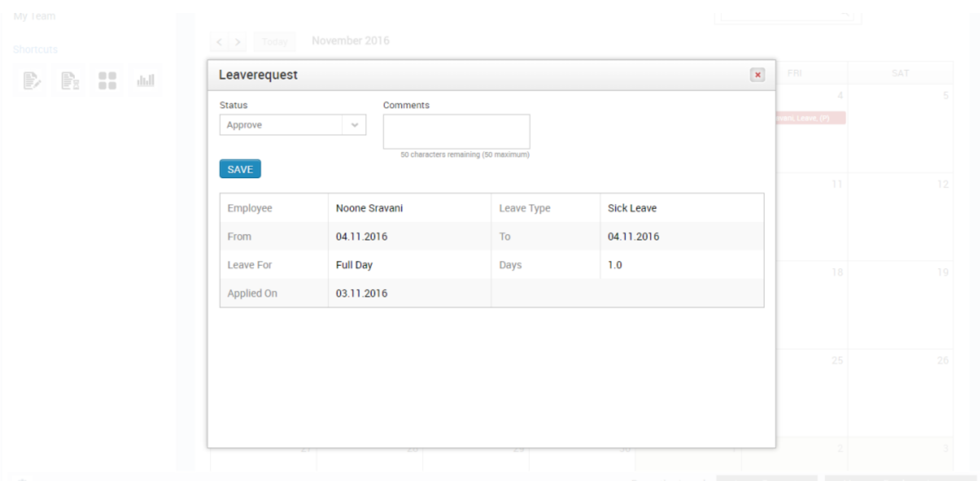


Figure 55

How do I view my own Leave(s)/Leave Request(s)?

Please refer Figure 56

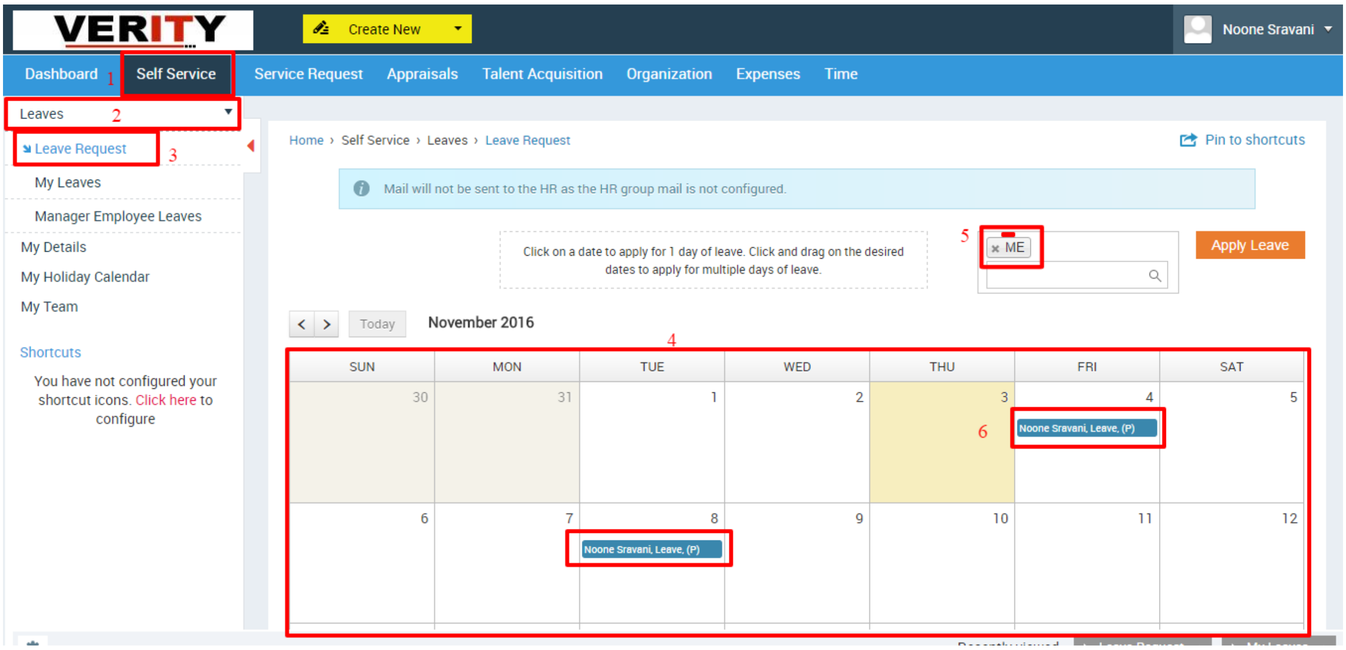


Figure 56

5. Click **Self Service** in the top menu
6. Click **Leaves** on the left side panel
7. Click **Leave Request** in the submenu
8. A calendar plugin will be displayed.
9. Select the option ‘Me’ (It will be selected by default)
10. For the day(s) on which you have taken leave(s)/raised leave request(s), a horizontal bar will displayed across those dates.
11. You can also see holidays

Your leaves requests will be categorized in to 5 types:

- Pending Leaves
- Canceled Leaves
- Approved Leaves
- Rejected Leaves
- All

Please refer Figure 57

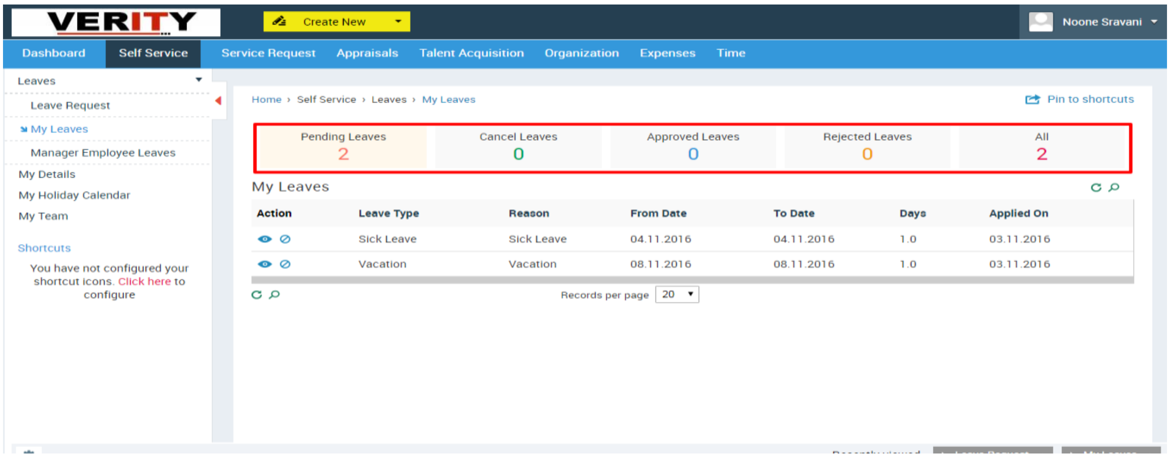


Figure 57

Click on any category to view the leaves accordingly.

How do I create Holiday Groups?

Holiday Groups are useful for organizations having teams located in different countries or which follow different holiday calendars.

Please refer Figure 58

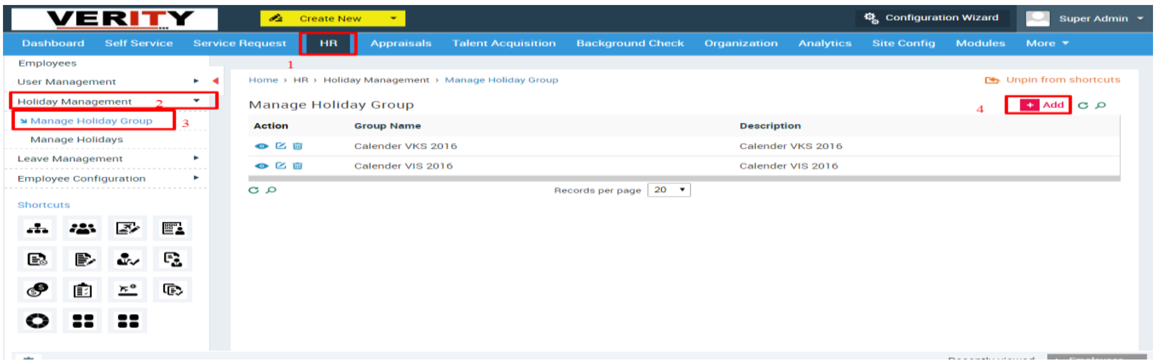


Figure 58

1. Click **HR** in the top menu
2. Click **Holiday Management** on the left menu panel
3. Click **Manage Holiday Group** in the submenu
4. Click **+Add** button

Please refer Figure 59

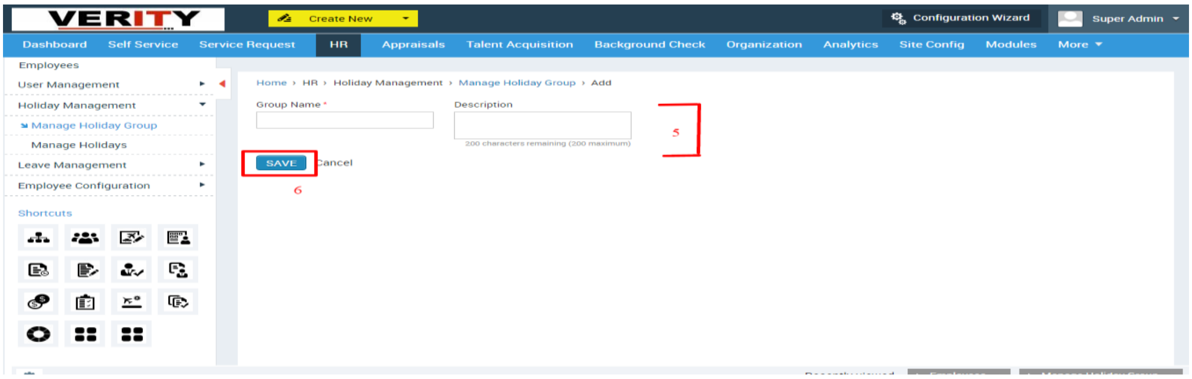


Figure 59

5. Enter the required details
6. Click **SAVE**

How do I create Holidays?

Please refer Figure 60

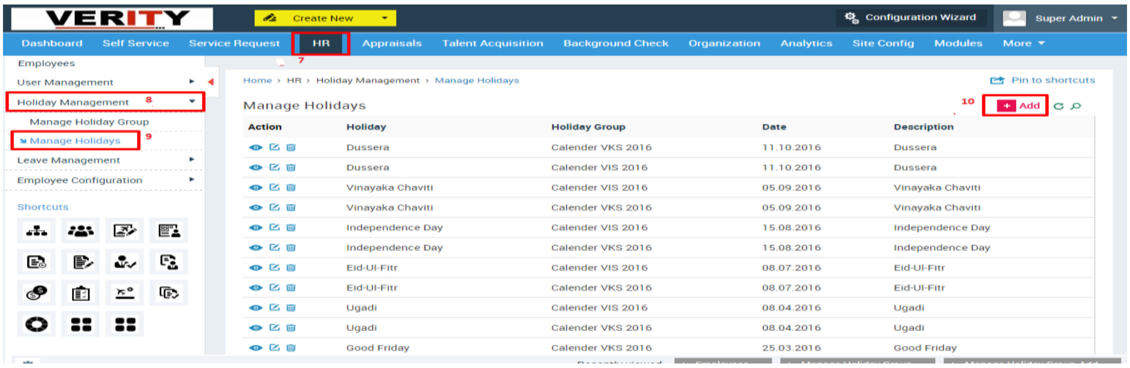


Figure 60

7. Click **HR** in the top menu
8. Click **Holiday Management** on the left menu panel
9. Click **Manage Holidays** in the submenu
10. Click **+Add** button

Please refer Figure 61

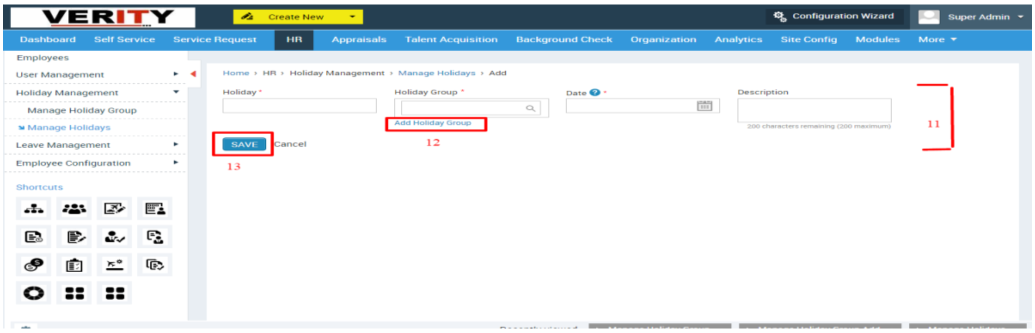


Figure 61

11. Enter the required details
12. Add a new Holiday Group
13. Click **SAVE** button

By providing a Holiday Group name, you will be assigning the Holiday to a Holiday Group.

How do I assign Holidays to Employees?

Please refer Figure 62

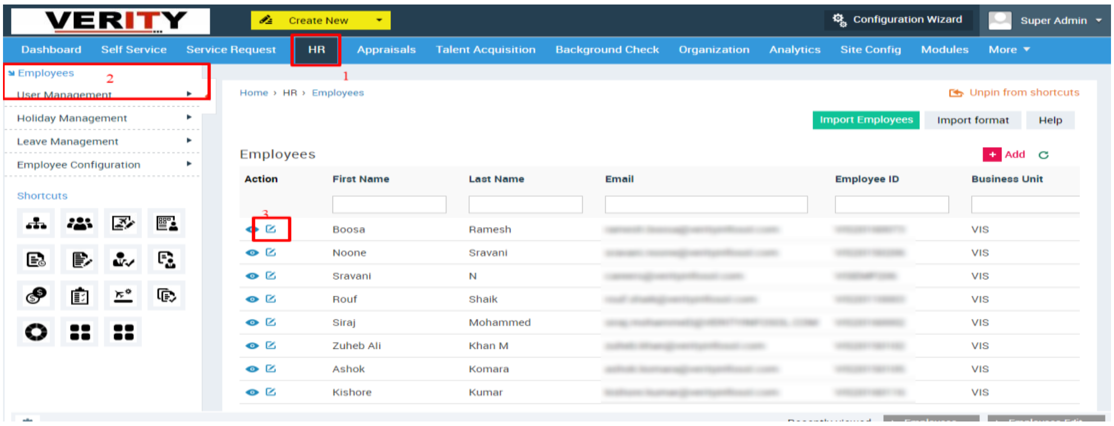


Figure 62

1. Click **HR** in the top menu
2. Click **Employees** on the left menu side
3. Click **Edit** icon against any employ name

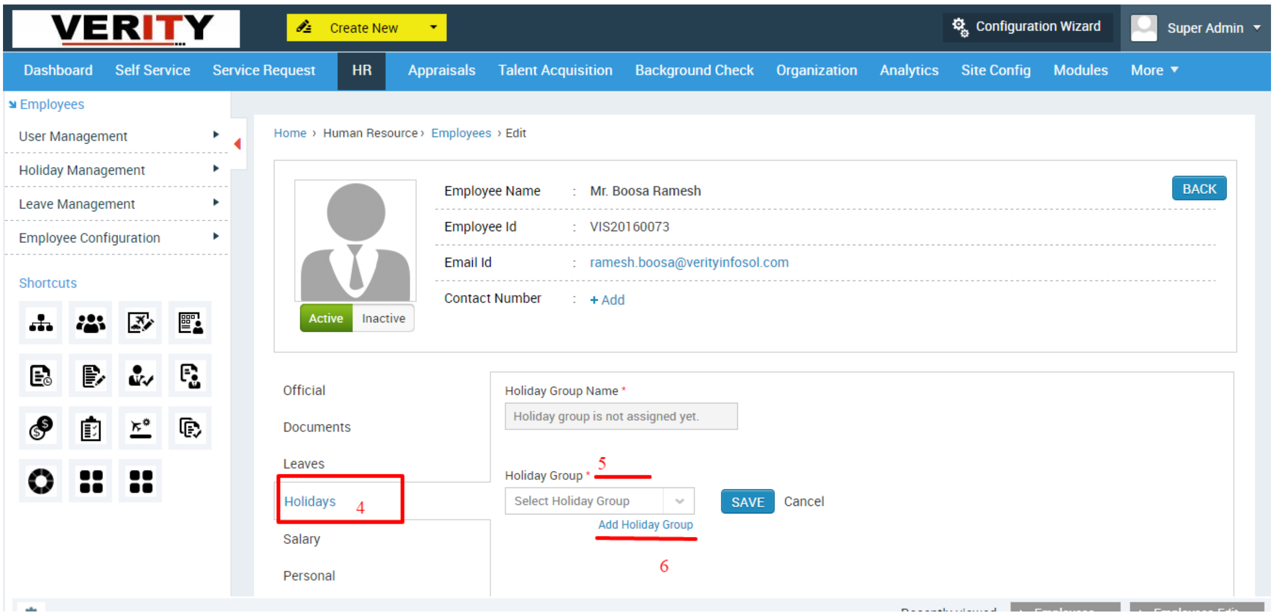


Figure 63

4. Click **Holidays** on the left menu panel (Form's left side)
5. Select a Holiday Group from the drop down option
6. Create a new Holiday Group

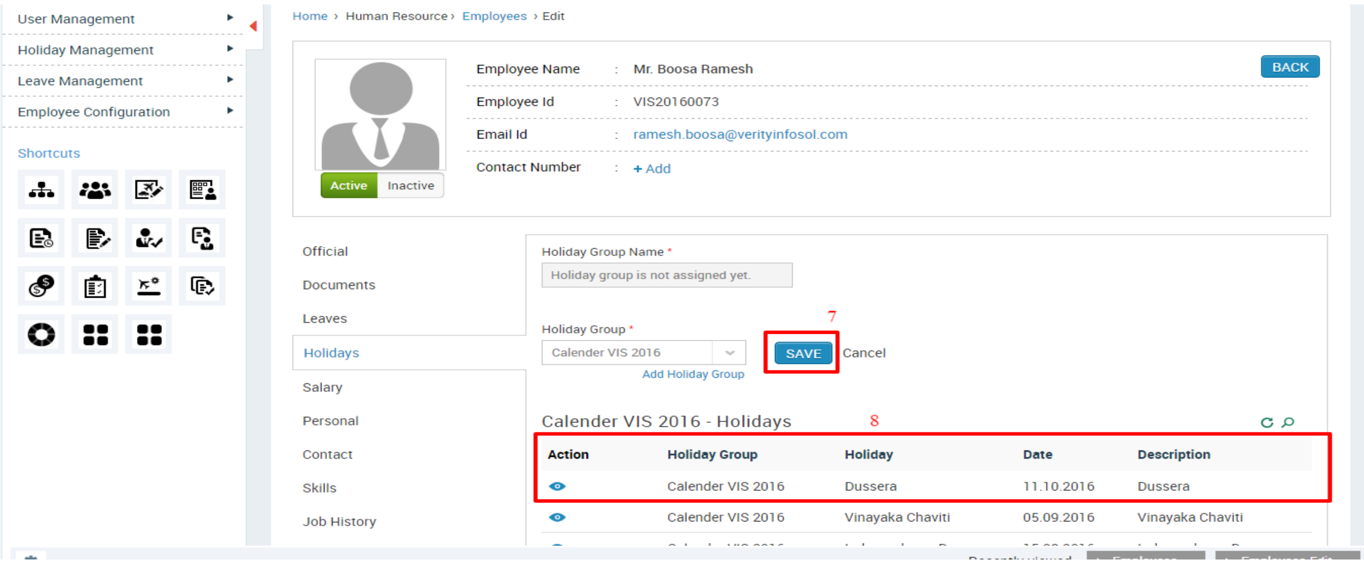


Figure 64

7. A grid containing the holidays in the holiday group will be displayed
8. Click **SAVE**

The employee will now be able to see holidays on the calendar plugin

3. Self Service

Self-Service enables you to raise and handle leave requests. You can access your personal information, documents and leave details. You can also check the details of the employees working in your team. A Manager has the privilege to add Employees to VHRIS, provided he is their reporting manager.

Leave Requests

Please refer to *Section* 3.4 - 3.8 (3.Leave Management).

How do I view My Details?

Please refer Figure 65

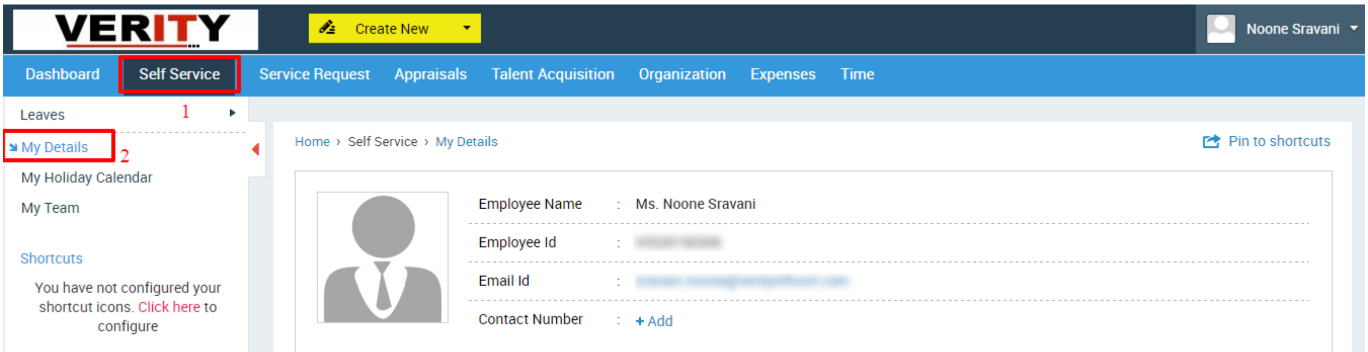


Figure 65

1. Click **Self Service** in the top menu
2. Click **My Details** on the left menu panel

Only the Super Admin/Management/HR has the privilege to add/edit/delete all employees' details.

Official

Please refer Figure 66

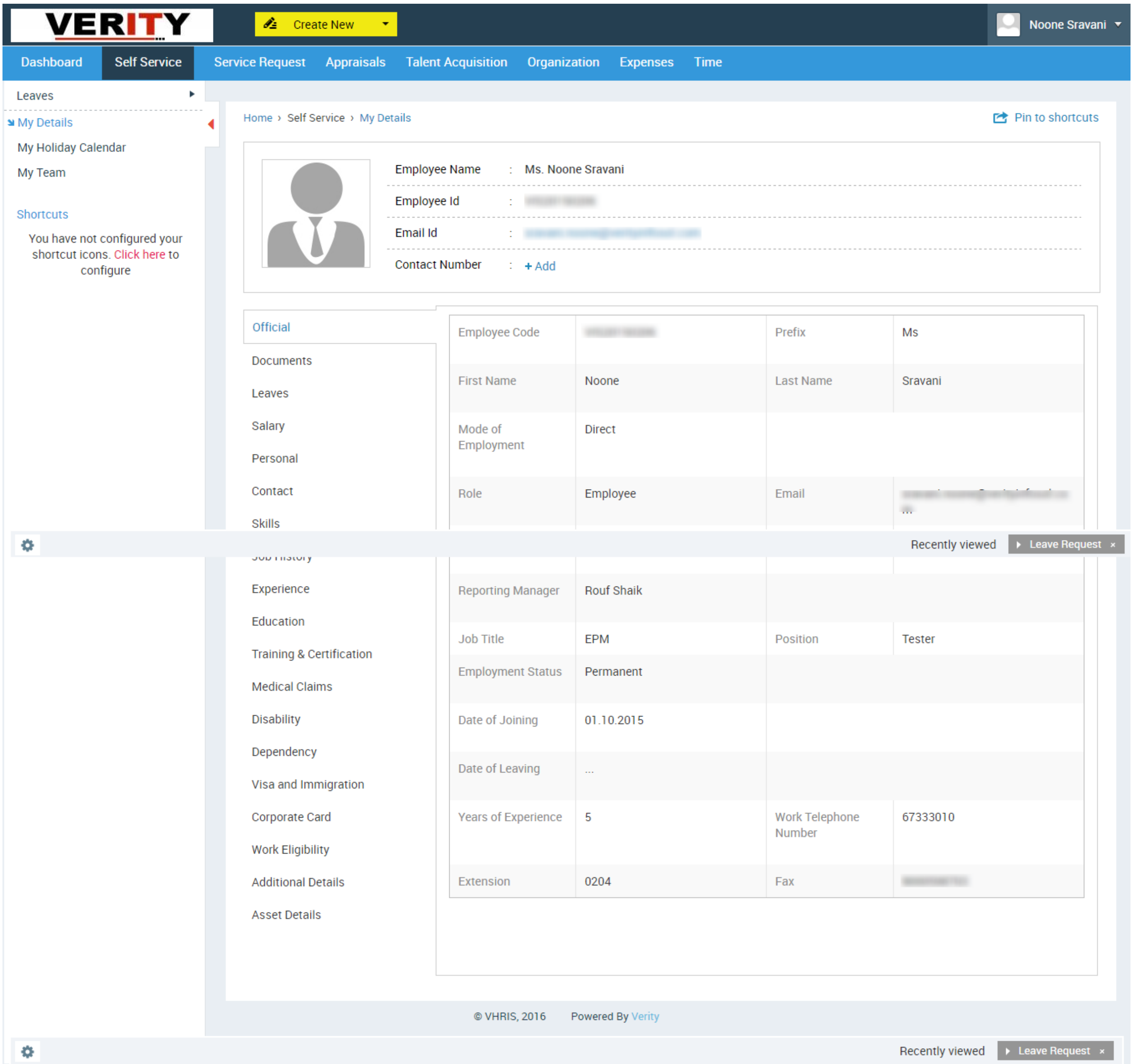


Figure 66

This option displays all your official details such as Employee ID, Email, and Business Unit etc. You cannot edit/add any detail **except** your contact number.

Documents

Please Refer figure 67

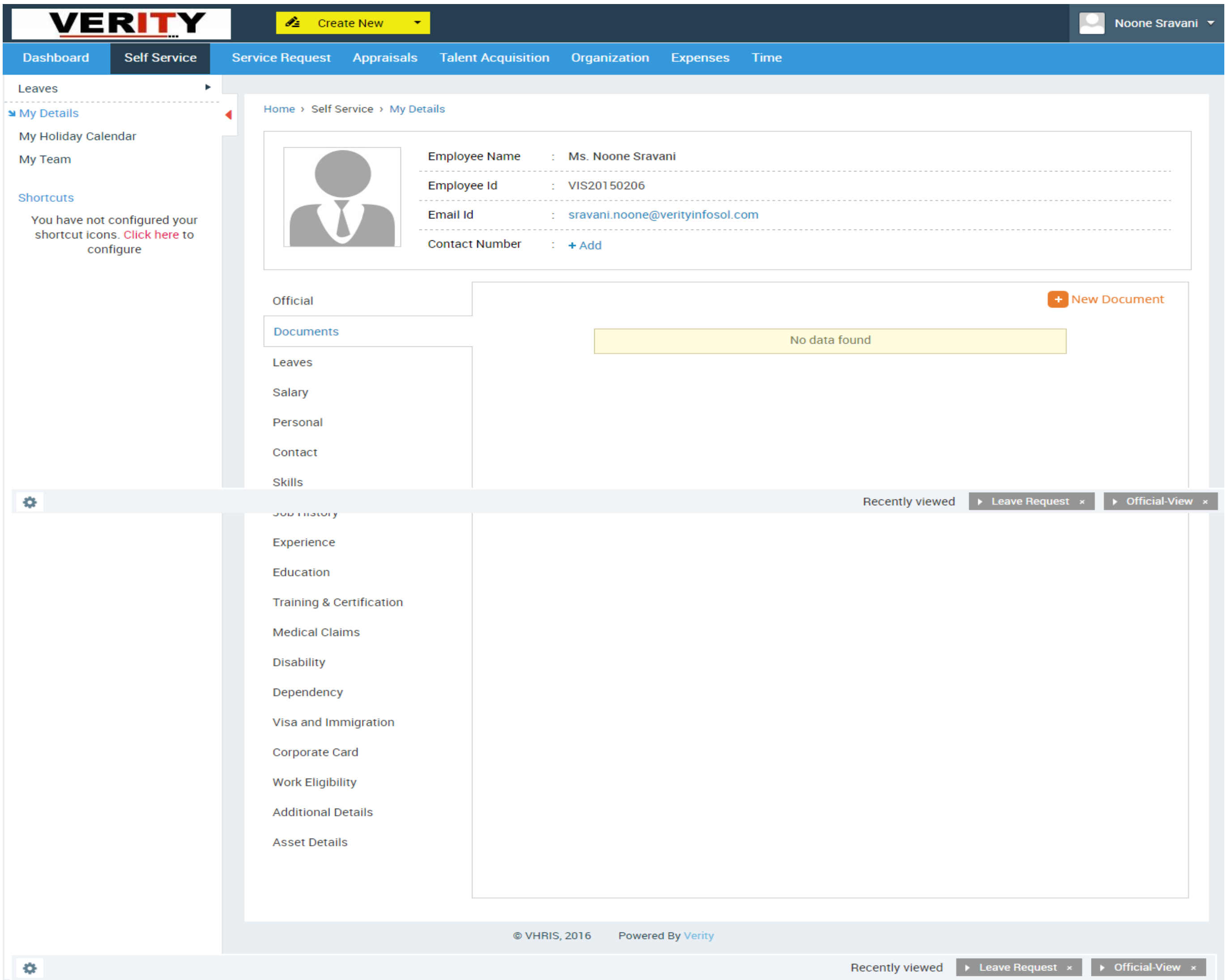


Figure 67

You can upload documents like birth certificate, degree certificate, tax proof documents etc.

Leaves

Please Refer 68

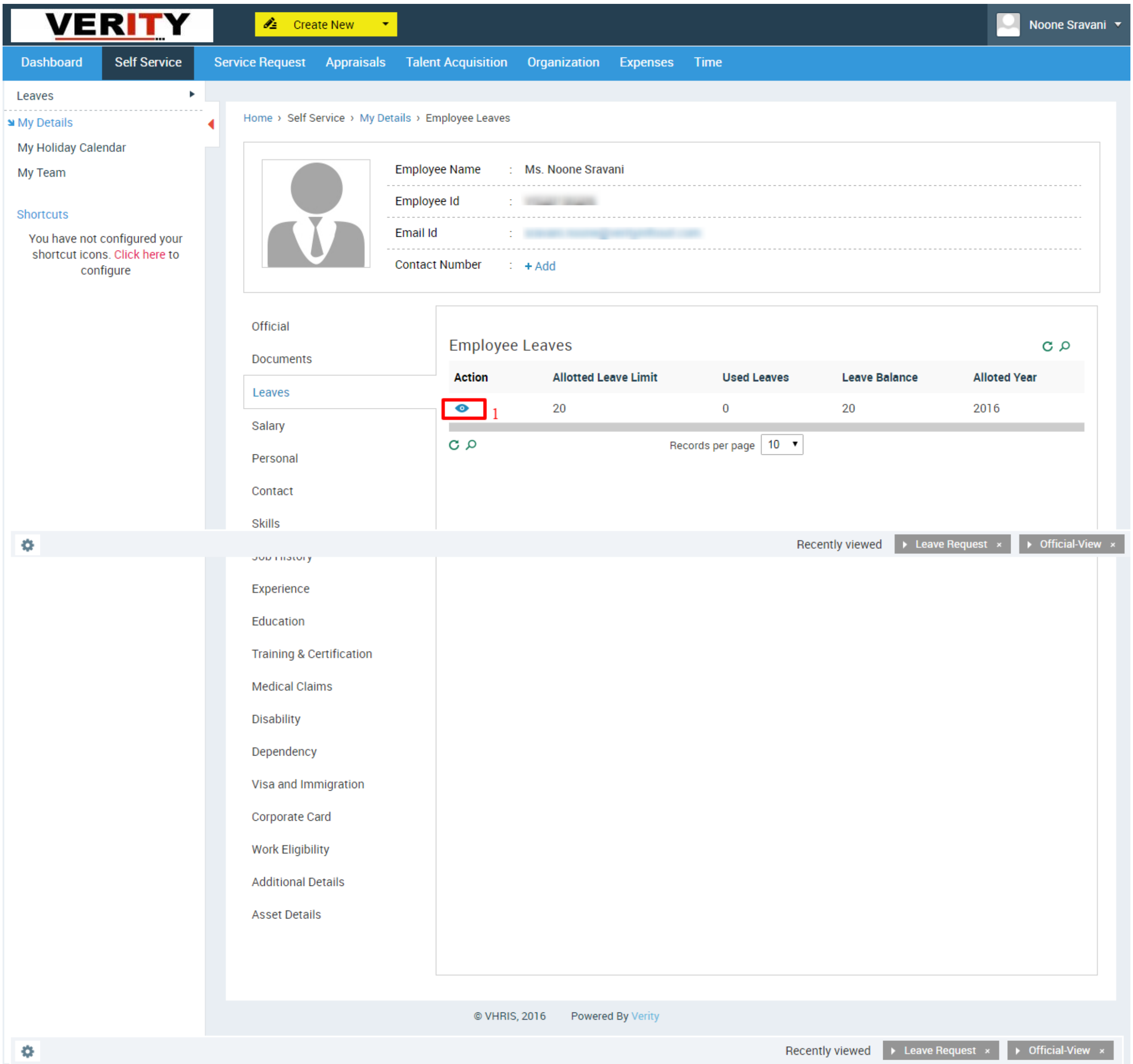


Figure 68

You can view the leave limit, number of used leaves and the leave balance for a particular year.

1. Click the view icon to check the break-up of your leaves

Salary

Please Refer figure 69

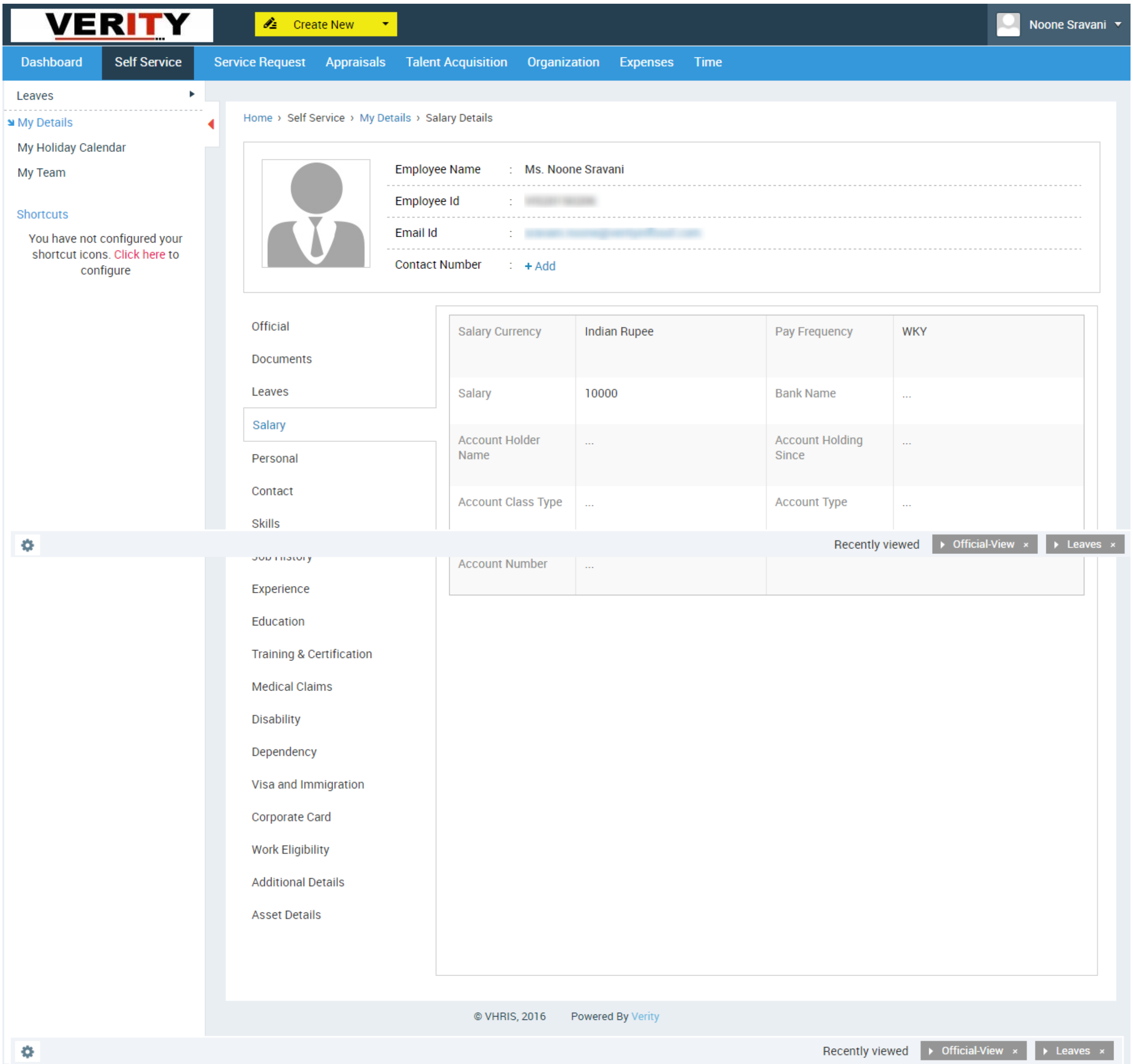


Figure 69

You can view your salary and account details.

Personal

Please Refer figure 70

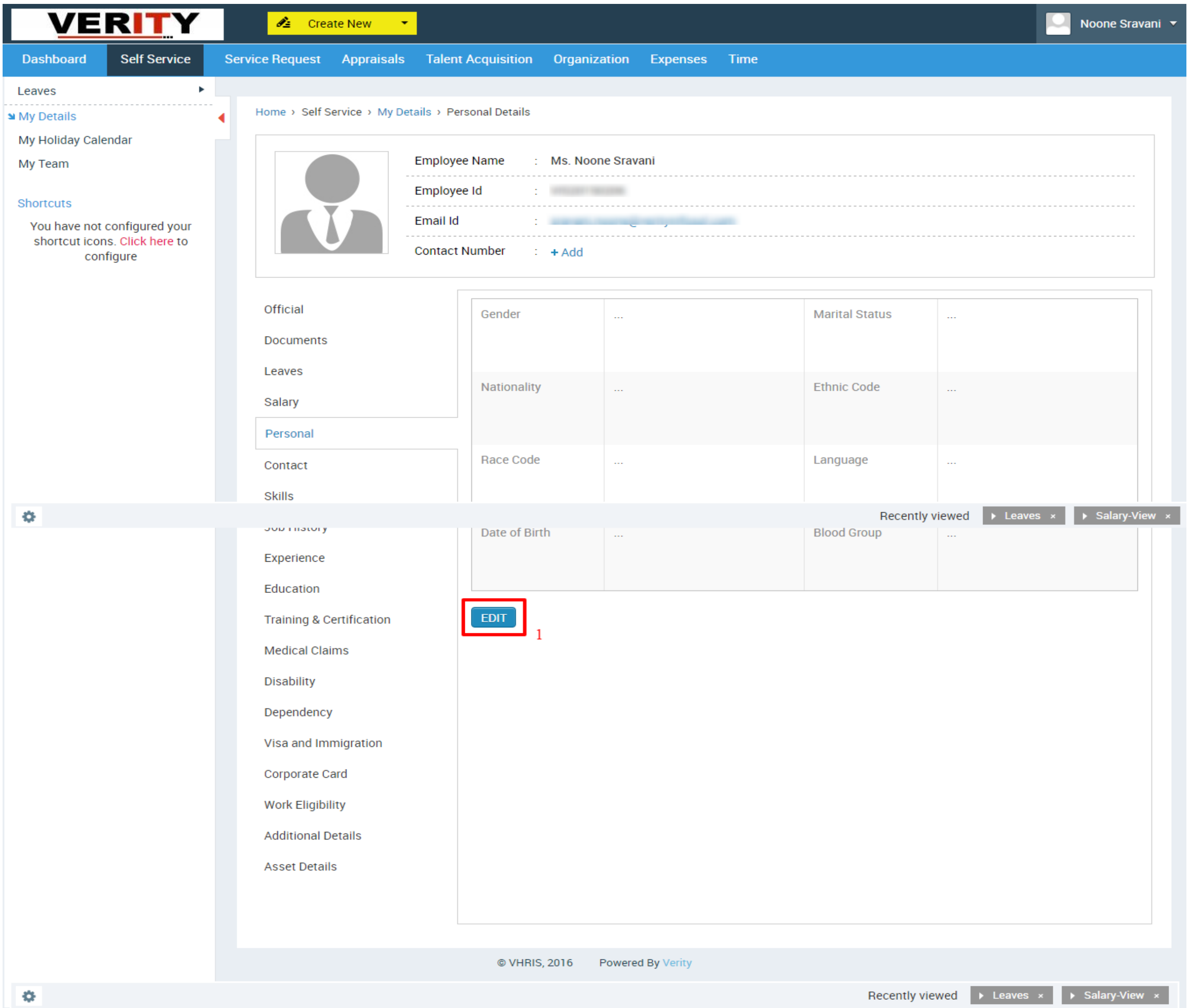


Figure 70

1. Click **Edit icon** to add or modify any details

You can add or edit details for other submenu options like **Contact**, **Skills**, **Job History**, **and Education** etc.

The submenu options appear depending on the **Employee Configuration options** selected by the **Super Admin/Management/HR.** Please refer section 6.5 How do I add Employee Configuration tabs?

How do I view My Holiday Calendar?

Please refer Figure 71

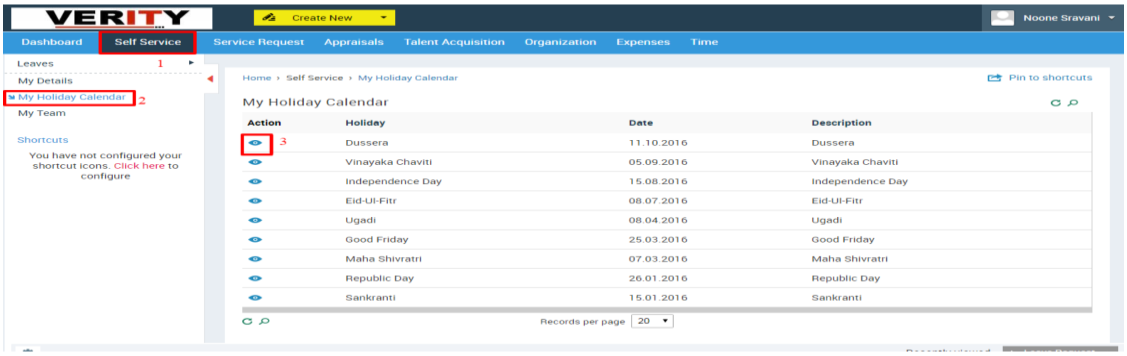


Figure 71

1. Click **Self Service** in the top menu
2. Click **My Holiday Calendar** on the left menu panel
3. Click **View** icon in the Action column to view each holiday's details

How do I view My Team details?

This option will appear only for users who have employees reporting to them.

Please refer Figure 72

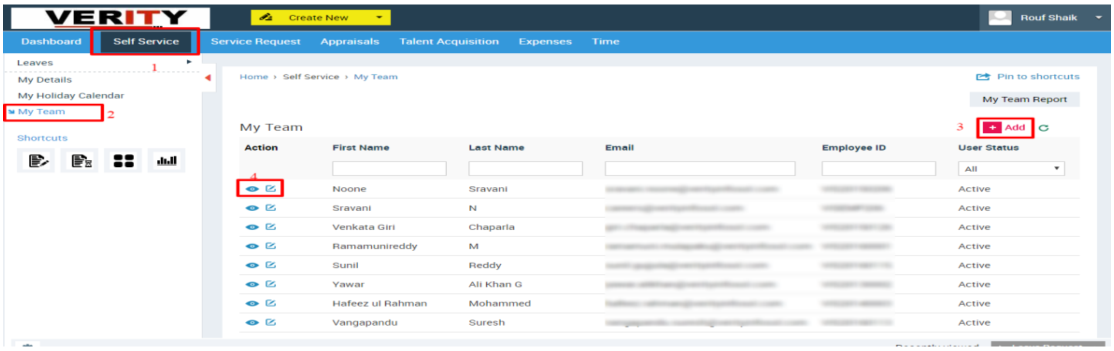


Figure 72

1. Click **Self Service** in the top menu
2. Click **My Team** on the left menu panel
3. Click +Add button to add an employee to your team (Refer section 1.4.2 Adding Other Employees)

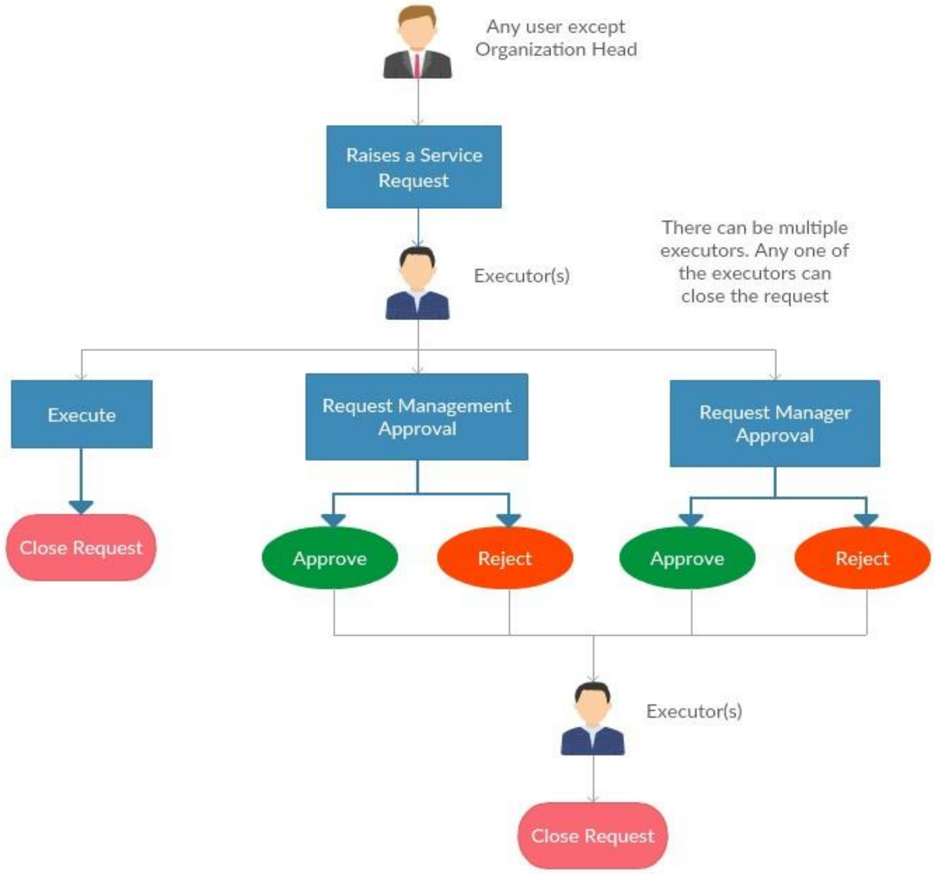
Or

d. Click **View/Edit** icon to view or edit employee details

> Managers can only add employees to their team in other words they have to be the employees' reporting manager.

3. Service Request

Service Request provides access to key services and information which are required by the employees. Configure the service request workflow without coding or scripting. You can raise and handle service requests. Below is the service request process flowchart.



Description:

- A User (Any User who has a reporting manager) raises a service request.
- The Executor(s), Viewer(s) and the User will receive an email notification.
- The Executor has 3 options:
    - He/she can execute and close the service request
    - Request for Management approval
    - Request for User's manager's approval
- The actual execution takes place offline
- If the Executor has requested for either User's Reporting Manager or Management's approval, then the request will only be closed once one/both of them have approved. The Reporting Manager or Management will receive an email notification if an approval is sought from them by the executor(s).

How do I create Service Request Categories?

Please refer Figure 73

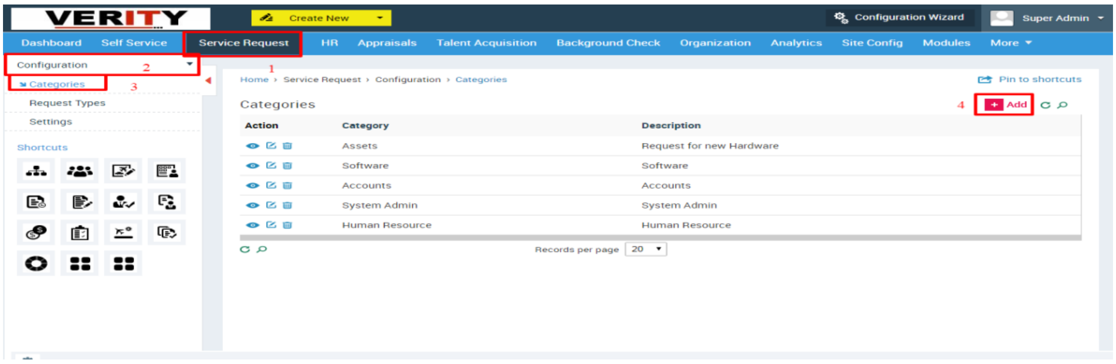


Figure 73

1. Click **Service Request** in the top menu
2. Click **Configuration** on the left menu panel
3. Click **Categories** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 74

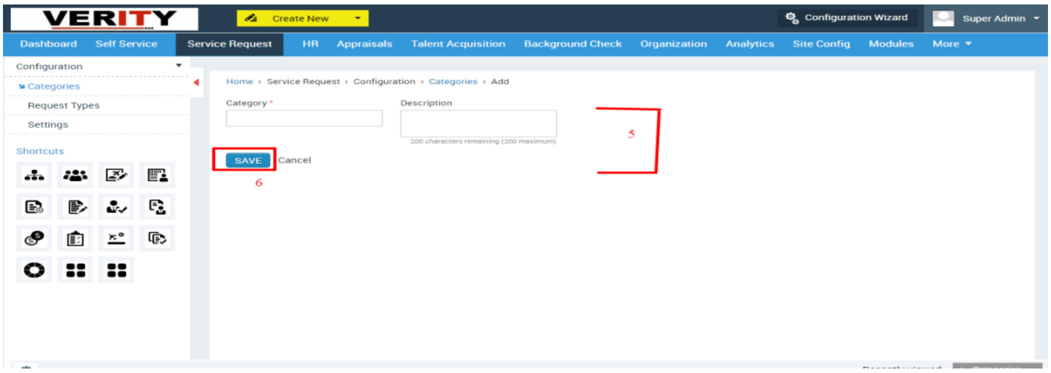


Figure 74

5. Enter the Required details
6. Click **SAVE** button

How do I create Service Request Types?

Please refer Figure 75

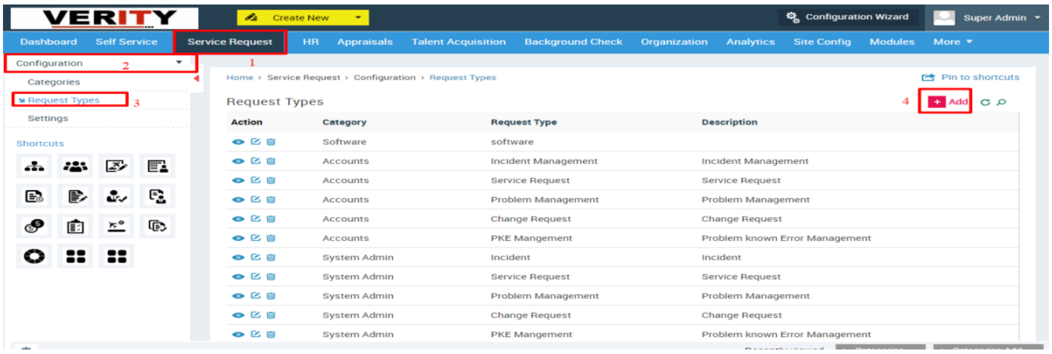


Figure 75

7. Click on the Service Request in the top menu
8. Click **Configuration** on the left side panel
9. Click **Request Type** submenu
10. Click **+Add** button on the right side

Please refer Figure 76

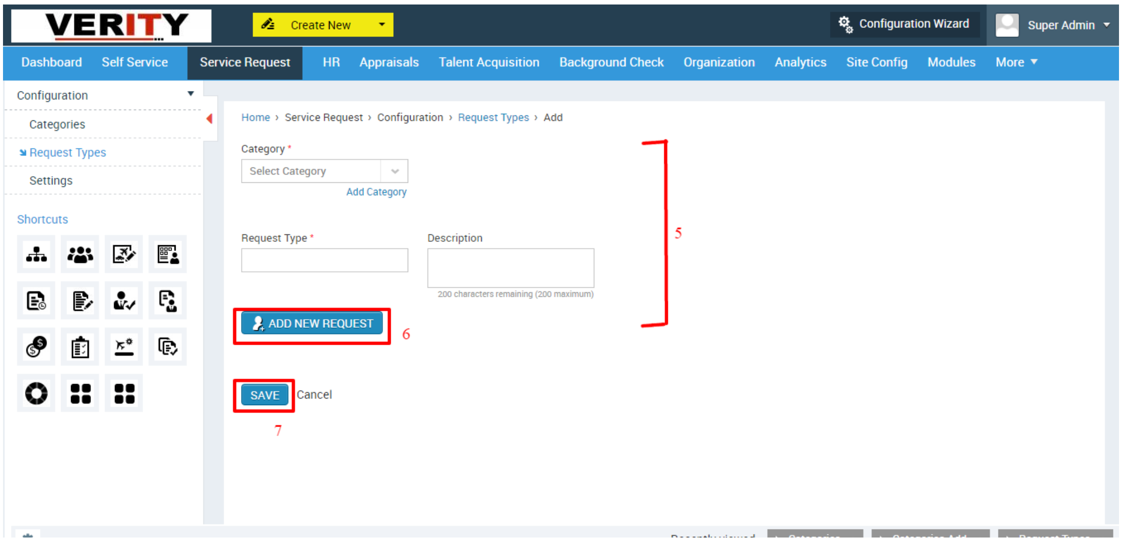


Figure 76

11. Enter the Required details
12. Click ADD NEW REQUEST to add more requests in the same category
13. Click **SAVE** button

How do I configure Service Request settings?

Please refer Figure 77

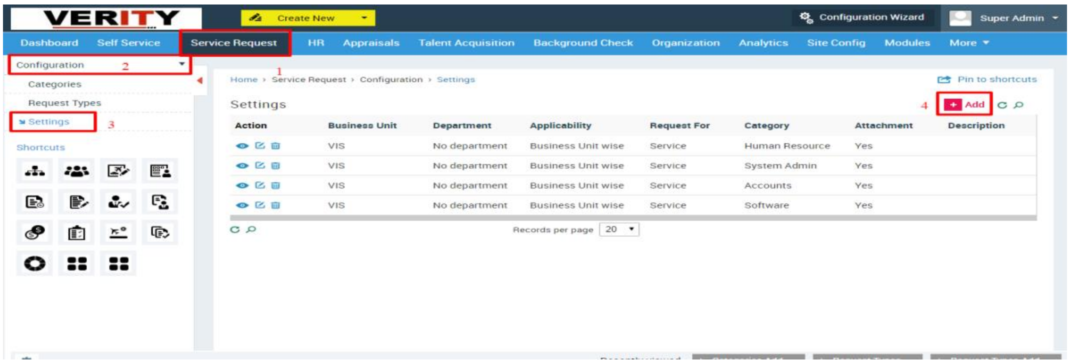


Figure 77

14. Click **Service Request** in the top menu
15. Click **Configuration** left menu panel
16. Click **Settings** in the submenu
17. Click **+Add** button on the right side

Please refer Figure 78

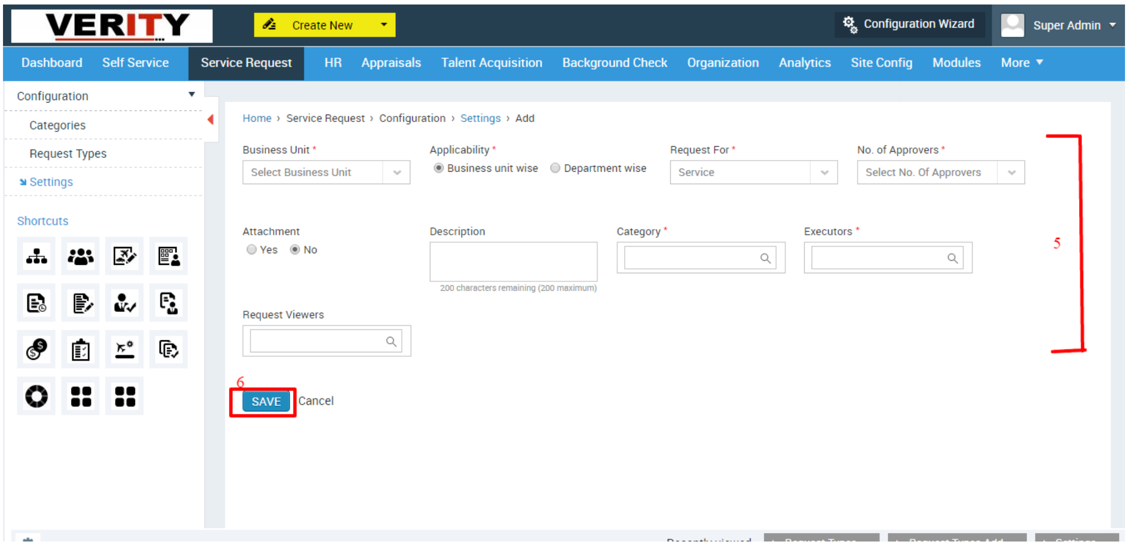


Figure 78

18. Enter the Required details
19. Click **SAVE** button

Who are Approvers, Executors and Viewers?

Approvers *Management***:** They are responsible for providing approval for service requests. Executor(s) send a request for approval to the Approver(s). You can have a maximum of 3 approvers and a minimum of 1 approver.

Executors *All roles except Management*: They are responsible for executing the service request. The actual execution takes place offline. You can have any number of executors.

Request Viewers *All roles except Management*: They don't have any responsibility in the service request process. They can only view the actions taken by the executors and approvers via email notifications. You can have any number of viewers.

How do I raise a Service Request?

Please refer Figure 79

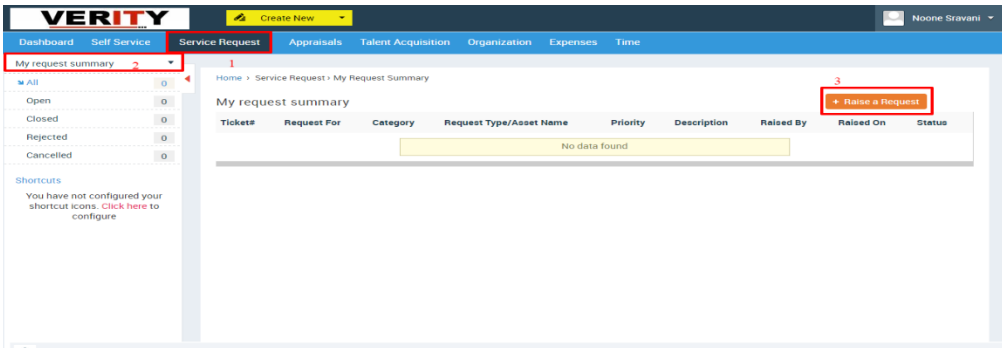


Figure 79

1. Click **Service Request** in the top menu
2. Click **My request summary** on the left side panel
3. Click **+Add** button on the right side

Please refer Figure 80

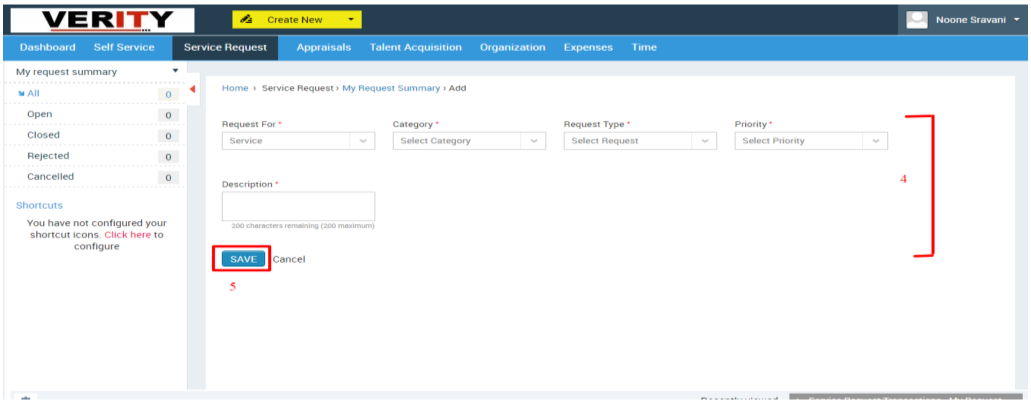


Figure 80

4. Fill in the required details

5. Click **SAVE** button

How do I view my Service Requests?

Please refer Figure 81

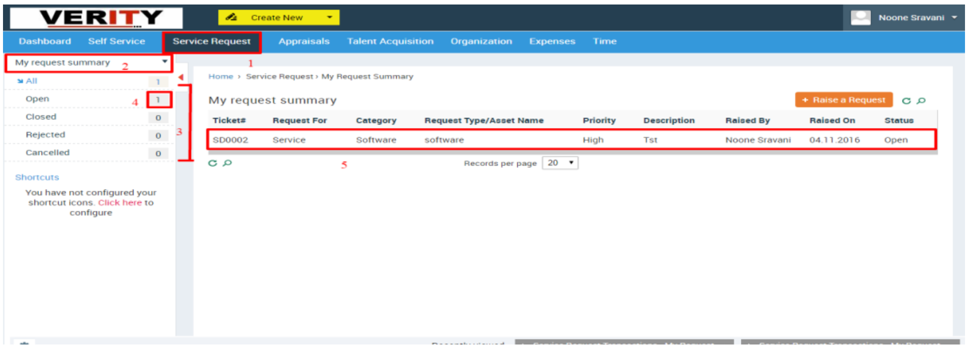


Figure 81

1. Click **Service Request** in the top menu
2. Click **My request summary** on the left menu panel

Service Requests have been categorized on basis of their statuses:

- All
- Open
- Closed
- Rejected
- Cancelled

3. Click on the category you would like to view.
4. Number of tickets present in each category
5. Click on any ticket record to view the details

Please refer Figure 82

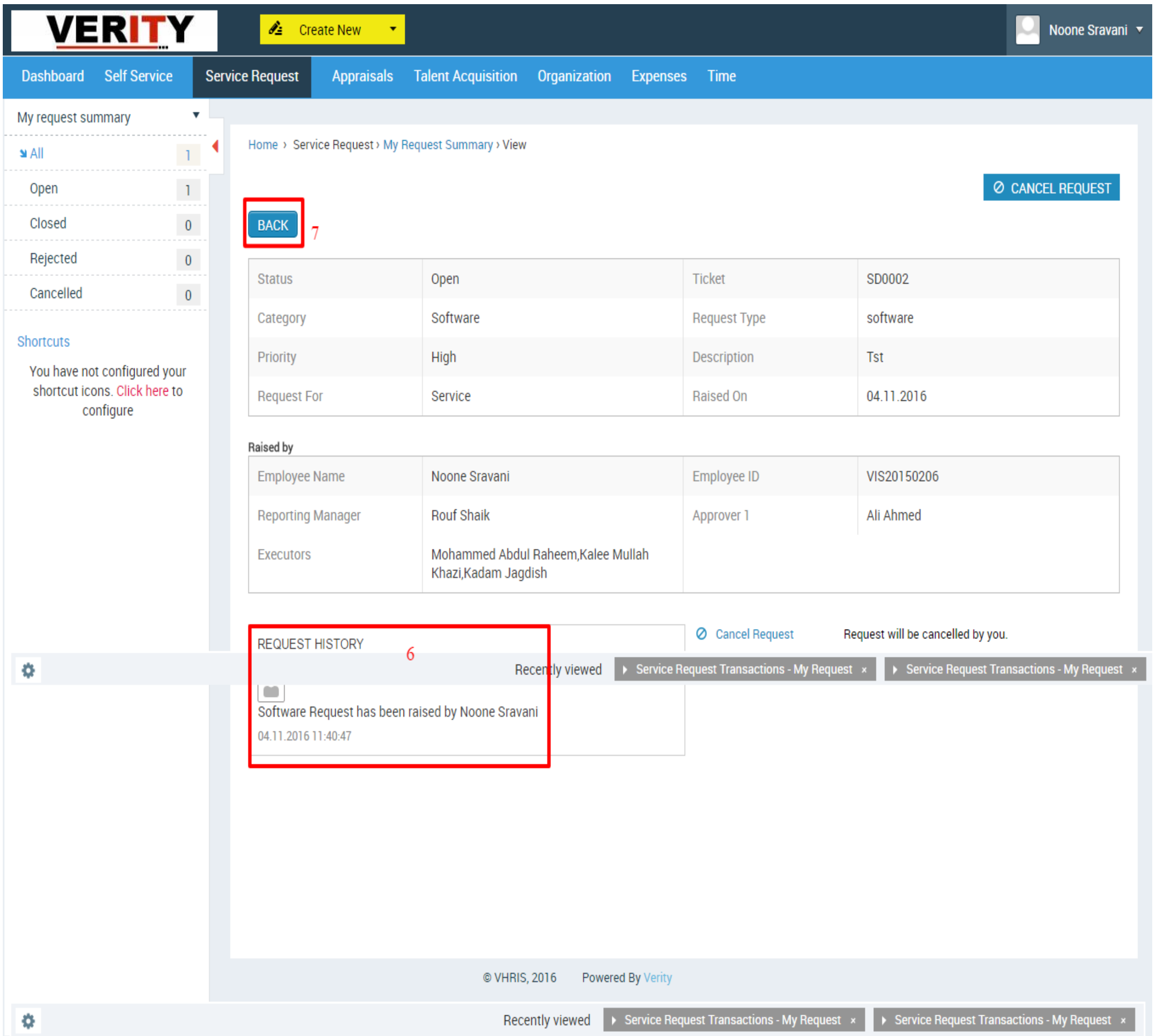


Figure 82

6.You can view the service request history here
7. Click **BACK** to return to the service request grid

How do I execute a Service Request?

If you have been configured as the executor or one of the executors for a service request category, then you will receive an email when an employee raises a request (Provided the executor and employee belong to the same Business Unit).

Please refer Figure 83

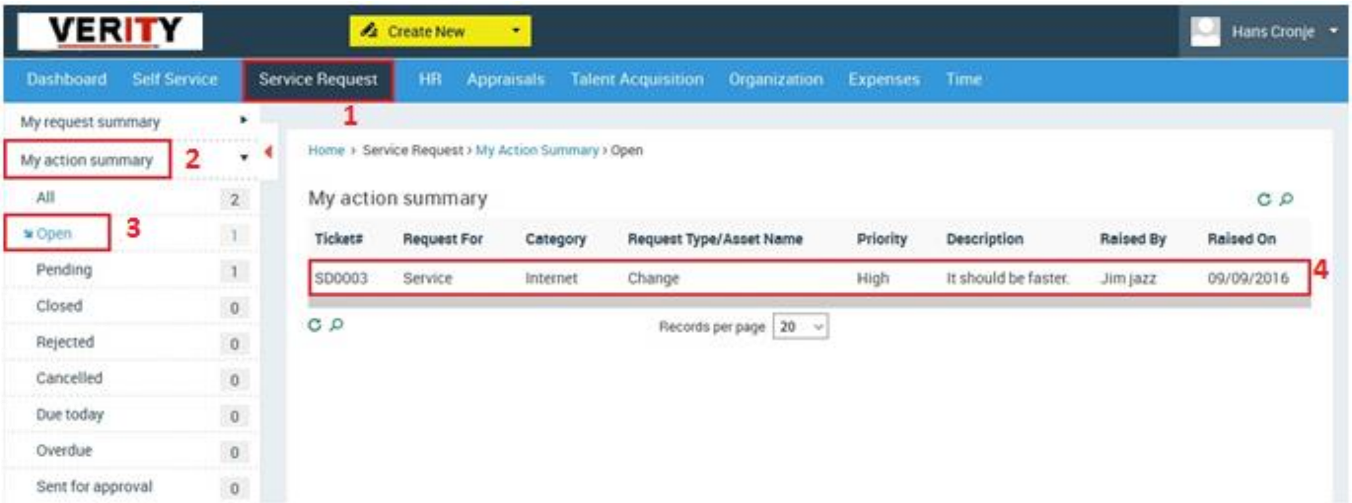


Figure 83

1. Click **Service Request** in the top menu
2. Click **My action summary** on the left menu panel
3. Click **Open** in the submenu
4. Click on any ticket record to view the details

The actual execution takes place offline.

Please refer Figure 84

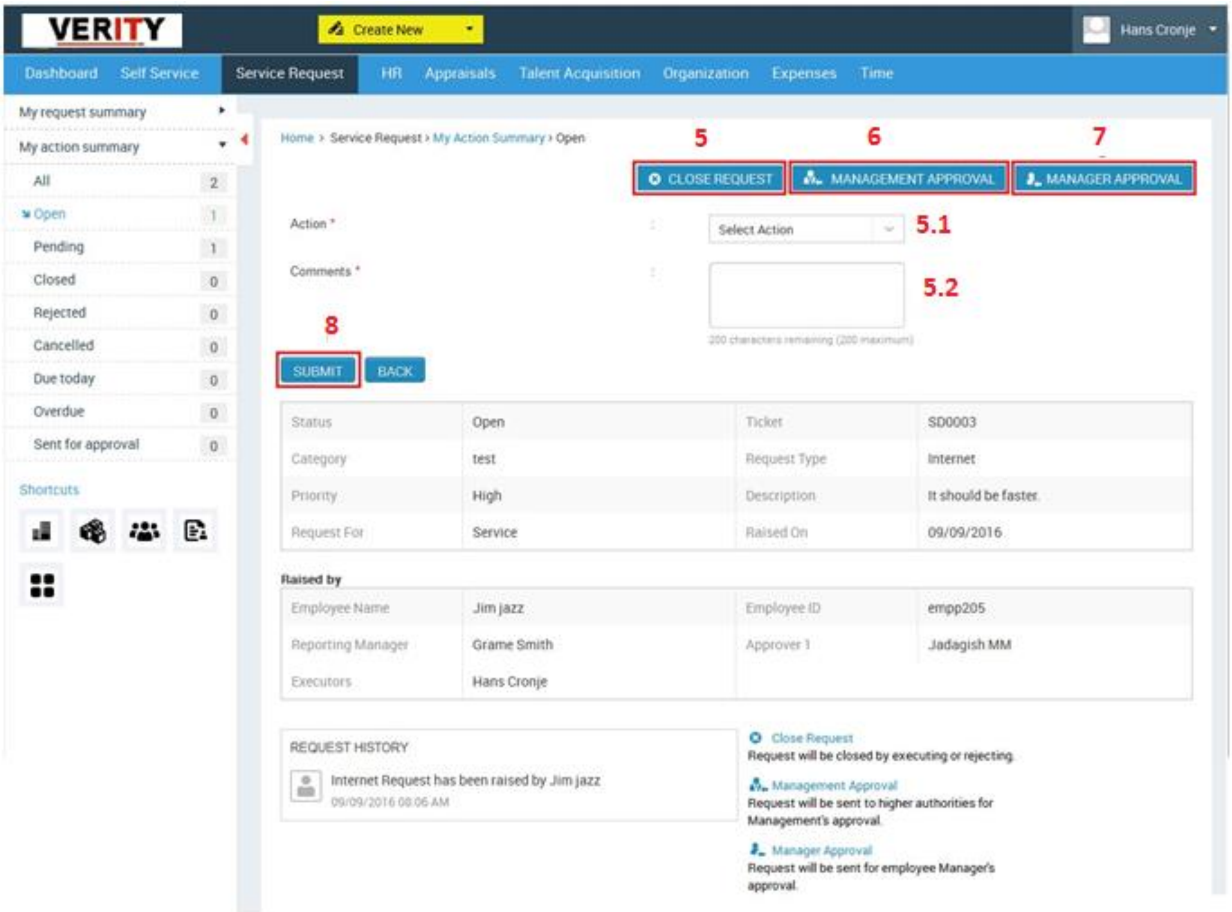


Figure 84

5. Click **Close request** button to approve/reject the request.
   e1. Select an action (Approve/Reject)
   e2. Provide comments.
6. Request **Management Approval** for the service request (They will be the approver(s) selected while configuring the Service Request Settings)
7. Request **Manager Approval** for the service request (The employee's reporting manager)
8. Click **SUBMIT** button

Requests can be closed at any point by the executor, except when Management/Manager approval is pending

How do I approve a Service Request as Management (Approver)/Manager?

Please refer Figure 85

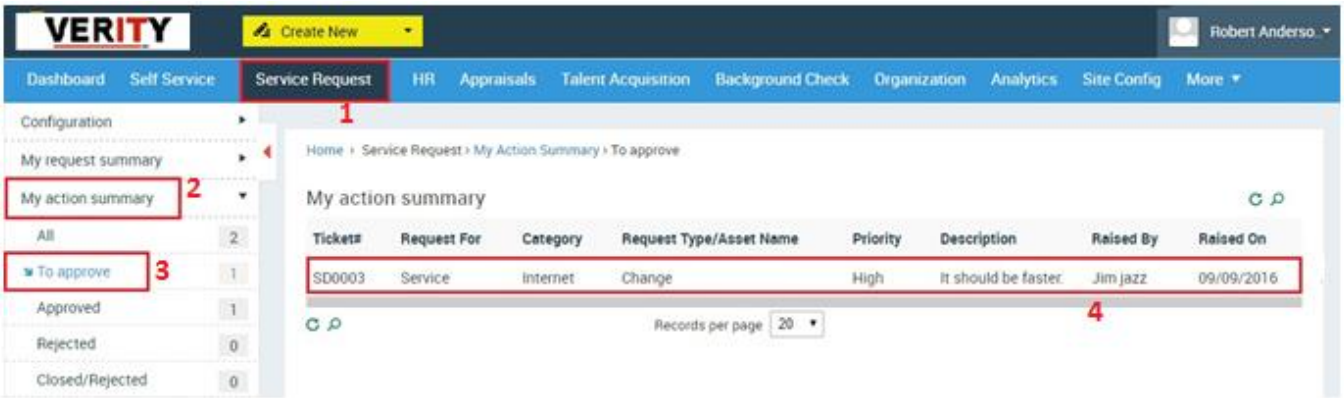


Figure 85

1. Click **Service Request** in the top menu
2. Click **My Action Summary** on the left side panel
3. Click **To approve** in the submenu
4. Click on any ticket record to view the details

Please refer Figure 86

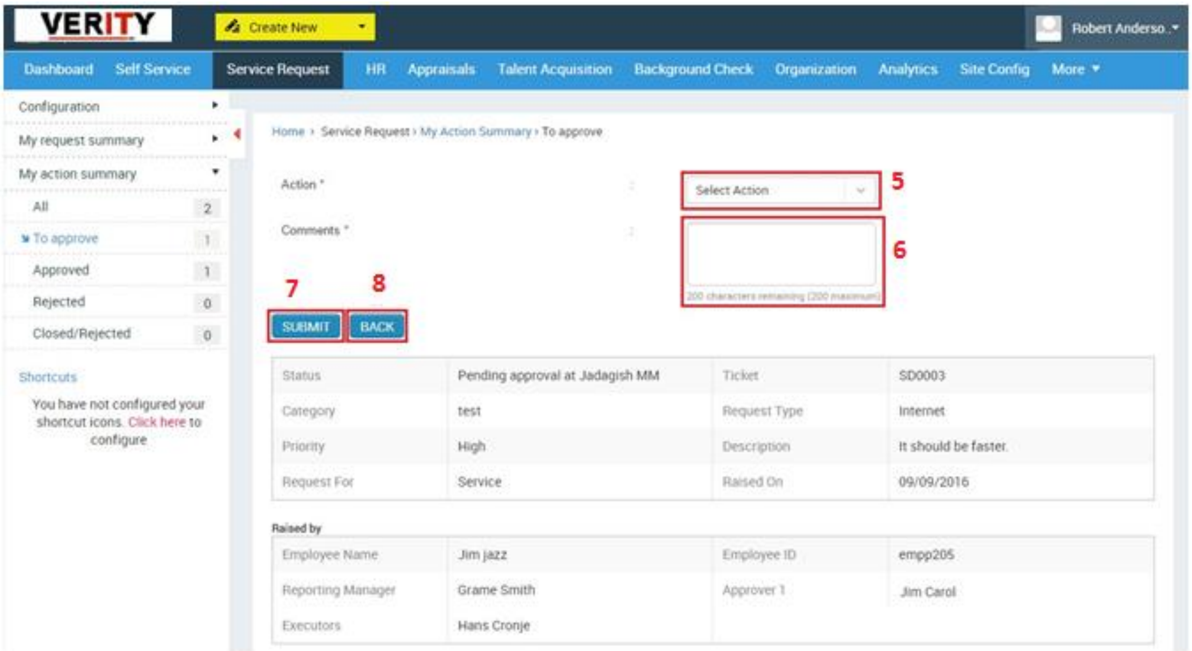


Figure 86

5. Select any action (Approve/Reject)
6. Provide comments
7. Click **SUBMIT** button
8. Click **BACK** button to return to the service request grid

How do I close a Service Request as an Executor?

If you have requested for approval from either the Management (Approver)/Manager, you will receive an email notification when they take an action.

Please refer Figure 87

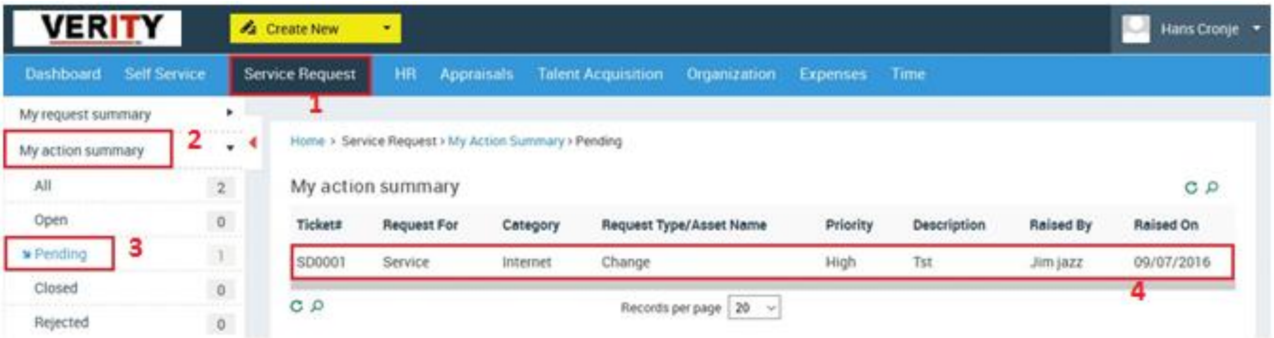


Figure 87

1. Click **Service Request** in the top menu
2. Click **My action summary** on the left menu panel
3. Click **Pending** in the submenu
4. Click on any ticket record to view the details

Please refer Figure 88

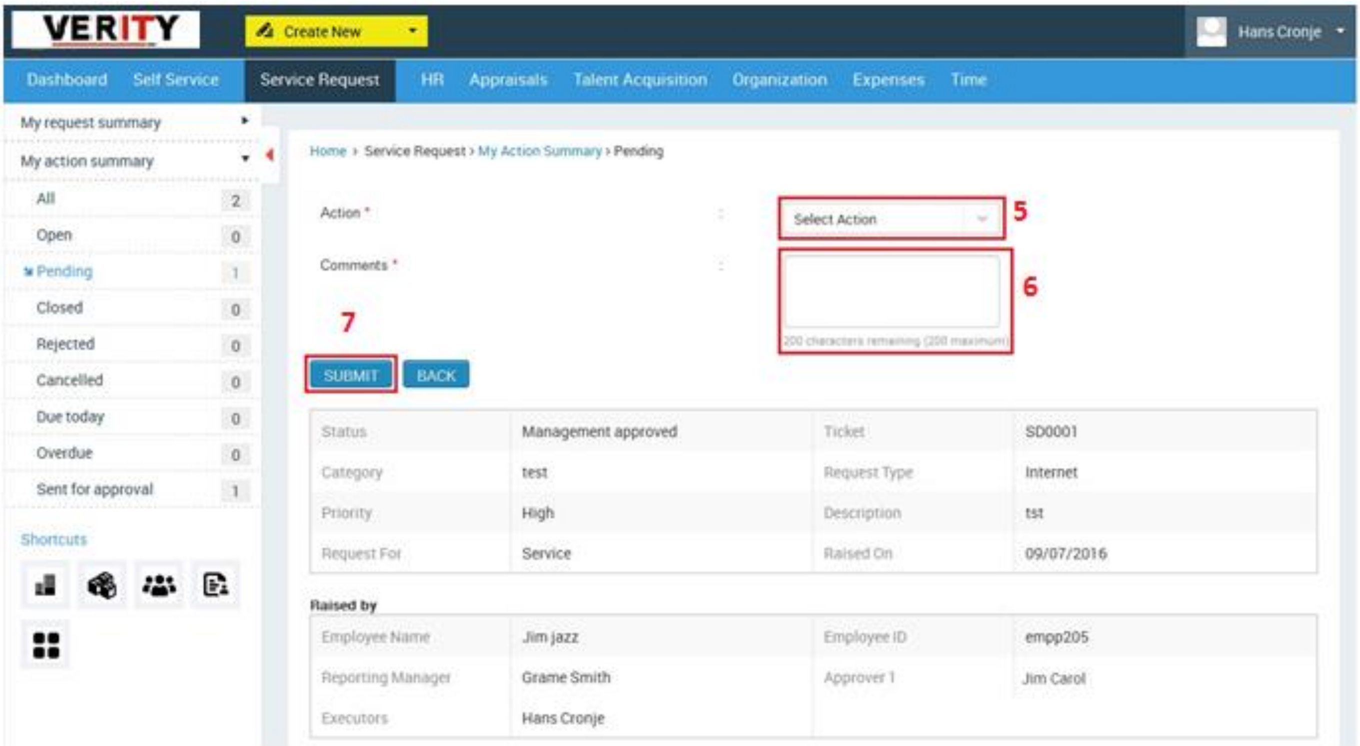


Figure 88

5. Select an action (Approve/Reject)
6. Provide comments.
7. Click **SUBMIT** button

4. HR

HR (Human Resource) deals with user, leave and holiday management configuration. It stores the employee data which includes personal, official, experience, documents, education, visa & immigration details etc.

Adding Employees

Please refer to section 1.4 How do I add employees to VHRIS?

How do I manage Roles & Privileges?

Access to important data must be monitored and restricted to certain users only. VHRIS understands your need for security and enables you to protect your data from unauthorized access through the 'Access Control' feature.

By using the option **Roles & Privileges** in the module **HR**, each role group can be allowed or disallowed to add/delete/edit/view certain features. Only the **Super Admin** & **Management** role group can assign or deny privileges to users.

As mentioned earlier in section 1.1 What are the roles available in VHRIS?, there are 6 main role groups available by default in VHRIS:

- Management
- Manager
- HR
- Employee
- System Admin
- External User

Within each role group a maximum of 5 role groups can be created.

To create a new role:

Please refer Figure 89

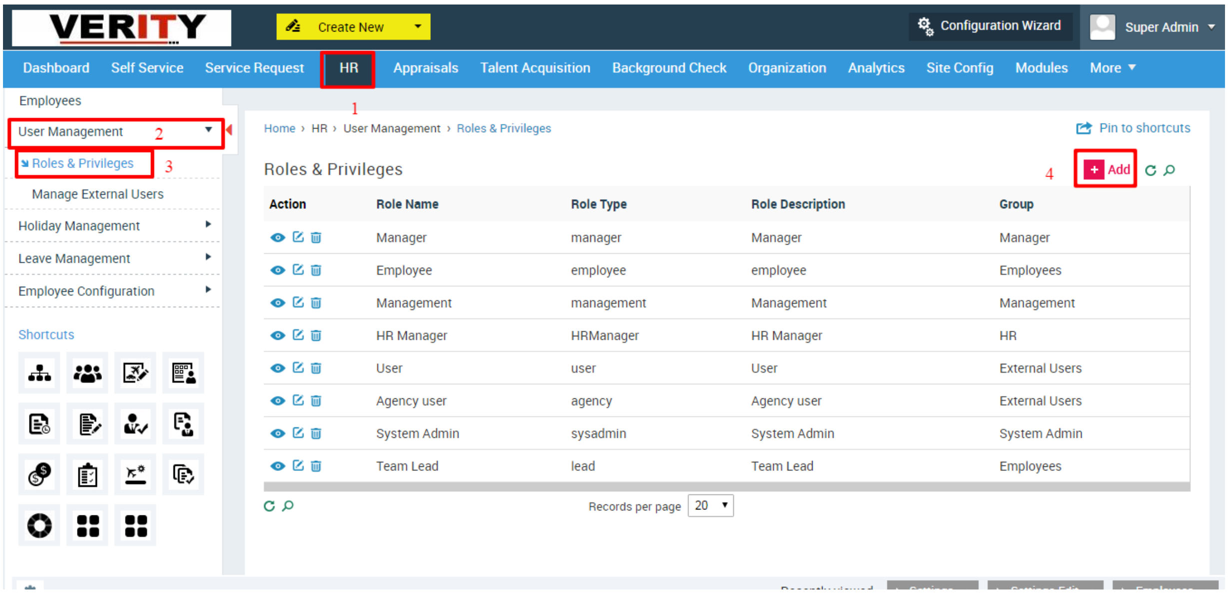


Figure 8

1. Click **HR** in the top menu
2. Click **User Management** on the left menu panel
3. Click **Roles & Privileges** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 90

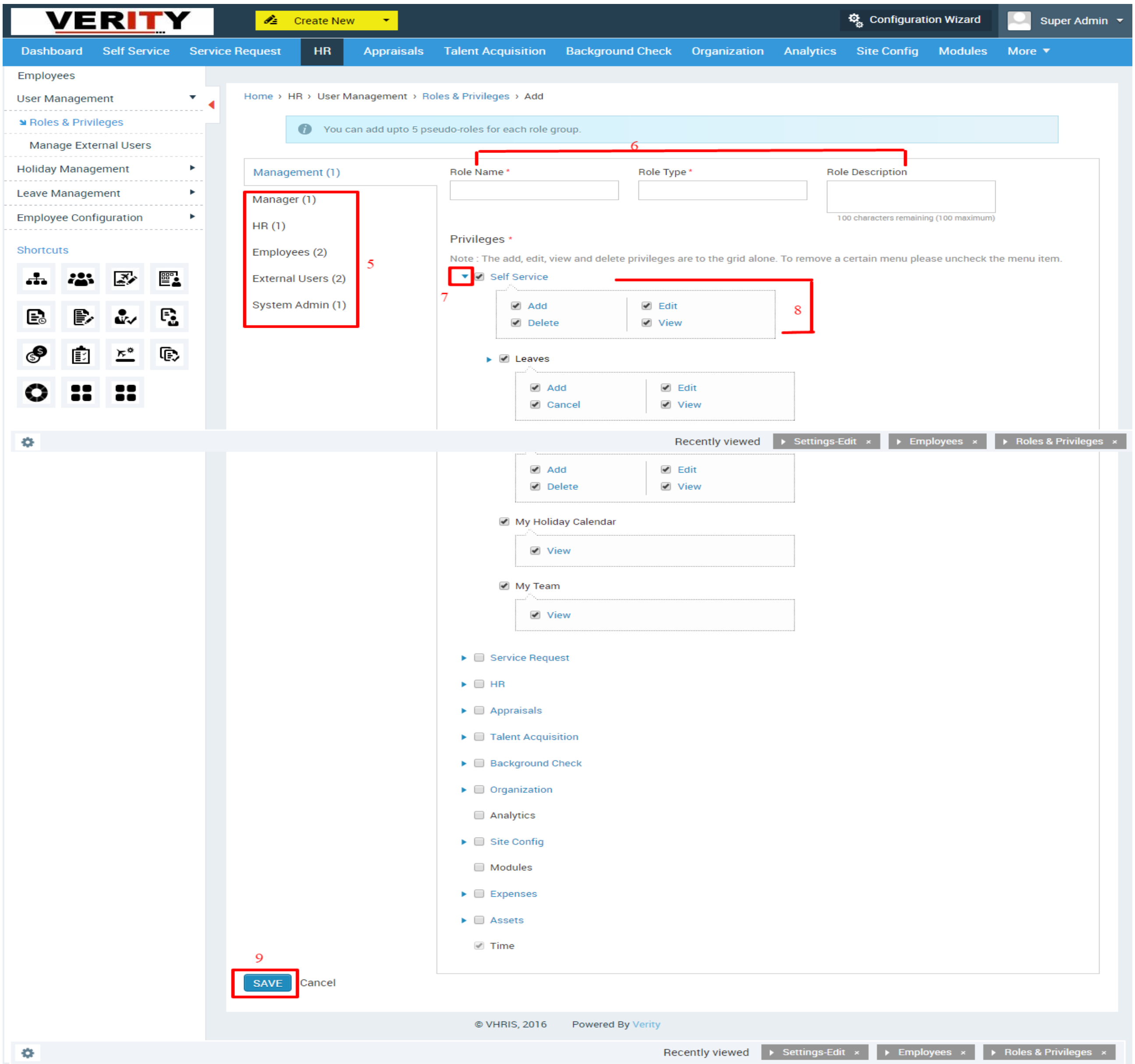


Figure 90

5. Click on the default role you want on the left side
6. Fill in the required details
7. Click on the triangle dropdown icon to view the privilege options
8. Select the modules and their respective privileges you require for this role
9. Click **SAVE** button

How do I add External Users?

External Users have limited access to information on VHRIS. There are 3 types of External Users in this application:

- Background Check Agency Users
- Talent Acquisition Candidates
- External User (For any purpose suitable for your organization)

After adding an external user role (refer section 6.2 How do I manage Roles & Privileges?)

Please refer Figure 91

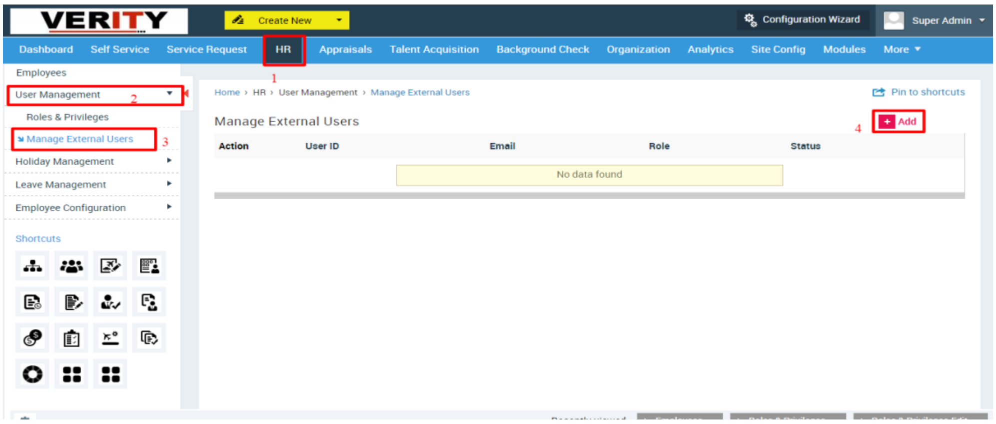


Figure 91

1. Click **HR** in the top menu
2. Click **User Management** on the left menu panel
3. Click **Manage External Users** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 92

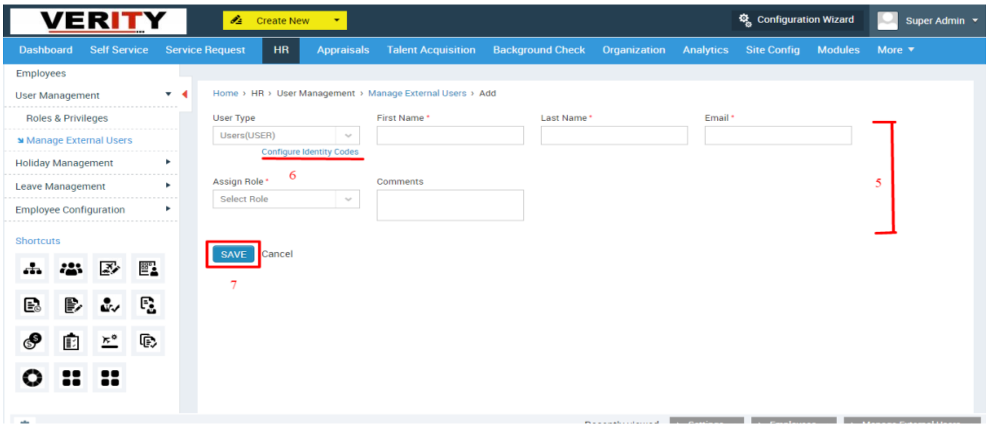


Figure 92

5. Fill in the required details
6. Click here to change the identity code
7. Click **SAVE** button

External roles will have only the privilege to 'view' Organization Details will populate in the drop down option for field 'Assign Role'.

Holiday Management

Please refer section 3.11 - 3.13

Leave Management

Please refer section 3. Leave Management

Employee Configuration

This feature will let you choose the tabs such as salary details, holidays, documents etc. to be displayed in every employee record. You can also configure each tab and add details.

How do I select Employee Tabs?

Please refer Figure 93

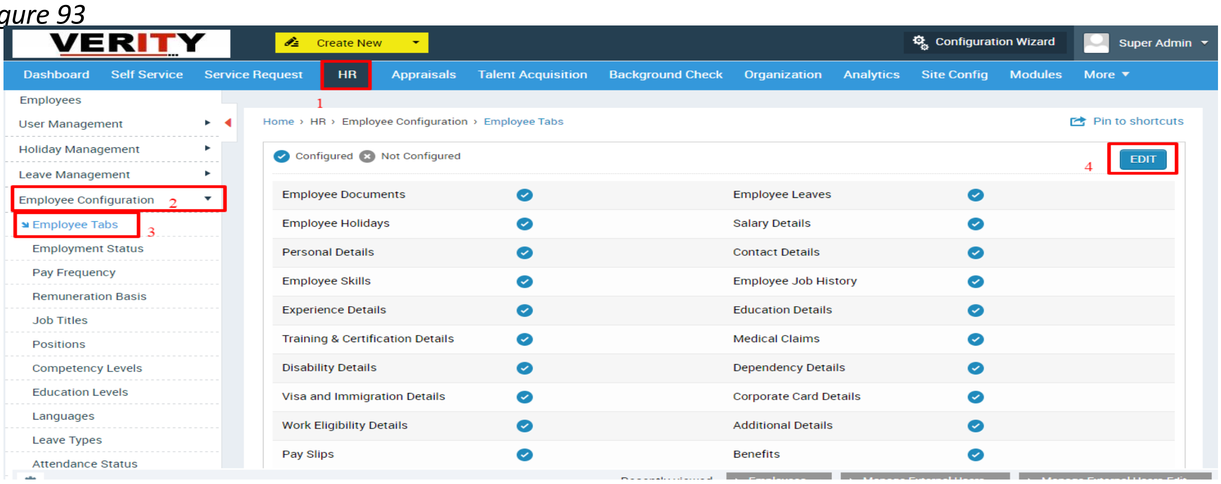


Figure 93

1. Click **HR** in the top menu
2. Click **Employee Configuration** on the left menu panel
3. Click **Employee Tabs** in the submenu
4. Click **Edit icon** to configure tabs for employees

Please refer Figure 94

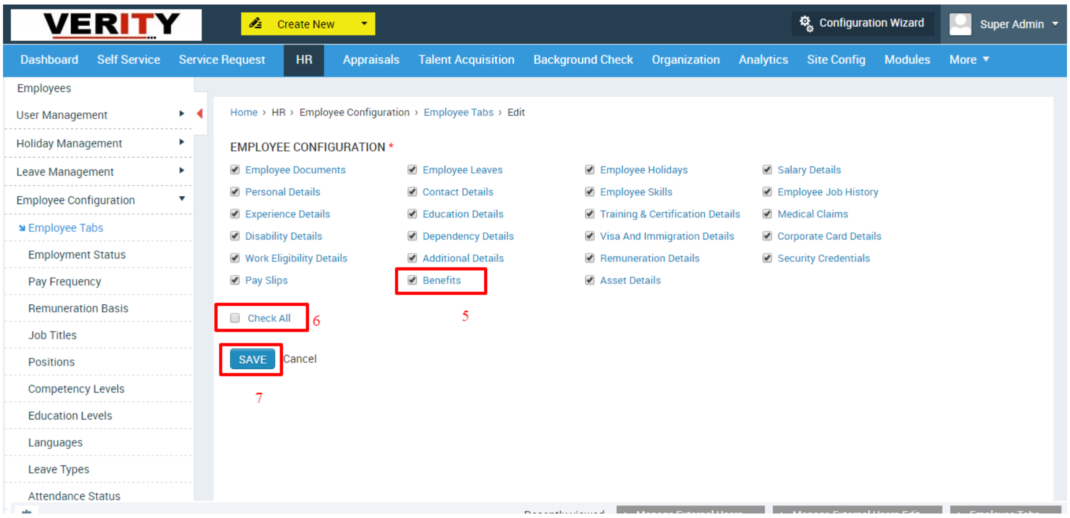


Figure 94

5. To enable specific tabs for employees, select individual checkboxes
6. To enable all the tabs for employees, check “Check All” checkbox
7. Click **SAVE** button

How do I set Employee Configuration?

Please refer Figure 95

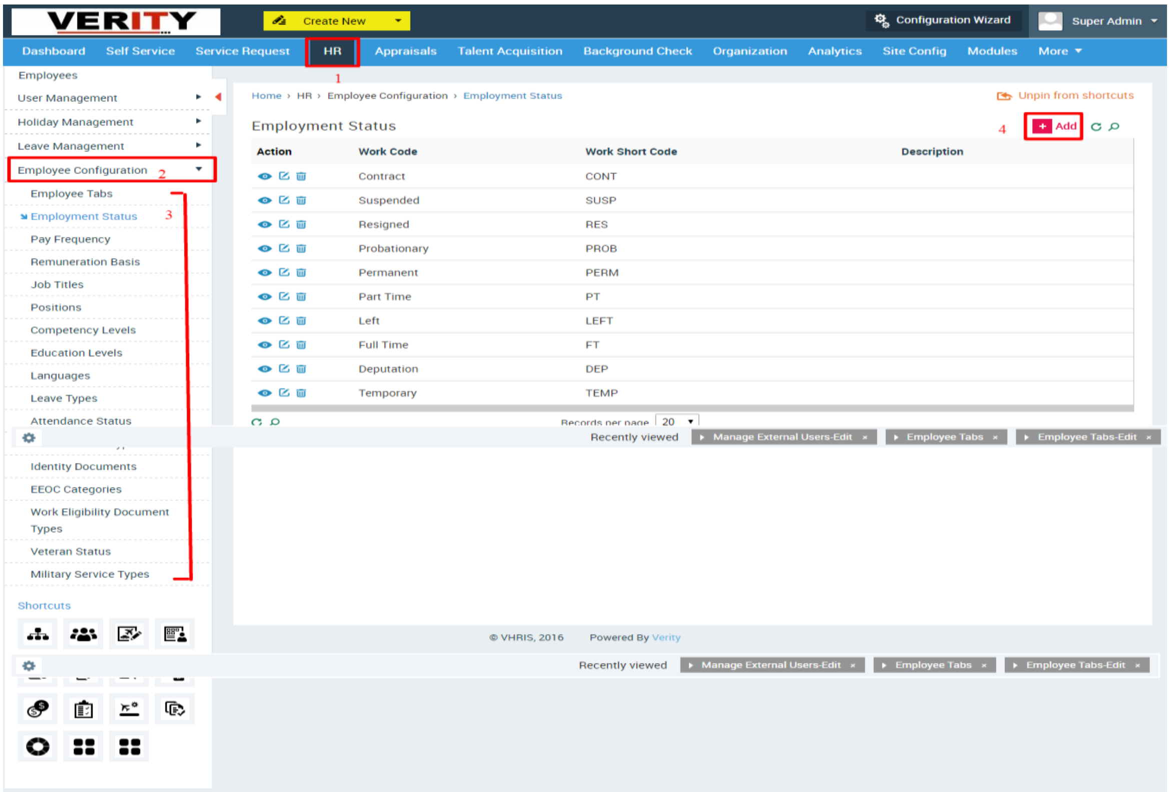


Figure 95

1. Click **HR** in the top menu
2. Click **Employee Configuration** on the left panel
3. Click any sub menu option you would like to add (We have chosen 'Employment Status' as an example)
4. Click **+Add** button on the right side panel

Please refer Figure 96

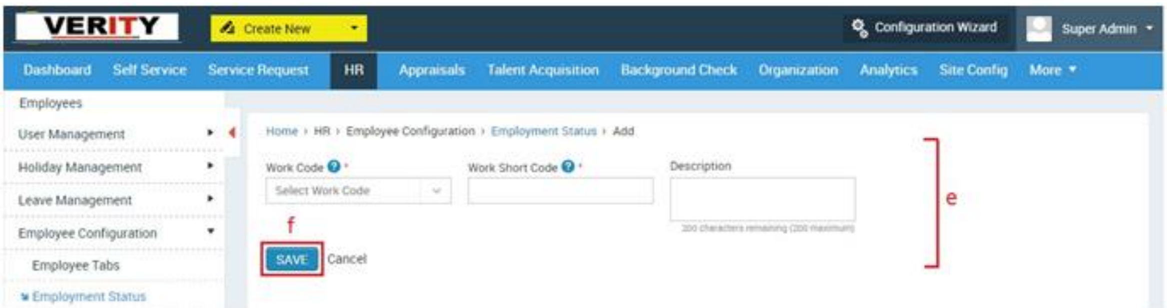


Figure 96

5. Enter the required details
6. Click **SAVE** button

How do I configure Identity Documents settings?

Please refer Figure 97

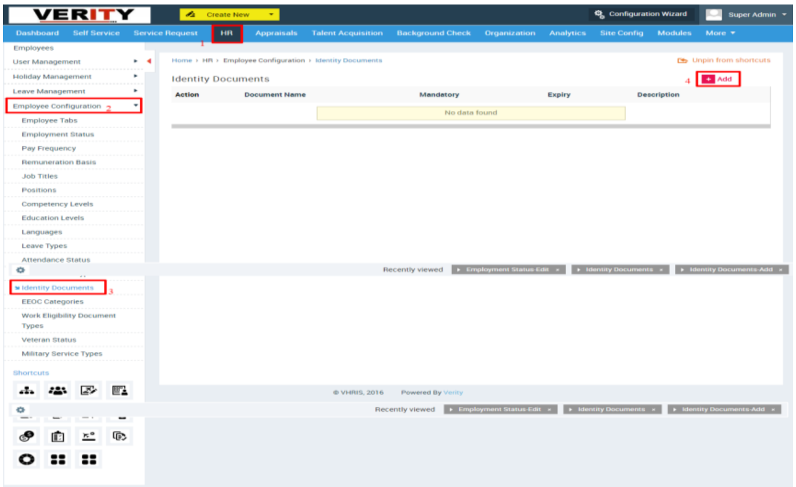


Figure 97

1. Click **HR** in the top menu
2. Click **Employee Configuration** on the left menu panel
3. Click **Identity Documents** in the submenu
4. Click **+Add** button on the right side panel

Please refer Figure 98

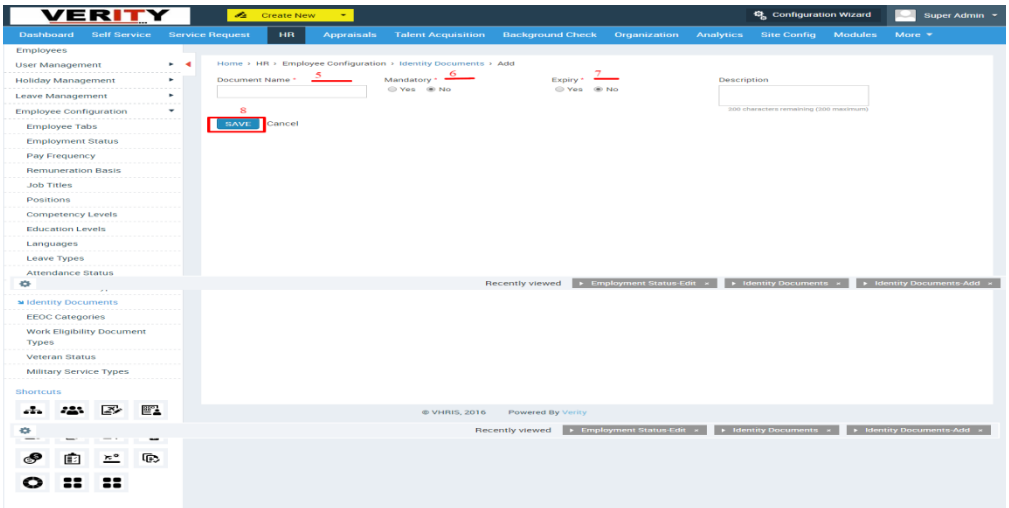


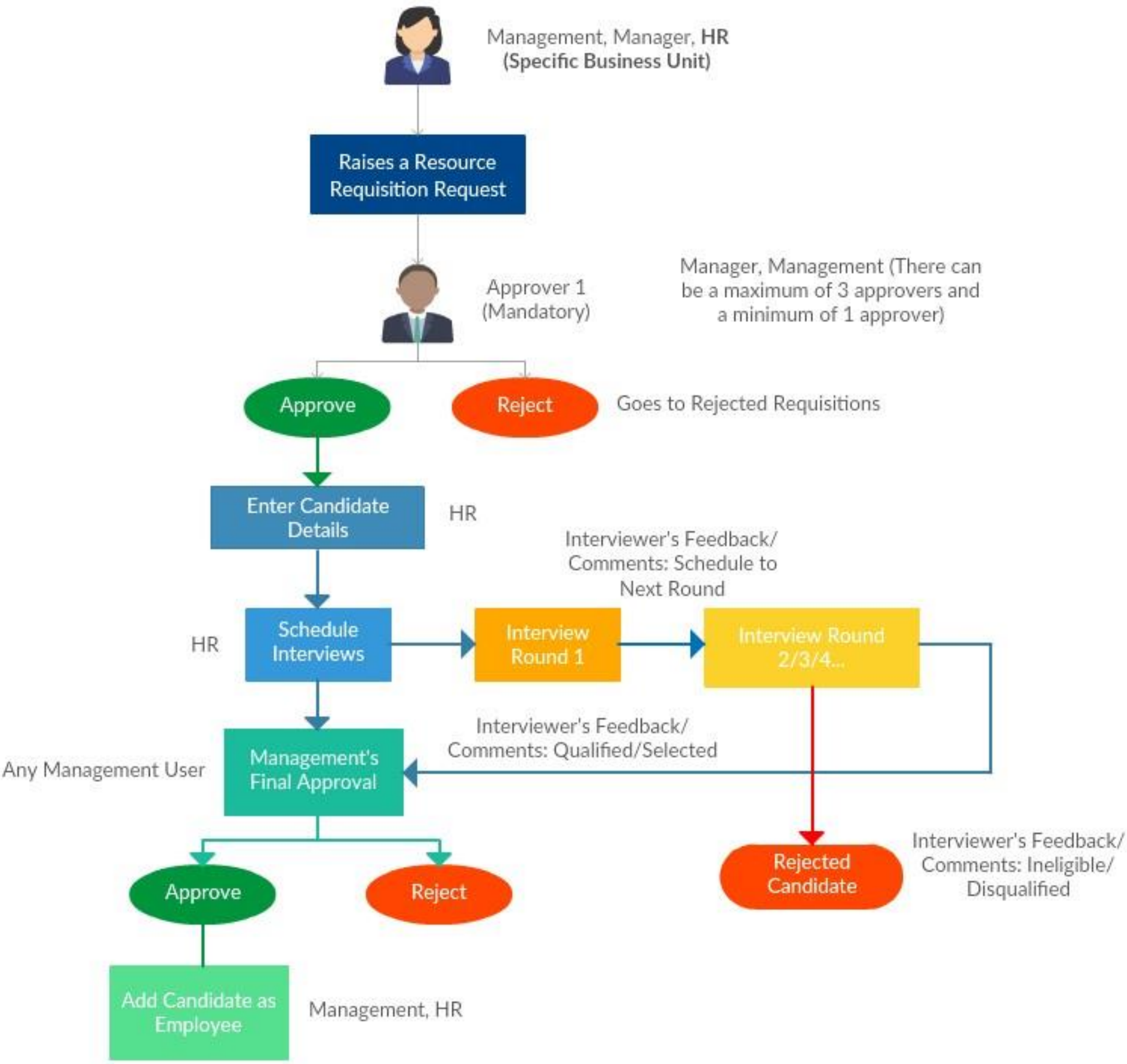
Figure 98

5. Enter document name
6. Select if you require a document to be mandatory or not
7. Select if documents needs to have an expiry date
8. Click **SAVE** button

Employees will be able to add their documents in Self Service > My Details > Personal > Edit

5. Talent Acquisition

Talent Acquisition simplifies your hiring process by giving you the provision to initialize a requisition, manage candidate CVs, schedule interviews and shortlist/select candidates. Below is the talent acquisition process flowchart.



Description:

- A User (Management/Manager/HR) raises a requisition request. According to the number of approvers selected (Min: 1 Max: 3), the approvers (Management, Manager) have to approve/reject the requisition request. A requisition can be rejected at any level.
- After the requisition request has been approved, the HR can enter the details (CV) of the candidate.
- The HR will then schedule an interview.
- The interview takes place offline.
- The interviewer (Management/Manager/HR/Employee) provides the feedback about the candidate.
- The Management has to give their final consent, they can either approve/reject.
- Once the Management approves, the HR can add the candidate to the application.

How do I create a Job Requisition/Opening?

Please refer Figure 99

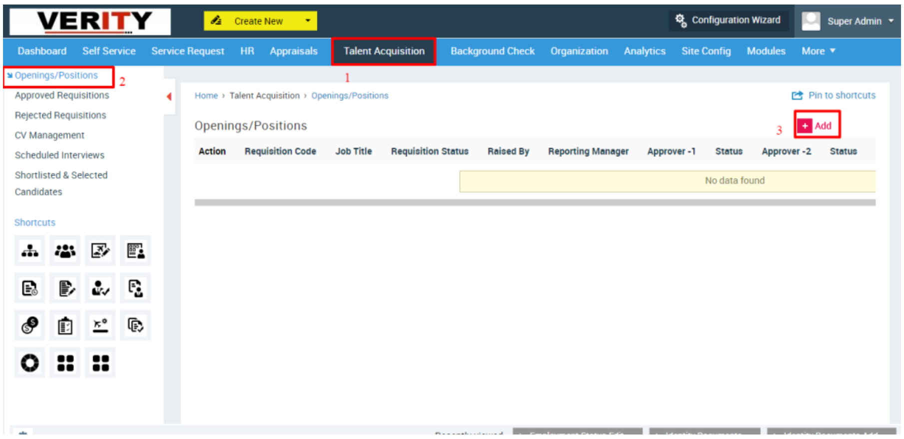
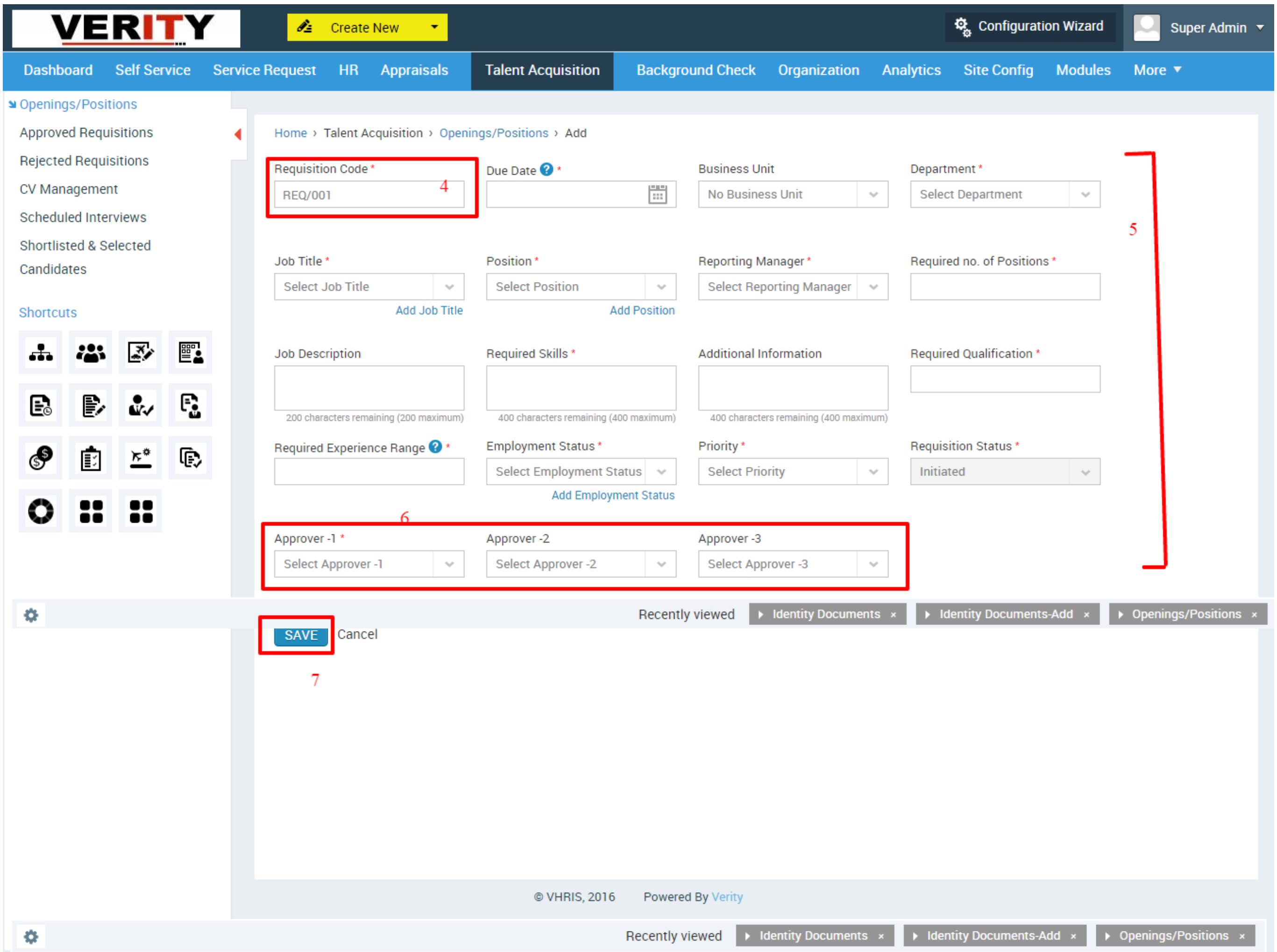


Figure 99

1. Click **Talent Acquisition** in the top menu
2. Click **Openings/Positions** on the left menu panel
3. Click **+Add** button on the right side

Please refer Figure 100



How do I Approve/Reject a Requisition/Opening?

Please refer Figure 101

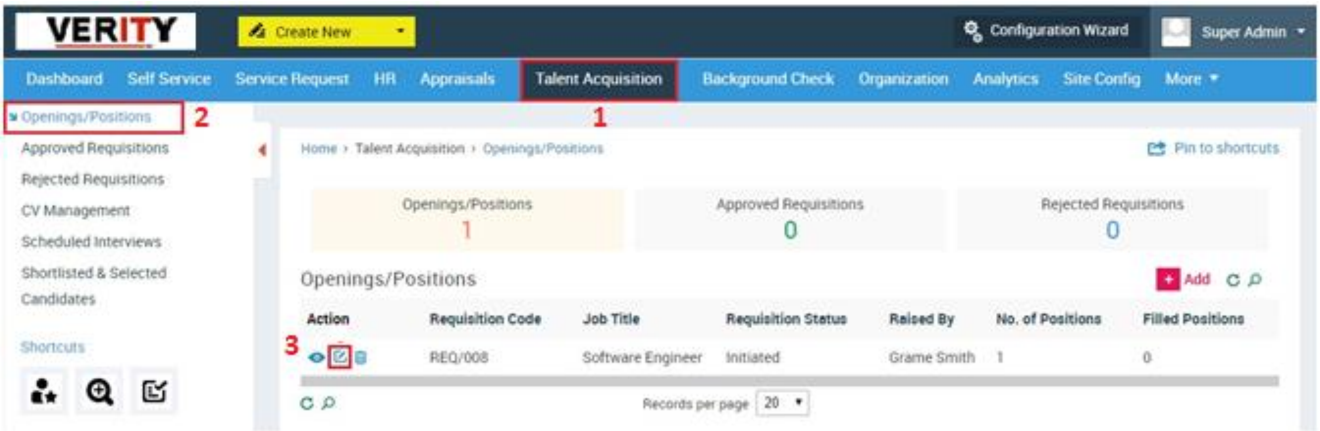


Figure 101

1. Click **Talent Acquisition** in the top menu
2. Click **Openings/Positions** on the left menu panel
3. Click **Edit** icon in the action column

Please refer Figure 102

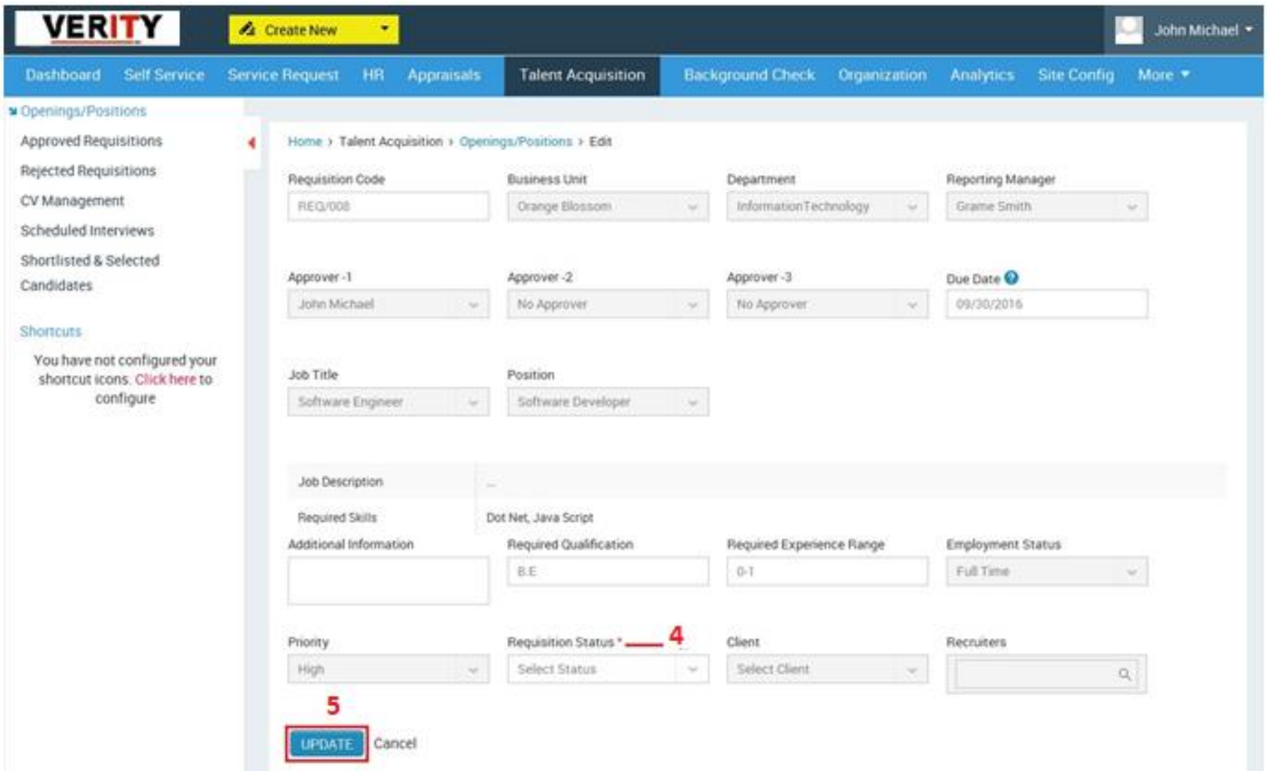


Figure 102

4. Select an action **(Approve/Reject)** in the field requisition status
5. Click **UPDATE** button

How do I enter a Candidate's CV details?

Please refer Figure 103

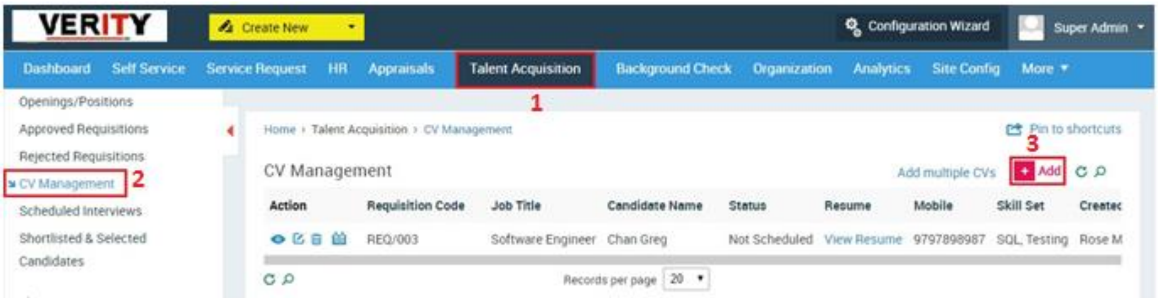


Figure 103

1. Click **Talent Acquisition** in the top menu
2. Click **CV Management** on the left side panel
3. Click **+Add** button on the right side

Please refer Figure 104

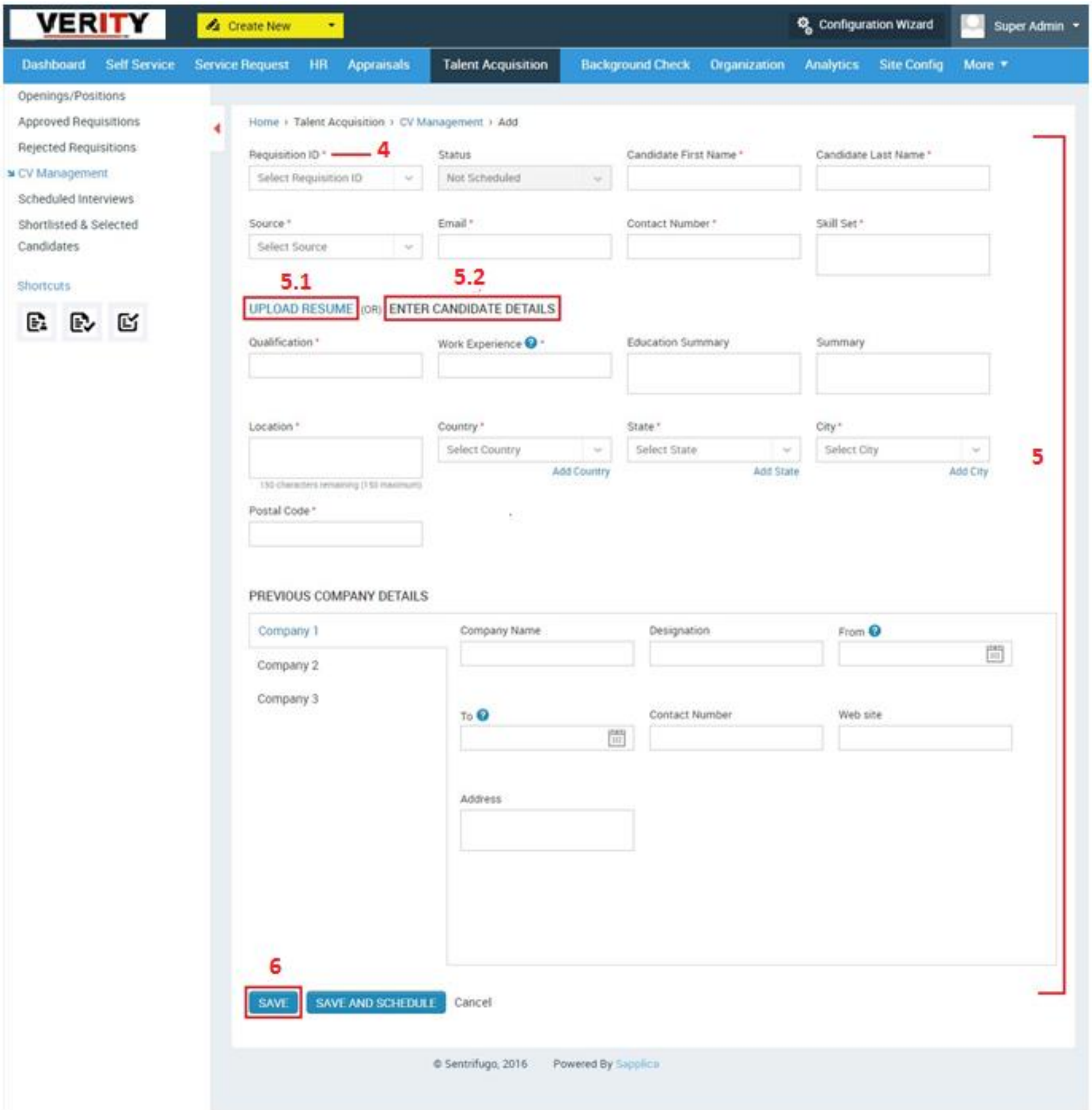


Figure 104

4. Select the Requisition ID
5. Enter Candidate's name

5.1. Click to upload resume

Or

5.2. Click here to enter candidate details in a form

6. Click **SAVE** button

How do I Schedule an Interview?

Please refer Figure 105

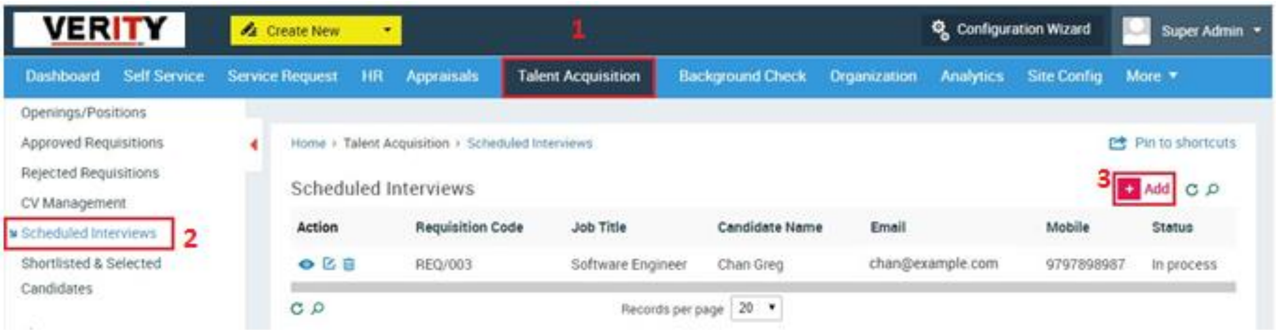


Figure 105

6. Click **Talent Acquisition** in the top menu
7. Click **Scheduled Interviews** on the left menu panel
8. Click **+Add** button on the right side

Please refer Figure 106

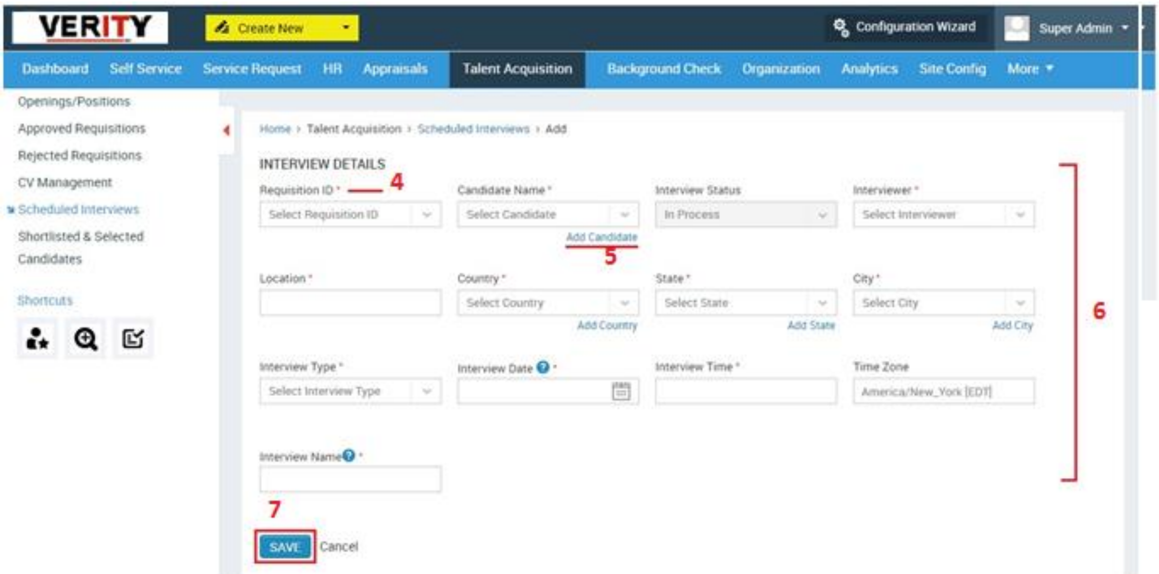


Figure 106

9. Select the Requisition ID
10. Add candidate details if they aren't added
11. Enter the required details
12. Click **SAVE** button

The interviewer and candidate will receive email notifications informing them about the interview.

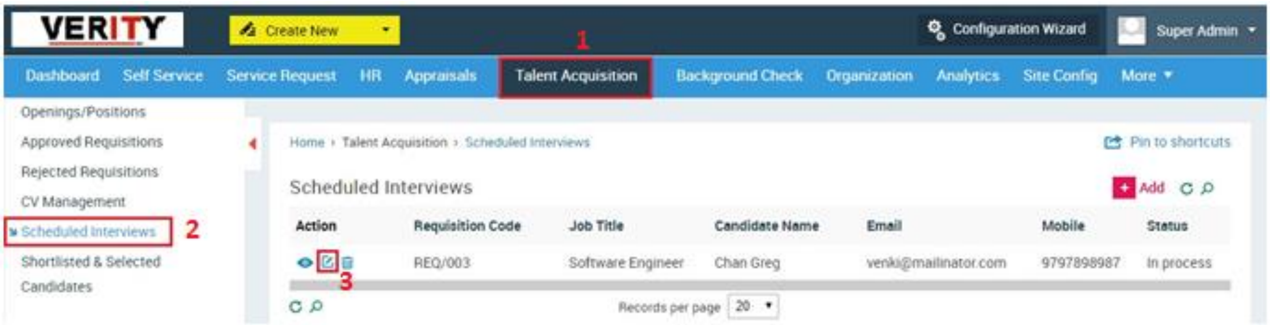


Figure 107

1. Click **Talent Acquisition** menu option
2. Click **Scheduled Interviews** on the left side panel
3. Click **Edit** icon against an interview

Please refer Figure 108

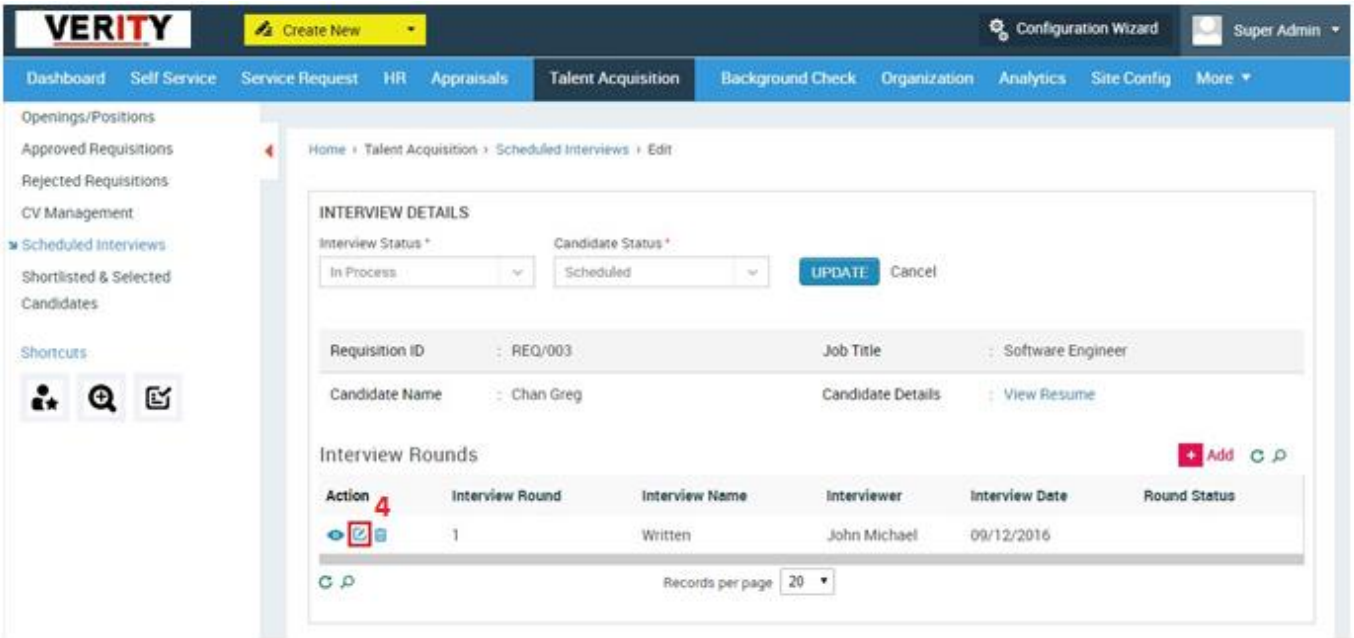


Figure 108

4. Click **Edit** icon against an interview round

Please refer Figure 109

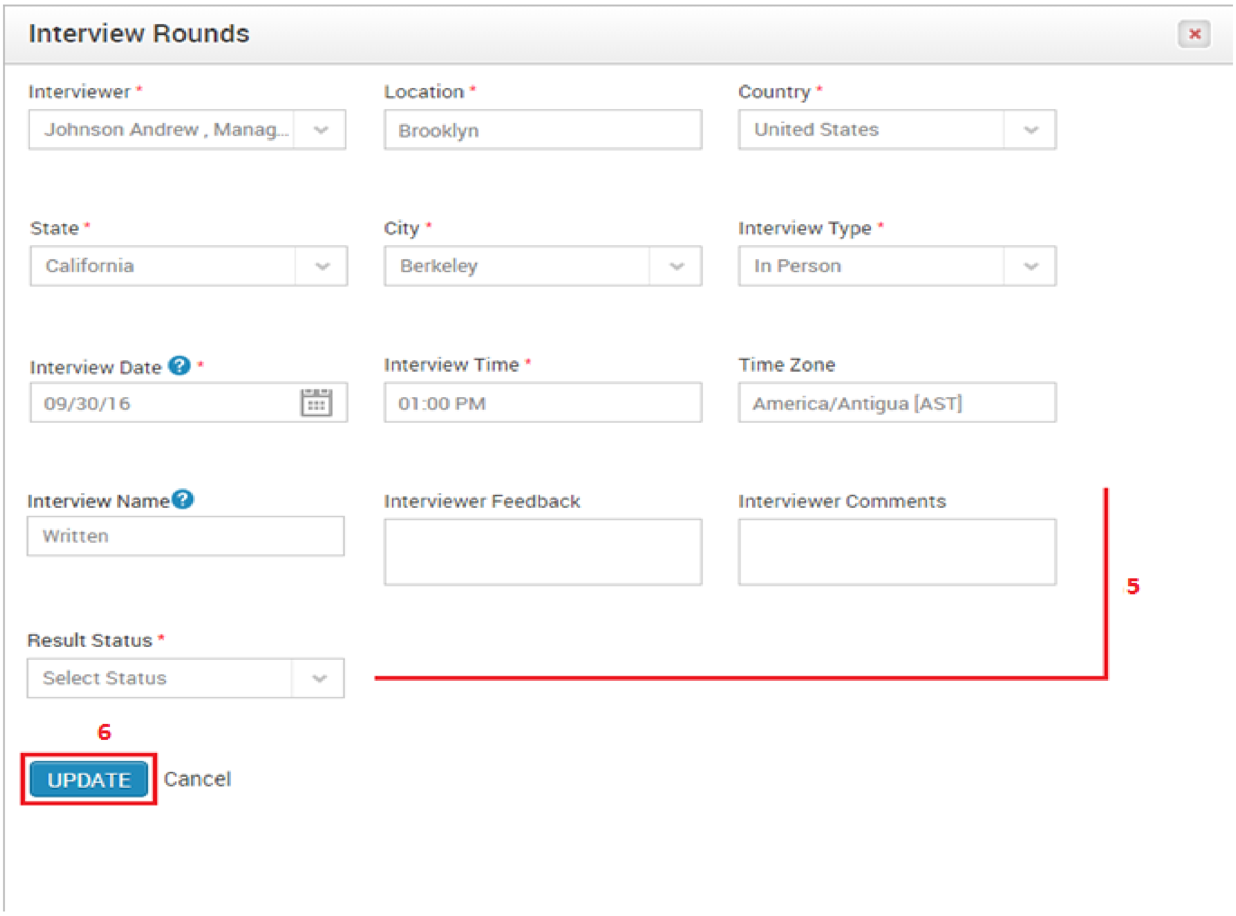


Figure 109

5. Provide feedback, comments and select the round status
6. Click **UPDATE** button

Please refer Figure 110

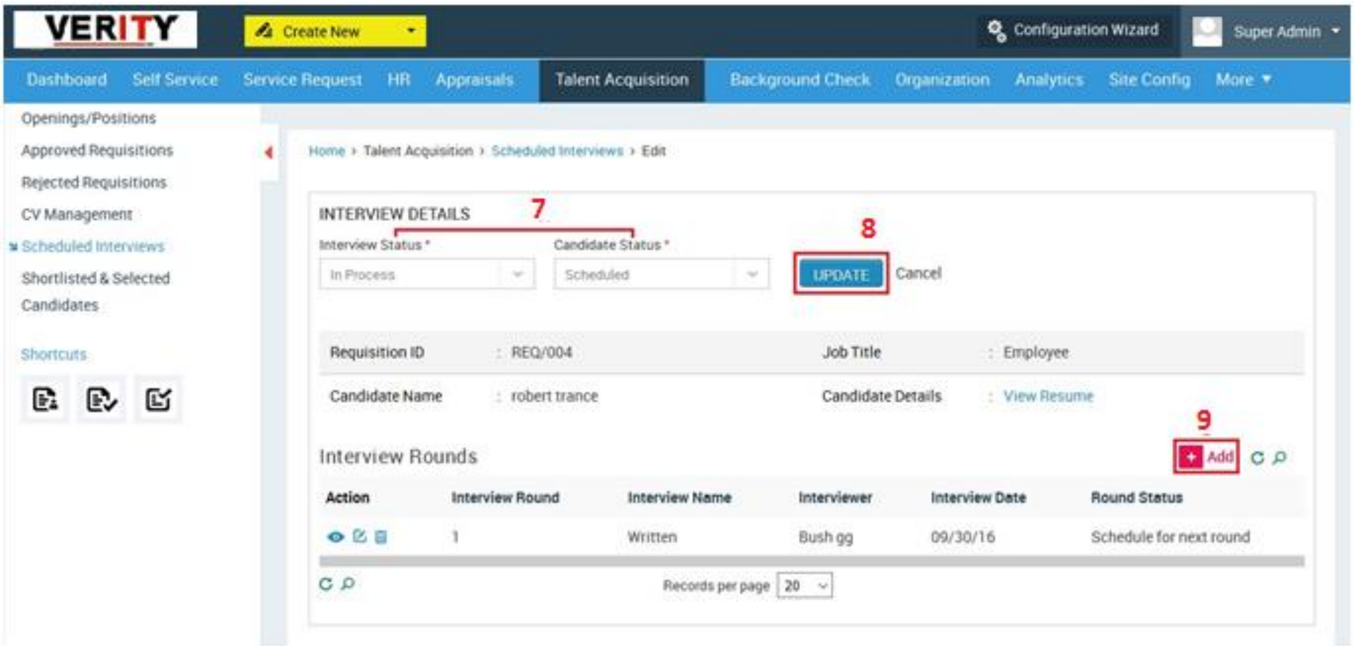


Figure 110

7. Click **+Add** to add another interview round (Provided you have given ‘Schedule for next round’ as round status)
8. Provide the interview and candidate status
9. Click **UPDATE** button

How do I select/reject a Shortlisted Candidate? (Management's Final Approval)

Please refer Figure 111

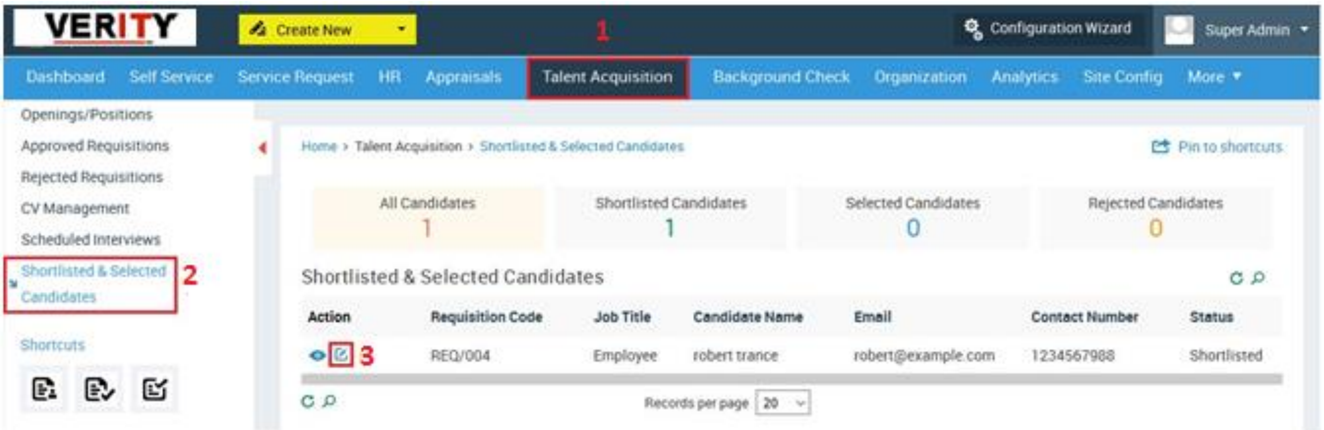


Figure 111

1. Click **Talent Acquisition** in the top menu
2. Click **Shortlisted & Selected Candidates** on the left menu panel
3. Click **Edit** icon against a requisition code

Please refer Figure 112

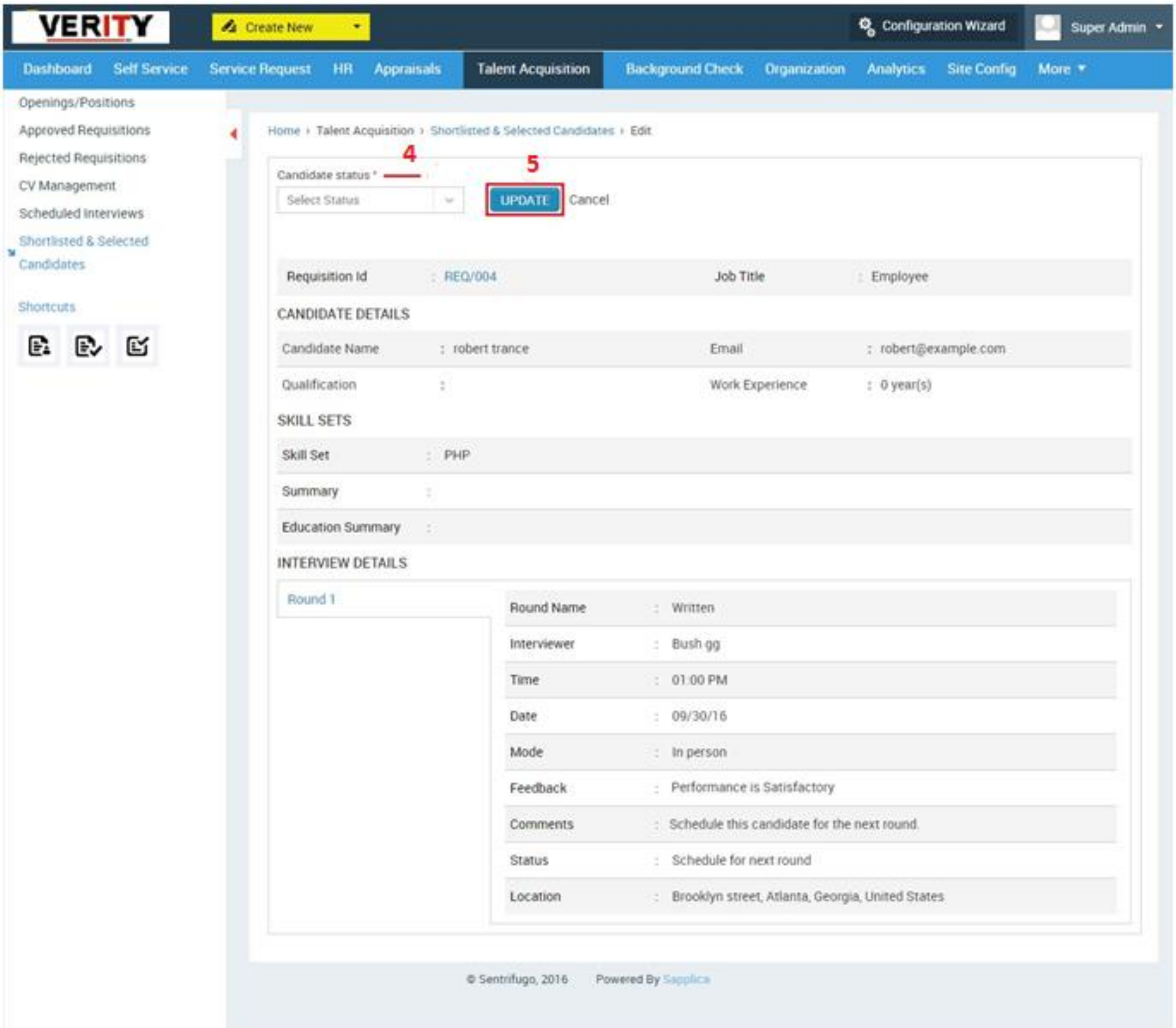


Figure 112

4. Select the status (select/reject)
5. Click **UPDATE** button

How do I add a Candidate as an Employee?

After an employee has been selected by the Management. The candidate can be added to VHRIS.

Please refer Figure 113

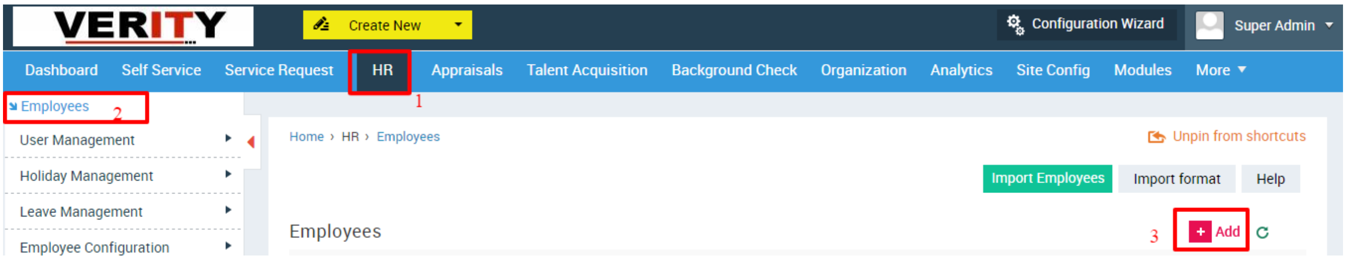


Figure 113

1. Click **HR** in the top menu
2. Click **Employees** on the left menu panel
3. Click **+Add** button on the right side

Please refer Figure 114

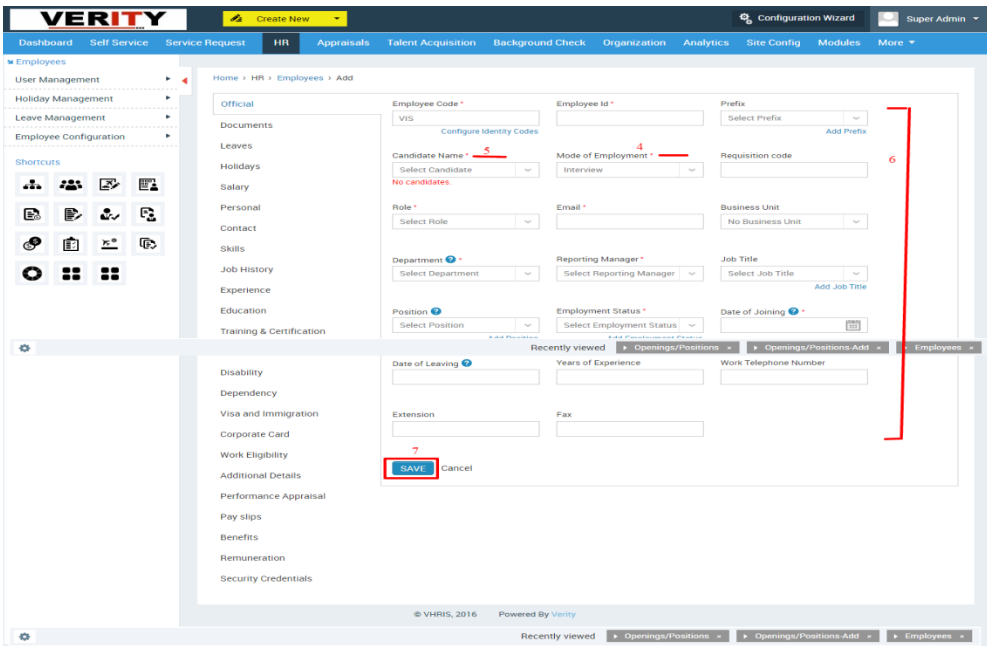
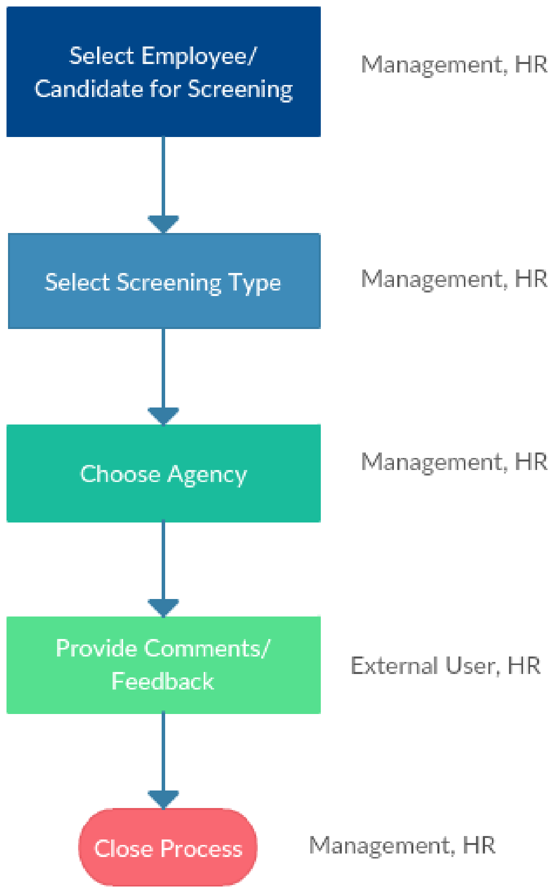


Figure 114

4. Select **'Interview'** in the field Mode of Employment
5. The shortlisted candidates' names will be populated here, select a candidate from the drop down list
6. Enter all the required details
7. Click **SAVE** button

6. Background Check

Background Check module enables the Pre and Post-Employment screening process. You can configure the screening types and manage the agencies you wish to work with. Below is the Background Check process flowchart.



Description:

- A User (Management, HR) selects an employee or candidate to have a background check performed on him/her
- The User selects the screening type and an agency for that screening type
- An External User (Agency User) logs into the application and provide details/feedback about the employee/candidate.
- The User views the feedback and provides his/her own comments.
- The User closes the process.

How do I add a Screening Type?

Please refer Figure 115

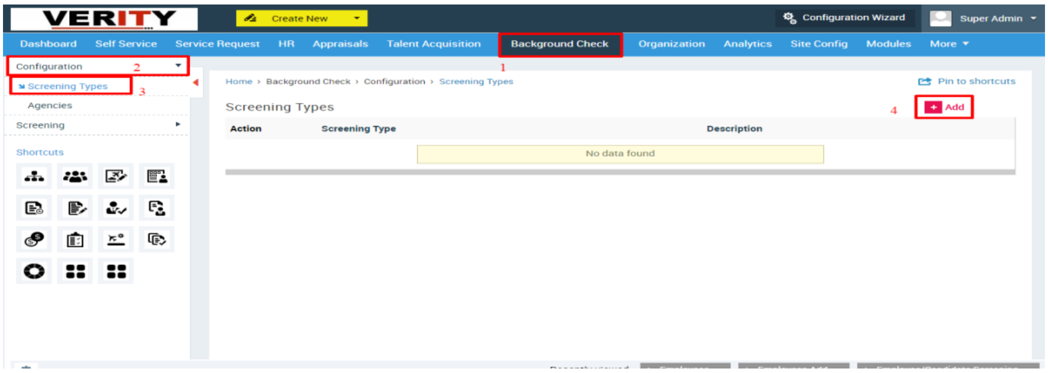


Figure 11

1. Click **Background Check** in the top menu
2. Click **Configuration** on the left menu panel
3. Click **Screening Types** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 116

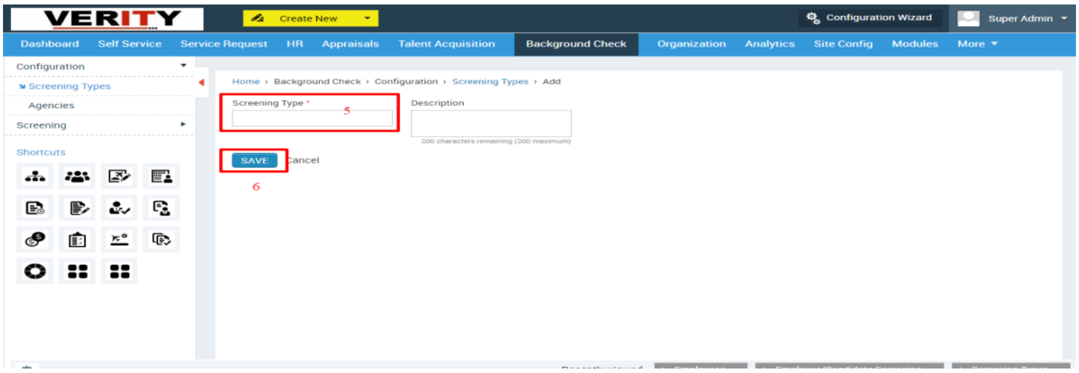


Figure 116

5. Enter the required details
6. Click **SAVE** button

How do I add an Agency?

Please refer Figure 117

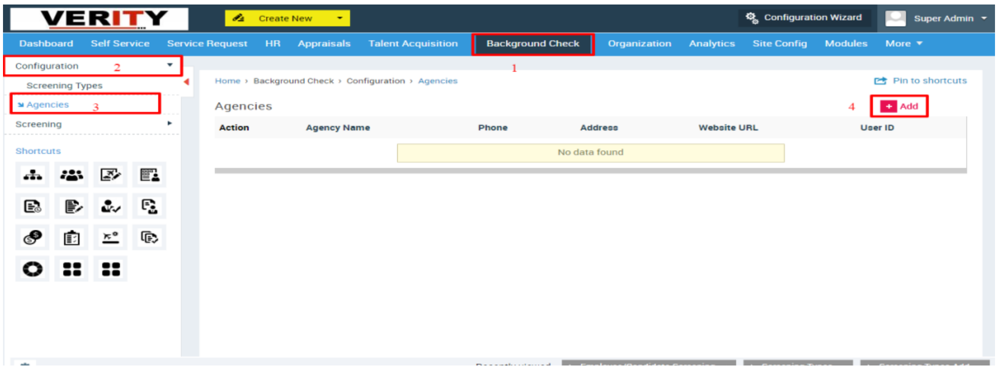


Figure 117

7. Click **Background Check** in the top menu
8. Click **Configuration** on the left menu panel
9. Click **Agencies** in the submenu
10. Click **+Add** button on the right side

Please refer Figure 118

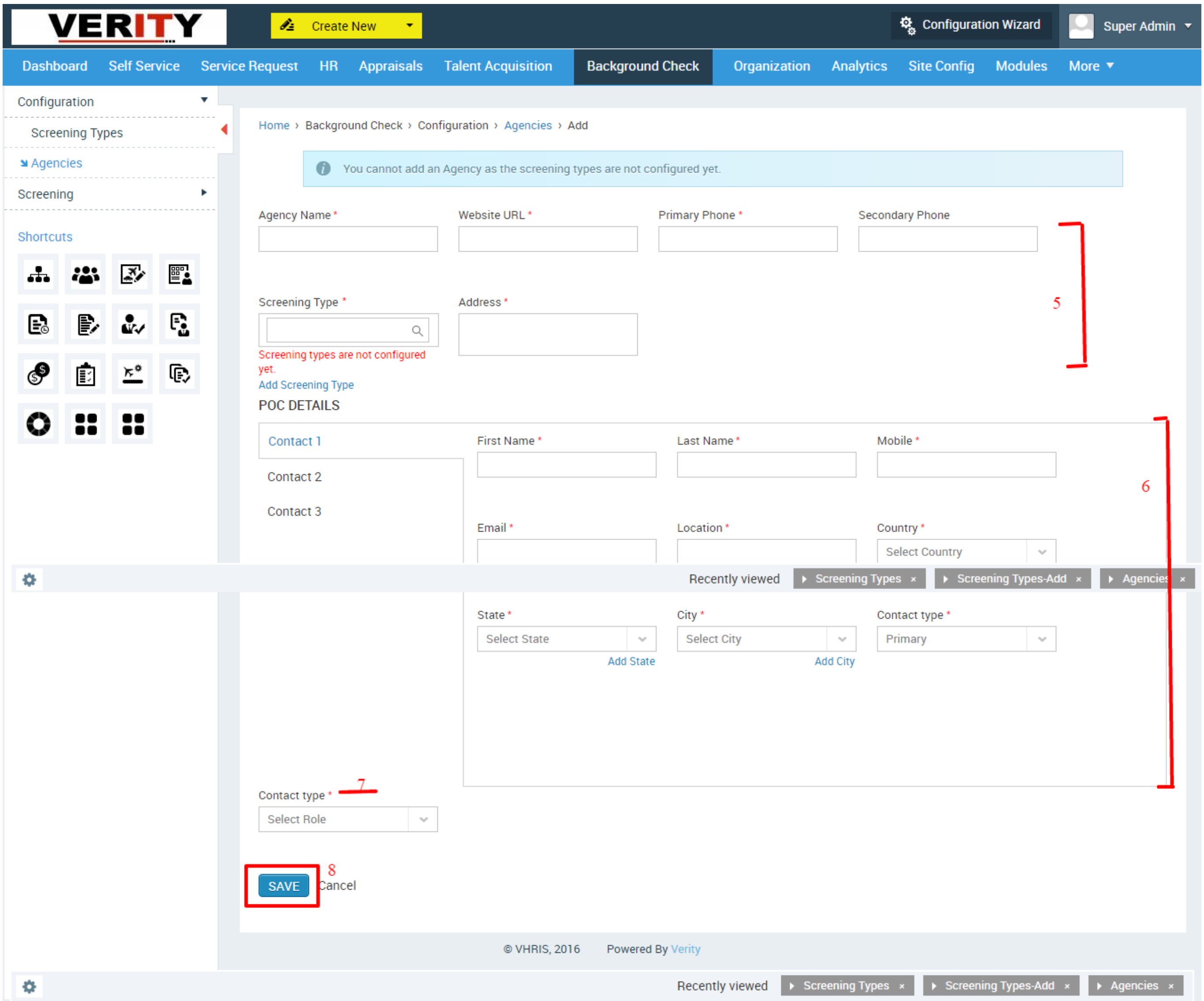


Figure 118

11. Enter the required details
12. Enter POC (Point of Contact) details
13. Enter Contact Type (The roles created for an external user will be populated here. Please refer section <u>6.2 How do I add Roles & Privileges</u>)
14. Click **SAVE** button

How do I select an Employee/Candidate for Screening?

Please refer Figure 119

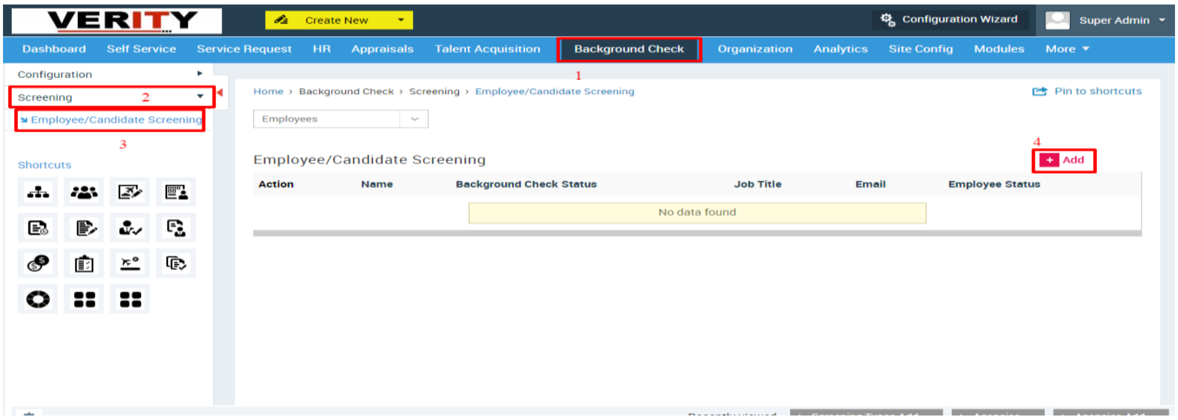


Figure 119

1. Click **Background Check** in the top menu
2. Click **Screening** on the left menu panel
3. Click **Employee/Candidate Screening** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 120

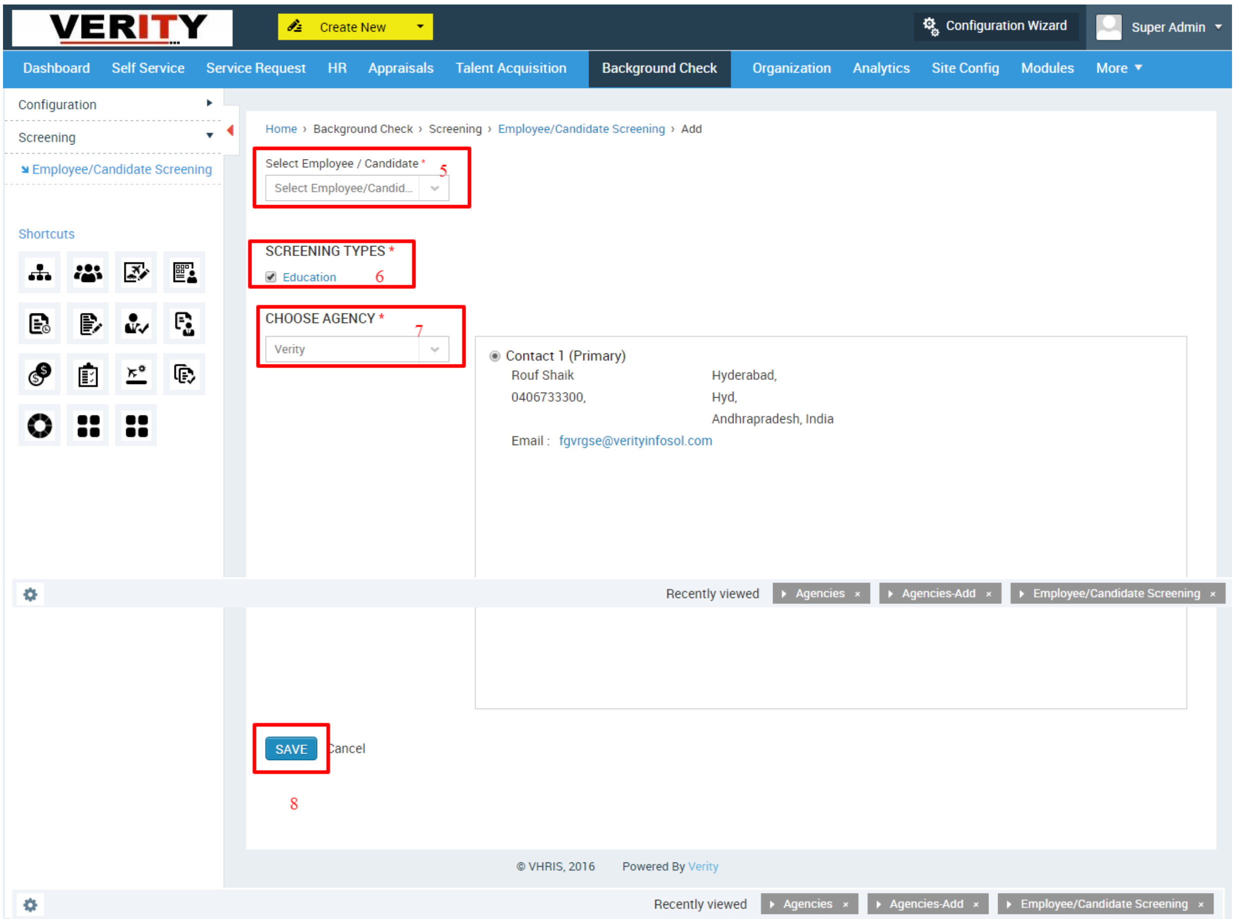


Figure 120

5. Select an Employee/Candidate
6. Select a Screening Type
7. Choose the agency
8. Click **SAVE** button

How do I set up HR and Management Group Emails?

Please refer Figure 121

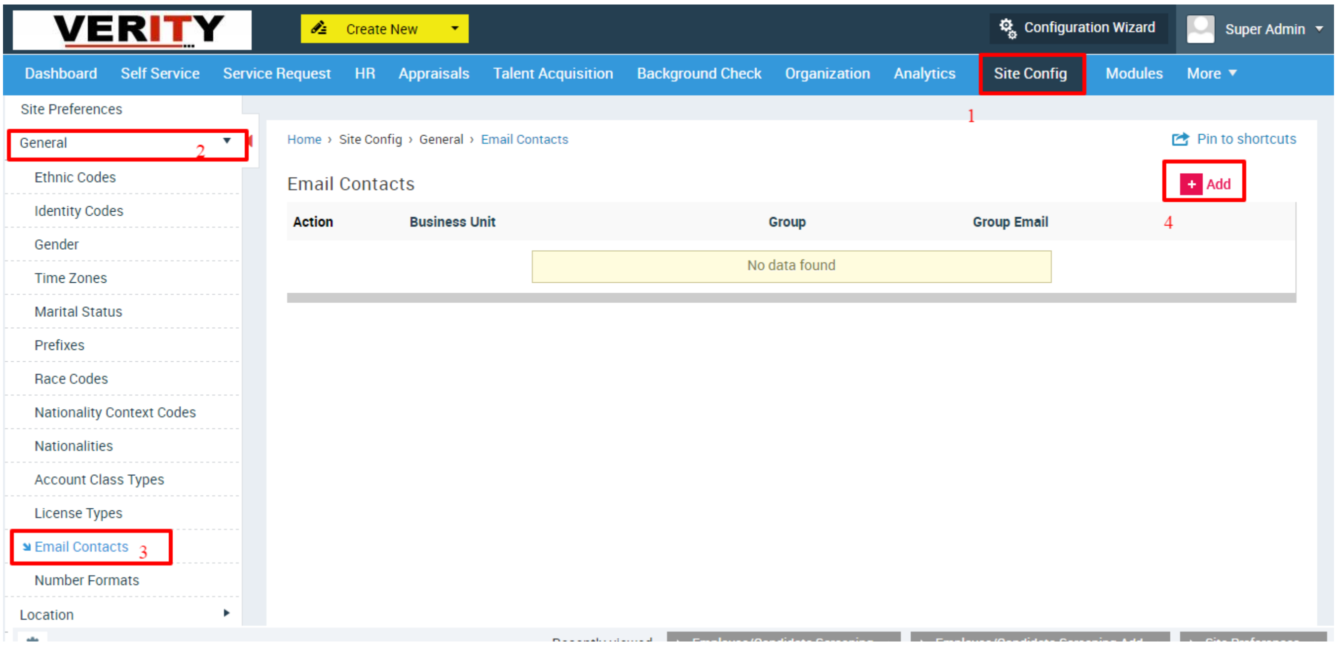


Figure 121

9. Click **Site Config** on the top menu
10. Click **General** on the left menu panel
11. Click **Email Contacts** in the submenu
12. Click **+Add** button on the right side

Please refer Figure 122

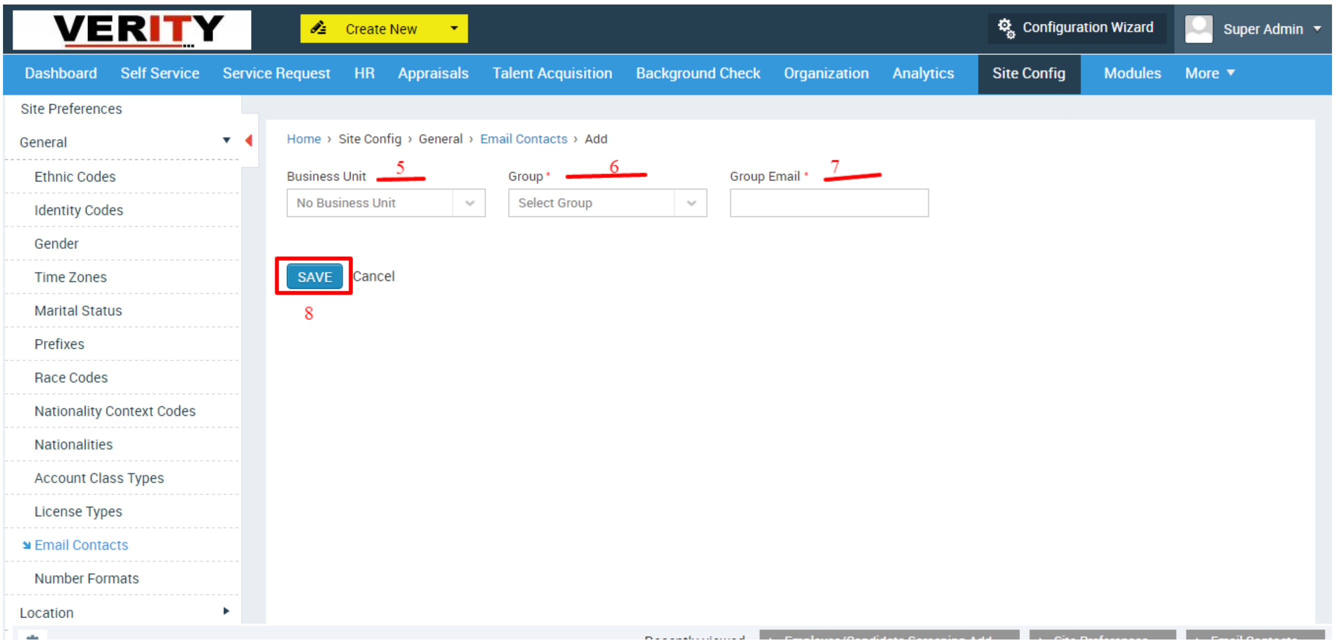


Figure 122

13. Select the business unit the HR group
14. Select 'Background Check – HR Group' (HR)/ 'Background Check' Management Group (Management)
15. Enter group email id
16. Click **SAVE** button

> Every HR/Management group email must be unique for a Business Unit. If repeated, you will get an error message saying

How do I provide Feedback as an External User?

Please refer Figure 123

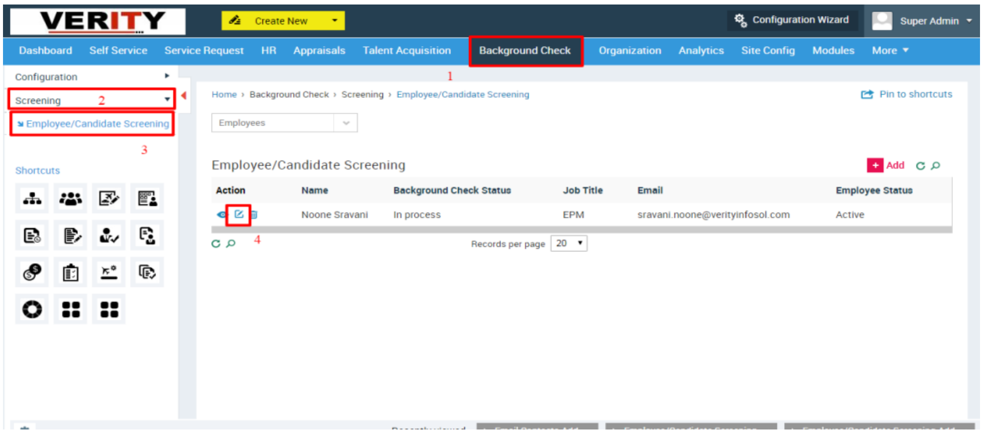


Figure 123

1. Click **Background Check** in the top menu
2. Click **Screening** on the left side panel
3. Click **Employee/Candidate Screening** in the submenu
4. Click **Edit icon** against an employee/candidate name

Please refer Figure 124

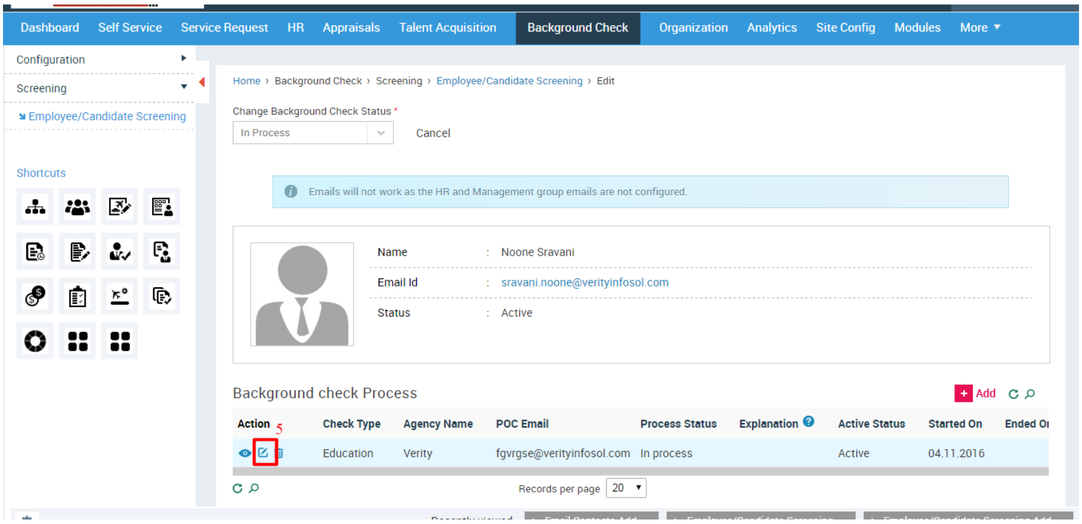


Figure 124

5. Click on the Edit icon against an employee/candidate name in the Background Check Process Grid

Please refer Figure 125

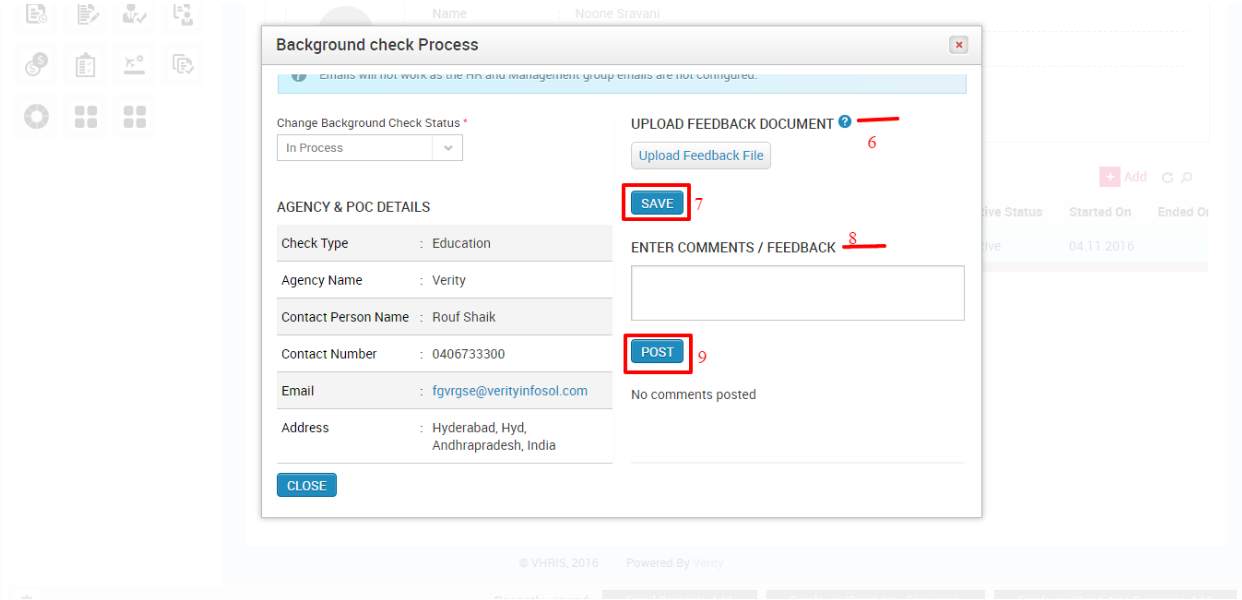


Figure 125

6. Upload feedback documents
7. Click **SAVE** button
8. Enter comments/feedback
9. Click **POST** button

How do I close a Background Check Process?

Please refer Figure 126

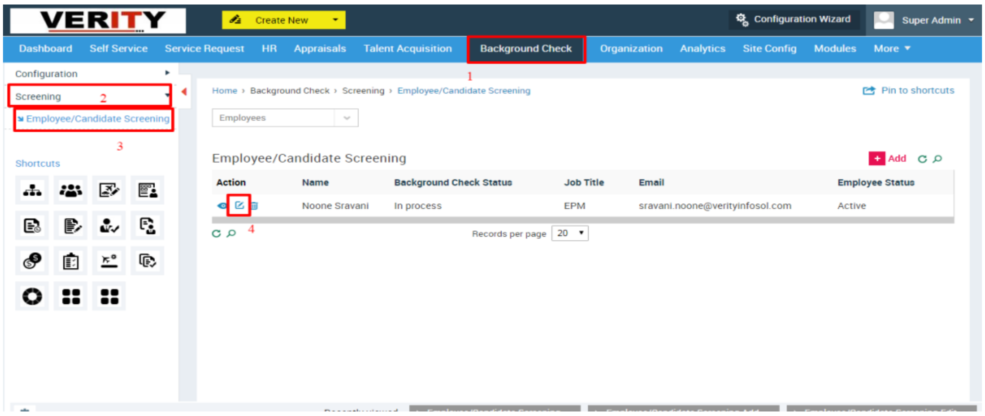


Figure 126

1. Click **Background Check** in the top menu
2. Click **Screening** on the left menu panel
3. Click **Employee/Candidate Screening** in the submenu
4. Click **Edit** icon against an employee/candidate name

Please refer Figure 127

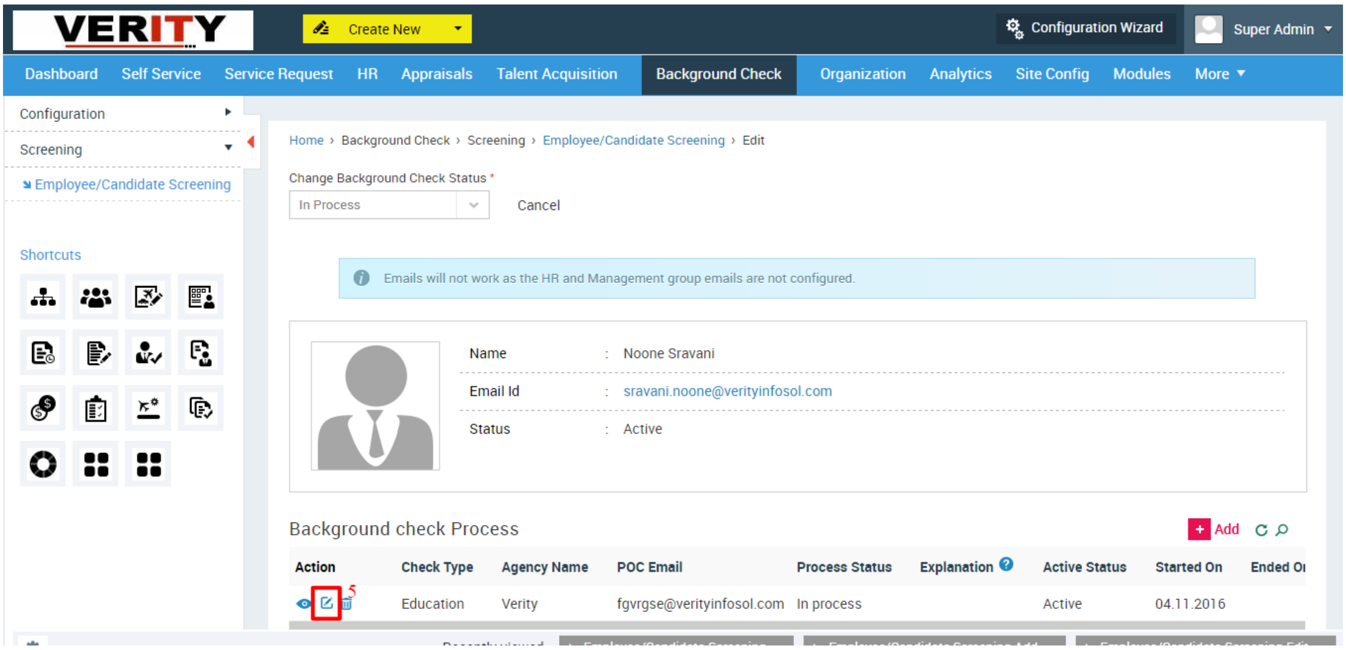


Figure 127

To close a specific Background process:

5. Click on the Edit icon against an employee/candidate name in the Background Check Process Grid

Please refer Figure 128

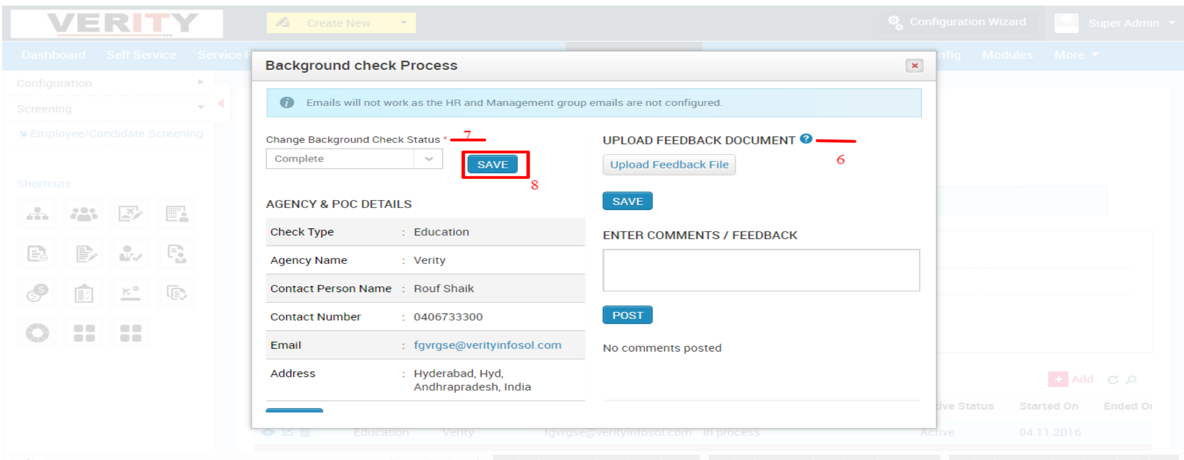


Figure 128

6. You can upload feedback documents or enter comments
7. Select **'Complete'** for the Background Check Status
8. Click **SAVE** button

Please refer Figure 129

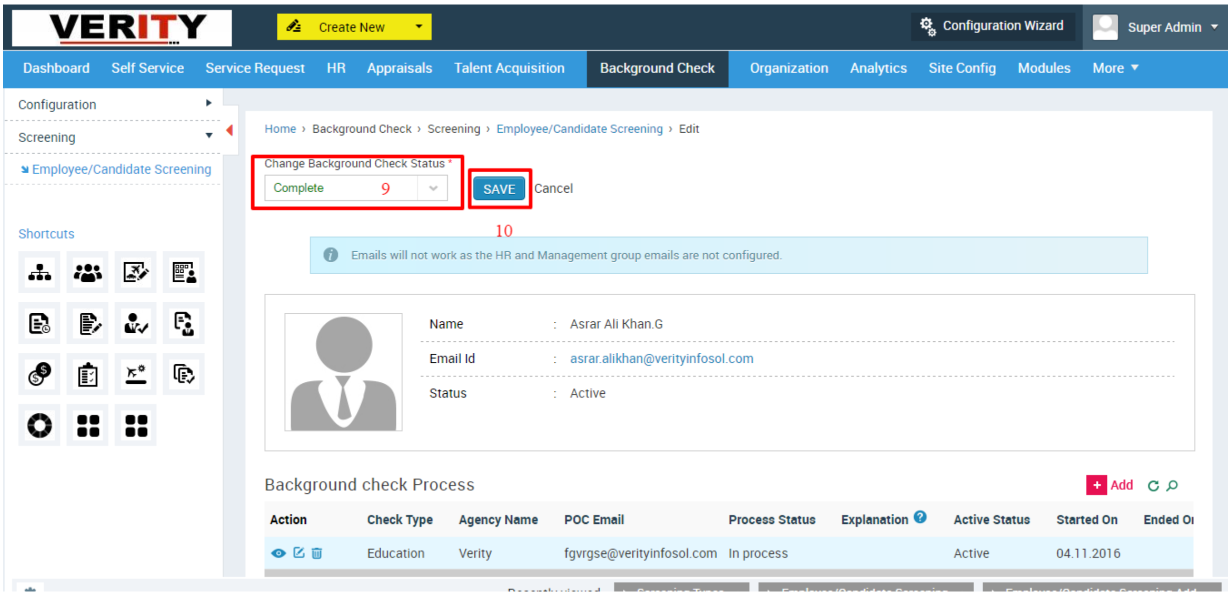


Figure 130

To close all Background processes for an employee:

9. Select **'Complete'** for the Background Check Status
10. Click **SAVE** button

7. Organization

Organization lets you can manage your organizational information, Business Units and Departments, Announcements and Policy Documents.

How do I view/edit information about my Organization?

This information was first given in the Step 3: Organization of the Configuration Wizard.

Please refer Figure 131

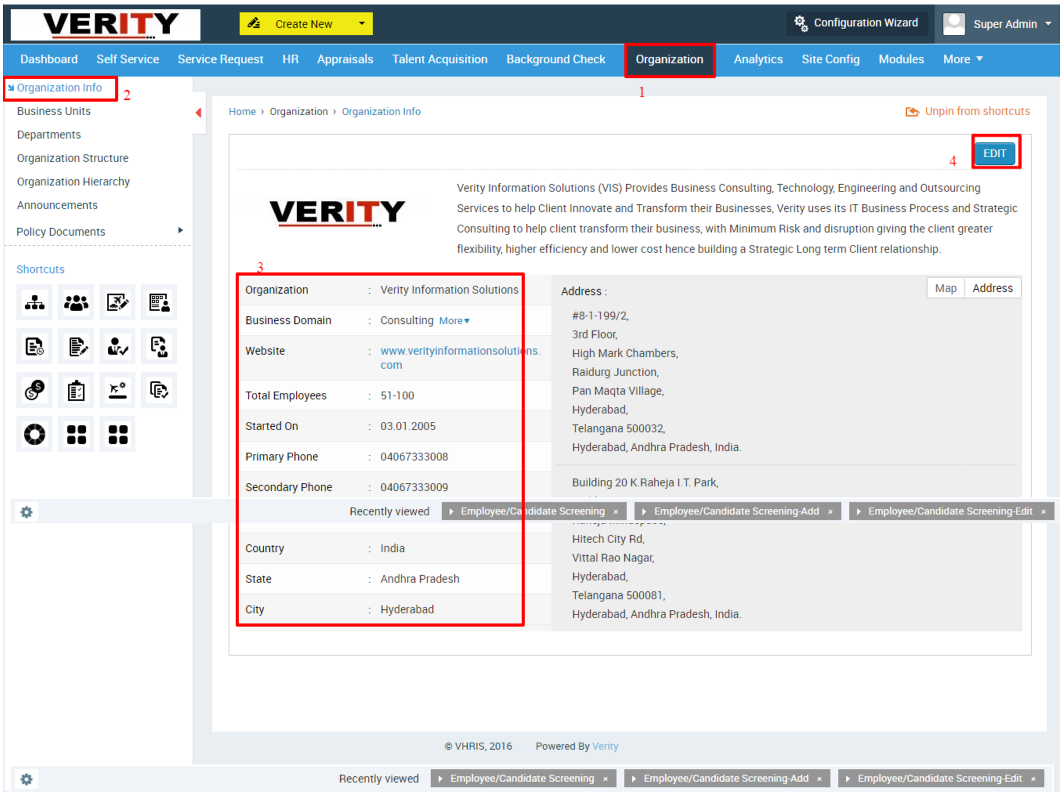


Figure 131

1. Click **Organization** in the top menu
2. Click **Organization Info** on the left menu panel
3. Your organization's details will be displayed here
4. Click **Edit** icon to modify details

Please refer Figure 132

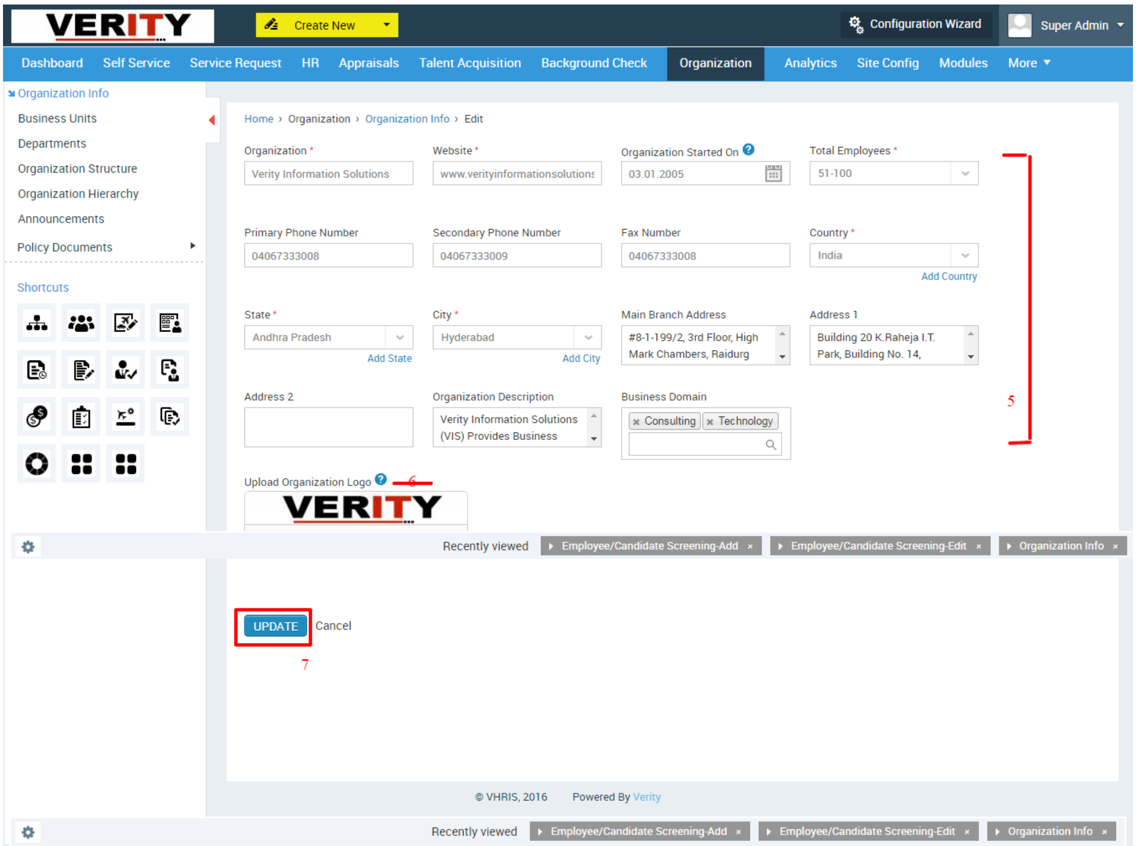


Figure 132

5. Enter or modify details
6. You can change your company logo
7. Click **UPDATE** button

Business Units & Departments

Please refer to section 1.5 How do I add Business Units and Departments?

How do I view my Organization Structure?

Please refer Figure 133

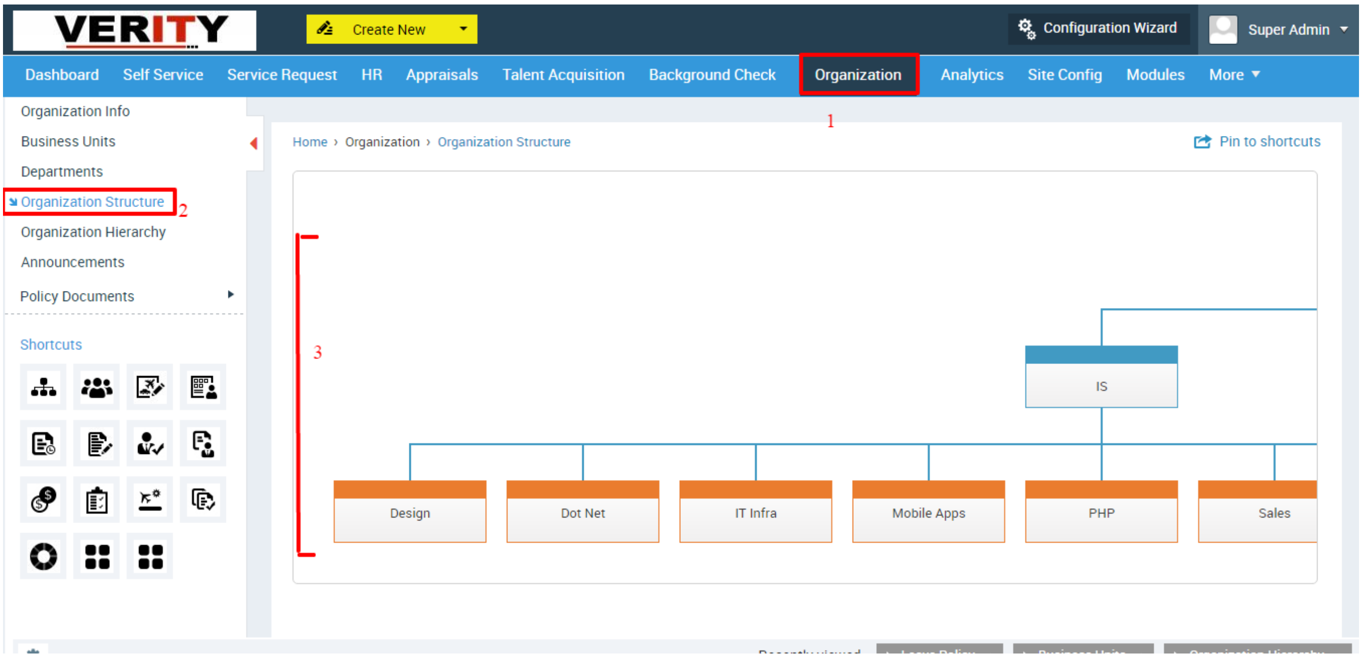


Figure 133

1. Click **Organization** in the top menu
2. Click **Organization Structure** on the left side panel
3. Your Organization Structure will be displayed here

The Organization Structure is for display purpose only and cannot be edited. It is formed according to the Business Units and Departments you add in the application.

How do I view my Organization Hierarchy?

Please refer Figure 134

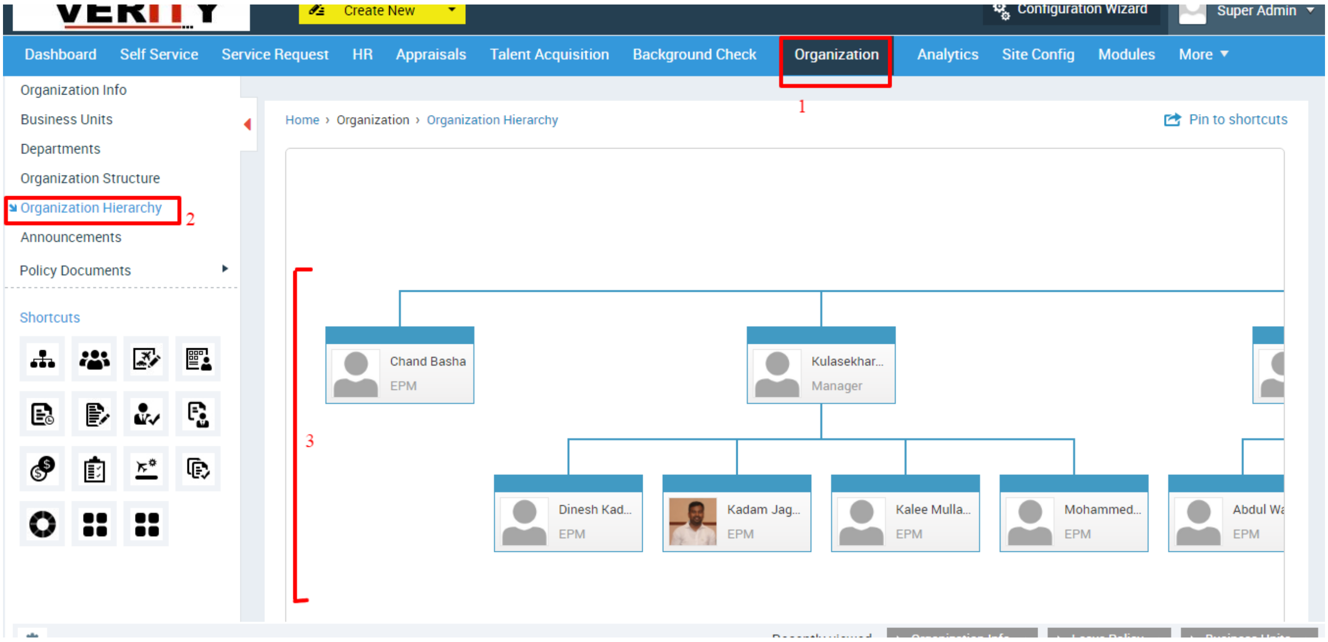


Figure 134

1. Click **Organization** in the top menu
2. Click **Organization Hierarchy** on the left menu panel
3. Your Organization Hierarchy will be displayed here

> The Organization Hierarchy is for display purpose only and cannot be edited. It is formed according to the employees you add to the application.

How do I add Announcements?

Refer section How do I add Announcements?

How do I add Policy Documents?

Users will have access to view essential documents whenever required. You can easily access & store all the organization's important policy documents

Please refer Figure 135

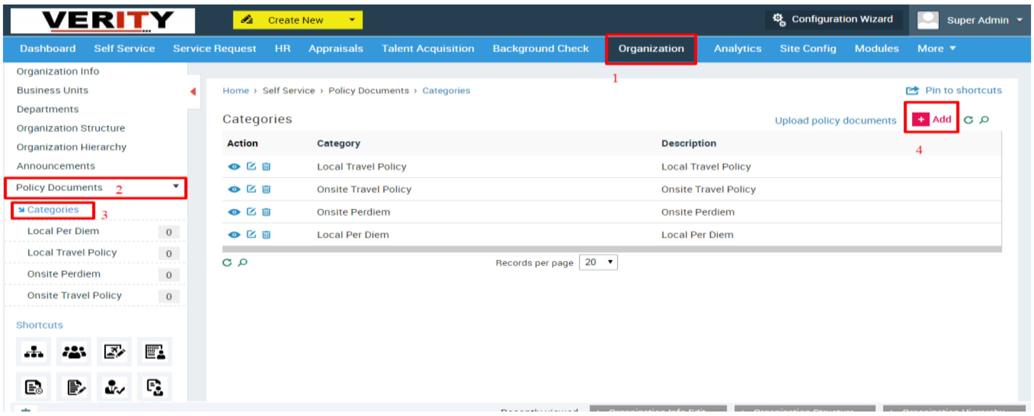


Figure 135

1. Click **Organization** menu option
2. Click **Policy Documents** on the left menu panel
3. Click **Categories** in the submenu
4. Click **+Add** button on the right side

Please refer Figure 136

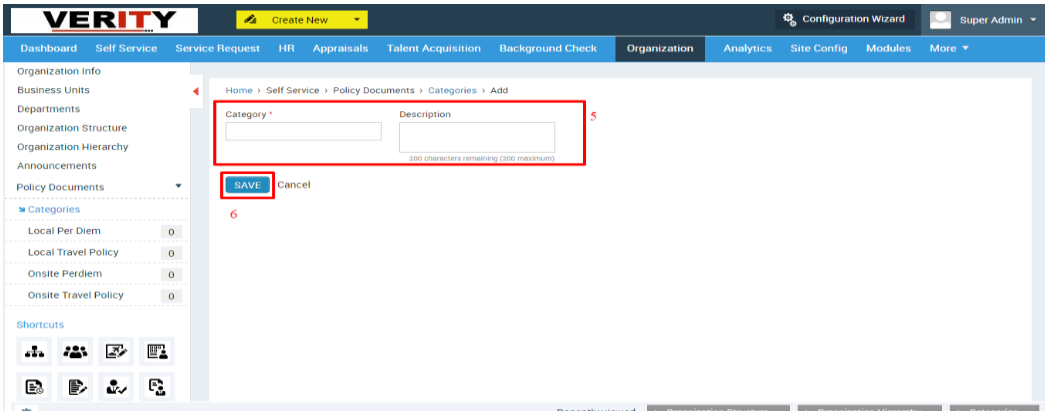


Figure 136

5. Enter the required details
6. Click **SAVE** button

Please refer Figure 137 *there is no leave policy in our application*

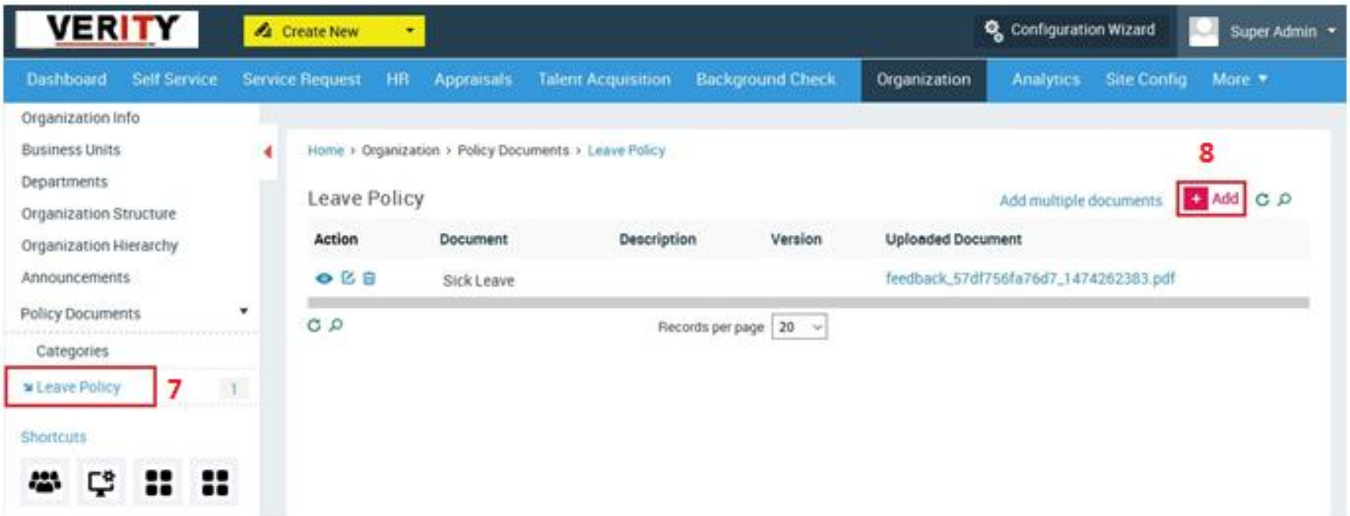


Figure 137

7. Click on the category name in the sub menu (we have selected 'Leave Policy' as an example)
8. Click **+Add** button

Please refer Figure 138

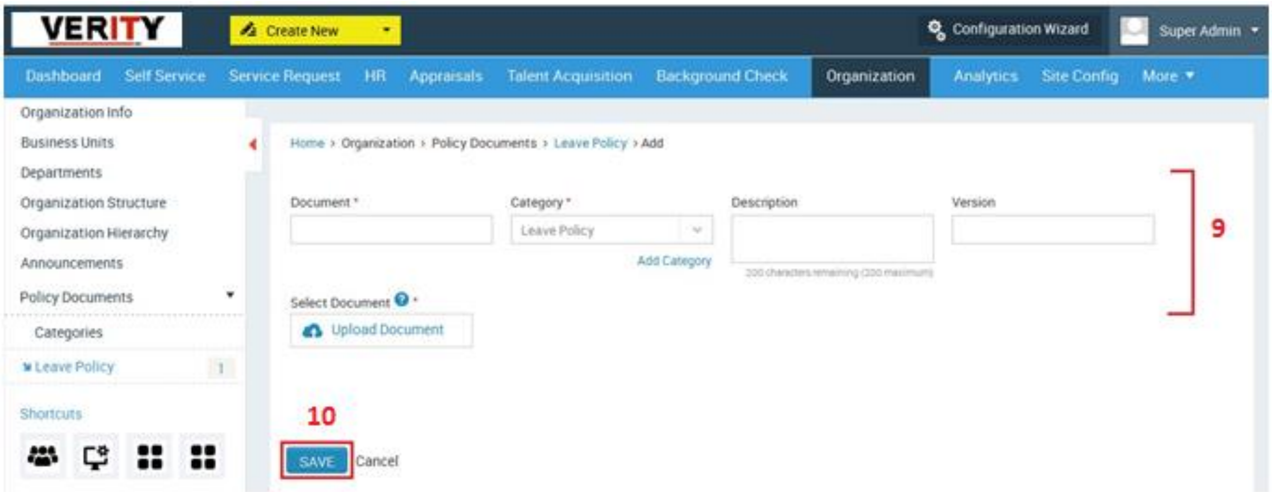


Figure 138

9. Enter the required details
10. Click **+Add** button

How do I view Policy Documents?

Please refer Figure 139

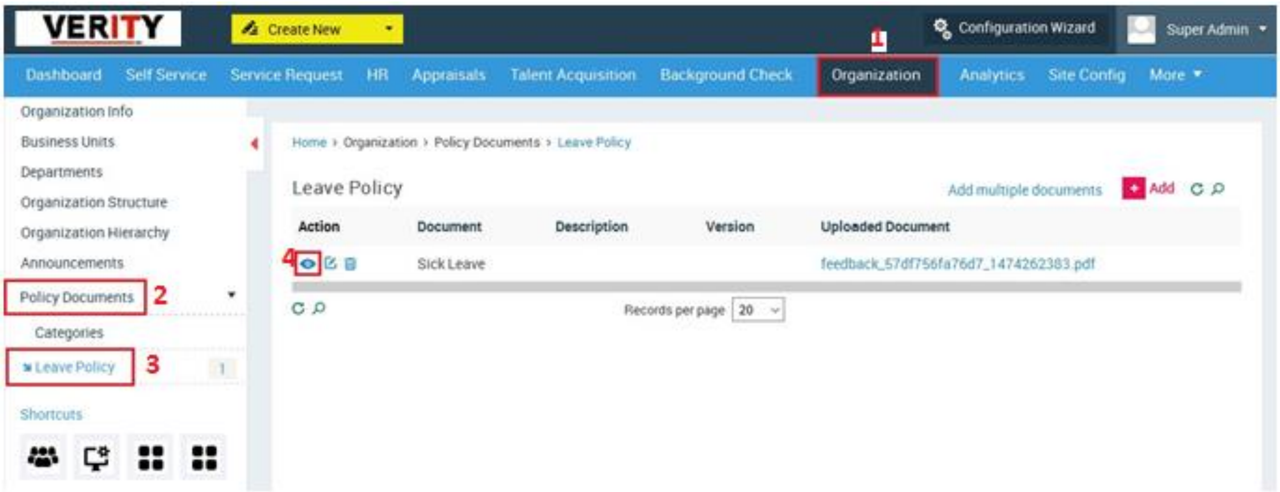


Figure 139

11. Click **Organization** in the top menu
12. Click **Policy Documents** on the left menu panel
13. Click on the category name you want to view (We have used ‘Leave Policy’ here as an example)
14. Click on the **View** icon against a document name

If a user is not able to view Policy Documents, go to HR > User Management > Roles & Privileges and check whether the user’s role has been granted privilege to view Policy Documents.

8. Analytics

Analytics uses descriptive techniques to represent your organization's data and allows you to generate custom reports and then export them to Excel or PDF.

You organizational data such as Employee Status, Employees on Leave, Attrition Rate will be presented in the form of pie charts, line and bar graphs. Click on **Analytics** in the top menu option to view the charts/graphs.

How do I view/generate Reports?

Please refer Figure 140

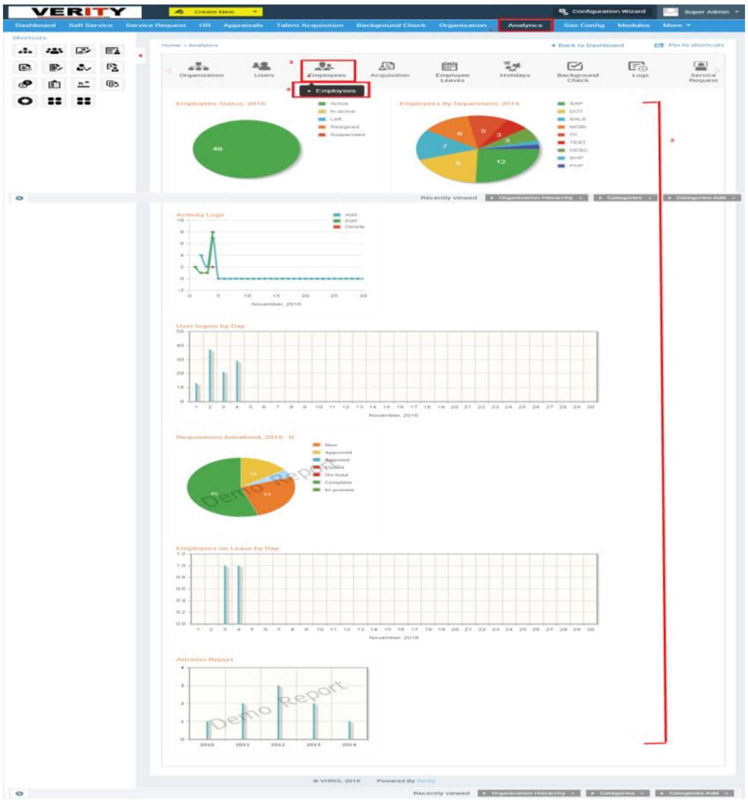


Figure 140

1. Click **Analytics** in the top menu
2. You will be redirected to Analytics page where graphical representation of organization statistics are displayed
3. Click on a menu item in the Analytics menu
4. Click on the corresponding submenu

Please refer Figure 141

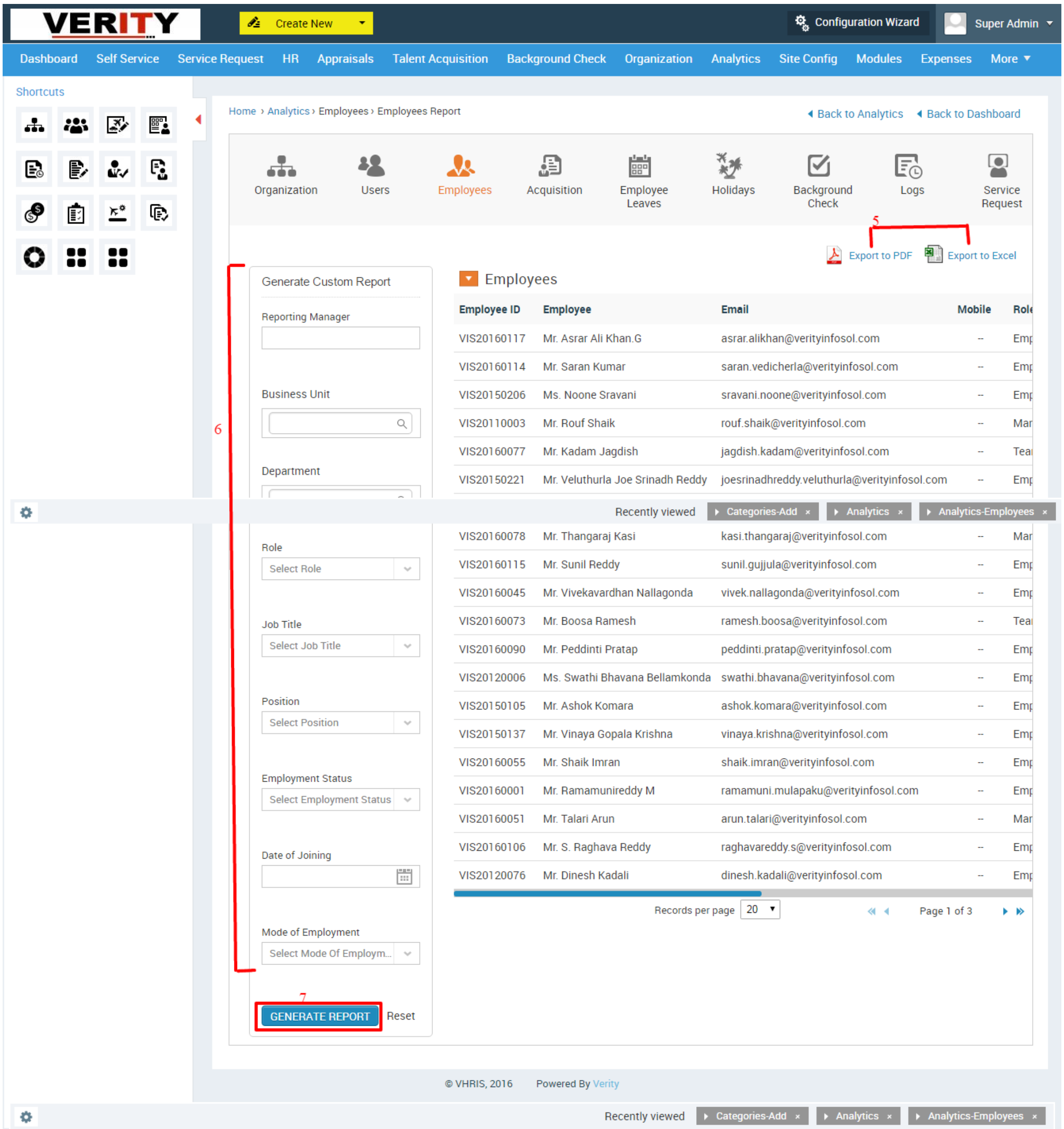


Figure 141

5. In the selected submenu page, click on Export to PDF or Export to Excel to generate report
   Or, to generate custom reports
6. Provide the specifications required to generate report
7. Click **GENERATE REPORT** to generate a custom report

9. Site Config

Site Configuration allows you to configure the standards used in your organization such as locations, currency codes, date formats, ethnic codes, etc.

How do I view/edit Site Preferences?

This information was first given in the Step 2: Site Config of the Configuration Wizard.

Please refer Figure 142

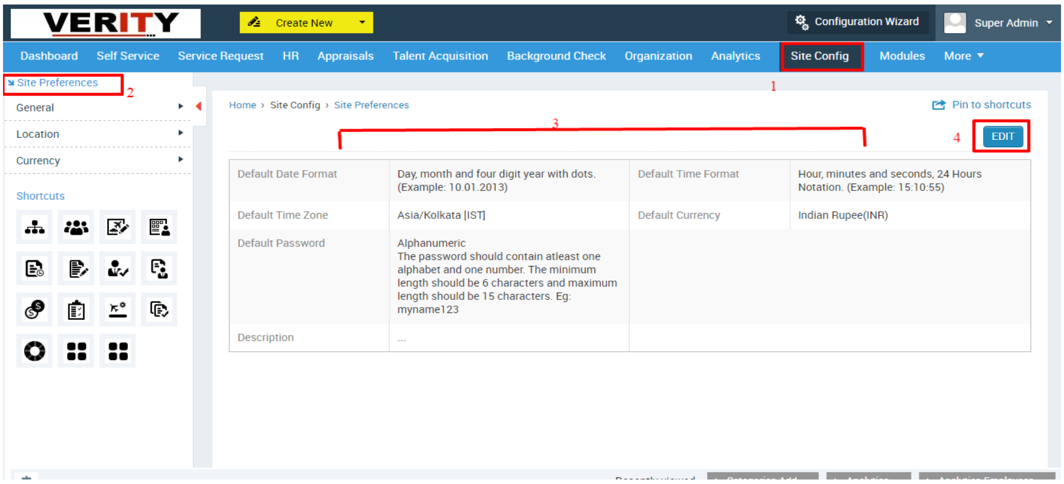


Figure 142

1. Click **Site Config** in the top menu
2. Click **Site Preferences** in the left menu panel
3. You can view your Site Preference details here
4. Click **Edit** icon

Please refer Figure 143

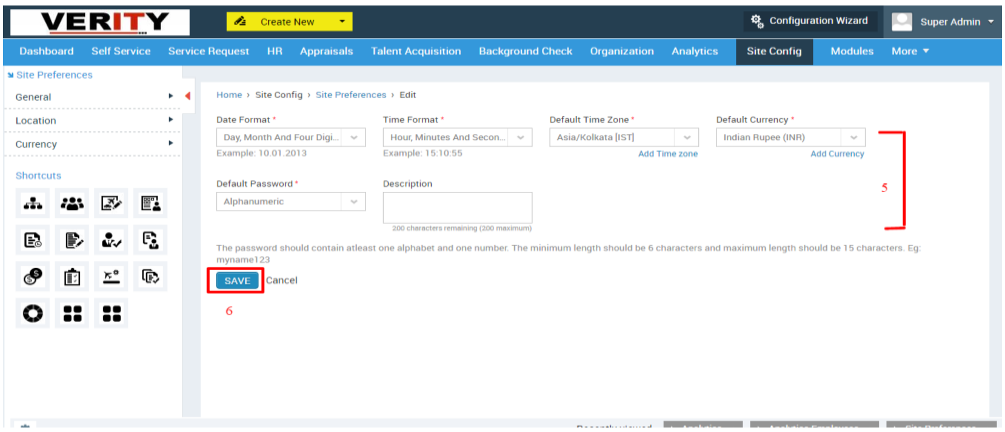


Figure 143

5. Enter/Edit the details

6. Click **SAVE** button

How do I set General Site Preferences?

You can set general preferences like time zones, nationalities, gender codes, ethnic codes etc. which will be consistent across the entire application.

Please refer Figure 144

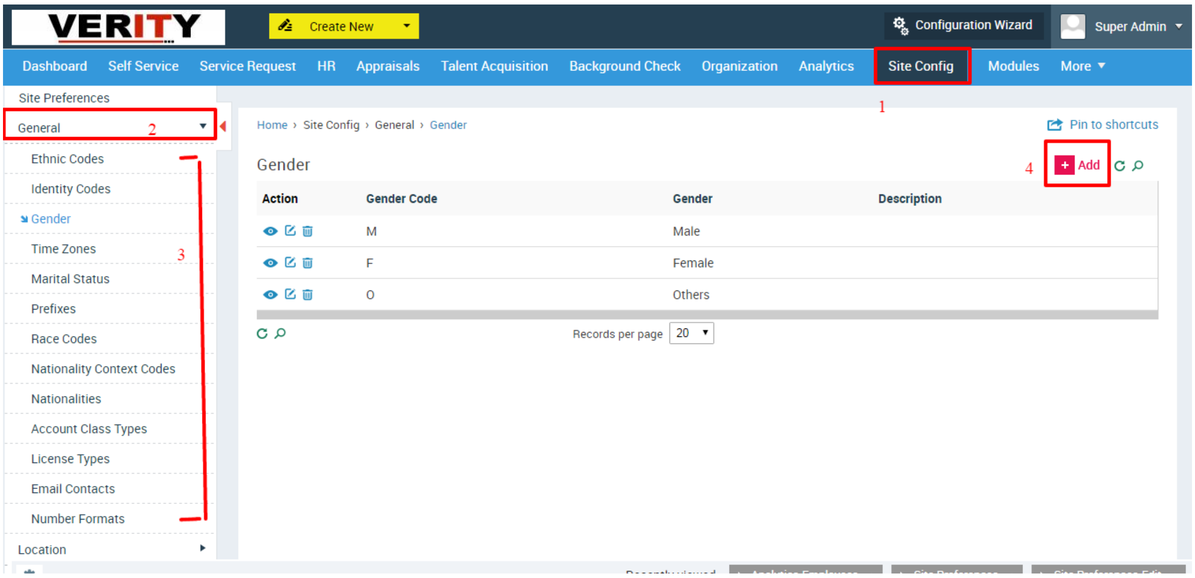


Figure 144

1. Click **Site Config** in the top menu
2. Click **General** on the left menu panel
3. Click on any option in the submenu (We've used Gender as an example)
4. Click **+Add** button

Please refer Figure 145

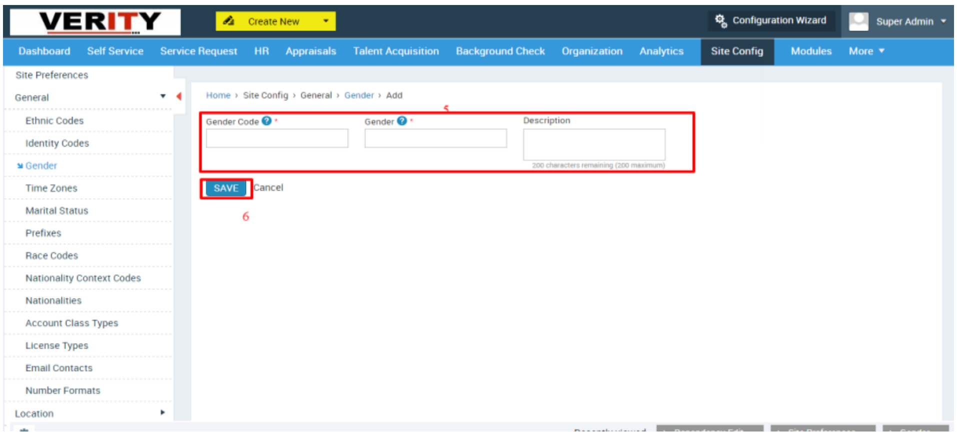


Figure 145

5. Enter/Edit the details
6. Click **SAVE** button

How do I set Identity Codes?

Identity code is the alphabets used in an Employee ID. For example in the Employee IDs **EMP**0033 and **USER**009, EMP and USER are the identity codes respectively.

Please refer Figure 146

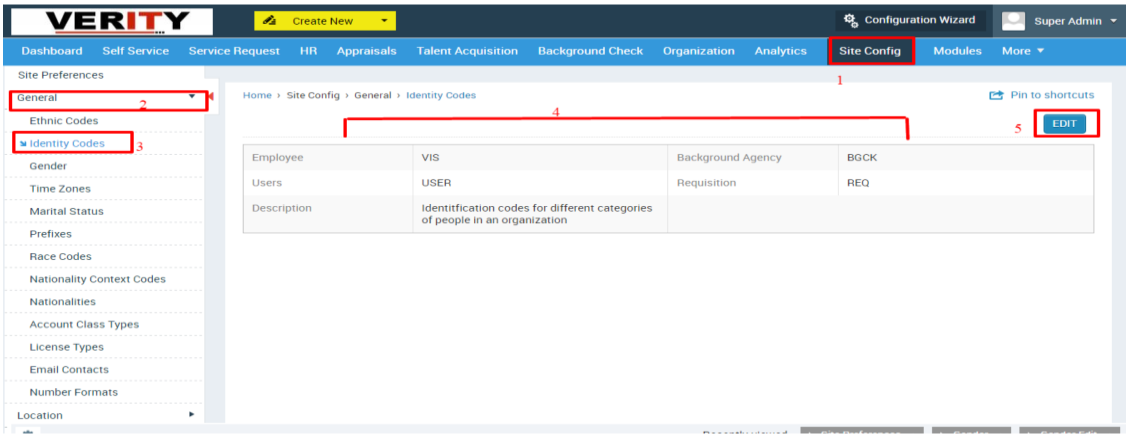


Figure 146

7. Click **Site Config** in the top menu
8. Click **General** on the left menu panel
9. Click **Identity Codes** in the submenu
10. Your default identity code details will be displayed here
11. Click **Edit icon**

Please refer Figure 147

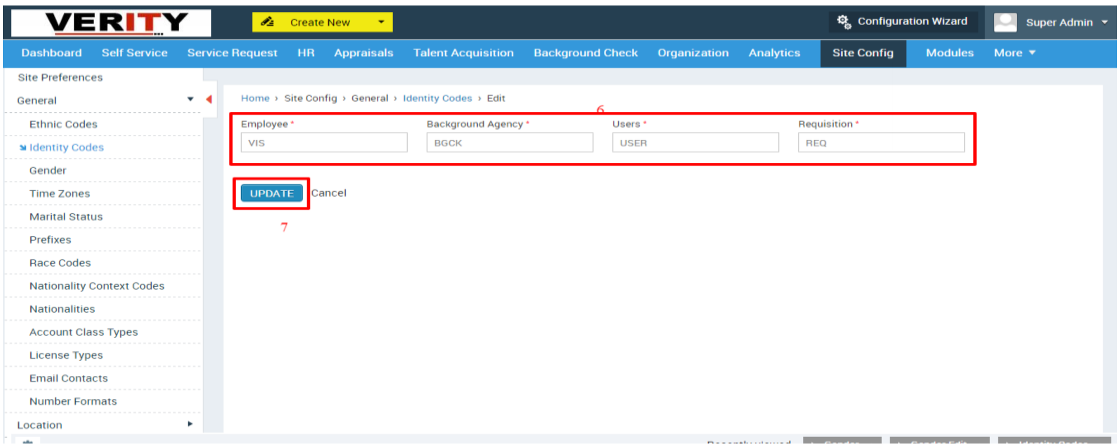


Figure 147

12. Edit the details
13. Click **SAVE** button

What should I do if my Country/State/City are not available in VHRIS?

Please refer Figure 148

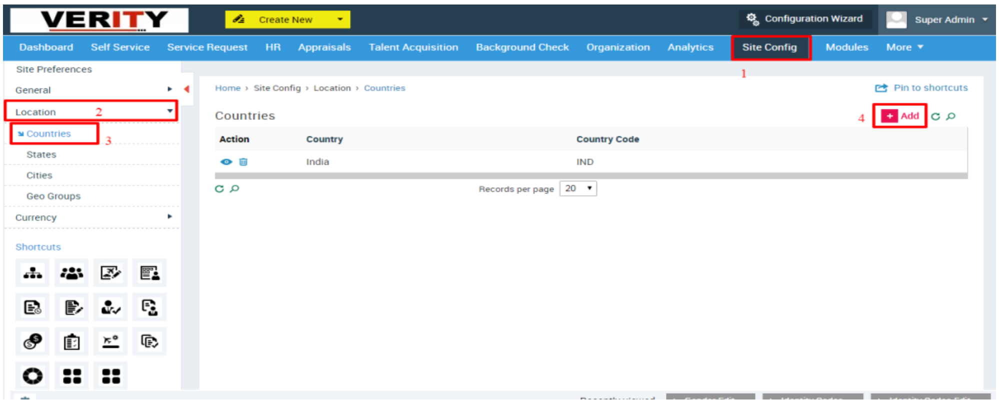


Figure 148

1. Click **Site Config** in the top menu
2. Click **Location** on the left menu panel
3. Click **Countries** in the submenu
4. Click **+Add** button

Please refer Figure 149

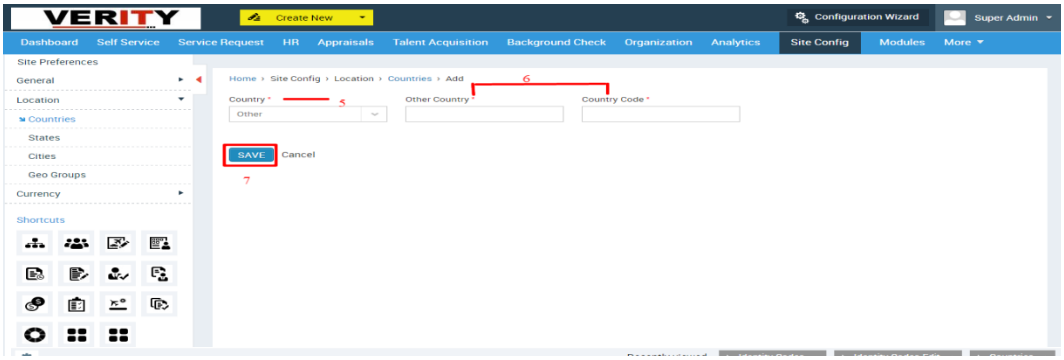


Figure 149

5. Select 'Other' in the Country field
6. Provide Other Country name and code
7. Click **SAVE** button

Once an unavailable 'Country' name is added, it will be appear in the drop down option when you want to add a state or city. You can use the same procedure shown above to add States and Cities not available in the application.

How do I add Currency and Currency Conversions?

Currencies

Please refer Figure 150

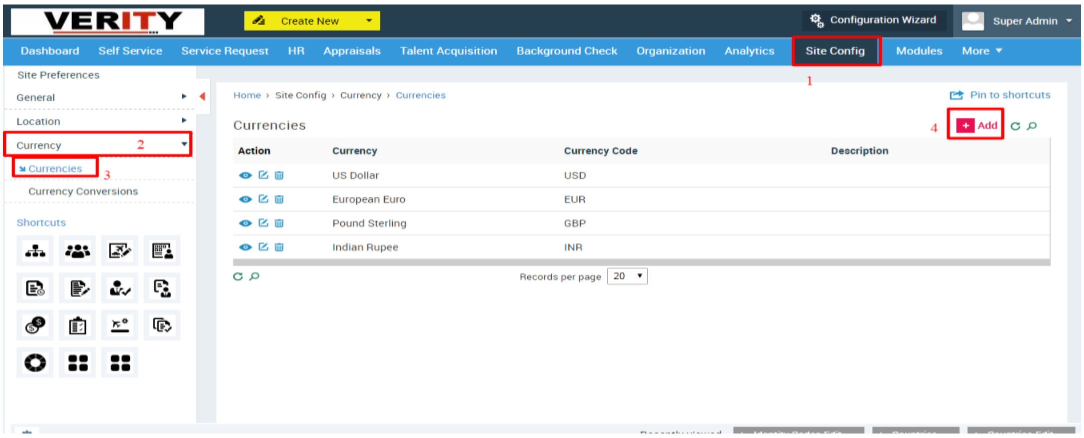


Figure 150

1. Click **Site Config** in the top menu
2. Click **Currency** on the left menu panel
3. Click **Currencies** in the submenu
4. Click **+Add** button

Please refer Figure 151

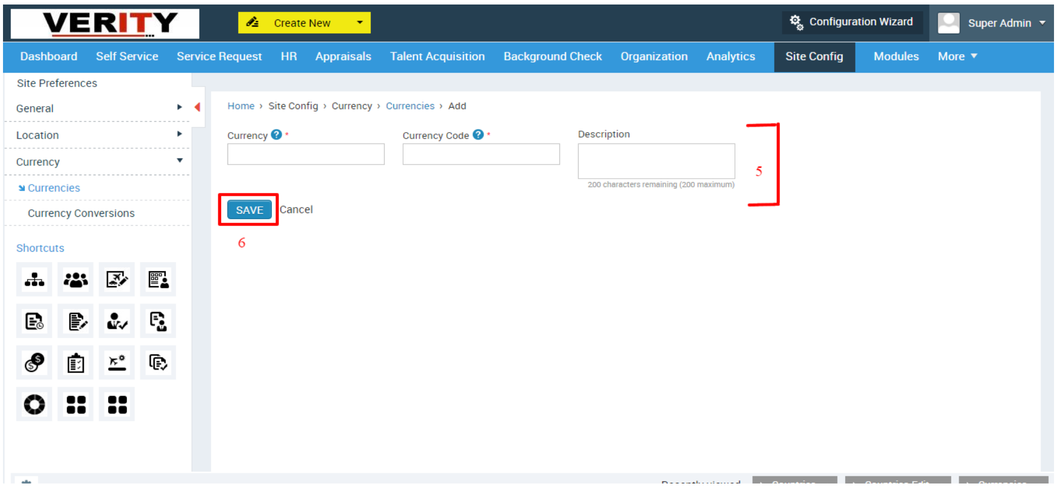


Figure 151

5. Enter the required details
6. Click **SAVE** button

Currency Conversions

Please refer Figure 152

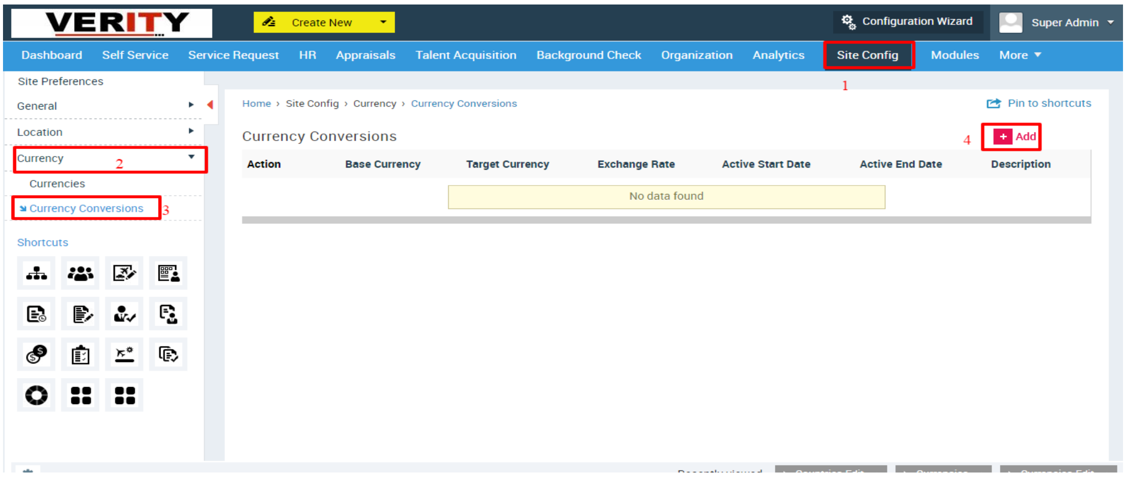


Figure 152

1. Click **Site Config** menu option
2. Click **Currency** on the left menu panel
3. Click **Currency Conversions** in the submenu
4. Click **+Add** button

Please refer Figure 153

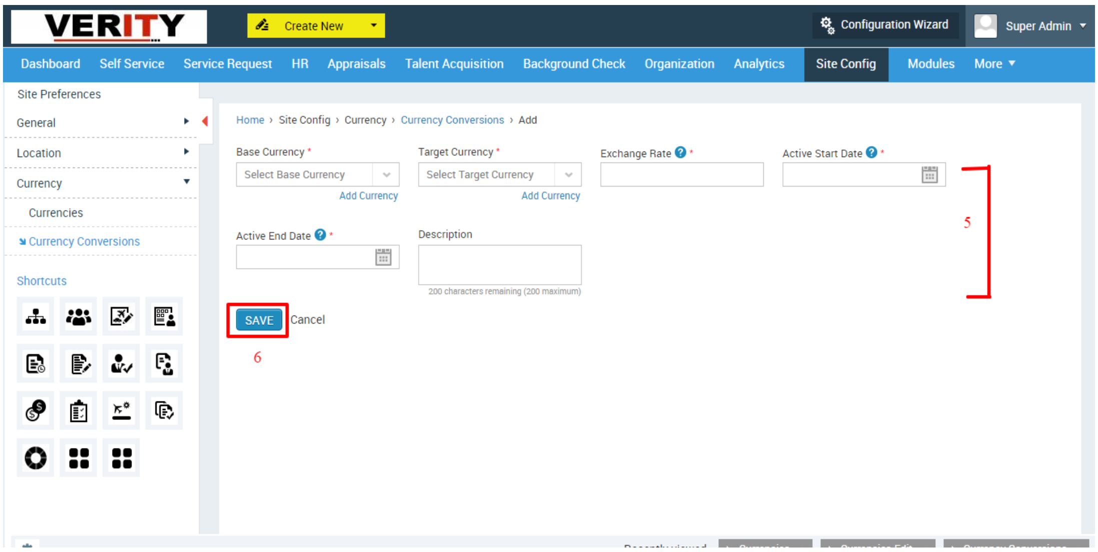


Figure 153

5. Enter the required details
6. Click **SAVE** button

10. Modules

Please refer section 1.3.1 Configuration Wizard: Step 1

11. Logs

Logs allow you to check the amount of activity happening on the application along with the daily users' login record.

How do I view Activity Logs?

Please refer Figure 154

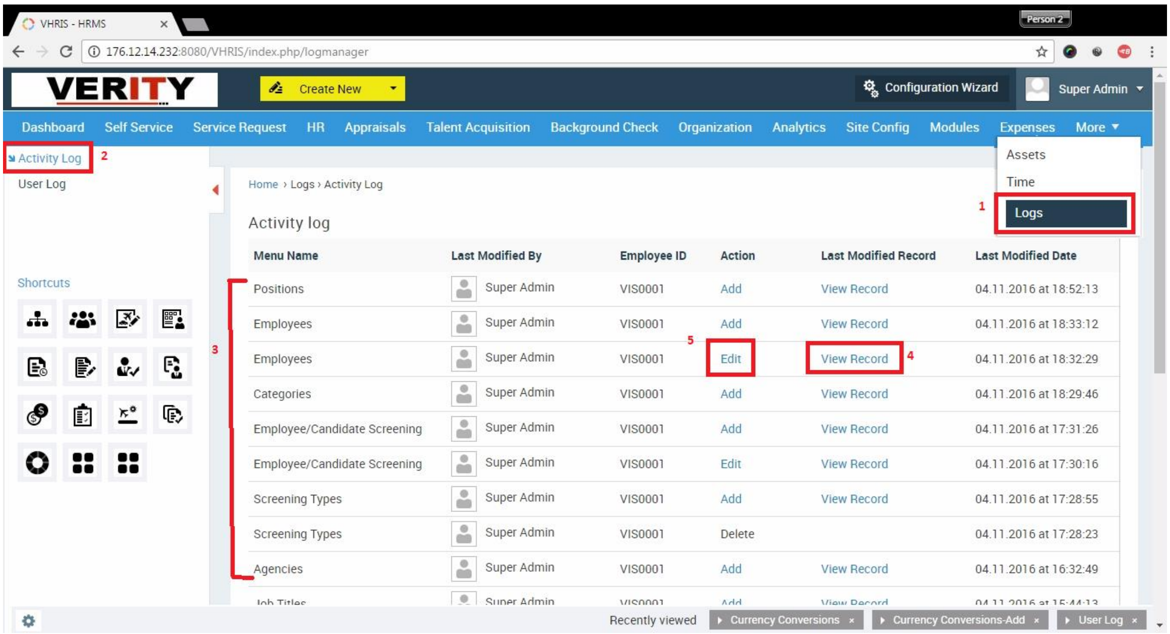
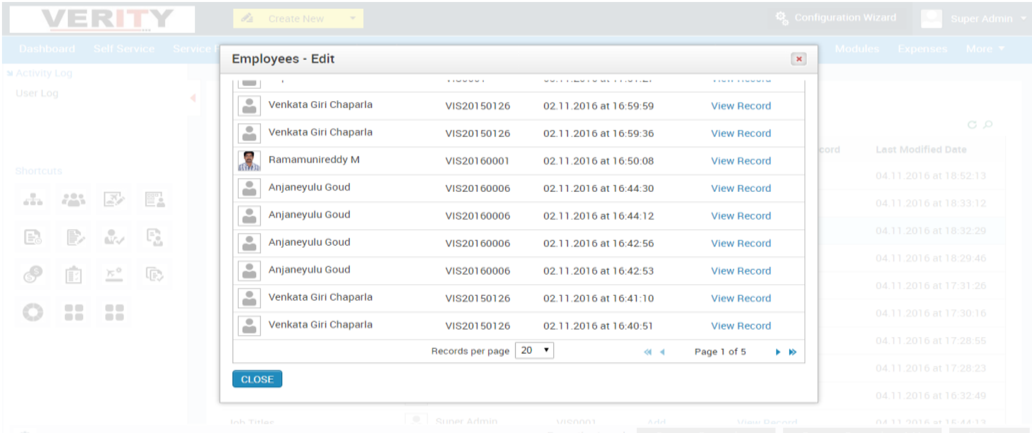


Figure 154

1. Click **Logs** in the top menu
2. Click **Activity Log** in the left menu panel
3. You can view the activity logs here
4. Click on **View Record** to view the modified record.
5. Click on the action (Add/Edit/Cancel) option to view the employees who performed those actions in that menu.

On clicking **action (Edit/Add)** option, a small window will open:



Clicking **View Record** will take you to the record's page.

How do I view User Logs?

Please refer Figure 155

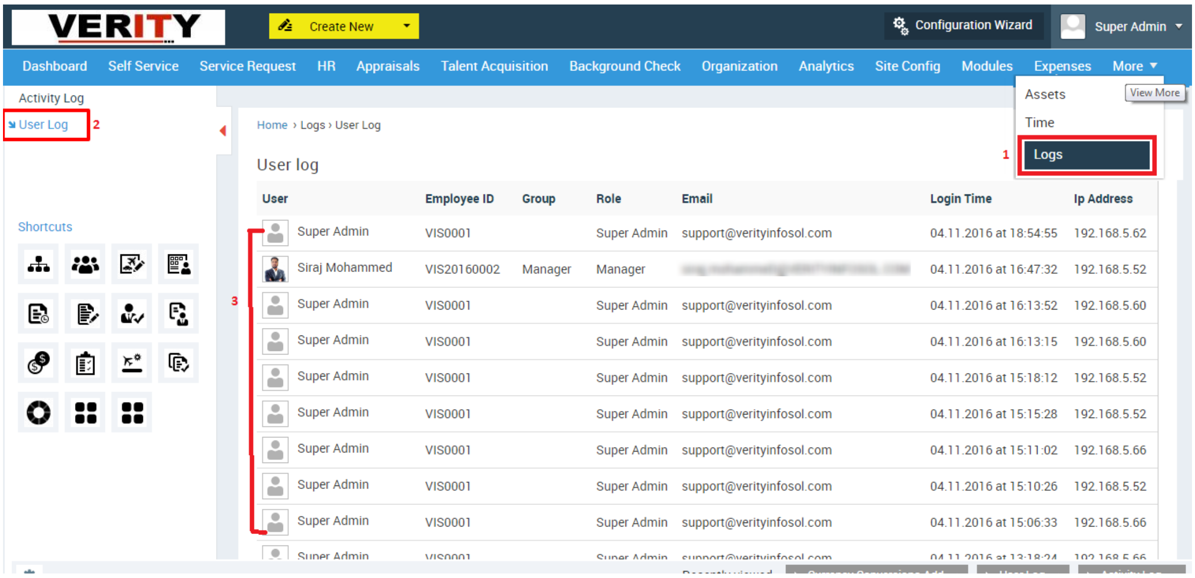


Figure 155

1. Click on Logs in the top menu
2. Click on User log in the left panel
3. You can view the user logs here

12. Expenses

Expenses allow you to manage your expenses, trip budgets, advances and receipts. You can create and send your expenses for approval to your Reporting Manager. Expenses can be placed into various categories such as food, travel, entertainment etc.

How do I add an Expense Category?

Please refer Figure 156

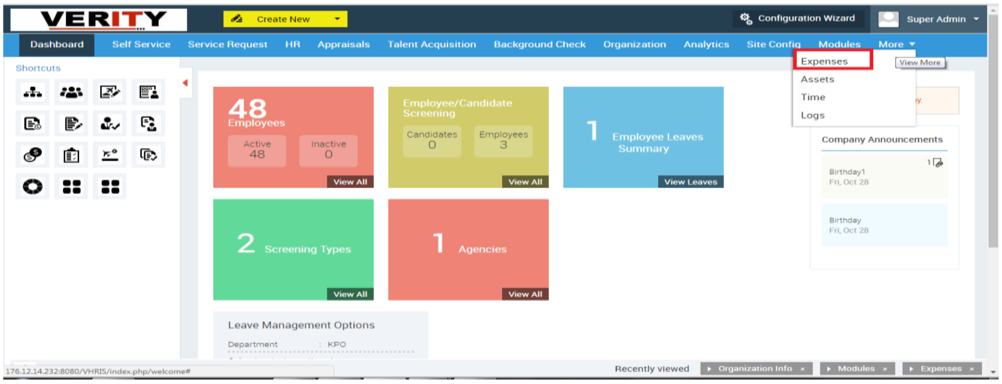


Figure 156

1. Click **Expenses** in the top menu

Please refer Figure 157

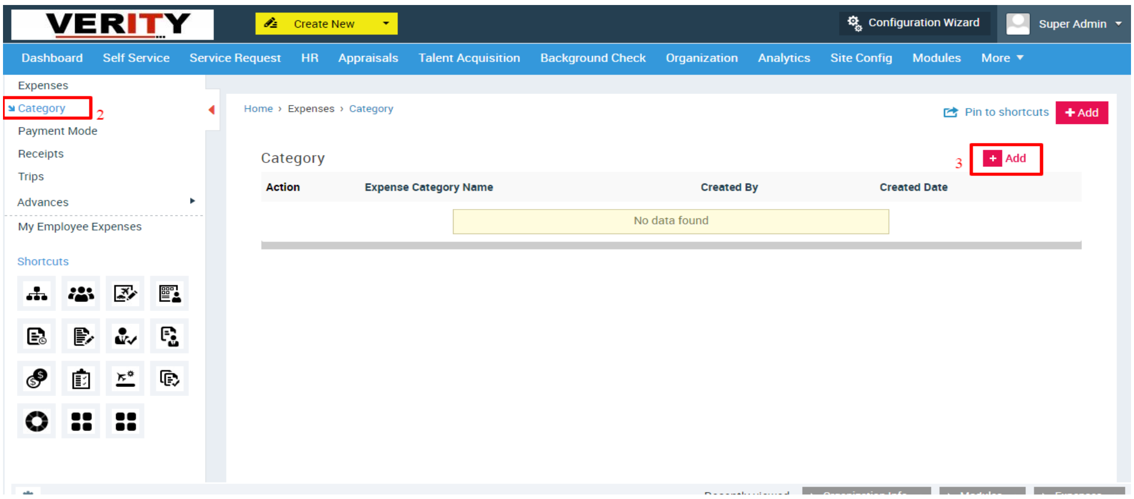


Figure 157

2. Click **Category** on the left menu panel

3. Click **+Add** button on the right side

   Or

Please refer Figure 158

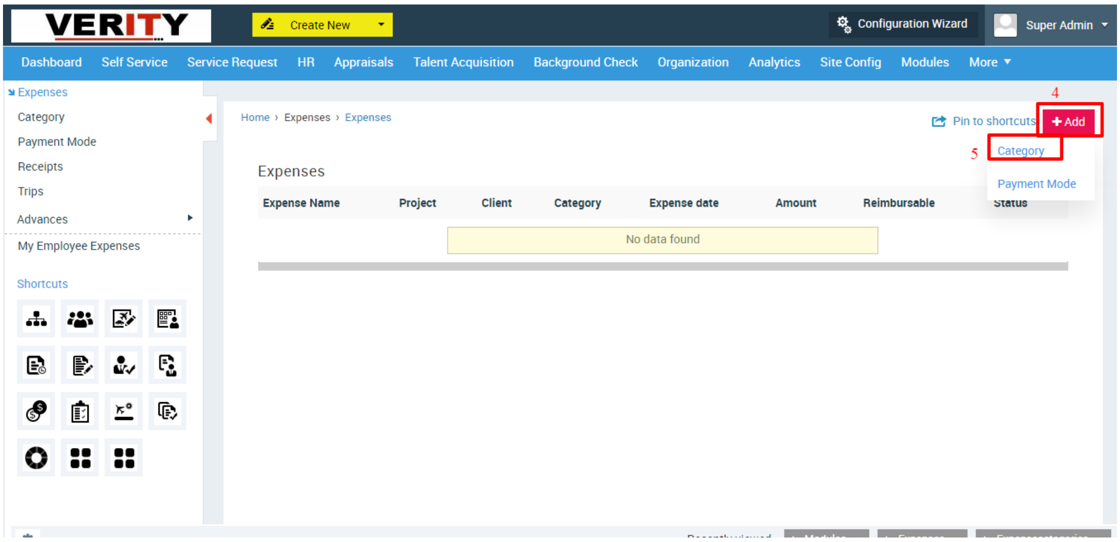


Figure 158

4. Click **+Add** on the top right corner
5. Select **Category**

Please refer Figure 159

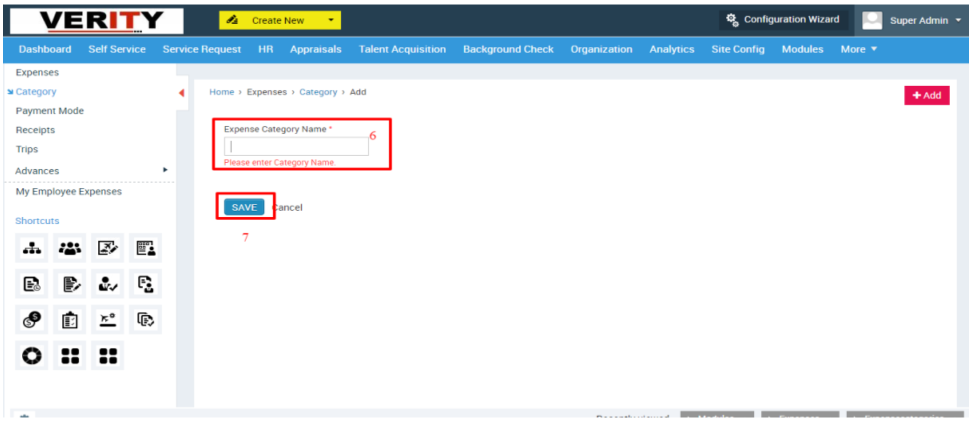


Figure 159

6. Enter Category name
7. Click **SAVE** button

How do I add a Payment Mode?

The method of payment for example: credit card, net banking, cash etc.

Please refer Figure 160

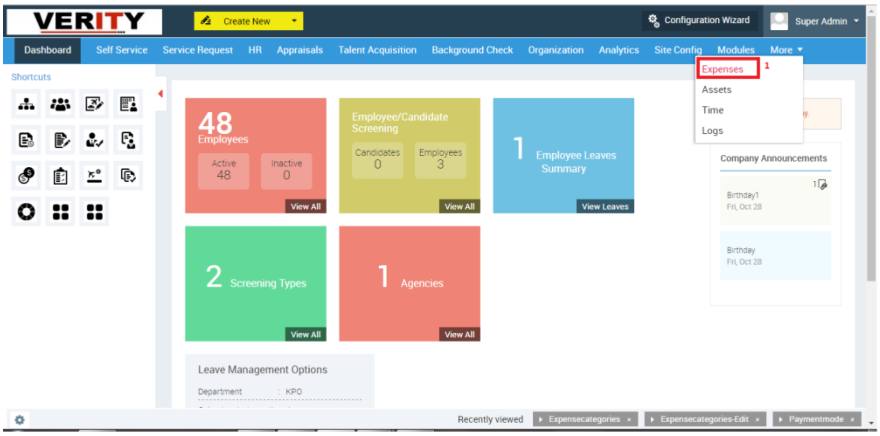


Figure 160

1. Click **Expenses** in the top menu

Please refer Figure 161

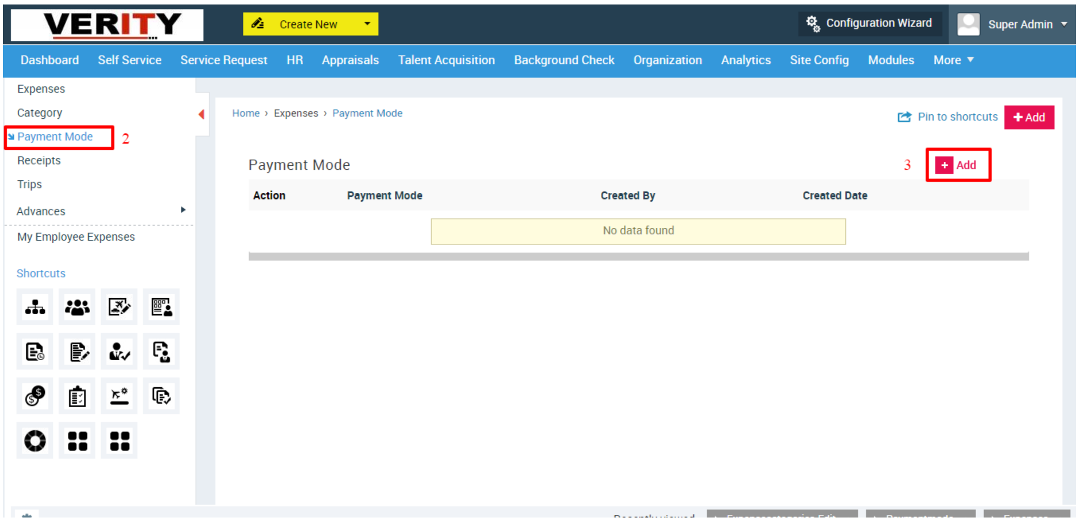


Figure 161

2. Click **Payment Mode** on the left menu panel
3. Click +**Add** button on the right side

   Or

Please refer Figure 162

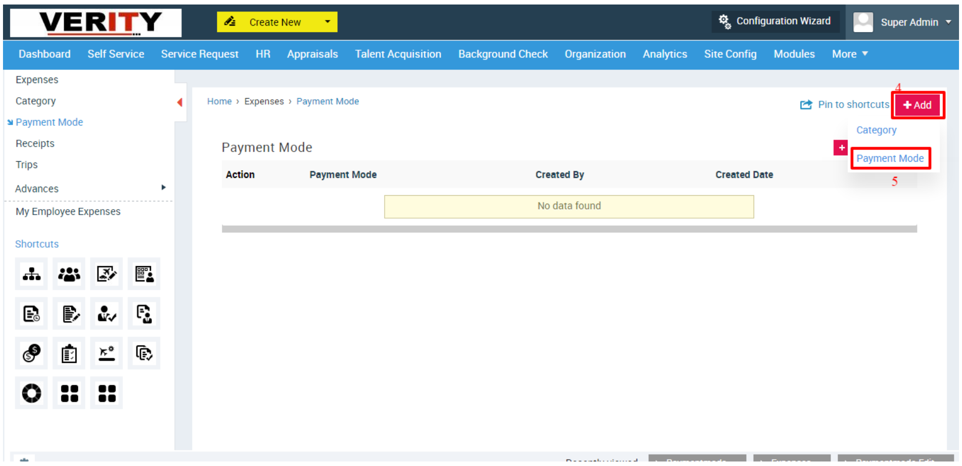


Figure 162

4. Click **+Add** on the top right corner
5. Select **Payment Mode**

Please refer Figure 163

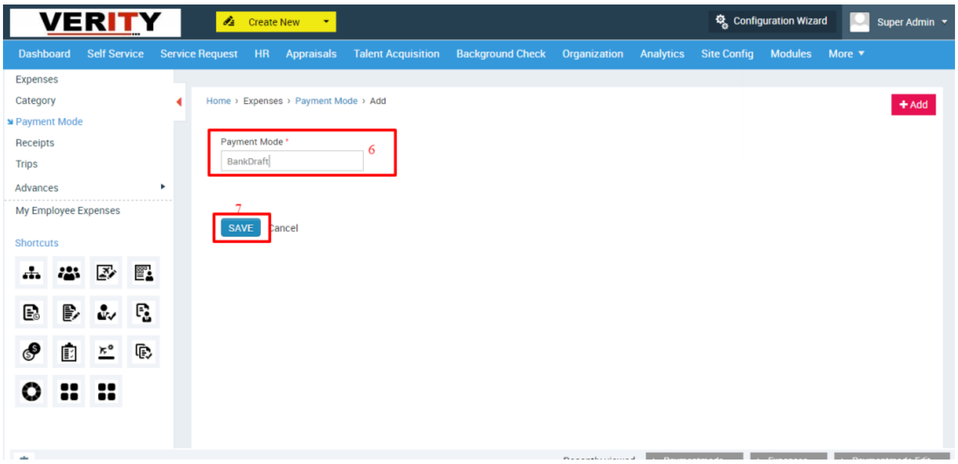


Figure 163

6. Enter Payment Mode name
7. Click **SAVE** button

How do I add an Expense?

Please refer Figure 164

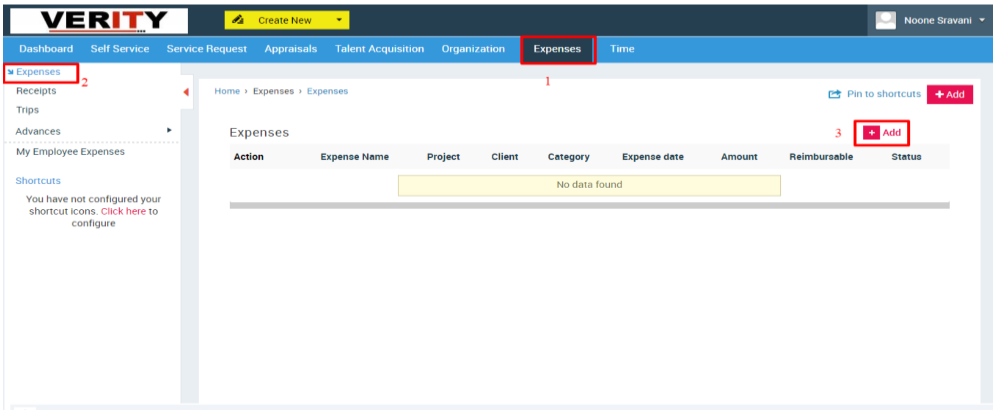


Figure 164

1.Click **Expenses** in the top menu
2.Click Expenses in the left menu panel
3.Click +**Add** button on the right side

Please refer Figure 165

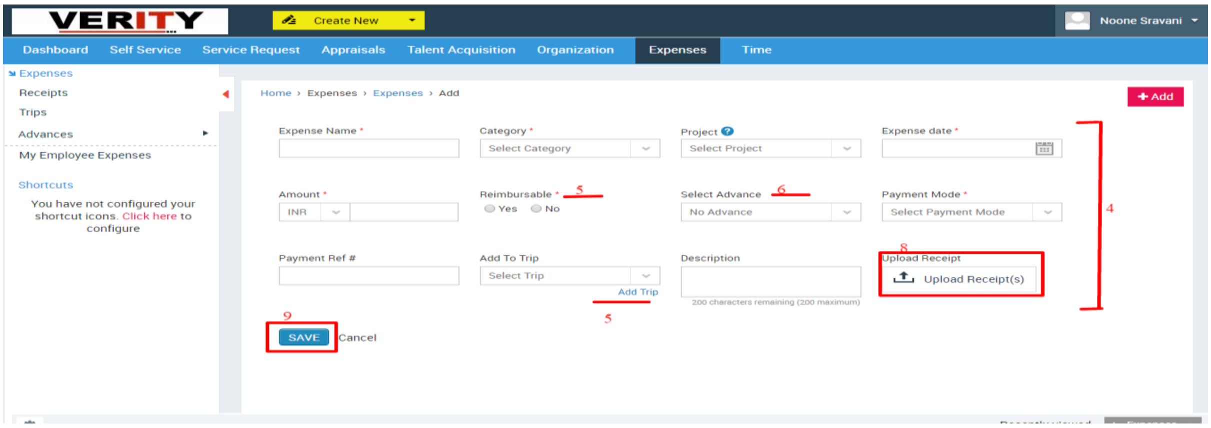


Figure 165

4. Enter the required details
5. Not functional in the current version
6. Employers can pre-allocate a certain amount of money called **Advance** to an employee, which can be used for expenses incurred during trip(s) or for project(s) and client(s).
7. Add Trips for managing multiple expenses, clients and projects. A Trip comprises of the various costs incurred in a trip like travel, food, and accommodation

8. Upload Receipts to support your expenses
9. Click SAVE button

How do I submit an Expense for approval?

You will need to create an Expense, before you can submit it.

Please refer Figure 166

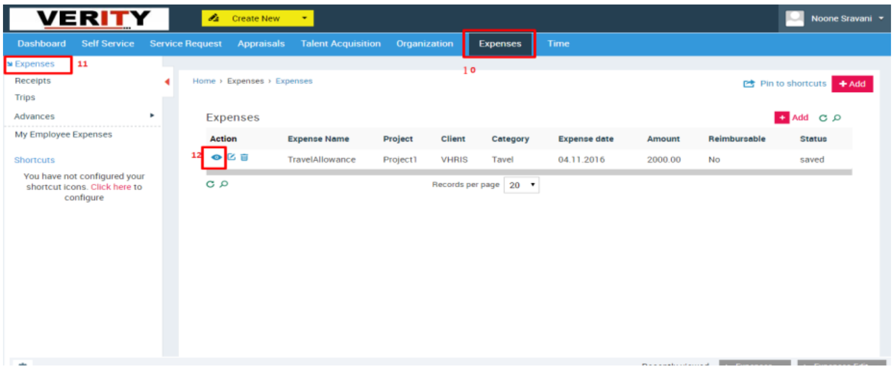
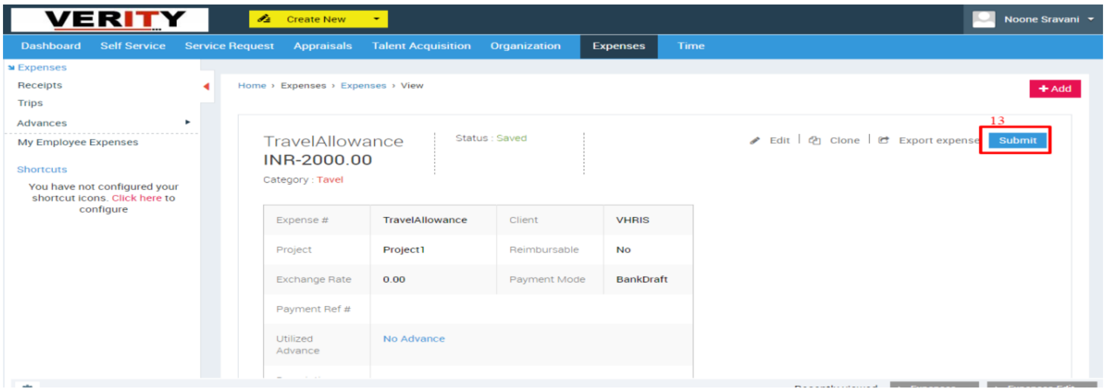


Figure 166

10. Click Expenses in the top menu
11. Click Expenses in the left panel
12. Click **View** button in the action column

13. Click **Submit** button

Please refer Figure 167



A confirmation message will be displayed.

Please refer Figure 168

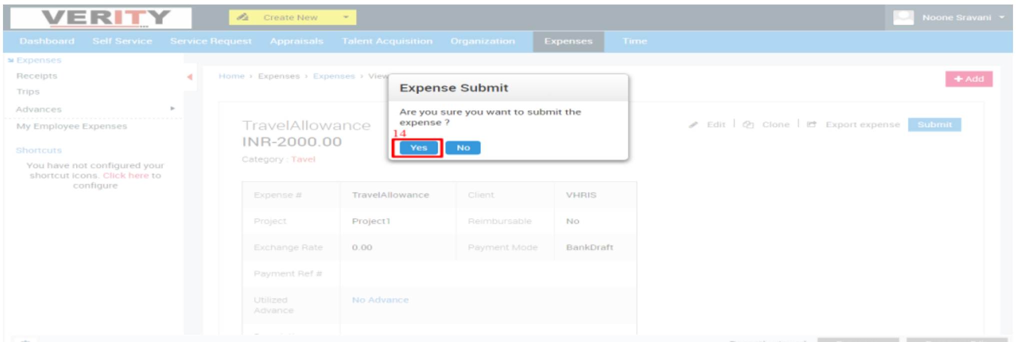


Figure 168

14. Click **Yes**

How do I export an Expense?

You will need to create an Expense, before you can export it.

Please refer Figure 169

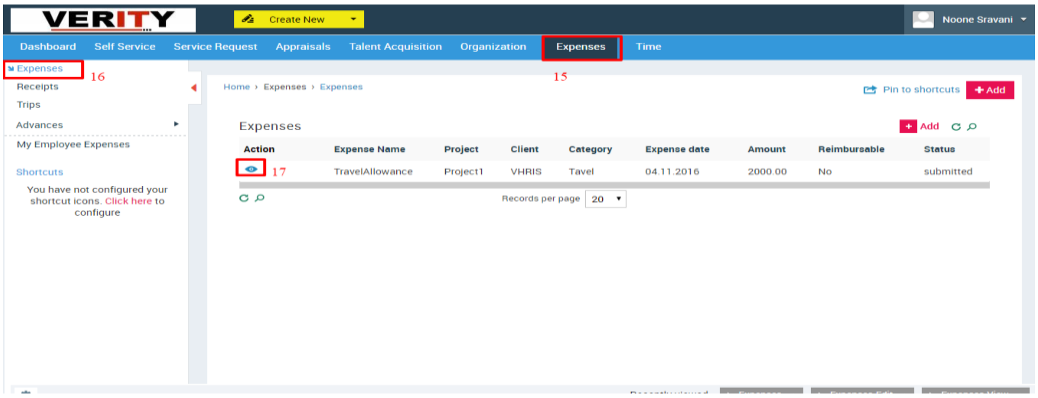


Figure 169

15. Click Expenses in the top menu
16. Click **Expenses** in the left panel
17. Click View button in the action column

Please refer Figure 170

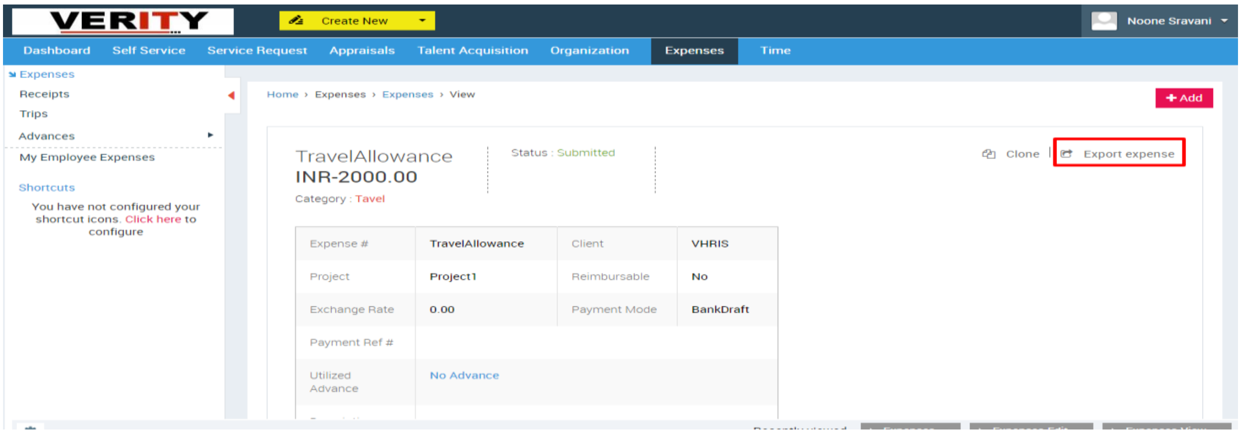


Figure 170

18. Click Export expense button

An expense report in PDF format will be downloaded.

How do I clone an Expense?

You can clone an expense if a new expense has similar details to the one you want to clone. It will save you the trouble from creating a new expense from scratch.

You will need to create an Expense, before you can clone it.

Please refer Figure 171

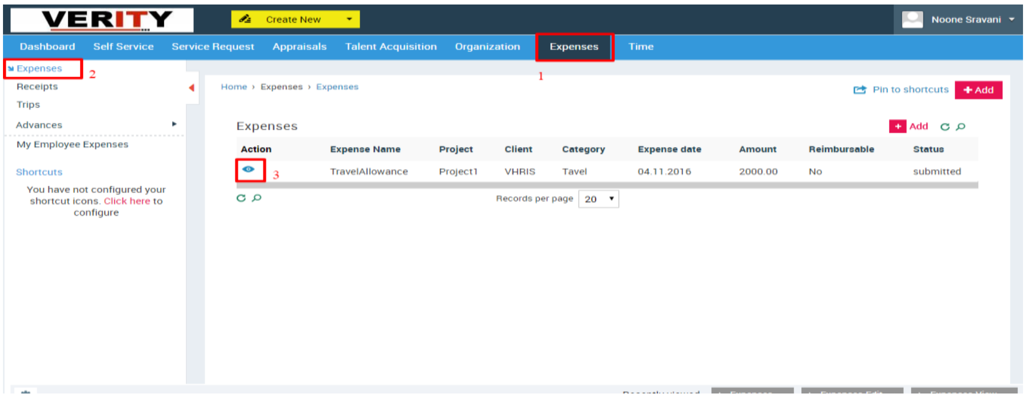


Figure 171

1. Click Expenses in the top menu
2. Click Expenses on the left menu panel
3. Click **View** button in the action column

Please refer Figure 172

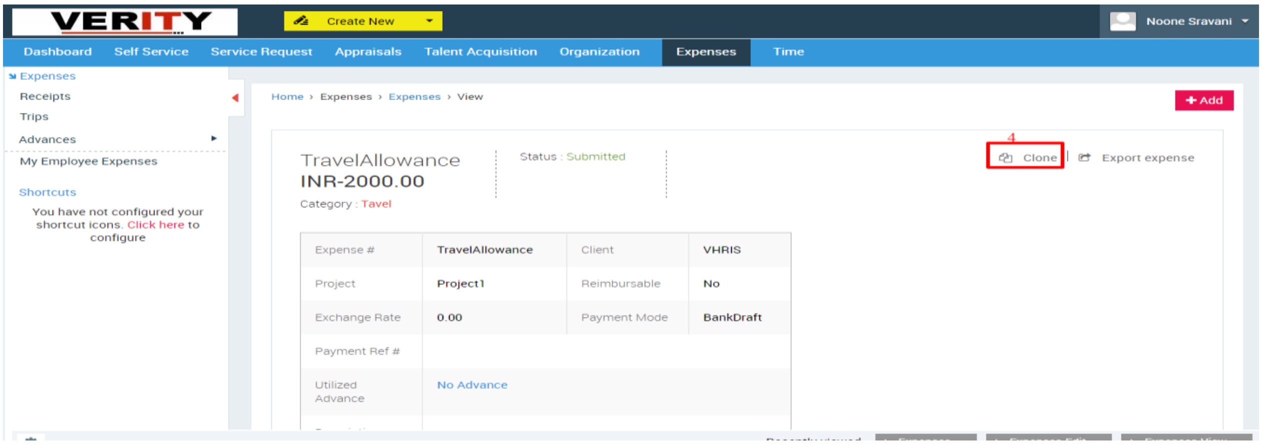


Figure 172

4. Click **Clone** option

You will be redirected to the Add Expense screen. The details will be auto filled by default, you can edit the details.

Please refer Figure 173

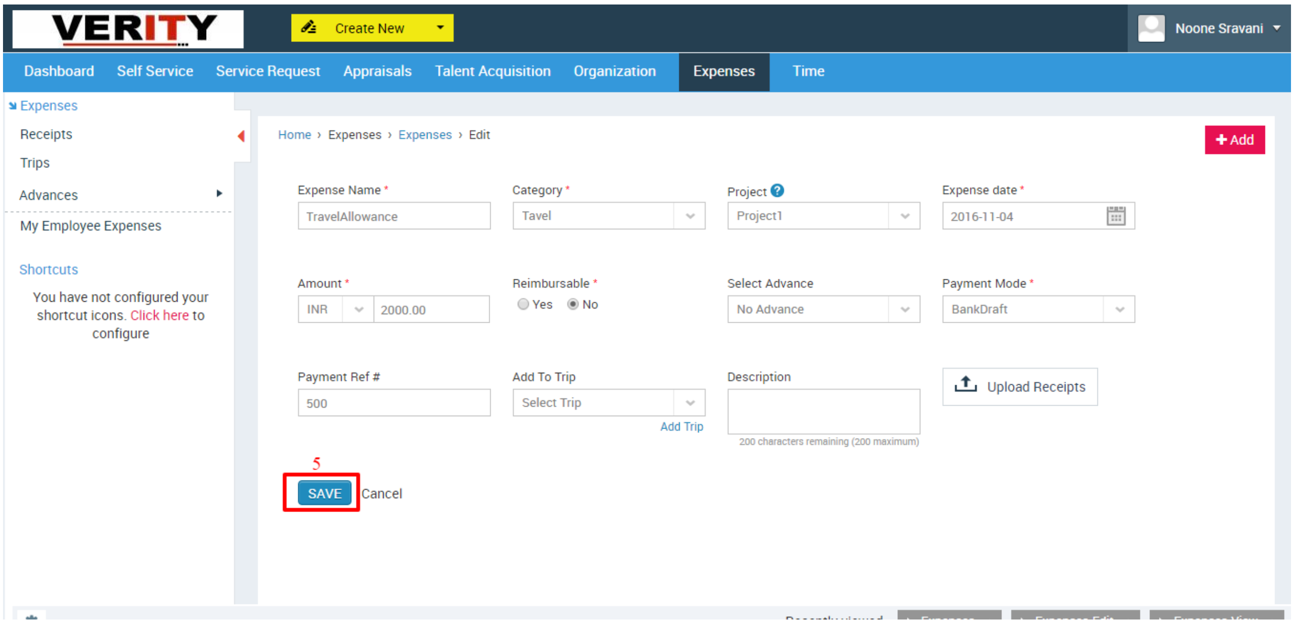


Figure 173

5. Click SAVE button

How do I approve/reject Employee Expenses?

Please refer Figure 174

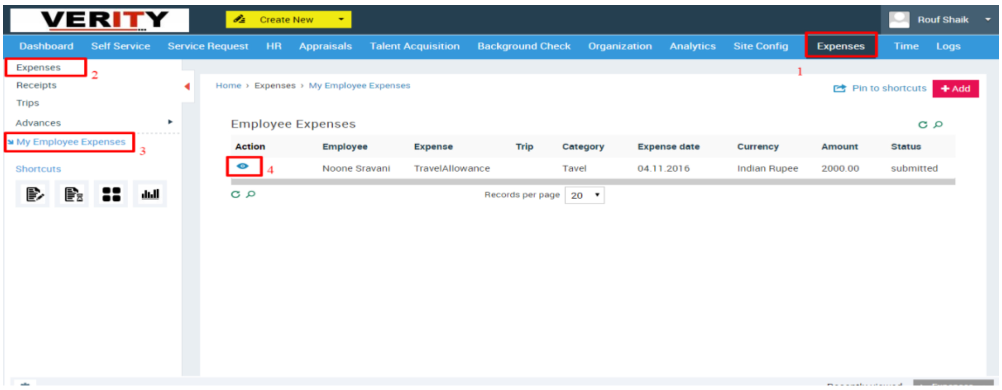


Figure 174

6. Click Expenses in the top menu

7. Click Expenses in the left menu panel
8. Click My Employee Expenses in the submenu
9. Click View icon in the action column

Please refer Figure 175

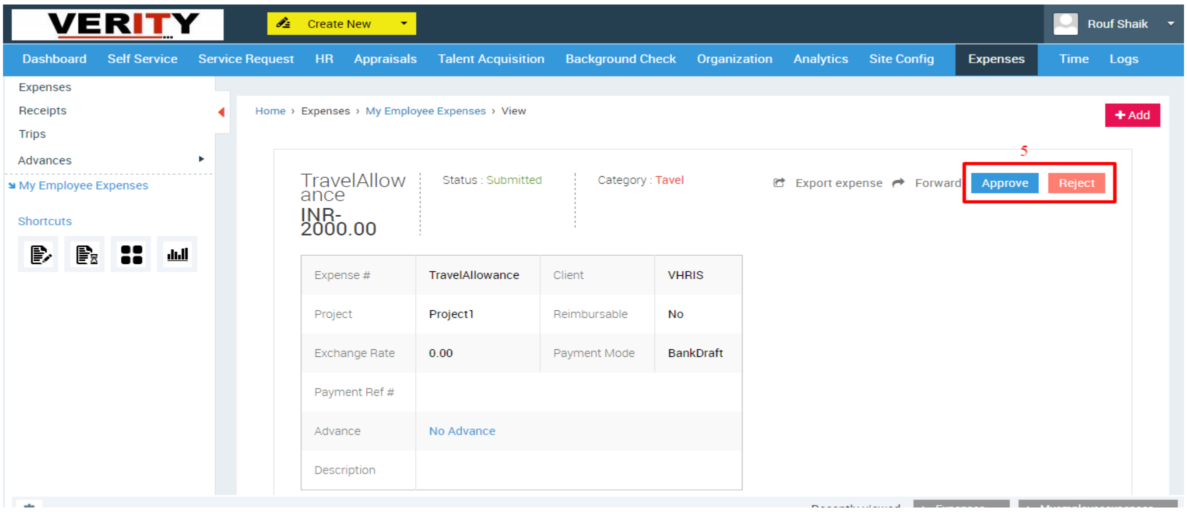


Figure 175

10. Click Approve/Reject

A confirmation message will be displayed.

Please refer Figure 176

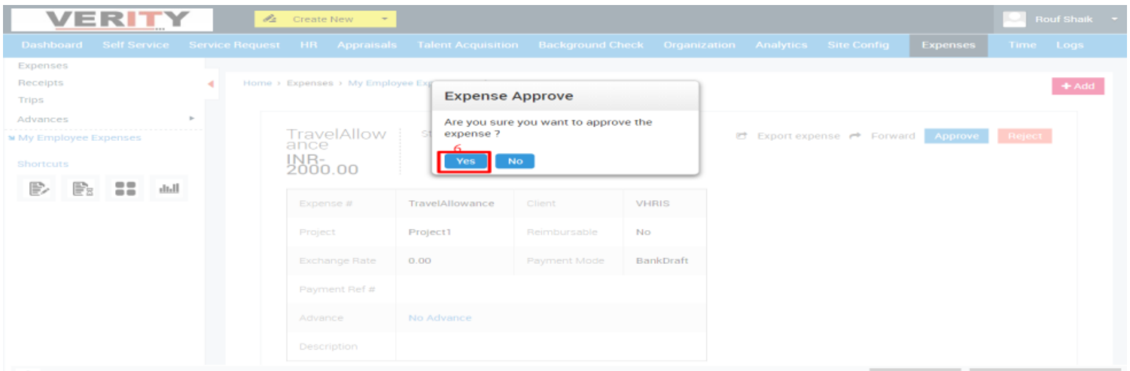


Figure 176

11. Click Yes Button

How do I forward an Expense to another Manager?

Please refer Figure 177

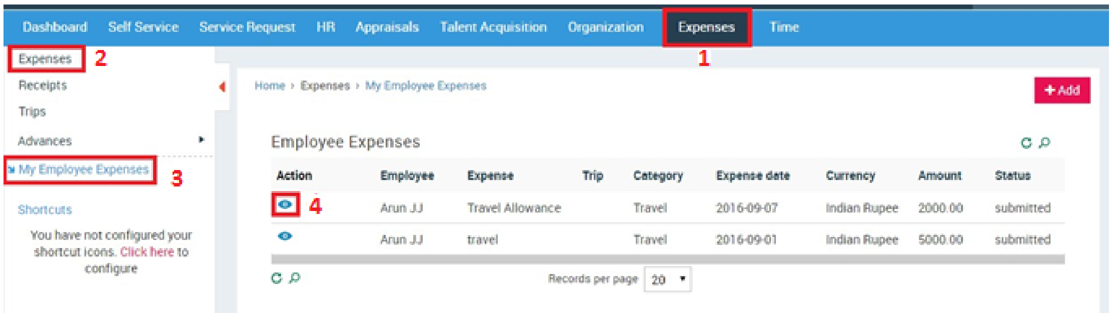


Figure 177

12. Click Expenses in the top menu
13. Click Expenses on the left menu panel
14. Click My Employee Expenses in the submenu
15. Click View button in the action column

Please refer Figure 178

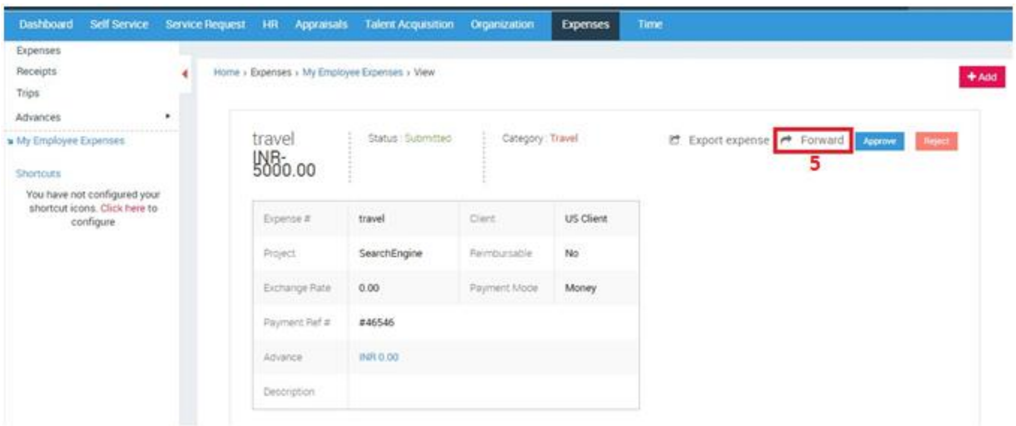


Figure 178

16. Click Forward option
A small pop up window will open

Please refer Figure 178_1

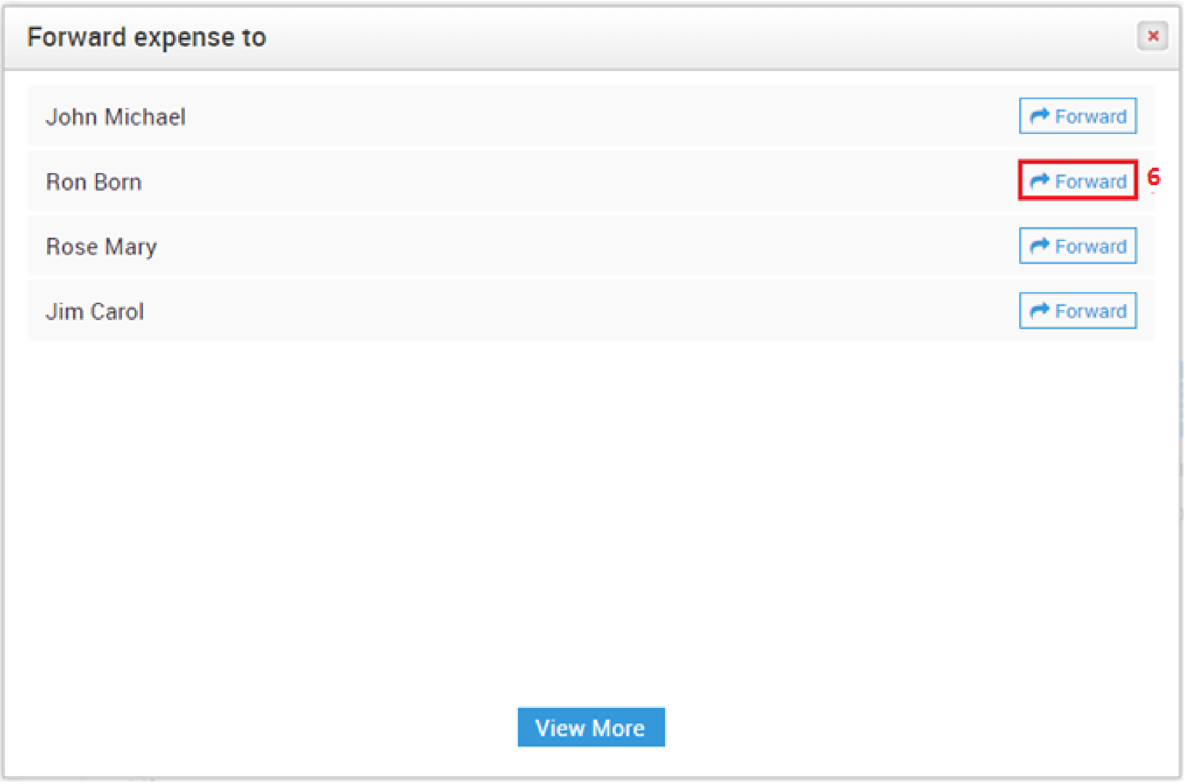


Figure 178_1

17. Click **Forward** button against the Manager's name to whom you want to forward the expense to

The other manager will receive an email notification informing him about the forwarded expense. He/she can Approve/Reject/Forward the expense.

How do I upload Receipts?

Please refer Figure 179

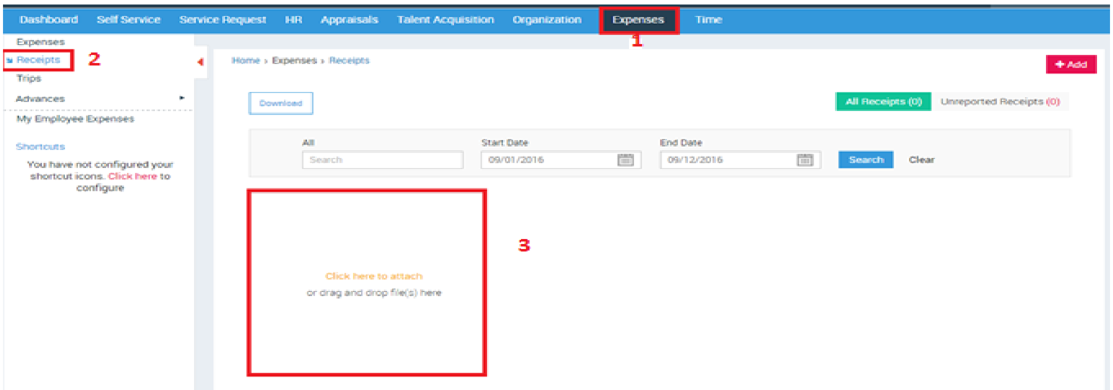


Figure 179

18. Click Expenses in the top menu
19. Click Receipts on the left menu panel
20. Click here to upload receipts Or Drag and drop files here

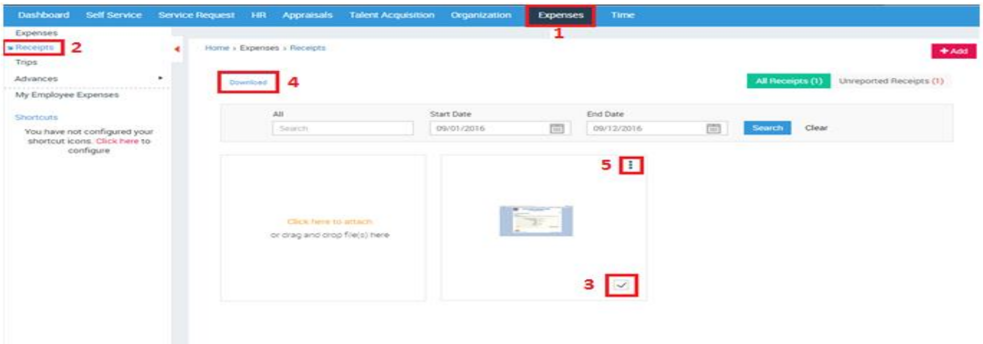


Figure 180

1. Click **Expenses** in the top menu
2. Click **Receipts** on the left menu panel
3. Select the receipt you want to download
4. Click **Download** button

   Or

5. Click **More Action** icon

Please refer Figure 181

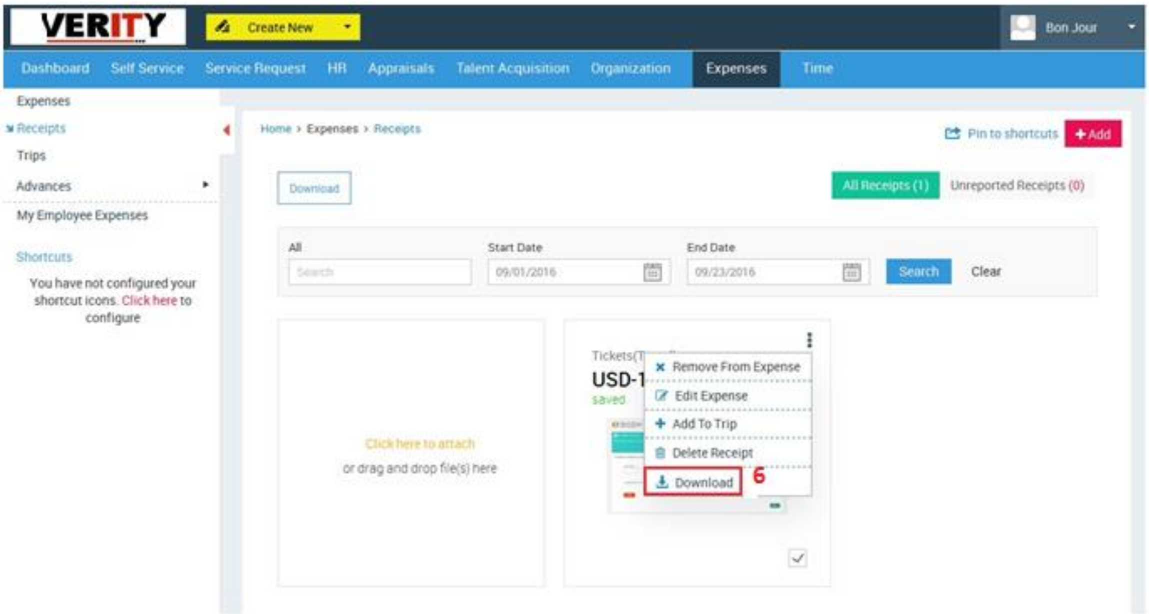


Figure 181

6. Select Download

What are unreported Receipts?

Receipts which haven't been attached with any Expense or Trip are placed in the Unreported Receipts category.

Please refer Figure 182

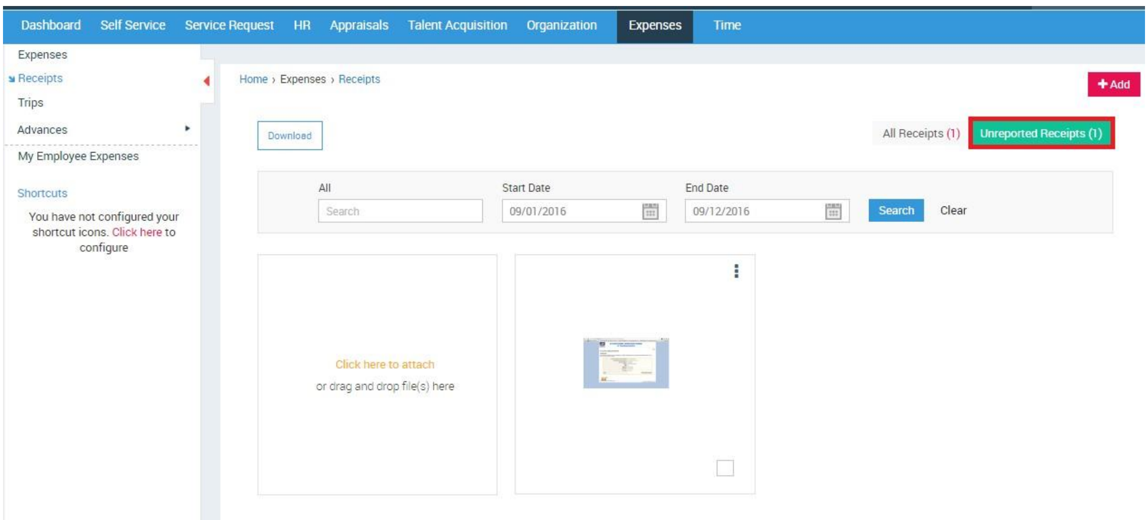


Figure 182

How do I add Receipts to Expenses/Trips?

To upload receipts while adding expenses, please refer 14.3 How do I add an Expense?

Please refer Figure 183

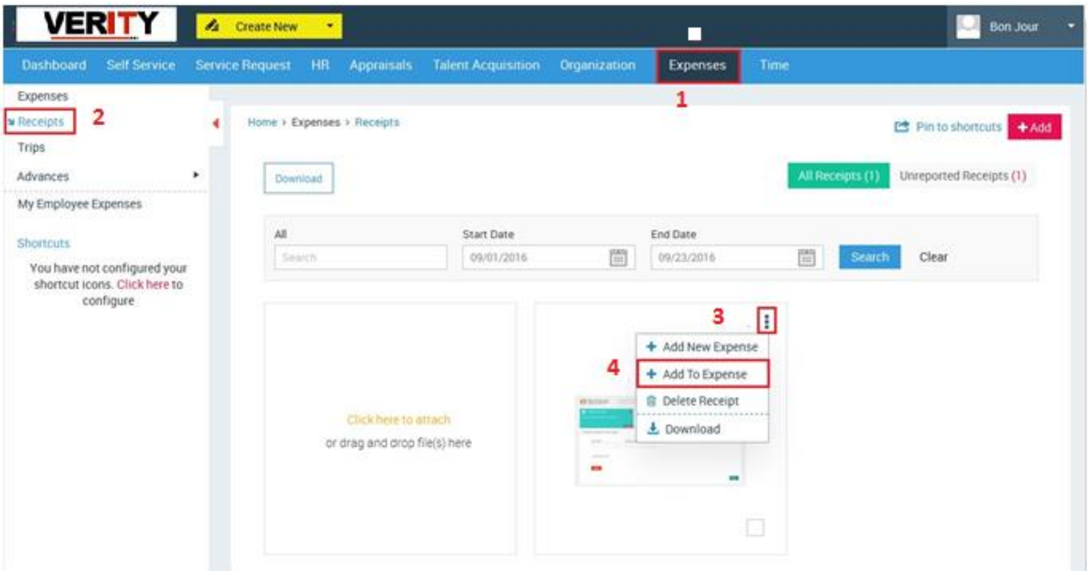


Figure 183

1. Click **Expenses** in the top menu
2. Click **Receipts** on the left menu panel
3. Click **More Actions** icon
4. Click **Add to Expense**

A small pop up window will open.

Please refer Figure 184

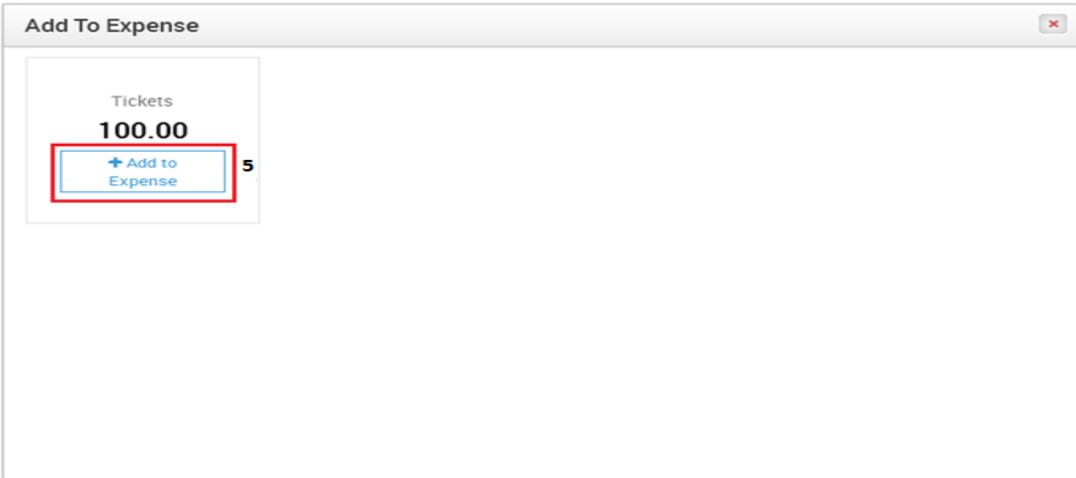
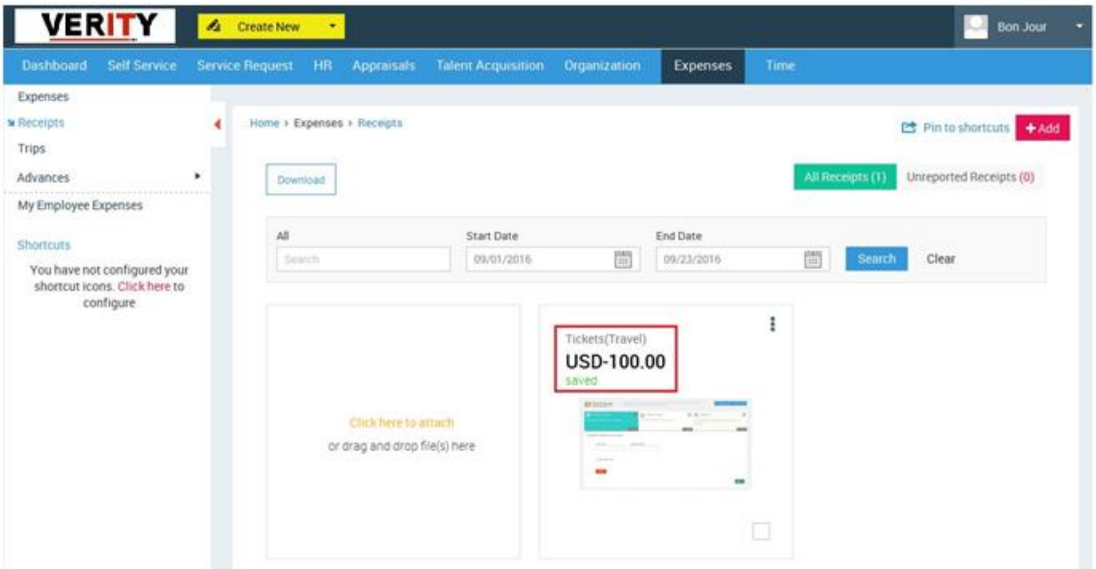


Figure 184

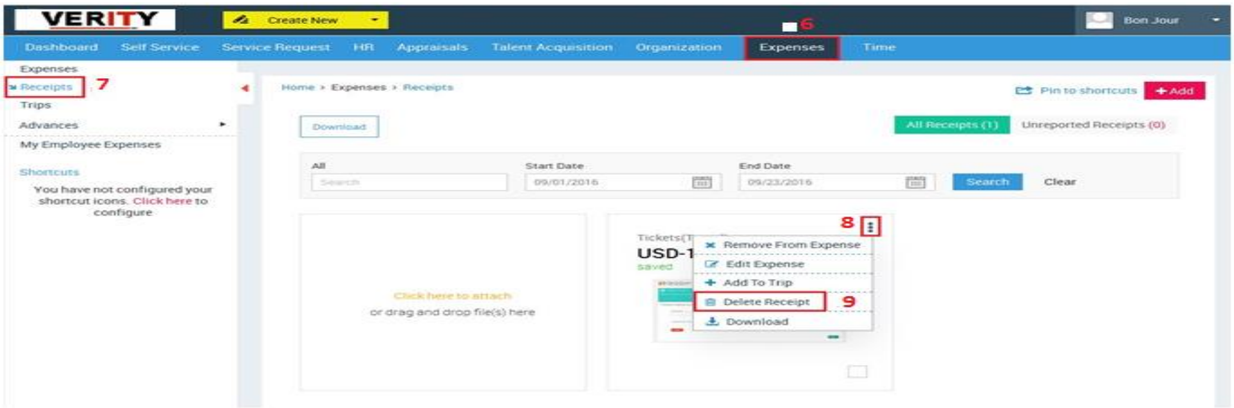
5. Click Add to Expense.



Tip: If you need to add a new expense after adding a receipt, then you can add expenses from Expenses > Receipts > Click on More Actions Button > Add New Expens

How do I delete a Receipt?

Please refer Figure 185



6. Click **Expenses** in the top menu
7. Click **Receipts** on the left menu panel
8. Click More Actions icon
9. Click Delete Receipt

A confirmation message will be displayed.
Please refer Figure 186

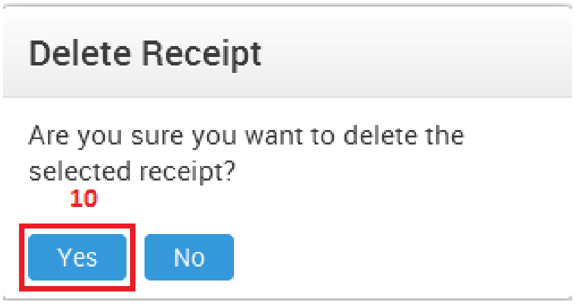


Figure 186

10. Click **YES** Button

How do I create a Trip?

Add Trips for managing multiple expenses, clients and projects. A Trip comprises of the various costs incurred in a trip like travel, food, and accommodation. This helps the managers to get an overview of the employee's entire trip expense at one go.

Please refer Figure 187

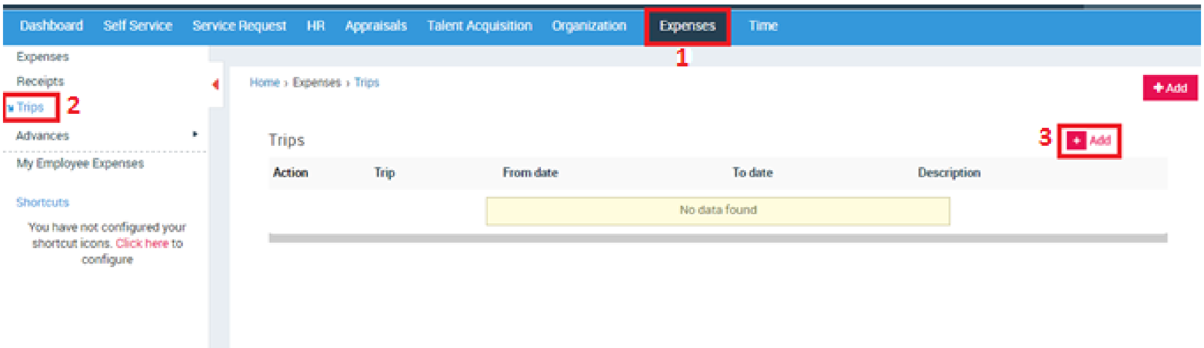


Figure 187

1. Click **Expenses** in the top menu
2. Click **Trips** on the left menu panel
3. Click **+Add** Button

Please refer Figure 188

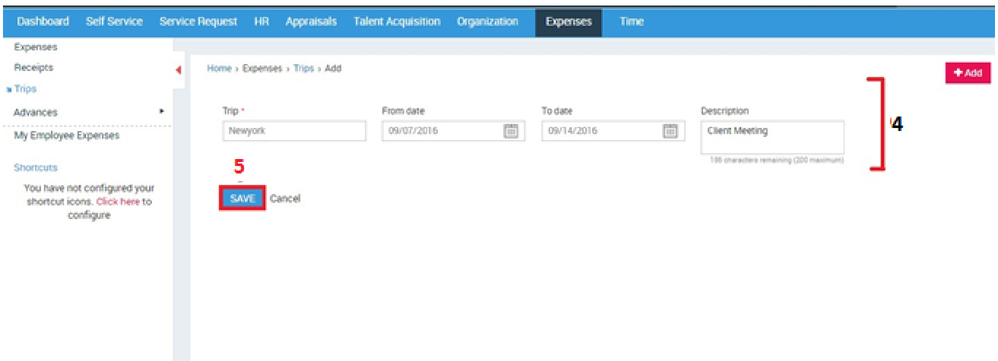


Figure 188

4. Enter the required details
5. Click **SAVE** button

How do I allot an Advance to an Employee?

VHRIS allows Manager to pre-allocate a certain amount of money called **Advance** to an employee, which can be used for expenses incurred during trip(s) or for project(s) and client(s).

Please refer Figure 189

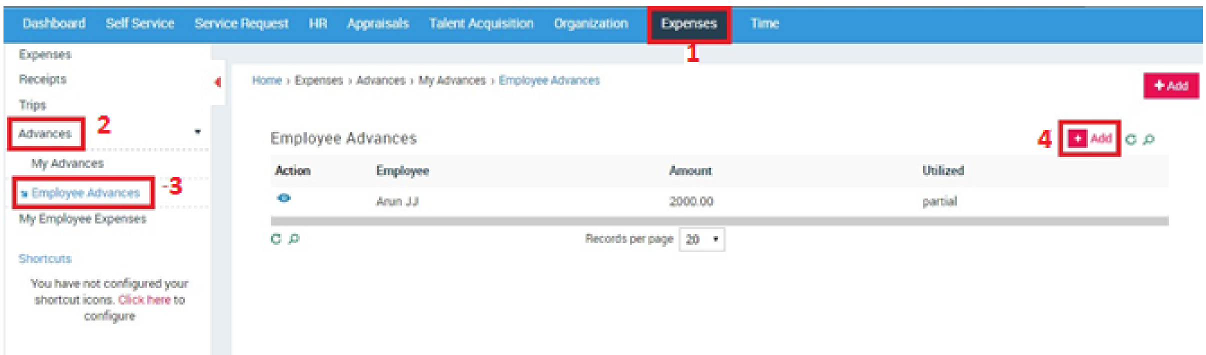


Figure 189

1. Click **Expenses** in the top menu
2. Click **Advances** on the left menu panel
3. Click **Employee Advances** in the submenu
4. Click **+Add** Button

Please refer Figure 190

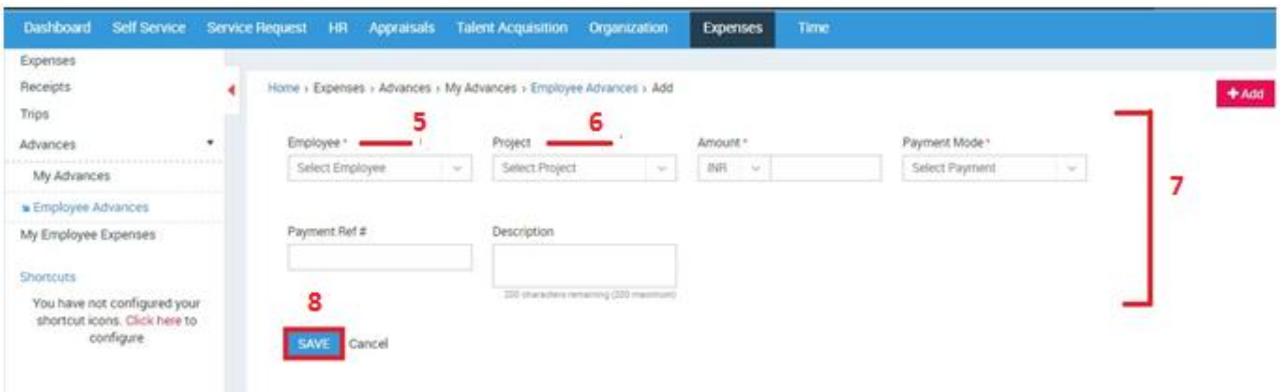


Figure 190

5. Employees reporting to you will be populated in the drop down option
6. The Employee's projects will be populated here
7. Enter the required details
8. Click SAVE button

How do I view the Advance allotted to me?

Please refer Figure 191

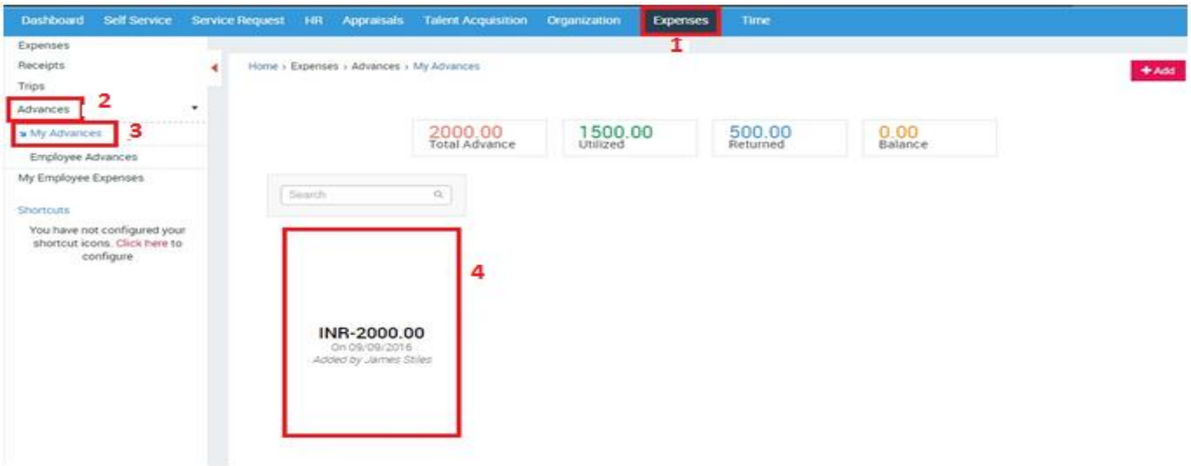


Figure 191

1. Click **Expenses** in the top menu
2. Click **Advances** on the left panel
3. Click **My Advances** in the submenu
4. You can view the advance amount and the person's name who has allotted you the advance

Please refer Figure 192

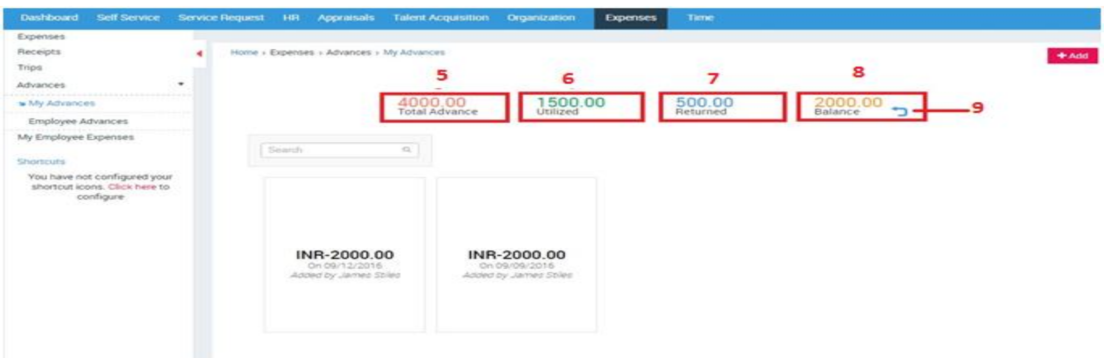


Figure 192

5. Advance amount allotted to you
6. Advance amount utilized by you
7. Advance amount returned by you
8. Balance Advance amount
9. Click here to return Advance amount

A small pop up window will open.

Please refer Figure 193

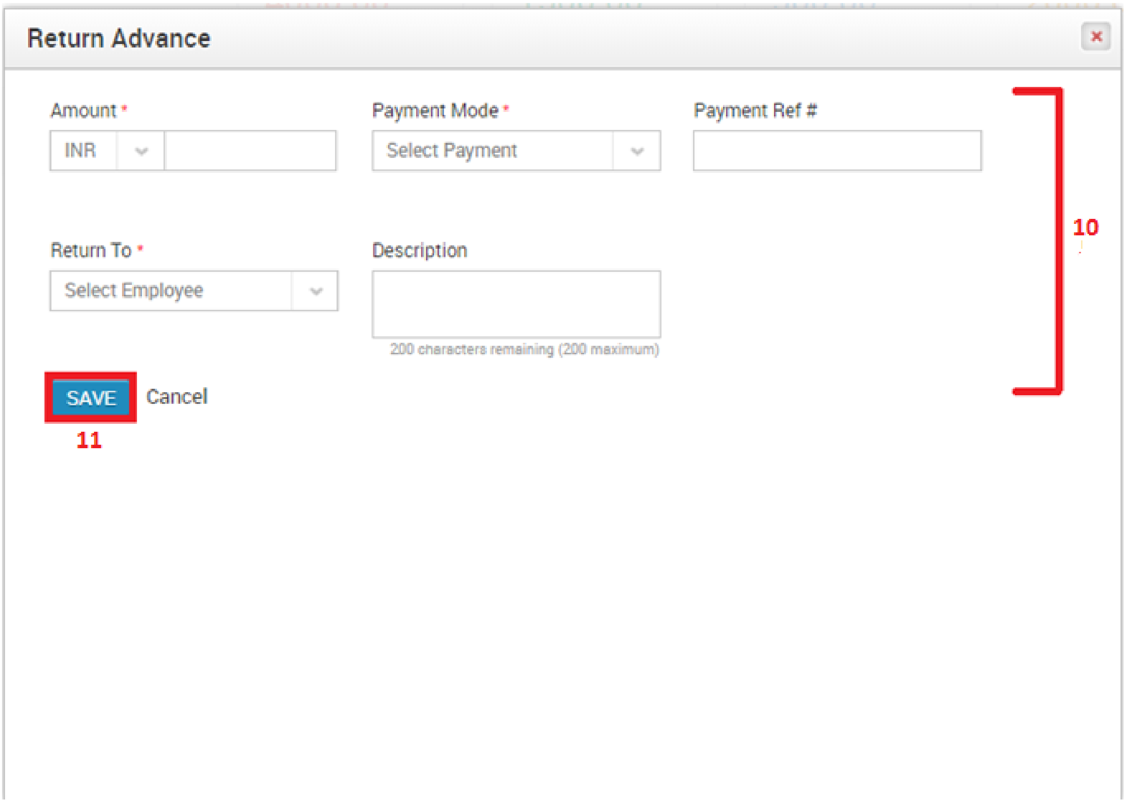


Figure 193

10. Enter the required details
11. Click **SAVE** button

13. Assets

Keep a track of your organization's assets like computers, laptops, phones etc. and assign them to employees. It enables the Employers to have quick access to information related to all the assets in the organization. A user can create asset categories and subcategories. Asset details such as invoice number, vendor details, warranty status, asset images etc. can be added and then assigned to employees.

How do I create an Asset Category?

Please refer Figure 194

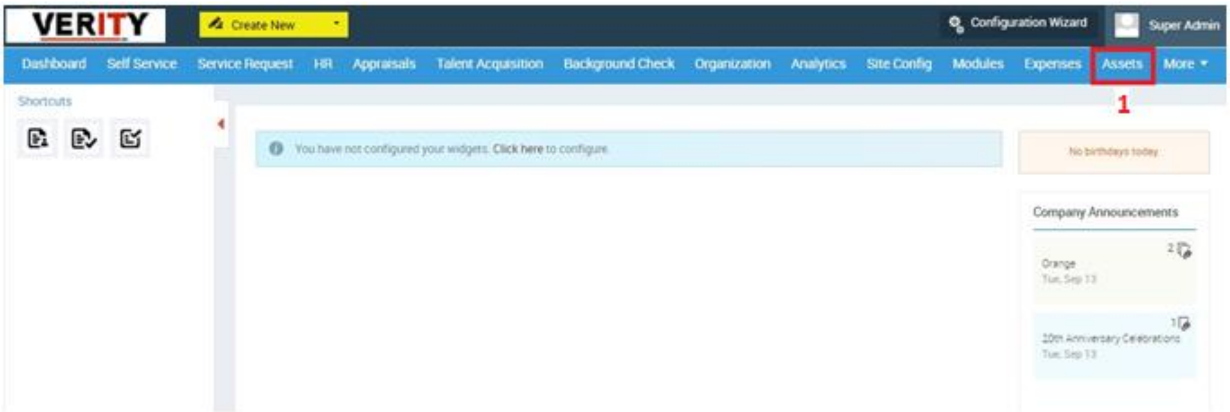


Figure 194

1. Click **Assets** in the top menu

Please refer Figure 195

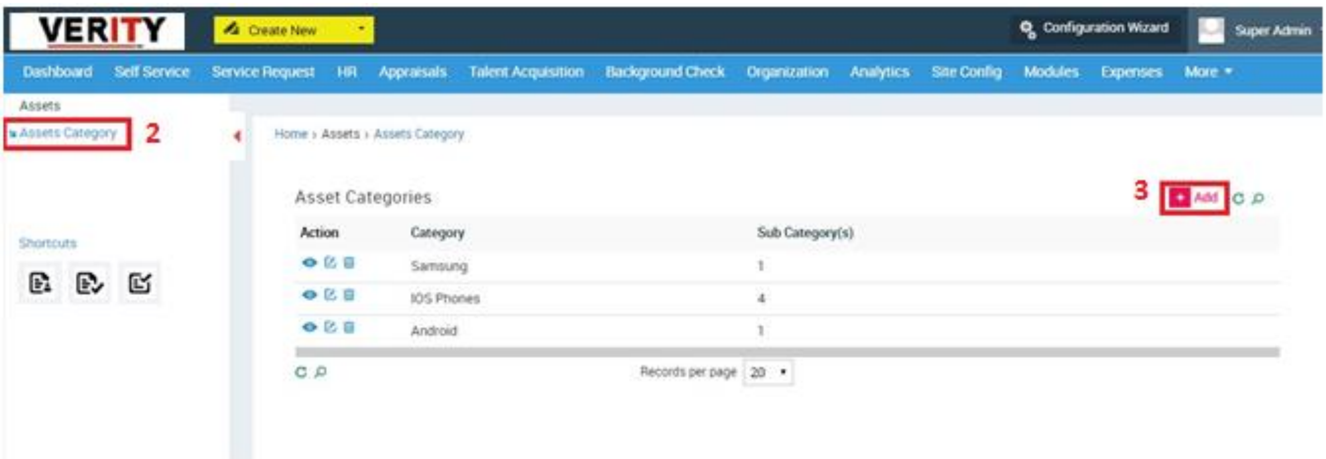


Figure 195

2. Click **Asset Category** on the left panel
3. Click **+Add** button

Please refer Figure 196

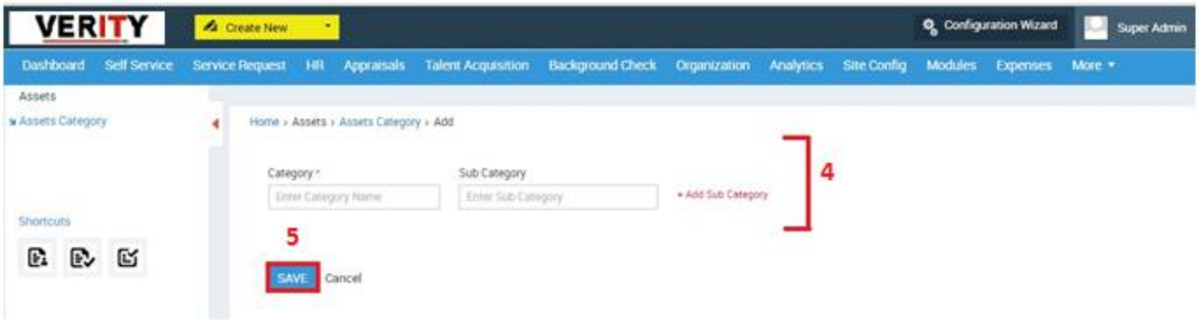


Figure 196

4. Enter the required details
5. Click **SAVE** button

How do I add an Asset?

Please refer Figure 197

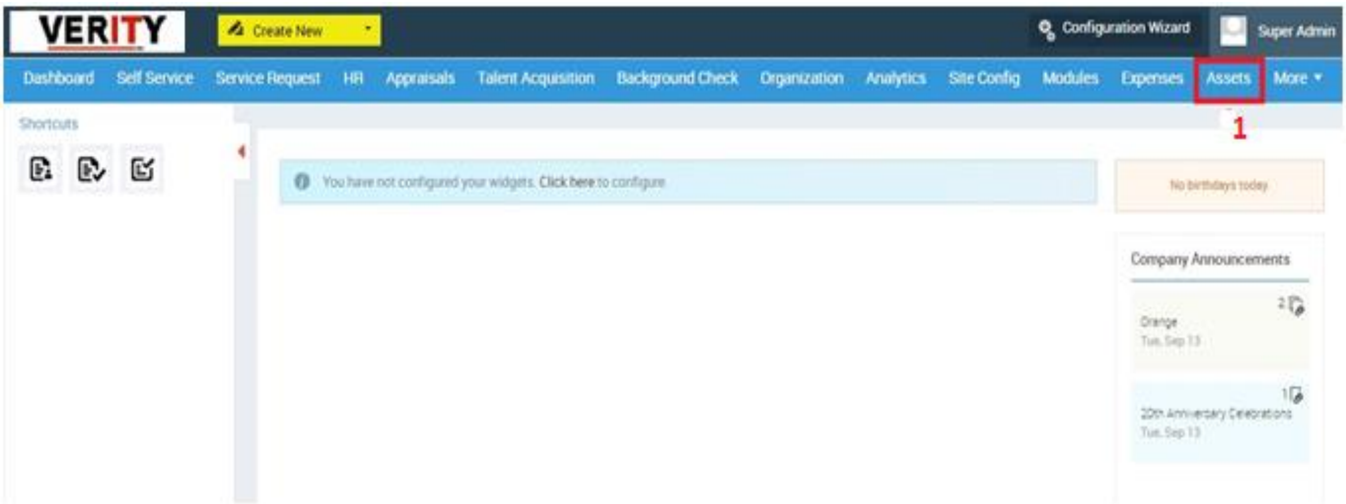


Figure 197

21. Click **Assets** in the top menu

Please refer Figure 198

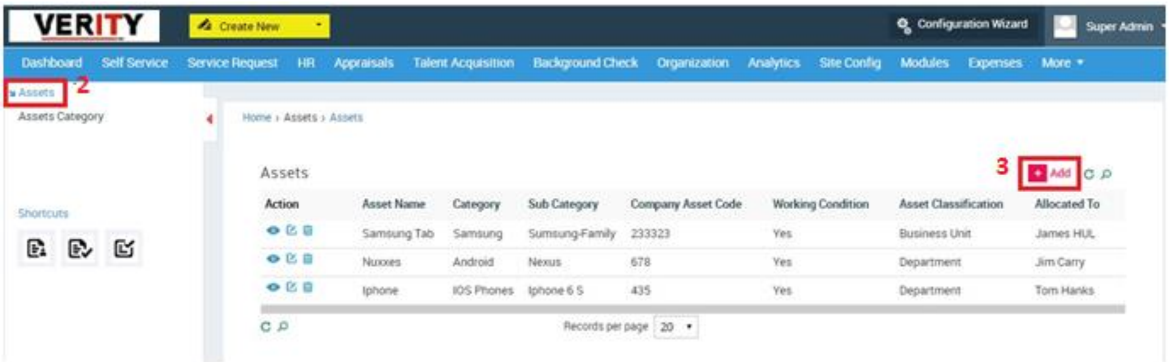


Figure 198

22. Click Assets on the left panel
23. Click +Add button

Please refer Figure 199

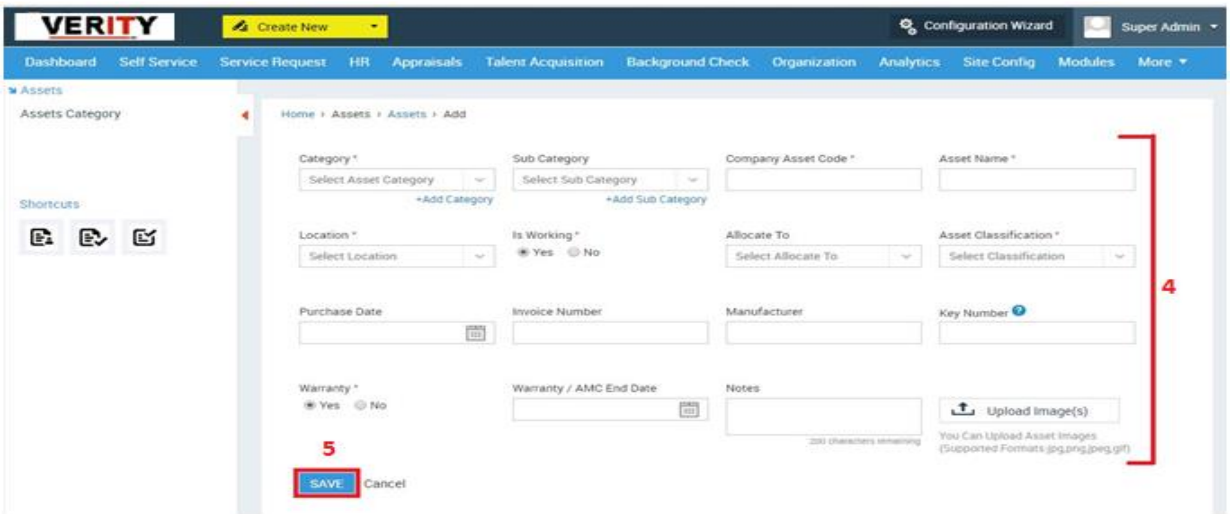


Figure 199

24. Enter the required details
25. Click SAVE button

How do I view my Asset(s) details?

Please refer Figure 200

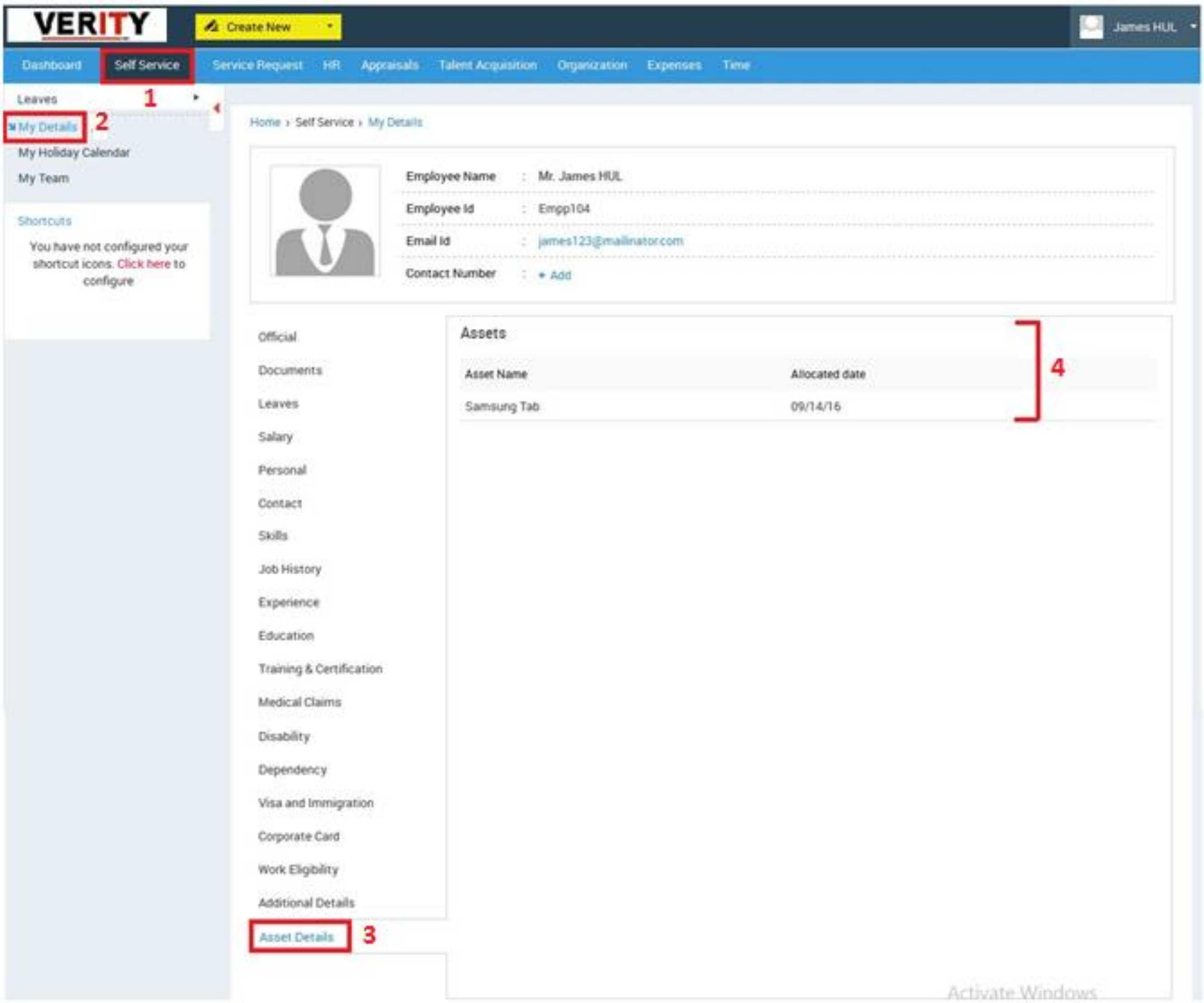


Figure 200

26. Click Self Service in the top menu
27. Click My Details on the left menu panel
28. Click Asset Details menu option on the form’s left side
29. View your details here

How do I raise a Service Request related to my Asset?

Please refer Figure 201

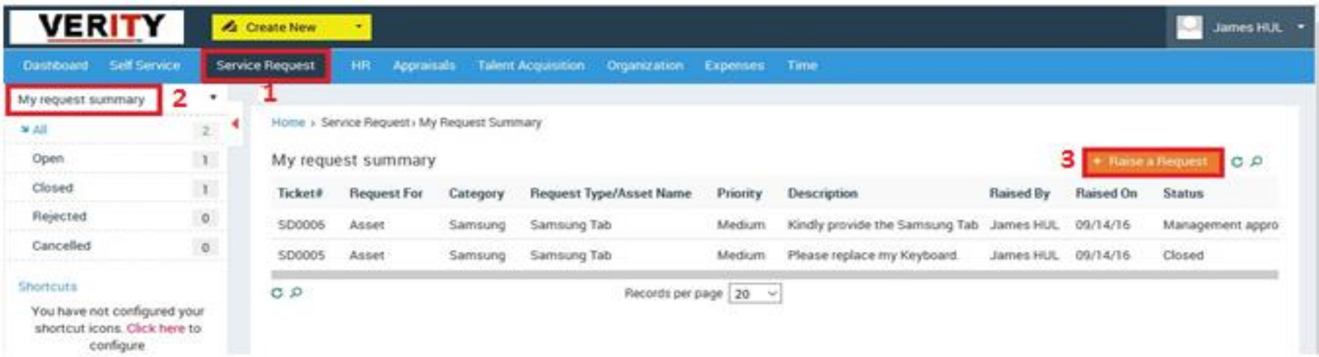


Figure 201

30. Click Service Request in the top menu
31. Click My request summary on the left menu panel
32. Click +Raise a Request button on the right side

Please refer Figure 202

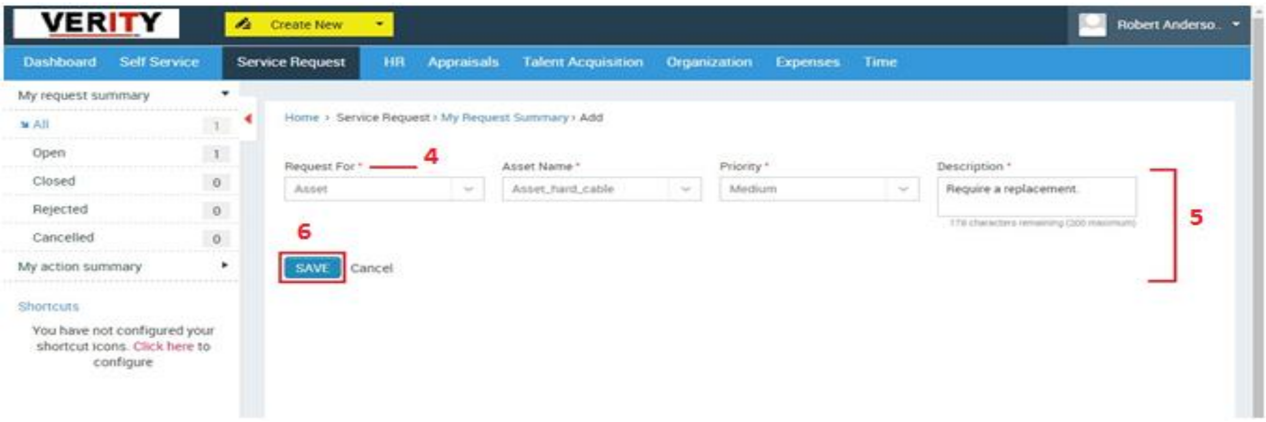


Figure 202

33. Select Asset in the field 'Request For'
34. Fill in the required details
35. Click SAVE button

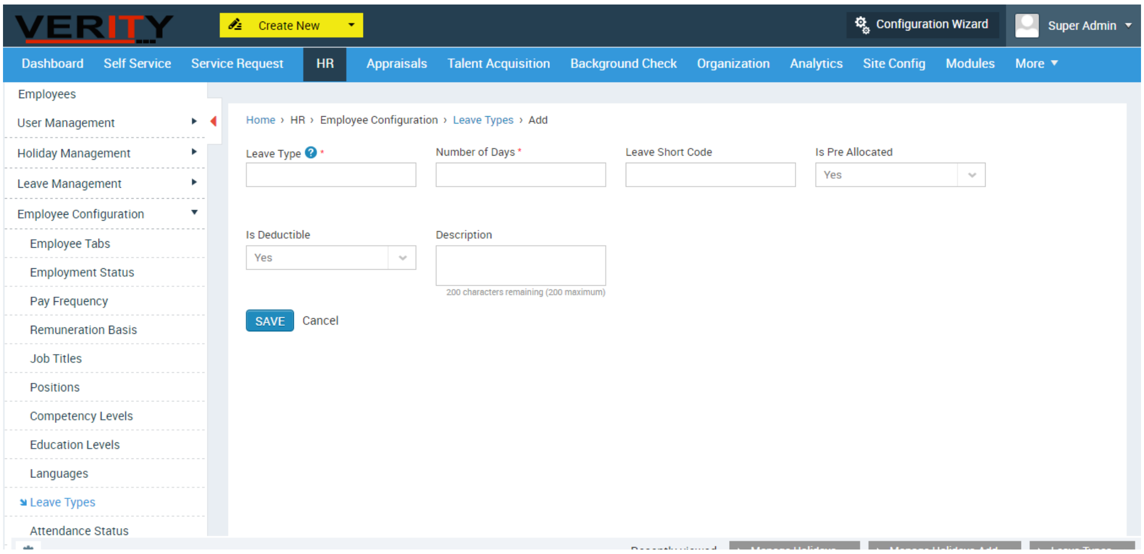
An asset name will only be populated if an asset is allocated to the employee. Also, please ensure the asset category is configured in:
Service Request > Configuration > Settings > +Add

14. Additional Features

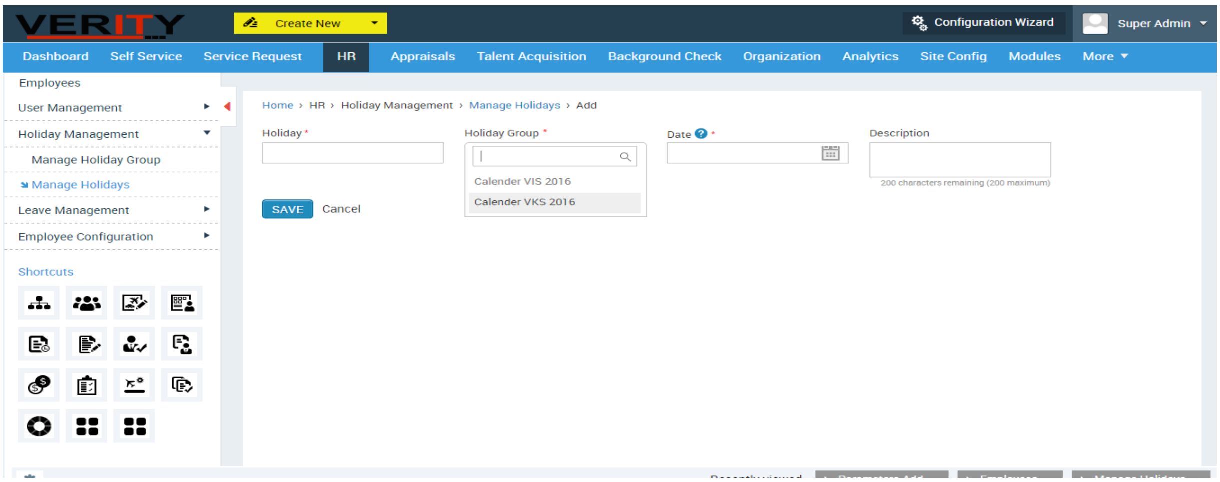
HR Configuration Wizard

The configuration wizard has been designed to aid the user in setting up the application in the right manner and to avoid the confusion regarding how to proceed further after a certain step.

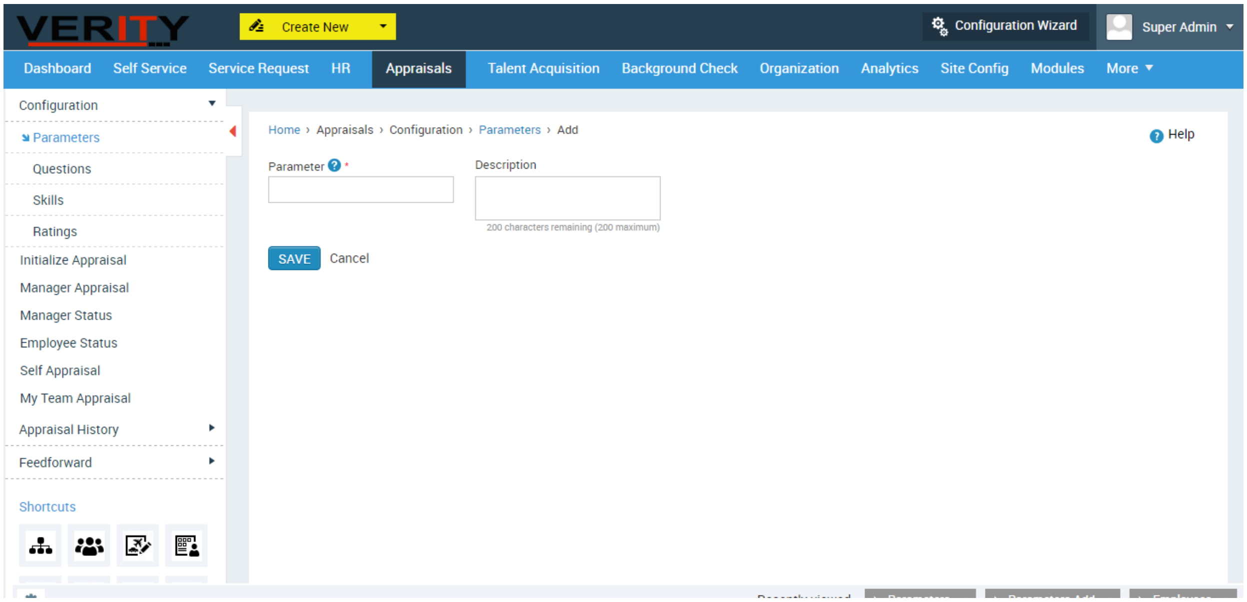
It consists of 3 steps:



- **Configure Leave Types:** Create leave types (E.g. Sick, Vacation) and allocate the number of days for each leave type.



- **Configure Holidays:** Create holiday groups and assign holidays to each group.



- **Appraisals:** Add appraisal parameters (E.g. KPI, KRA) and allot questions for each parameter.

Create New Shortcut Button

This shortcut button is placed on the top left corner (beside your organization logo) of the application. This button has been designed to save your time from menu redirections. The number of options displayed depends on a user's role privileges. For example, if you belong to the Management role group, then you will be able to create new Employees, Requisitions, Appraisals, Business Units, and Departments etc. If you belong to the Employee role group you can only create Service and Leave requests.