



HR Management Solution for Organizational Benefits



vCentric Technologies Pvt Ltd

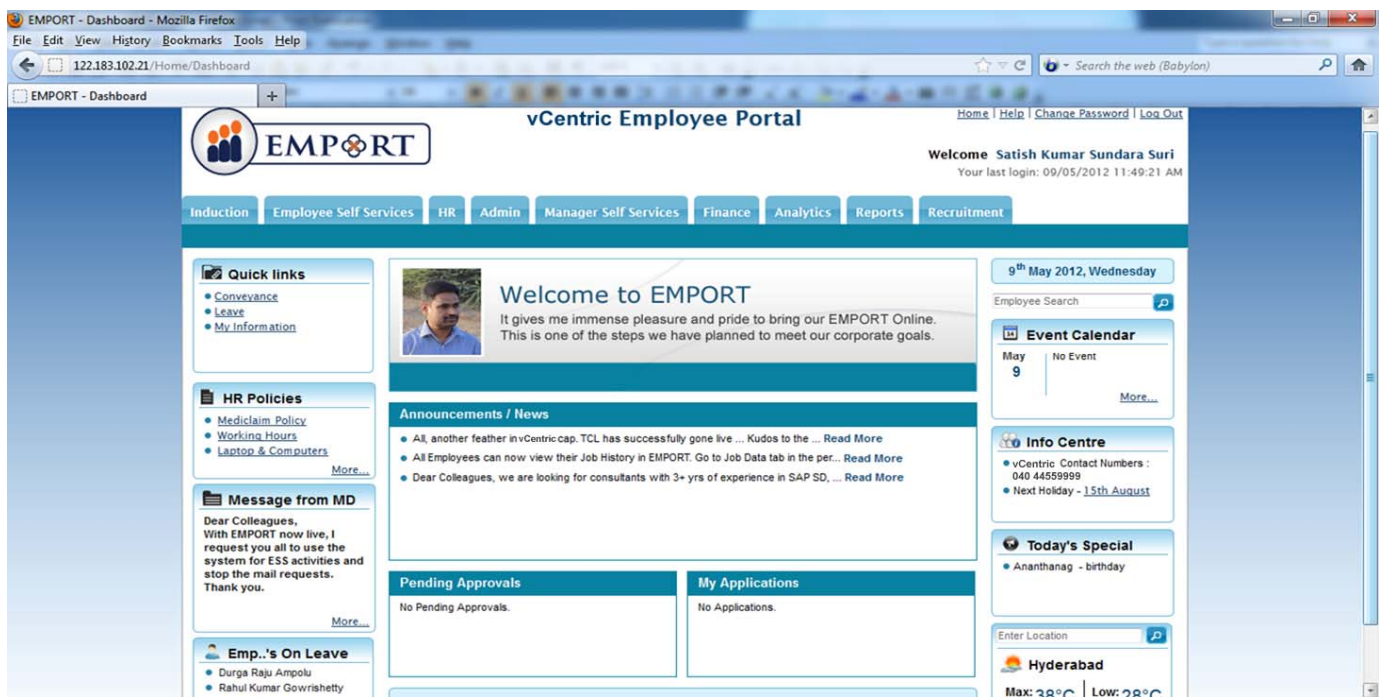
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Emport : Corporate initiative towards a Better, Streamlined, Processed and Efficient HR System

Many organizations believe in the saying that the corporate is built of 5 Ps—People, Processes, Policies, Practices and protocols. The organizations believe that these need to be handled by the HR (Human Resources) and Strategic units. While these are existent in most of the organizations, there is still lacuna of control, human touch and an efficient way of managing the HR department. Of late, corporate started giving importance to this, there by changing the face of the organization.

The new generation companies identified the need of an initiative that will improve the way 5 Ps are handled. Many organizations started new ways and means, while some are in the transition path. The initiative is towards:

- ⇒ Improving the Employee Satisfaction Levels, there by reduce attrition levels
- ⇒ Improved communication across the organization
- ⇒ Faster ways of handling the day-to-day personal activities of employees
- ⇒ Reduced Paper work and utilizing the new technology areas
- ⇒ Faster turnaround between employees, managers and management
- ⇒ Availability of information across the organization, in a uniform manner
- ⇒ Make the HR functions easier, smoother, faster and efficient
- ⇒ More than the information and the data, bring a human touch to the employees there by improve the sense of belongingness
- ⇒ One common face for all employees for any kind of information
- ⇒ Readily available reports for the management
- ⇒ Single source of information



Challenges in HR Area

- Disparate systems will slow down the processes
- Employees feel that the communication is available to certain set / group of people, leading to rumors / gossips in the organization
- Lack of IT system creates the problems in approval processes of managers
- Manual approvals take longer time, become tedious at times
- Desynchronized processes caused by separated IT systems
- Higher operational complexity of having multiple sites, data transactions and multiple people
- Minimal or no visibility into operational activities
- Organizations with multiple sites / regions / areas will have problems in having consolidated information
- Simple tasks take long hours, there by losing the productivity of employees
- Lack of holistic, employee-focused approach
- Lack of visibility for the HR department, on employees
- Lack of control at various geographies that restrict streamlining of practices
- Restriction of collaborative approach—there by not leveraging the stock across stores
- Higher costs at warehouse, logistics, distribution centers and management
- 360 degree view of the entire chain is not available

Application Overview



Additional features & functionality can be added, based on the customer requirements. These modules need to be customized according to the organization's process and practice.

Features:

- Powerful solution using the latest technologies in .Net framework
- Possible Seamless Integration using XML interface with other applications
- Process Integration completely customized with scalability
- Centralized monitoring of HR / Employee / Manager requests / approvals
- Customized User Roles and authorization
- Minimal user training required
- Dash boards for key HR reports
- Key functionalities include:
 - User Administration—user creation, role assignment, permissions, etc
 - Workforce administration—Employee data, job data, assets, etc
 - Employee Self Services—Complete Personal and organization data of the employees, Leaves, Conveyance, Tours, Performance Reviews (can be customized to the organization's needs)
 - Managerial Services—Approvals
 - HR Activities—Employee Induction, Recruitment, Performance Initiation, Organizational Setup, Policy Updates, etc
 - Corporate Section—Organizational Announcements, Birthday greetings, etc
 - Miscellaneous—Holiday Calendar, Event Calendar, etc

Solution Highlights

- Rich , User friendly and attractive UI
- Ability to define organization charts, levels, reporting structure easily
- Improved decision-making processes due to the availability of information
- Improved process efficiencies and reduced administration effort
- Harmonized and real time availability of HR data
- Eliminate manual work steps, integration gaps
- Can be easily integrated and plugged to any ERP
- Improved productivity due to faster responses
- An initiative towards paperless organization
- Scalable application and independent of number of users / employees
- Can be accessed from anywhere over web
- Designed considering the security aspects, role based access for the employees

Why vCentric ?

- ⇒ Cost effective solution
- ⇒ Faster implementation, with phase-wise approach as per the customer requirements
- ⇒ Flexible models of engagement
- ⇒ Be part of Organizational Change Management
- ⇒ Taking the Ownership for a successful completion
- ⇒ High Quality solutions with Process orientation

vCentric offers the solution in 3 different packages—Basic (Common HR), Basis Plus (Additional Features), Advanced (Integration and customer specific developments) based on the customer needs.

ABOUT vCentric

About Us	Services Streams	Expertise	Domain/Industries
<ul style="list-style-type: none"> ▪ Professional & energetic teams with diverse experience ▪ Delivering projects in ERP, SCM, CRM & custom applications using .Net ▪ Industry standard Frameworks for Enterprise and Consulting Solutions, Best practice methods ▪ Proven Delivery and Engagement Models & methods ▪ Customer centric and aligned delivery models 	<ul style="list-style-type: none"> ▪ All services related to SAP including new dimensional as well as traditional components ▪ Value Engineering Services in SAP ▪ Web Technologies .Net ▪ Production Support different models ▪ Any ground up development solution in other technology or challenging areas ▪ Web Development and B2B developments, projects and support 	<ul style="list-style-type: none"> ▪ Transformation Business, Technology ▪ Process and system harmonization ▪ Templates and rollouts ▪ Implementations ▪ Application Support and Development ▪ Upgrades ▪ Due Diligence and Assessments 	<ul style="list-style-type: none"> ▪ Pharma and Health care ▪ Manufacturing ▪ Process and Engineering ▪ Retail & CPG ▪ Automotive ▪ Small and Medium Business

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