



Why eXerterp

eXerterp sets up and organizes core turn-around in a process in sync with technology, resources and possessions of an enterprise. Automation of enterprise operation with eXerterp adds value in terms of result enhancements. eXerterp is a suite of web based applications including Customer Relationship Management, Human Resource Management, Financial Accounting System, Supply Chain Management, Point of Sale, Property Management System and Construction Project Management.

The application critical approach enables eXerterp to automate at grass root level, back-office, intermediary level, administration level, managerial levels and at stakeholder level. eXerterp offers enormous controls at each point of hierarchy with clarity and authority. eXerterp believes in business activity wise best alternative modeling for a successful post deployment review. eXerterp increases efficiency and decreases processing time thereby helping your enterprise to achieve higher productivity.

- ▶ eXert is eXperienced as a force in enterprise automation.
- ▶ eXert meets eXact expectation on demand.
- ▶ eXert exploits technology as a resource.
- ▶ eXert provides eXpert and flexible solutions.
- ▶ eXert examines complex business scenarios with a niche approach.
- ▶ eXert handles user migration with easy Graphical User Interface (GUI).

“ YOU FOCUS ON YOUR PEOPLE, WE FOCUS ON YOU ”

eXert HRMS CONNECTS YOU TO ALL YOUR EMPLOYEE-RELATED INFORMATION IN WAYS NO OTHER SOLUTION CAN.

eXert HRM is a modular application based on the segregation of various aspects related to resource management and its allocation for an enterprise which values its resources as a flashpoint for growth and revenue generation. eXert HRM enables the management and stakeholders to assign control and responsibility.

eXert HRM is designed on the principles of delegation of authority and provides a new outlook to career definition through clear goals and path assignment for employees as a resource. Enterprise structure and its impact on resource is well taken care by eXert HRM through in depth resource analysis and user definition procedures in built in operational level. eXert HRM has strategic and comprehensive approach to managing people at workplace and environment. eXert HRM effectively enables employees to contribute realistically and productively to the overall company direction and the accomplishment of the organization's goals and objectives.

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What It Is

eXert HRM Sub Modules

- Human Resource Management
- Payroll Management

Human Resource Management

The HR function contains personal information, skills, achievements and disciplinary details. eXert HRM system automates the processes, speeds up the operations and handles large amount of data. The realm of Human Resource department is predominantly administrative and is prevalent in all corporate houses.

- ✔ Deals with administrative work
- ✔ Tracks candidates information
- ✔ Scales down the physical workload
- ✔ Multi lingual/Department/branch
- ✔ Plans Manpower

Payroll Management

Payroll Management deals with salary related issues. It consists of several stages and procedures that require expertise in financial administration, such as salaries and tax management.

- ✔ Remunerations disbursements
- ✔ Manages withholdings
- ✔ Robust dashboard interaction
- ✔ Compiles statistics
- ✔ Separation settlement
- ✔ Provides regulatory reports
- ✔ Vacation/Holiday management
- ✔ Earnings/Deductions management

What it does

eXert HRM is best in practice HR management service. It handles all HR related issues needed by an organization. eXert HRM's centralized storage means employee details can be easily maintained.

eXert HRM functionality handles details such as employee information, contact information, educational & professional profiles, skills, salary progression, vital details of driving license, visa, passport, work permit etc.

- ✔ Auto alerts
- ✔ Grading system
- ✔ Management Dashboards
- ✔ Automates payroll processes
- ✔ Leave and loans management
- ✔ Defines earnings and deductions
- ✔ Track salary progress



Highlights

Labor Related Details

eXert HRM provides Labor agreements and employer specific procedures and exceptions, thereby increasing efficiency.

All New Enhanced Salary Payment Details

Breakdown of allowances and other bases for wages in the report.

Accurate Holiday Calculation

Follows the legislated accounting and calculation rules in calculating annual holidays.

New eXert Travel Management

Manages drawing up, posting, archiving and reporting of travel details and its cost postings.

eXert Organized Data Management

Utilizes data related to working hours, overtime, allowances, holidays and absences.

Centralized Payroll Management.

Combines employee data management of huge corporations into a centralized processing concept with ease

Extended Application

Integration with third party applications

Core Features

Human Resource Management Features:

- Dashboard
- Recruitment Management
- Performance Appraisal Process
- Disciplinary actions
- Overseas Sponsor
- Regulatory Compliance
- Approvals and authorizations
- Candidate Selection Process
- Vacancy/Interview Management
- Documents Management
- Consultancy Management
- Resume Banking
- Travel Desk

Payroll Management Features:

- Branch Wise Payroll posting
- Organization structure wise register
- Integration with Financials
- Shifts Management
- Leaves Management
- Vacation Management
- Transfer and Travel Mgt
- Expiry Based Reminders
- Leaves Management

Time & Attendance

- Biometric Configuration
- Employee Movement
- Time and Attendance system integration
- View Attendance

Leaves and Vacations

- Leave Master
- Leave Cancel Request
- Leave Register
- Leave Requisition

Loans and Advances

- Loan Master
- Loan Request
- Loan Approval
- Loan Payment
- Loan Reschedule
- Loan Receipt

Travel Management

- Travel Master (Audit)
- Travel Allowance
- Travel Requisition
- Multiple Travel Details
- Payment Voucher
- Reconciliation Travel

Payroll

- Payroll Reconciliation
- Final Payroll Process
- Assign Payroll to Employee
- Preliminary Payroll Process
- Assign Unstructured Earnings / Deduction

Recruitment Management

- Recruitment Requisition
- Interview Stage Master
- List of Vacancies
- Shortlisted Prospective Candidates
- Interview Stages Vacancy wise
- Details of Vacancy Requests
- Recruitment Panel Master
- Resume Bank
- Shortlist Resumes
- Interview Stage Closure

Vacation Management

- Vacation Policies
- Vacation Schedule
- Travel Desk
- Vacation Settlements
- Release & Report
- Vacation Encashment

Transfer Management

- Transfer Advise
- Transfer Report
- Transfer Request
- Process of Transfer

Performance Appraisal

- Employee Roles & Responsibilities
- Role Group
- Appraisal List
- Designation
- Objective Questionnaire
- Assigning R & R to Employee
- Approved Appraisal List

Separation Management

- Separation Master
- Separation Request
- PF Settlement Policy
- Final Settlement
- Exit & Re Entry

Disciplinary Action

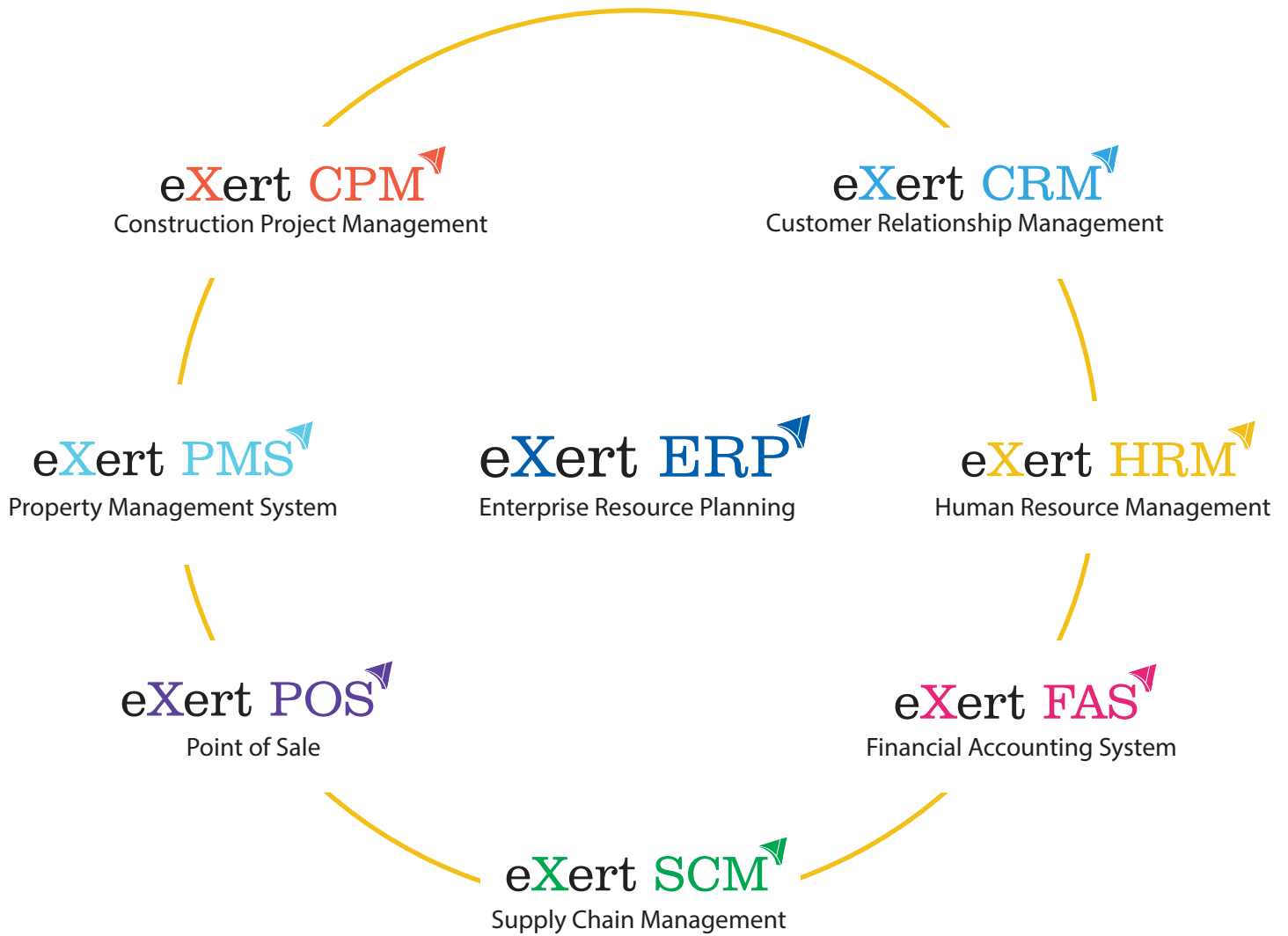
- Disciplinary Rule Master
- Evidence Master
- Disciplinary Action
- Disciplinary Rule Group
- Disciplinary Action Request

- Activity Center Master
- Activity List Master
- Activity Group
- Service Provider Master
- GA Department Employees
- GA Process Request
- Service Provider Invoice
- Service Provider Payment

Integration

- **Email & SMS based reports/alerts**
- **Application program Interface (API) to third party payroll independent databases.**
- **Biometric attendance integration to eXert Payroll.**
- **Employee vehicle movement integration via GPRS.**

Our eXert Products



TAKE THE NEXT STEP

www.eXerterp.com | sales@eXerterp.com

eXerterp
A Force to Enterprise Automation