

HUMAN RESOURCE MANAGEMENT SYSTEM (HRMS) - rResource

CHALLENGE/SITUATION

Managing the human resources of an organization requires a certain overhead that can certainly be avoided or reduced particularly for Small and Medium sized organizations. The skills required to manage human capital is getting more complex, and organizations require systems that should be intelligent and robust.

The system should be able to fulfill the needs of the changing organization. Now organizations and employees are becoming more adaptable, quick to change directions. Within this environment, the HR professional must have to manage effectively through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in employee development.

APPROACH

Rays provides HRMS Solution for organizations to manage their resources by providing a fully configurable and workflow driven system, that is highly customizable as per organizational needs and for various platforms like Web Based, Desktop andx Mobile.

SOLUTION

rResource Employee module captures employee details such as personal information, emergency contacts, address details, training and certifications details, Qualification details, Experience details, and Skills. HR personnel and managers can track employee skills, generate resumes, and maintain up-to-date information about the employee at all times.

rResource Timecard module provides the ability for an employee to Punch-In or Punch-Out time on day-to-day basis either manually using the application or integrate with any standard biometric device. Timecard also provides the ability to capture actuals based on Project assignments. The Timecard module is fully configurable enabling the configuration of timecard duration (weekly, bi-monthly, monthly), Holidays and Weekends. Employees and Managers are provided with both graphical and drill-down tabular reports to view timecard details.

rResource Leave module provides Leave Tracking and Leave Accrual functionality that is fully configurable based upon an organization's leave policy. Employees can submit Leave Requests, view Leave balances, track leave taken and accrued, and track the status of Pending Leave Requests. Managers can view Pending Leave Requests, and Approve or Reject Leave Requests. Employee and Managers are provided with both graphical and drill-down tabular reports to view leave details.

rResource Mobile modules that can make life easier and resolve many conflicts for the resources used to travel frequently for office work only. Mobile module allows employee to check in/out from anywhere, system records the timings with actual location of the resources using GPS system. Also organization can set the boundaries for the particular employees who required to travel for office work that sends notifications if resources crosses the predefined boundaries.

BENEFITS

This can reduce the company's costs associated with attrition and hiring replacement workers.

- Time Tracking
- Leave Management
- Employee Information Management
- Dashboards and Reports
- Mobile Modules
- Licensing Availability