

Human Resource Management System

Staff is an important intangible asset. The quality of HR management reflects the success of a company. Human resources management refers to the use of human resources to achieve organizational objectives. It involves recruitment, selection, compensation, training, performance appraisal and job analysis, as well as the promotion and discharge of employees. HR management is essential to all companies. In today's fast growing business era, over 90% of large companies (with staff size 200 or above) had an independent human resources department, while also 67% of small companies had such an independent department. Efficient and effective management of "Human Capital" has progressed to an increasingly imperative and complex process. It shows the importance of computerized HRMS become necessity.

Integral fusion has developed Web based Human Resource Management Solution which facilitate Human Resource department needs and help to handle the HR, Personnel, Attendance, Leave Record, Payroll and other benefits by providing with access to comprehensive functionality through a standard web browser - while ensuring that HR retains control of both data and processes. Workflow automatically routes tasks through review and approval cycles, thereby improving productivity and ensuring that important tasks are not overlooked. It helps the HR department to manage and monitor the performance of each staff. It also helps the HR department to calculate payroll and allocate the resources by generating reports.

Integral Fusion HR management system offers all functionality expected by any organization to help them better recruit, develop, and retain people. The main objective of this Project is to provide complete HRMS Solutions with:

- ✓ Consistency – using the same business rules
- ✓ Efficiency – using the same processes for HR functions
- ✓ Easy Access – user friendly and decentralized
- ✓ Report Savvy – agile and flexible with ingenious reporting structures

Key Benefits

- ✓ Centralized Employee Administration
- ✓ Role based Online Access - Manage Resources, User Access Policy, Manage Accounts, Manage Contacts
- ✓ Integrate Company Information
- ✓ No Data redundancy – Systematically organized data repository
- ✓ Financial Information Accuracy
- ✓ Automated Human Resource Processes
- ✓ Information Security
- ✓ Defining and Managing the Role of each Stakeholder
- ✓ Managing Multiple Clients Resourcing requirements & Tracking of Resource Short listing, Final Selection

- ✓ Employee Management for General Employees, 1099 Independent Contractors, C2C Sub Contractors
- ✓ Task Management for 1099 Independent Contractors
- ✓ Defining Customized Attendance Rules
- ✓ HR Activities like Managing Resources, Attendance, Leave Management, Reimbursement, and generating Paychecks
- ✓ Payroll Management
- ✓ Fully Customized Payroll where in HR can define Salary Heads, Calculation Formulas, Salary Groups, defining Payroll for Employees and Salary Management.
- ✓ Export Report to Excel
- ✓ Searching for Managing resources
- ✓ Managing Payment Standards and Automated Invoicing for C2C Partners, Clients and 1099
- ✓ Monthly Statistics Dashboard having Weekly Data Summary
- ✓ Managing User Access policy
- ✓ Document Management with password protected access.
- ✓ Currently we are making provision for defining Payroll standards for individual Client.

Technology

- ✓ Microsoft Development Platform: C#, ASP.Net Framework 2.0, AJAX, Java script, , MS-IIS 6.0
- ✓ Database: MS SQL Server 2000
- ✓ Microsoft Documentation Platform: MS Projects, MS Word, MS Excel
- ✓ Adobe Designing Tools: Corel Draw, Photoshop CS2, Macromedia Dreamweaver