

Augmented Outsourcing
Technology

Imagine

how
much more
you could
achieve

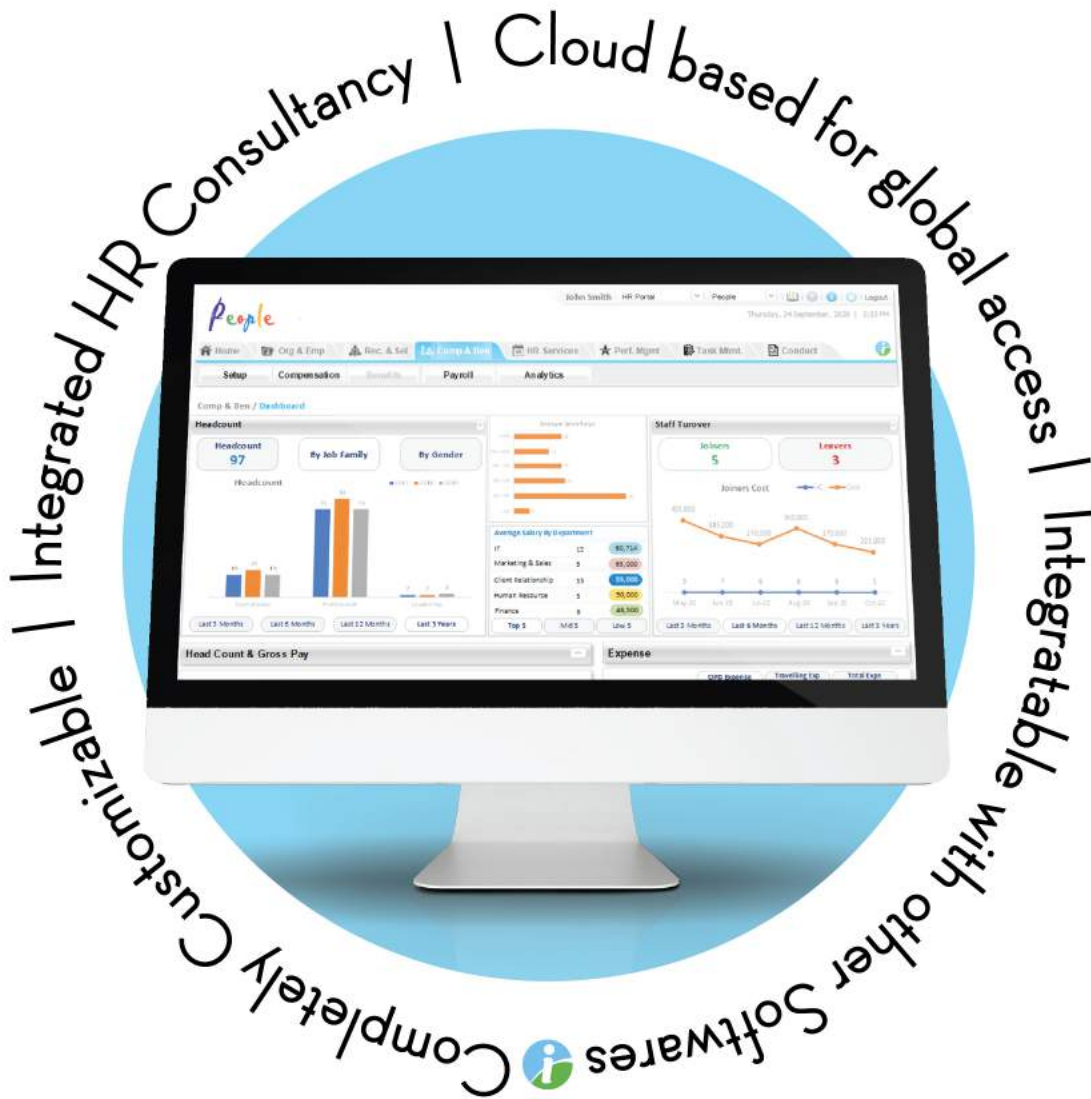
with access to technology
that perfects your HR
function

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CONNECT WITH US

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About People-i

People-i is an HR software centered around the needs of employees and HR managers. A comprehensive suite of digitalized HR functions with the power to give structure to and streamline your business processes.

Augmented Outsourcing Technology

A revolutionary advancement in the field of human resources, People-i is different because it is self-service HR Technology with expert human intervention embedded on a deep level



1.

Enables your staff to easily execute their day to day HR processes



2.

Enables managers to monitor important data and insightful analytics



3.

Enables HR process outsourcing and policy consulting through a digital platform



4.

Enables HR management through Smart phones and Tablets



5.

Enables employees of all capabilities to benefit from HR technology

Access to 7 Diverse Modules

Covering all dimensions of
effective HR management

People-i is being used as a centralized
database for employees in more than
20 countries worldwide.



Analytics



Organization
and Employees



Compensation
and Benefits



Conduct

More than 100 Million USD worth of payroll
is accessed through People-i every year
because of the reliability it ensures

24% of workforce Resignations Result from inadequate Performance Feedback

GlobalNewsWire
People-i makes performance management convenient and transparent



Recruitment and Selection



Performance Management



HR Services

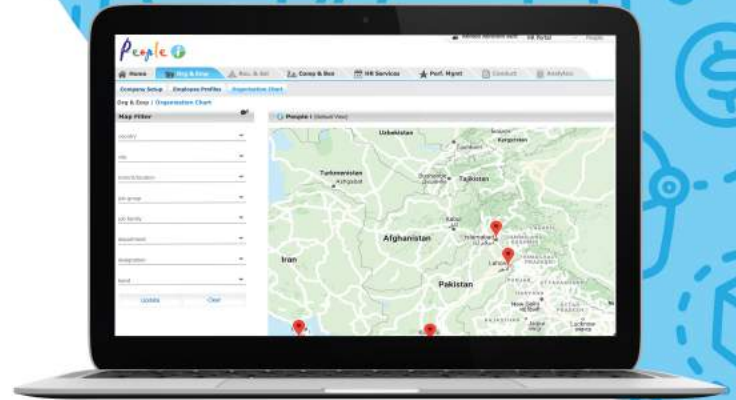
35% Of productivity Loss in a single year is due to unplanned Absences

SHRM/KRONOS
People-i helps regulate staff leaves through HR Services

Org & Emp

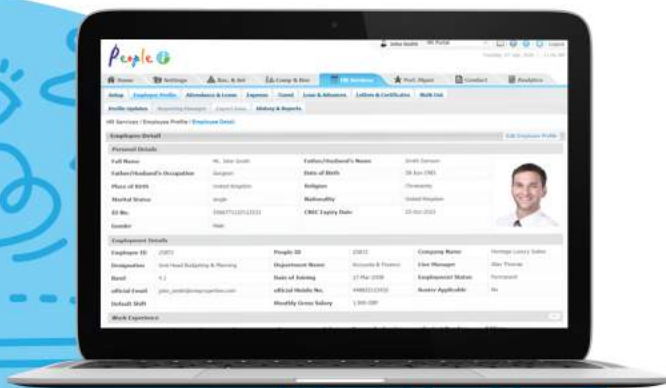
Interactive Org Chart

- View Org Chart for the entire company as well as for specific regions, branches, business divisions or departments.
- Variety of Org charts for specific information including departmental view, approval matrix view, reporting line view and headcount view.
- Clickable and interactive options available on each employee on the chart.
- Bird's eye view of entire organization with filter options.
- Real time changes in employee data reflected instantly.



Employee Profile

- Comprehensive Employee profile database with quick search functions
- Online Employee Personal and Employment Document Storage
- Downloadable Individual and Consolidated Employee Reports



Comp & Ben

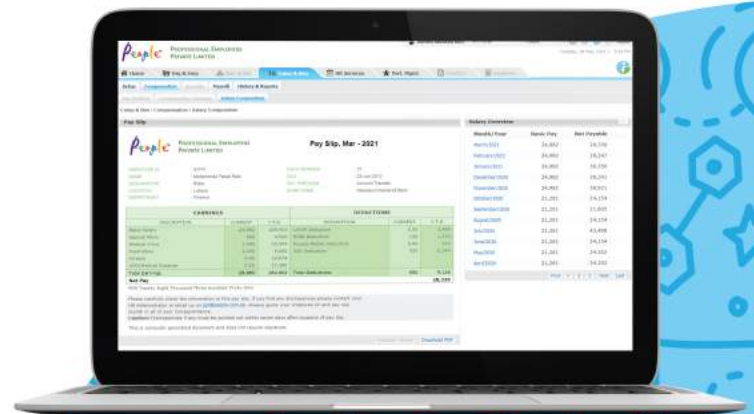
Payroll

- Comprehensive Payroll Setup that caters to all sorts of globally utilized allowances, deductions and other salary components
- Automated generation of Payroll using monthly transactional data
- Customizable payroll disbursement cycle
- Integration with E-Banking Portals
- More than 30+ pre-defined payroll report templates, auto-filled after generation of Payroll including Payroll History, Terminal Benefits Reports, EOBI/Social Security & much more



Compensation

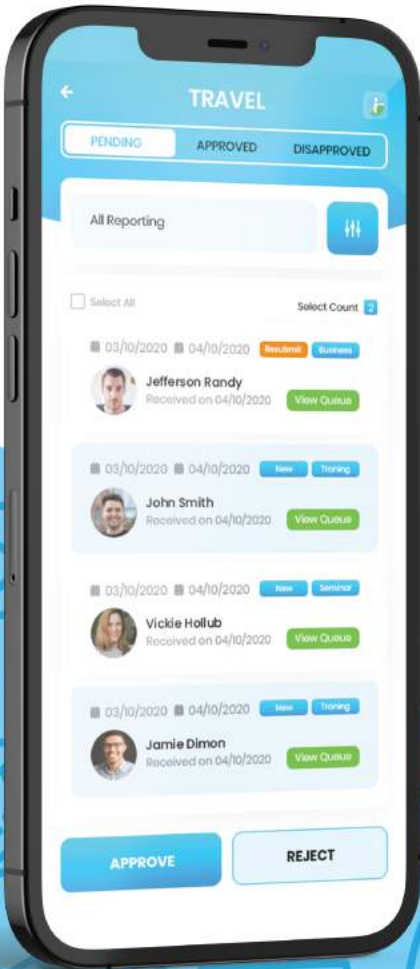
- Instant Access for Employees to Salary Slips and Tax Certificates
- Detailed Salary breakdown showing fixed, variable and taxable components for employee reference



HR Services

Attendance & Leave

- Attendance marked from anywhere through smartphones Live tracking of employee's via map
- Interactive attendance statistics and reports Customizable regional/departmental holidays
- Dynamic Shift Creation, Shift Allocation and Shift swapping by Line Managers and HR



Expense & Travel

- Multiple approvals on Expense or Travel applications as per Client Policy
- Configurable expense entitlement based on Expense Types, Employee Band, Designations, Departments and much more
- Comprehensive controls on Expense applications such as required attachments, minimum /maximum intervals and pre-defined reasons
- Customizable Travel Policy with varying parameters based on travel type
- Tracking and Reimbursement of Travel Expenses
- Admin or Travel Agent access for Travel Arrangements

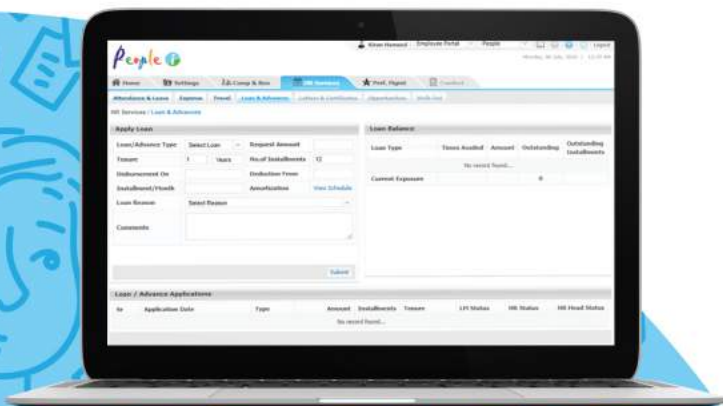
Letters & Certificates

- Assortment of Pre-Defined HR letter templates
- Customizable letter templates that can also be built from scratch
- Electronic and Physical Letter Issuance Facility
- E-Signatures of Authorized signatories on letters
- Record of all issues letters & certificates



Loans & Advances

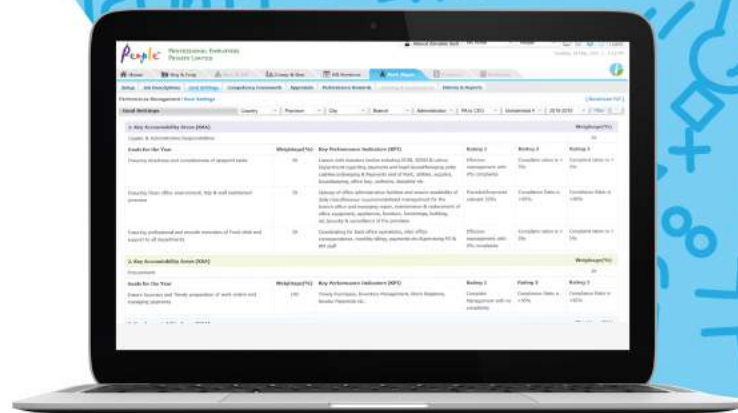
- Thoroughly customizable loan and advances policies with configurable entitlements based on Employee's Tenure, Band, Designation and more
- Multiple approvals on Loan applications as per company policy
- Auto creation of amortization schedule
Rescheduling of Loan Repayment Instalments
- Pre-defined reasons and conditions for loans
- Comprehensive Previous loan history



Performance Management

JD's and Goal Setting

- Key Accountability Areas for each employee with weightages
- Option to associate Job Description with specific designation
- Individual goals identified against each Key Accountability Area
- Interactive reports outlining status of JD and Goal Setting Completion
- Extensive Competency framework to identify varying expectations from all levels of staff



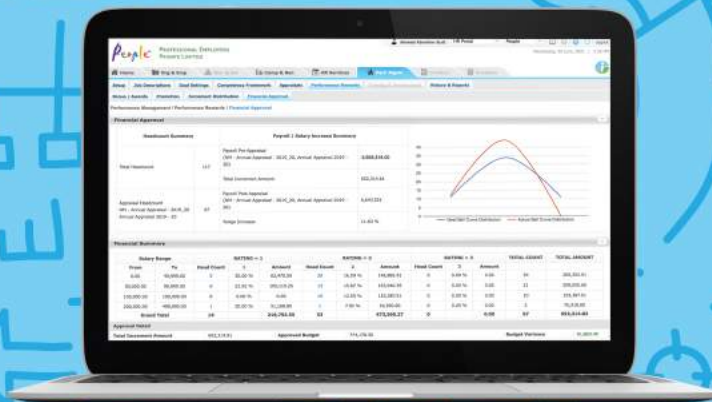
Performance Appraisal

- Evaluation of staff based on previously set JD's and Goals
- Separate evaluation of "Whats" and "Hows" of performance
- Employee Self-Evaluation
- All kinds of performance appraisals with customizable formats including Probation Evaluations, Annual Appraisals and Mid-Year Appraisals
- Identification of Achievements, Training Needs and Recommendations
- Identify Critical Positions
- Auto-generation of Bell Curve based on Appraisal Results
- Performance History & Reward Profiles



Performance Rewards

- Direct Linking of Appraisal evaluation results with Increments & Rewards
- Drafting and Approval of Increment Budget based on Market & Industry Data
- Option to choose from a variety of Increment Distribution methods
- Compare financial impact of each Increment Distribution Method before approving increments
- Auto-Generation of Increment Letters, Bonus Letters, Promotion Letters or Warning Letters based on evaluation results
- Interactive Performance and Rewards Reports



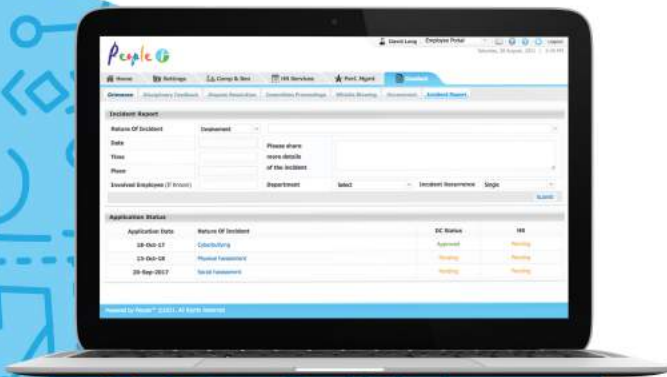
Rec & Sel

- View and Manage Budgeted Positions
- Creation of Requests for Additional Employees and New positions
- Internal Recruitment for positions via transfer of employees between offices or departments
- Configure Employee Compensation Packages before and after transfers
- Creating and Generating offers for candidates after acquiring internal approvals
- Facilitating employee self onboarding and documentation process
- Access interactive dashboard and recruitment statistics



Conduct

- Help Center for employees to file reports pertaining to Misconduct, Harassment, Grievances, Disputes and Much More
- Creation of Incident Reports and Investigation documentation
- Disciplinary Actions implemented directly through People-1
- Universal Access to Conduct Policy



Analytics

- An Assortment of more than 50+ interactive reports and statistics
- User-Specific Access to reports
- Custom Reports furnished on demand
- Examples of reports generated through usage of each module include:

HR Services

- Joiners/ Leavers Report
- Document Validity Report
- Leave Balance Reports
- Attendance Summary Reports
- Irregularities Report and much more

Comp & Ben

- Payroll Summary Report
- Statutory Payments Reports
- Terminal Benefits Reports
- Disbursement Reports
- Bonus/ Increment History Report and much more

Performance Management

- Performance & Reward Profile
- Appraisal History
- Increment Budget History
- Bell Curve and much more



Customizable web of accounts allowing real-time communication of notifications and approvals between the client staff



Employee Portal

- Mark attendance
- Apply Leave
- Apply Expense
- View Salary Slip
- Manage Info



Business Leader Portal

- View Individual, Commercial and Strategic Reports
- Provide Special Approvals



CEO Portal

- Access Consolidated Reports
- Provide Special Approvals
- Approve Budgets
- Adjust Policies
- Approve Payroll



7

People Side Portals

A comprehensive set of control panels that allow people to assist in the execution of the clients HR processes, implement policy recommendations and customize the interface



Tech Support Portal

- Real Time Troubleshooting
- Explanations and Tutorials
- Hardware Maintenance



Business Leader Portal

- Monitor HR Service Executives assigned to client
- Manage and allocate tasks
- View Task Reports



CEO Portal

- Access Consolidated Service reports
- Access Irregularities Reports
- Monitor HR Service Execs





Line Manager Portal

- Monitor Attendance
- Approve Leaves
- Approve Expenses
- Approve Loans
- View Team Info
- View Team Reports



HR Portal

- Configure HR Policy
- Approve Applications
- Manage Employee Info
- Conduct Appraisals
- Generate HR Reports
- Issue Letters & Certificates
- Draft Budgets
- Generate Payroll



Admin Portal

- Access Travel Data
- Access onboarding Data
- Arrange Flights
- Arrange Assets



Finance Portal

- Approve Payroll
- Access Payroll Reports
- Disburse Salaries
- Manage Loans & Repayments



Client Side Portals

7



Client Relations Portal

- Generate Custom Reports
- Recommend HR Policy
- Configure HR Policy
- Execute HR Processes on behalf of client



Migration Portal

- Migration of Large data
- Bulk updation of info
- Bulk Creation of accounts
- Migration of Historical Data
- Ensuring Data Integrity



Admin Portal

- Keep Track of Outsourced Tasks
- Execute Outsourced Processes
- Extra Activity Reports



Finance Portal

- Disburse Salaries
- Disburse Loans
- Track Loan Repayments



Cross Platform Accessibility

People-i seamlessly integrates with external attendance and time management hardware to ensure a direct flow of information, populating your reports in real time. Supported hardware types are:



Biometric Thumb Scanners



Facial Recognition Machines



Eye Recognition Machines

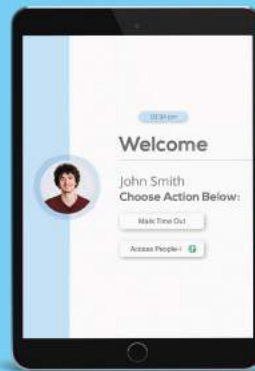


RFID Readers



Mobile App

The People-i app enables users to execute all functions from the palm of their hand. Including the additional facility of geo-location based attendance



Tablet App

The People-i tablet can be installed in office spaces to enable users that do not have access to smart phones or laptops to fully benefit from the software.



Desktop App

The People-i desktop interface can be accessed through any browser. It acts as a comprehensive suite of all functionalities People-i has to offer along with powerful tools and dashboards for full organizational control.

Our Clients

The world's biggest companies have already made the switch to Augmented Outsourcing Technology



Due to its enriched feature set and detailed configuration capability, People-i is currently being used in more than 20 countries across the globe.

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