



# KServe™ HRMS

## Workforce Management Centric HRMS/ HRIS

Expect Immediate Business Results from your  
People

Product Flavours

Workforce Management  
Centric HRMS  
– Why?

Why KServeHRMS

Product Details

SaaS/ Cloud (Pay as you go) ●  
Inpremise (License + AMC) ●

## Essential HR & Payroll Backbone

## HR Core + Leave, Attendance & Employee Portals

### Create your own plan from

- Employee DB
- Employee Life Cycle Management
- Leave & Attendance
- Attendance Data Integration
- Payroll
- Benefits
- Income Tax
- Employee Portal
- Native Mobile Access
- Employee Engagement
- Performance Appraisals
- Timesheet and Project Tracker
- Recruitment
- Training

### Business (Popular Choice # 1)

- Employee DB
- Employee Life Cycle Management
- Leave & Attendance
- Attendance Data Integration
- Payroll
- Benefits
- Income Tax

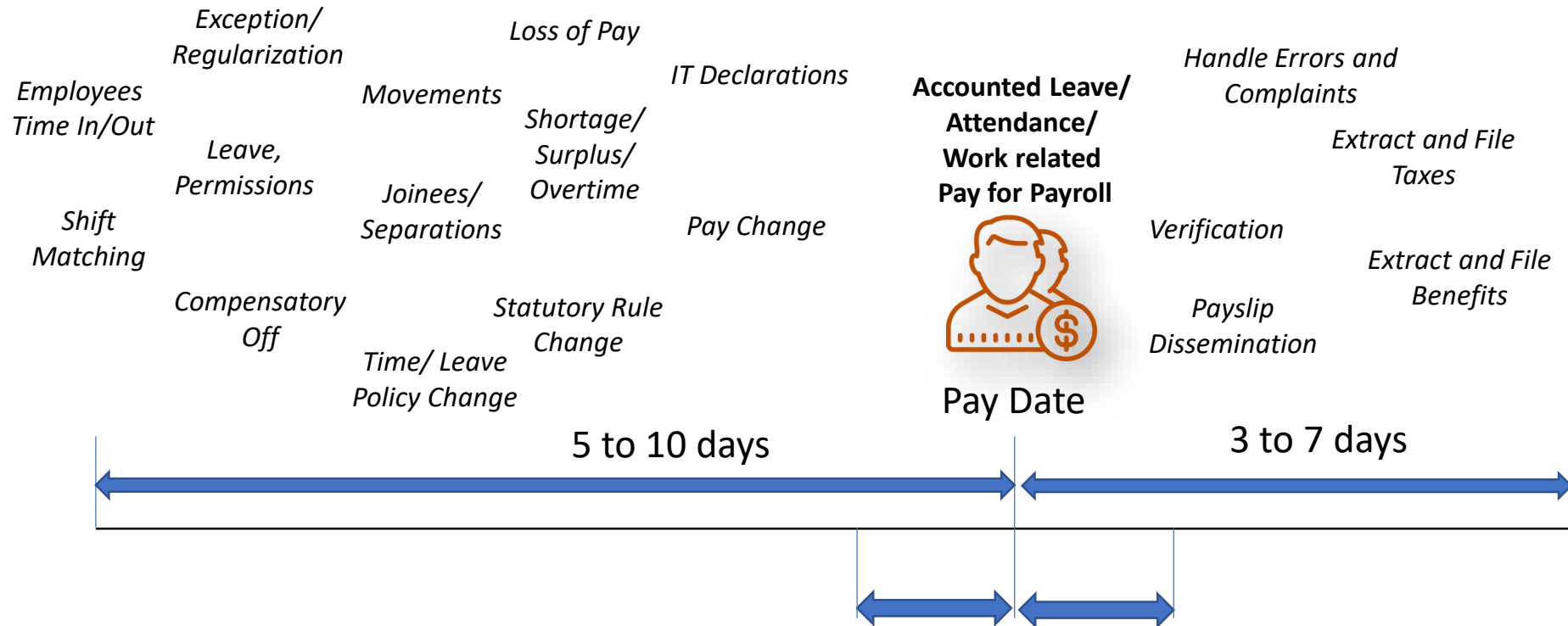
### PrESSence (Popular Plan # 2)

- Employee DB
- Employee Life Cycle Management
- Leave & Attendance
- Attendance Data Integration
- Employee Portal
- Native Mobile Access
- Employee Engagement

# The importance of an integrated Workforce Management Centric HRMS/ HRIS

A very common problem:  
Expect a 10x reduction in effort

## Before



Finish the entire process in a day or two!

## After

# Employee Portal/ Self Service saves time & gives quick and transparent response

## Leave & Attendance

Requests  
Approval  
Cancellations  
Permissions  
Compensatory Off  
Attendance Timings  
Leave Balances

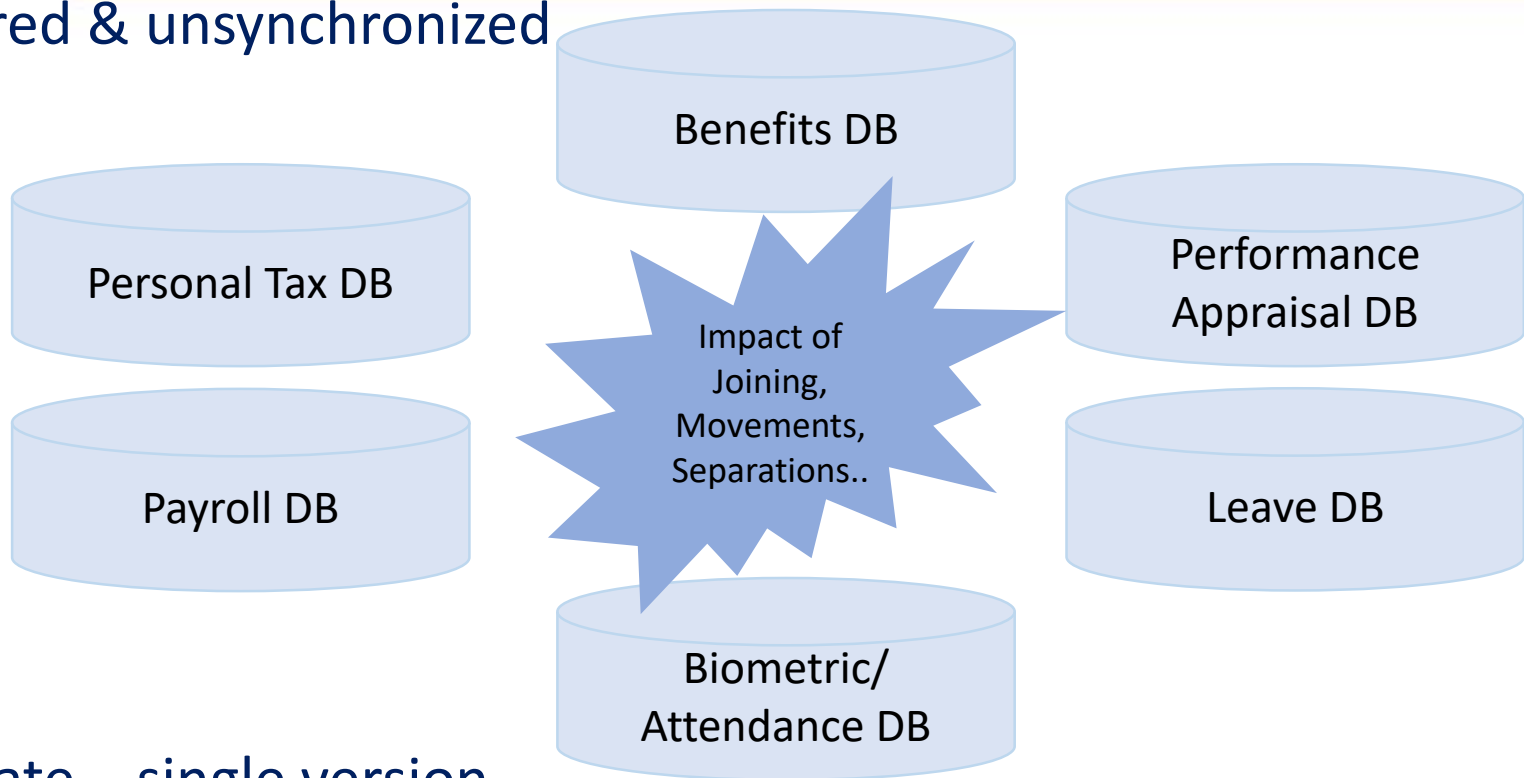


## Others

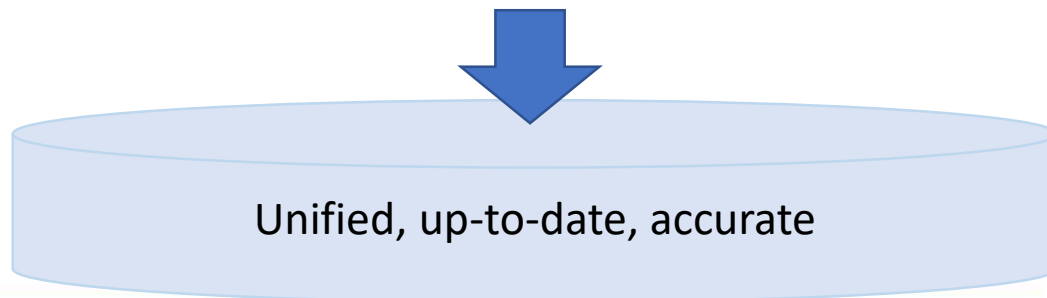
Payslips  
HR Policies  
Claims

Employee Self Service saves between 2 to 5% of employee/ supervisor and HR time  
A direct and immediate boost to the topline and bottomline

Scattered & unsynchronized data



Uptodate – single version of the truth



# And many more intangibles

Employee Engagement & Motivation

Transparency in policy application - Fairness

Responsive HR

Free HR for more innovative and important things

Take HR Best Practices to the next level (Performance Appraisal, Training, Recruitment, Time Tracking, Mobile Apps ..)

Integrate with other innovative 3<sup>rd</sup> party engagement apps



# Tangible results contributing directly to the top-line and bottom-line...



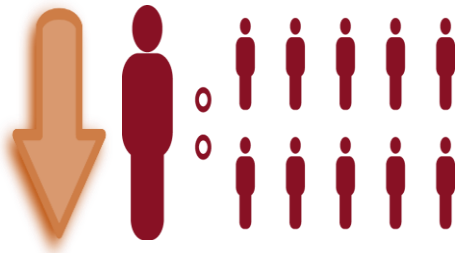
Increase in  
worked hours



Productivity increase



Lower Leave  
liabilities



Lower Overheads



Employee  
Engagement &  
Motivation



Better reporting,  
better decisions &  
policy flexibility

And grow your business with an advantage over competition

# What's special in the KServe product/ solution

Complete  
Functionality

Proven

Flexible Functional  
Architecture

Scalable Deployment  
Architecture

Result Driven  
Methodology

Cost Effective  
without compromise

# Full Suite yet Modular (Choose Core + Any Area)



Employee  
Database



Manage  
Employee Lifecycle



Skills &  
Competencies



Leave  
Management

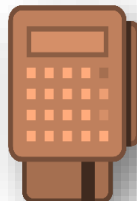


System  
Utilities

## Core HR



Leave Online &  
Employee Portal



Absence Mgmt.  
& Work Analytics



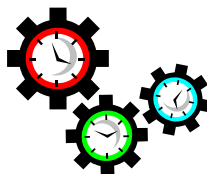
Payroll, Benefits  
& Taxes



Performance  
Appraisals



Recruitment



Project & Timesheet  
Tracking



HR Operations



Training

200 plus solutions to customers  
in 14 years

HR/ Payroll via KServeHRMS for  
9 years

Workforce Mgmt for. Scope  
International (subsidiary of  
Standard Chartered Bank), KGK  
Group Hong Kong, Blue Dart  
Aviation (Subsidiary of DHL)  
Chowel (Korea), LCC (USA)

Customers in over 10 countries  
in Asia

Indorama Global (14000  
Employee system)

Quess Corp – 4500 Employees  
in 200 locations globally

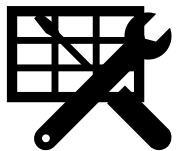


Placeholders for rules that vary across customers

Time Policies	Leave Policies	Permissions	Overtime
Leave Accrual	Pay Elements linked to rule builders	Benefits linked to rule builders	Tax
Location/ Department specific variants		Unique Work Indicators Convertible to Pay	



For Complex rules, can attach procedures

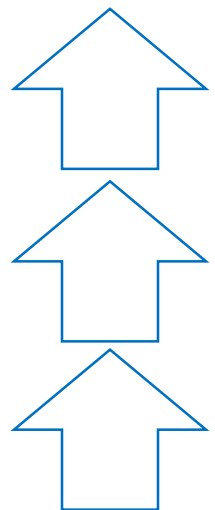


Configurable Menus, Alerts, Roles, Report writer usage

Product Integrity maintained even with regular upgrades/ continuous improvements

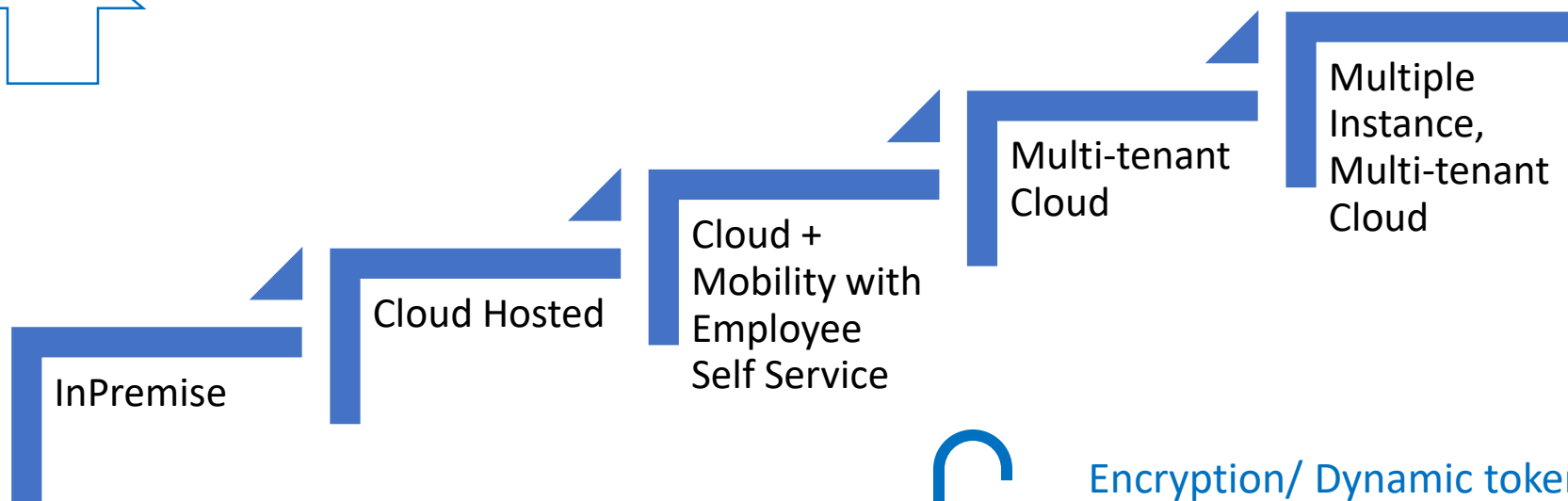
Plus, an assurance that all your rules/ logic in Presence and Workforce Management can be covered because of the underlying architecture

# Scalable/ Flexible Deployment Architecture



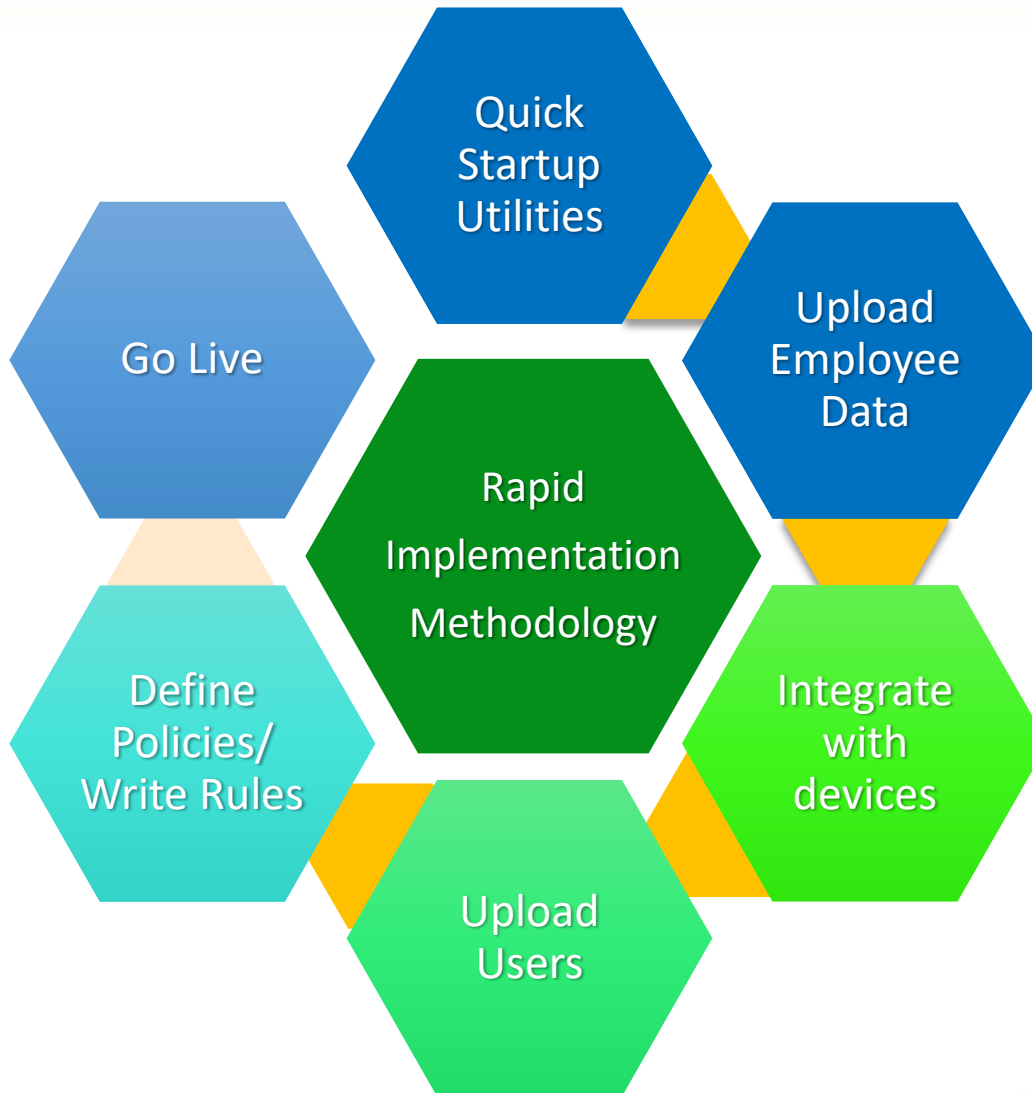
Specialized Extension Area  
for enabling Extensions/  
Customization migration  
during version upgrades

Responsive design for  
Employee Self Service to  
cater to devices of  
varying form factor



Encryption/ Dynamic tokens,  
Role and Action based security

# Result Driven Implementation Methodology

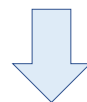


Product License	↓ Apportioned over customers/ years
SD	↓ Microsoft platform – Lower price with high quality performance
Adaptation to customer needs	↓ Configured rules, placeholder procedures
	↓ Base Product Coverage
	↓ Extension Tool Kit
Implementation Support	↓ Structured Methodology with Implementation/ Training Tools
	↓ Implementation Tool Kit
Life Cycle Usage (5-10 years)	↓ Lower AMC due to lower license
	↓ Lower AMC

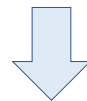
## Possible because



Rapid Development Tools



Availability of Lower Cost/ High Quality Talent



Innovative Architecture



"The Technology Management Team of the bank is very impressed with the work you are doing."

*Akshay Gaur, CIO, Scope International (Subsidiary of Standard Chartered Bank)*

"We would like to place on record that the implementation of the Kallos HR package has been received well by all of us. The package is user friendly and your staff have been extremely proactive when it came to areas that needed to be tailor made for us."

*Prem K Thomas, Chief HR Manager  
Blue Dart Aviation (Subsidiary of DHL)*

*"Thank you for the tremendous job you and your team have done in implementing the KSERVE HRMS. It has been a pleasure working with you and your entire team at Kallos. The level of professionalism, dedication, and strong work ethic has been graciously received. The team has consistently delivered on requests, performed well on our expected business metrics, and been responsive to our business needs. I must admit that it has eased a large amount work especially in managing workforce across locations. It's a holistic product addressing all the concerns of Human Resource Management. Thank you for your support. Please relay my gratitude and well wishes to all your staff."*

*Shankar, Manager - HR  
iV Support Technologies Pvt Limited.,*

"Kallos truly delivered a powerful, robust and highly customized product to streamline our operations such as recruitment, travel and HRMS. We appreciate the team at Kallos for always being a gentle and flexible software partners for KGK Group to understand and match with our requirements at all time and deliver us the best. Overall, it's always a good software journey with Kallos as a team".

*Raghav Jayapal-IT Manager  
KGK Group – Hong Kong*

Nasscom 2011 – Top 8 SaaS Applications

Nasscom Emergeout Conclave

Popular Winner – Techsparks 2010

Conducted by Yourstory.in, CNBC, Microsoft, Canaan Partners

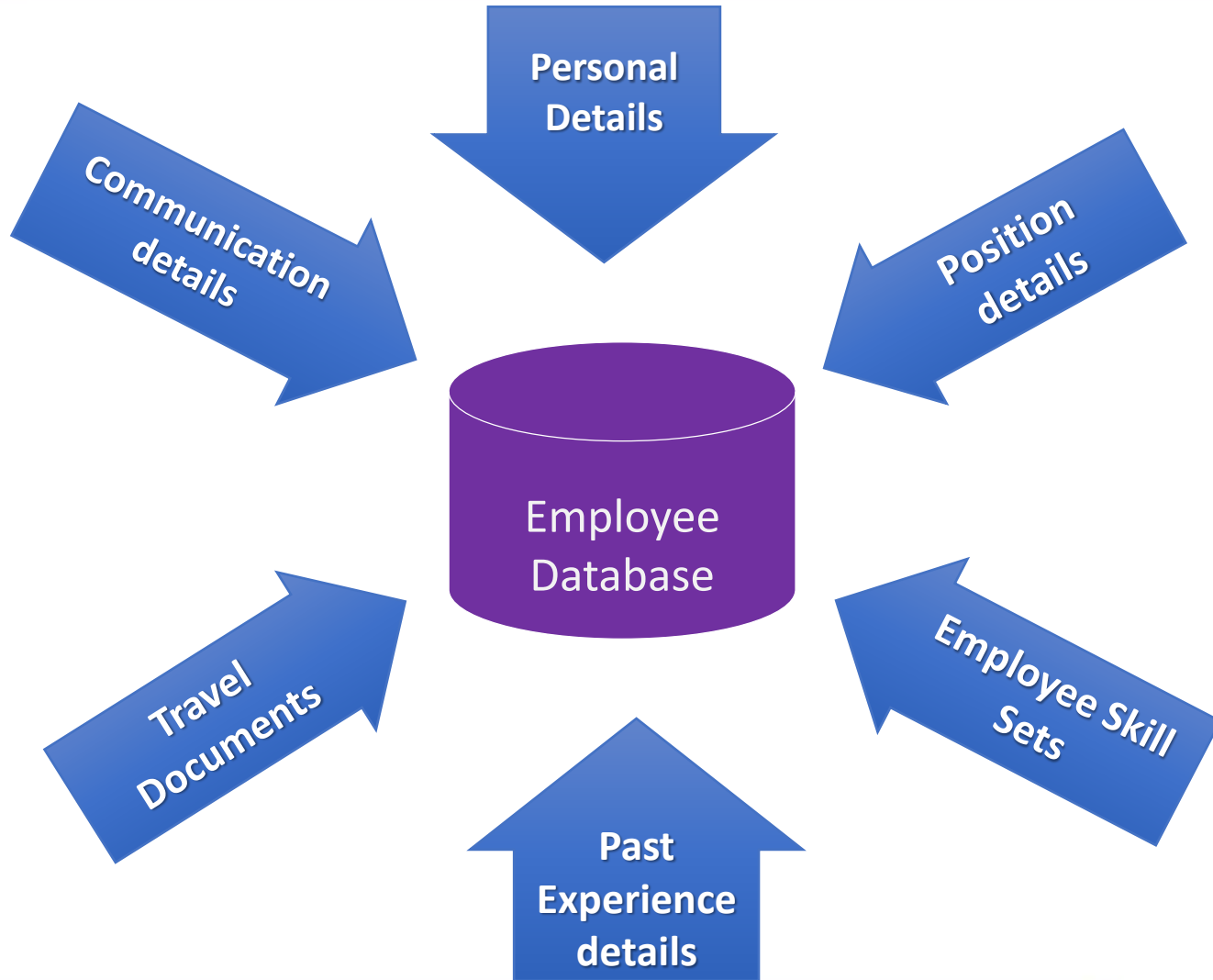
Selected Top 10 – Techexpo 2010

Conducted by Nasscom, CAI Forum, Standard Chartered Bank

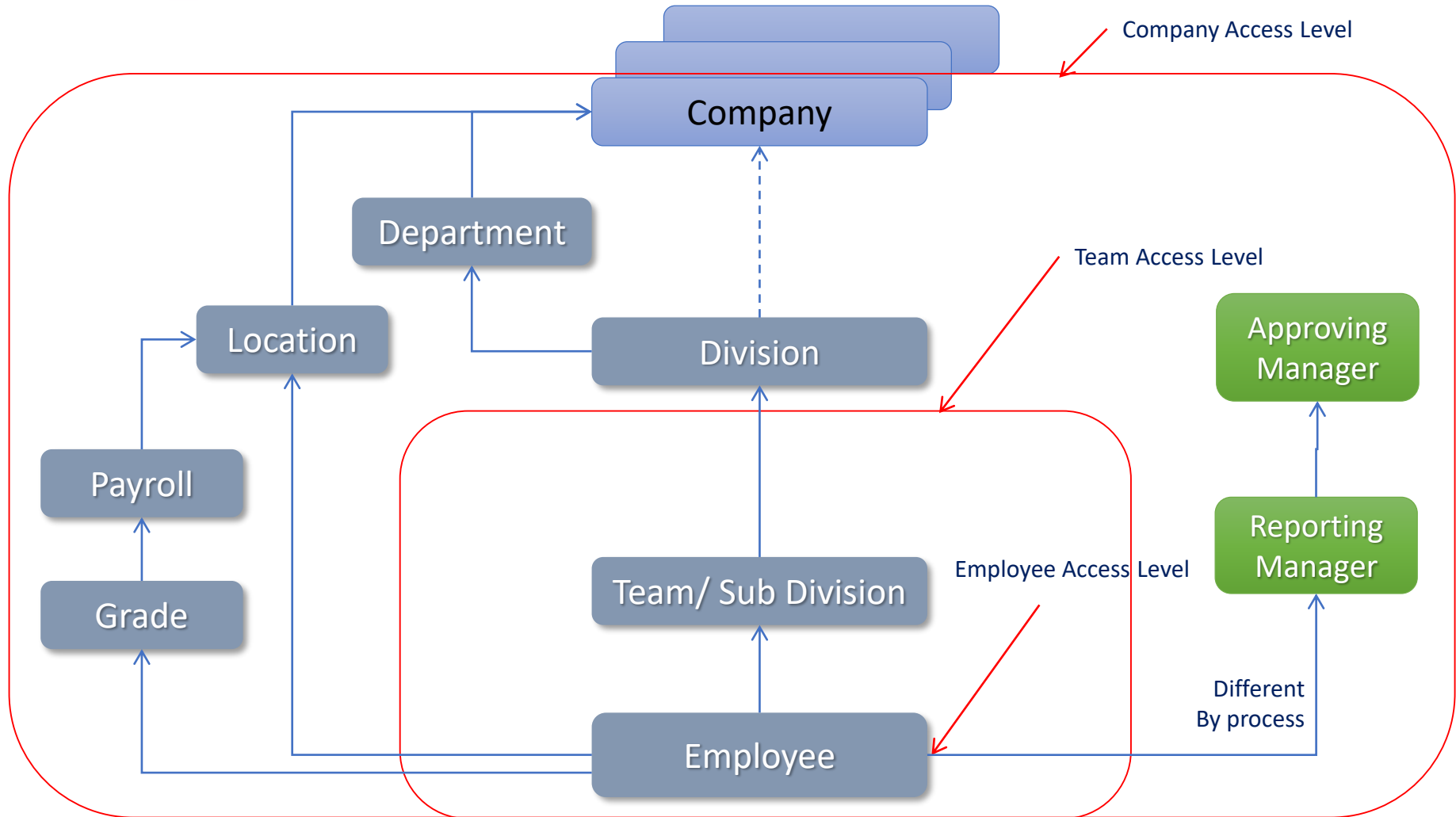


# Employee Database & Life Cycle Management

## Product Area: Core HR









## Define Policies



### Leave Policy

Leave Types

Configurable rules

### Company Holidays

Holiday Types

By Location by year

### Shift Definition

Define default shift

Define other shifts

## Process



### Attendance Upload

Summary

Direct Entry

### Leave Processing

By Location

By month

### Attendance Integration

Integrate with electronic  
Device /Database



## Setup Competency Levels

Position	Expertise Area	Skill Type	Skill	Competency Level

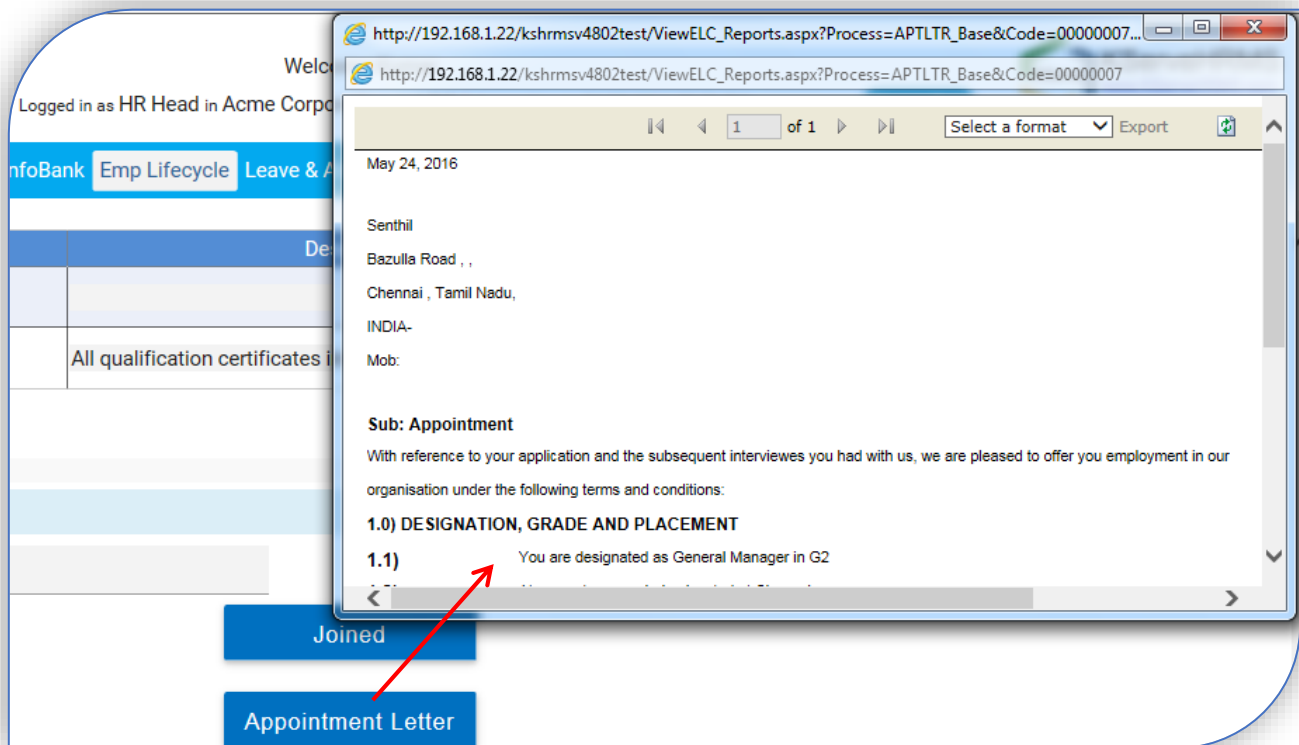


Capture  
Employees'  
actual skill sets  
and competency  
levels

## Track Competency Gaps



## Configurable Letter generation



The screenshot displays the KServe HRMS interface. On the left, a sidebar menu includes 'InfoBank', 'Emp Lifecycle', and 'Leave & A'. The main content area shows a 'Welcome' message, 'Logged in as HR Head in Acme Corp', and a table with 'All qualification certificates'. Below the table are buttons for 'Joined' and 'Appointment Letter'. A red arrow points from the 'Appointment Letter' button to a preview window. The preview window shows a letter dated May 24, 2016, addressed to Senthil at Bazulla Road, Chennai, Tamil Nadu, INDIA. The subject is 'Appointment'. The letter text states: 'With reference to your application and the subsequent interviews you had with us, we are pleased to offer you employment in our organisation under the following terms and conditions: 1.0) DESIGNATION, GRADE AND PLACEMENT 1.1) You are designated as General Manager in G2'.

http://192.168.1.22/kshrmsv4802test/ViewELC\_Reports.aspx?Process=APTLTR\_Base&Code=00000007...

http://192.168.1.22/kshrmsv4802test/ViewELC\_Reports.aspx?Process=APTLTR\_Base&Code=00000007

1 of 1

Select a format Export

May 24, 2016

Senthil  
Bazulla Road , ,  
Chennai , Tamil Nadu,  
INDIA-  
Mob:

**Sub: Appointment**

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you employment in our organisation under the following terms and conditions:

**1.0) DESIGNATION, GRADE AND PLACEMENT**

**1.1)** You are designated as General Manager in G2

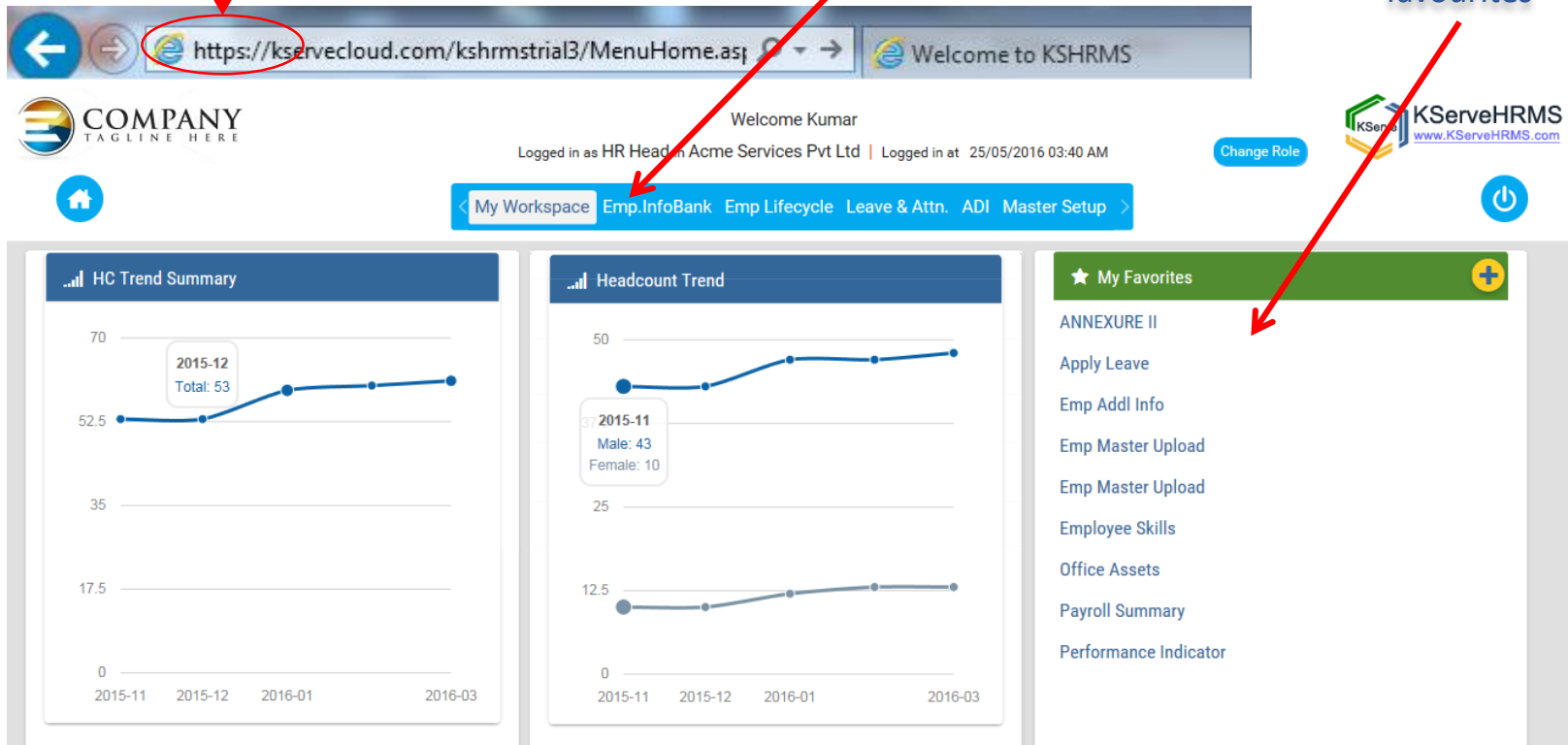
Joined

Appointment Letter

HTTPS enabled

Dynamic Menu

Set your own favourites



# Configurable Approval Workflow & Data Views

Flexible Approval Workflow for different processes

Employee \*

☒ Process Routings

	Process	Approver 1	Approver 2
<input type="checkbox"/>	Apply Leave ▼	Kannan <input type="button" value="🔍"/>	Uday <input type="button" value="🔍"/>
<input type="checkbox"/>	Claims ▼	Rahul <input type="button" value="🔍"/>	<input type="button" value="🔍"/>
<input type="checkbox"/>	Compensatory Off ▼	Vinod <input type="button" value="🔍"/>	<input type="button" value="🔍"/>

Views and  
Data export to  
Spreadsheet

**View Emp. Educational Details**

Location

Employee

Qualification

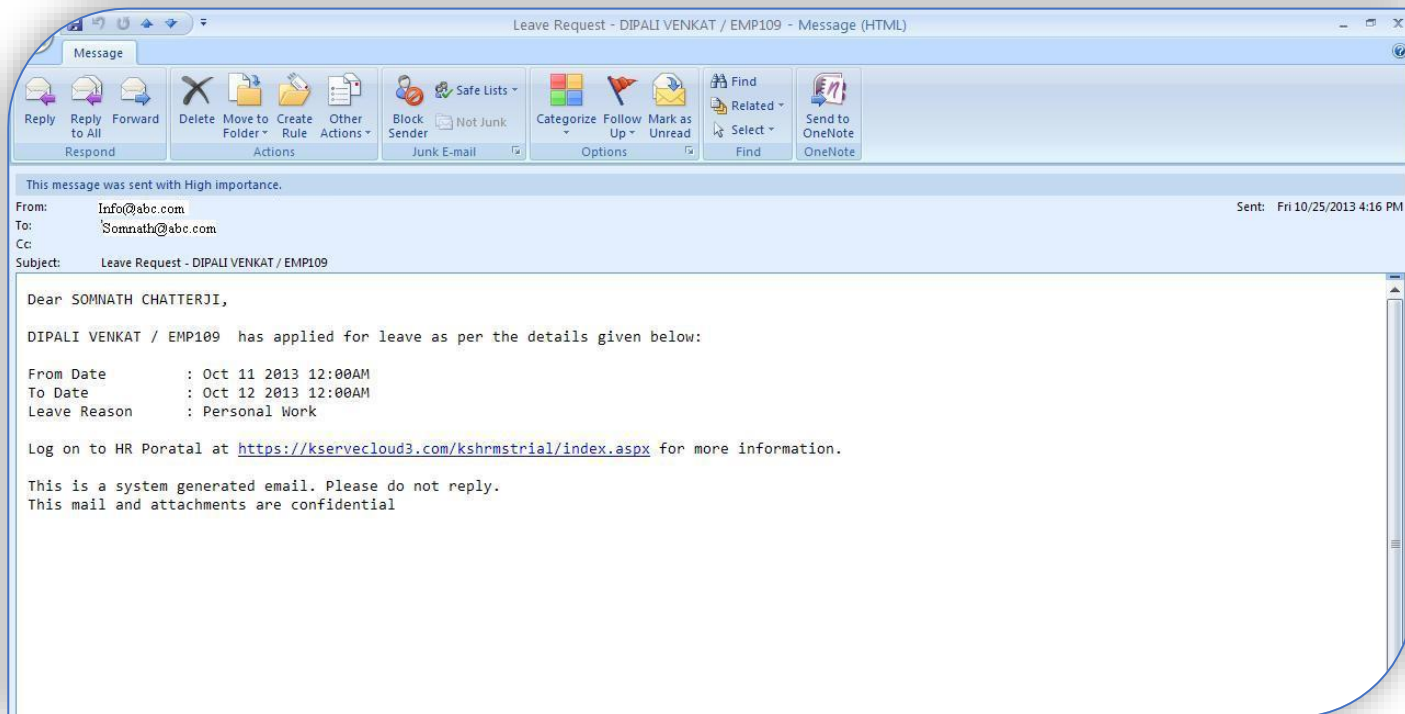
Employee Code

Employee Status

Major

Location	Employee	Employee Code	Gender	Joined On	Employee Status	Service Status	Qualification	Major	Institution
Mumbai	Uday	40006	Male	15/06/2010	On Roll	Confirmed	Graduate	BE	NIT
Chennai	Jayasudha	10020	Female	16/02/2013	On Roll	Confirmed	Under Graduate	BE Instrumentation	Venkatesan College
Chennai	Karthikeyan	10019	Male	05/09/2015	On Roll	Probation	Under Graduate	BE IT	Maitreyi College
Chennai	Raja Venkatesan	10018	Male	16/02/2013	On Roll	Confirmed	Under Graduate	BSc Plant Biology	Ambedkar Institute of Technology

## Configurable Email notifications



## Roles & Permissions

Role *	HR Head	Role Label	HR Head
Company	Acme Services Pvt Ltd	Landing Page	HR Dashboard-P1

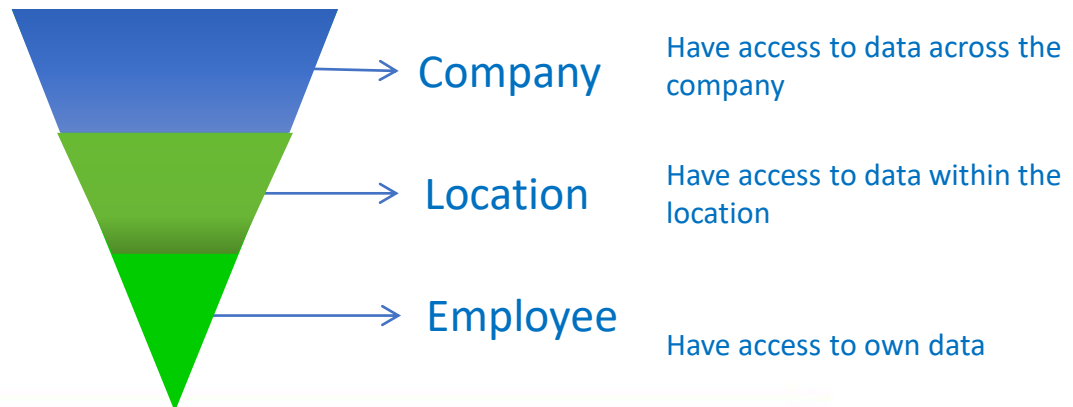
### Rights

Add Delete

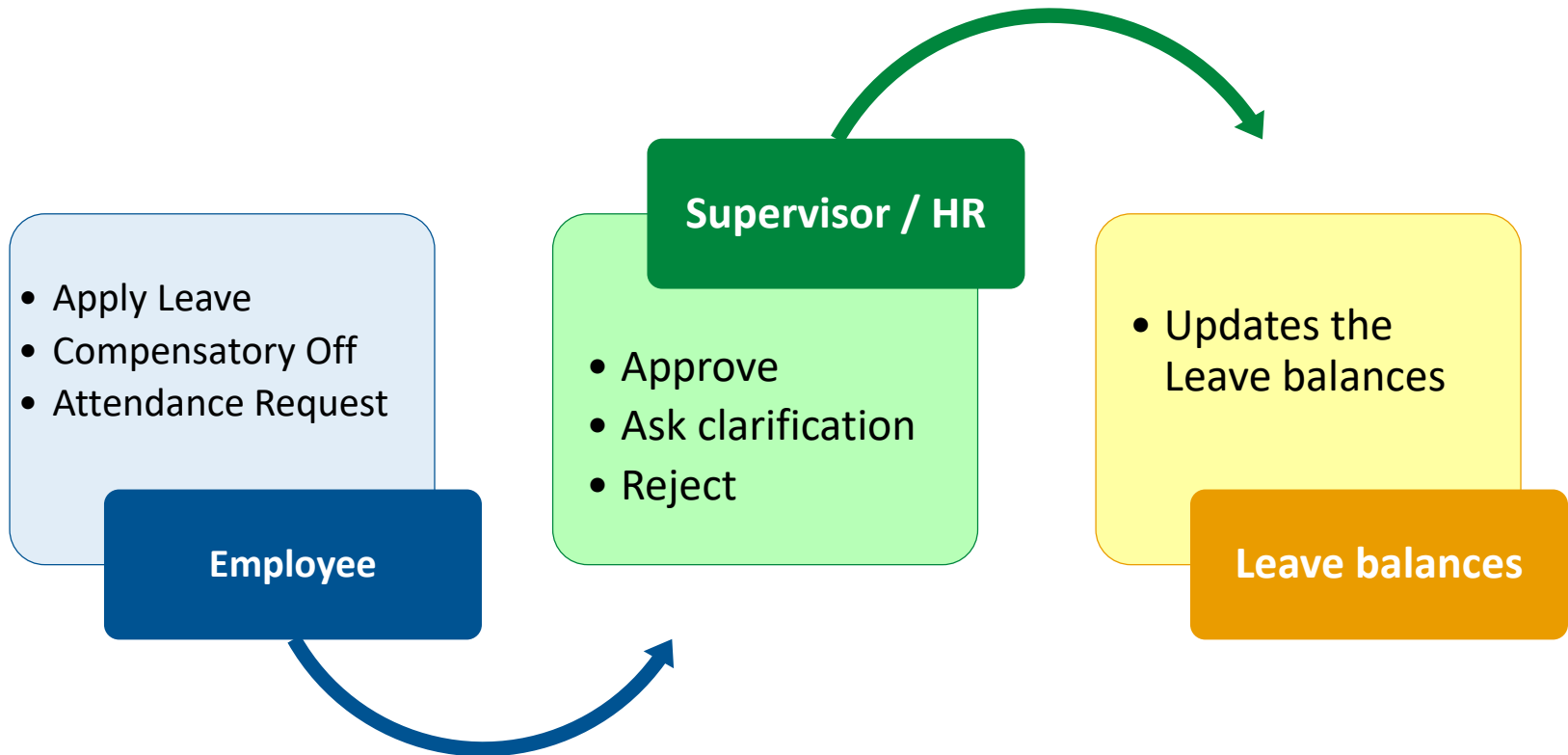
	Process	Create	Modify	Delete	View
<input type="checkbox"/>	ADMIN_ChangePassword	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	Appraisal Definition	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	Appraisal Impact	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	Appraisal Rating	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

By Process/ Action

Multi-level data security




# Leave Online & Employee Portal



Configurable approval workflow  
Email triggers for all Self Service workflows







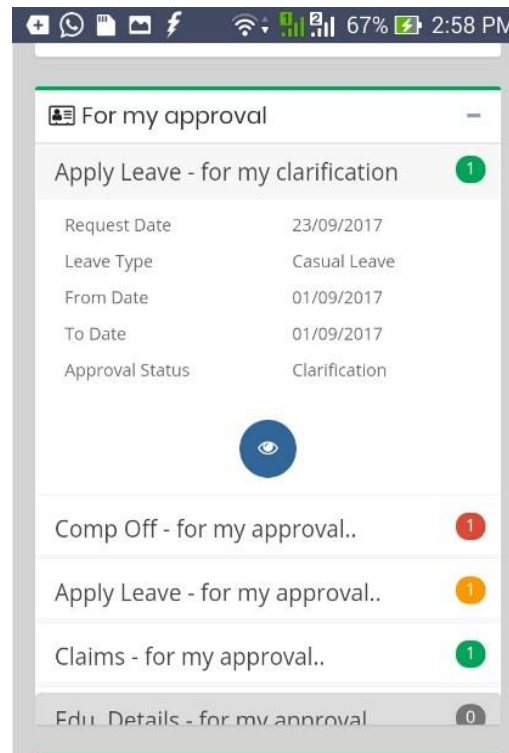
Employee

Calendar

today November 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2	3	4
			A	A	A	A
5	6	7	8	9	10	11
A	A	A	A			
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
3	4	5	6	7	8	9

Apply Leave Cancel Leave Comp-off



For my approval

Apply Leave - for my clarification 1

Request Date 23/09/2017

Leave Type Casual Leave

From Date 01/09/2017

To Date 01/09/2017

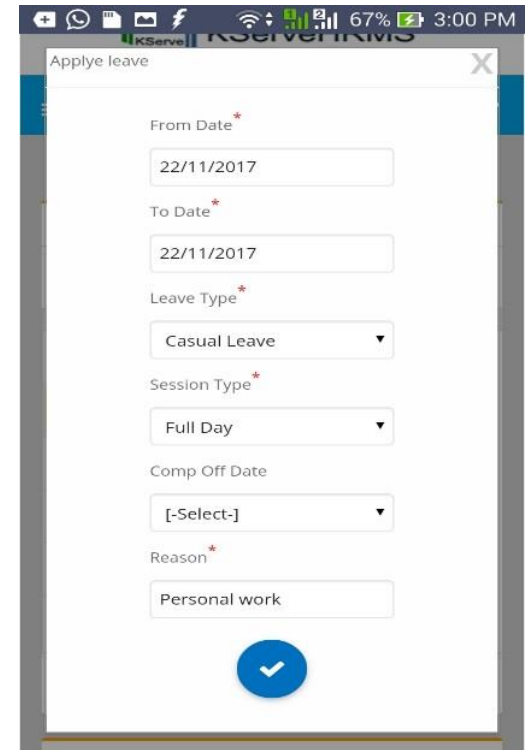
Approval Status Clarification

Comp Off - for my approval.. 1

Apply Leave - for my approval.. 1

Claims - for my approval.. 1

Edu. Details - for my approval.. 0



Apply leave

From Date\* 22/11/2017

To Date\* 22/11/2017

Leave Type\* Casual Leave

Session Type\* Full Day

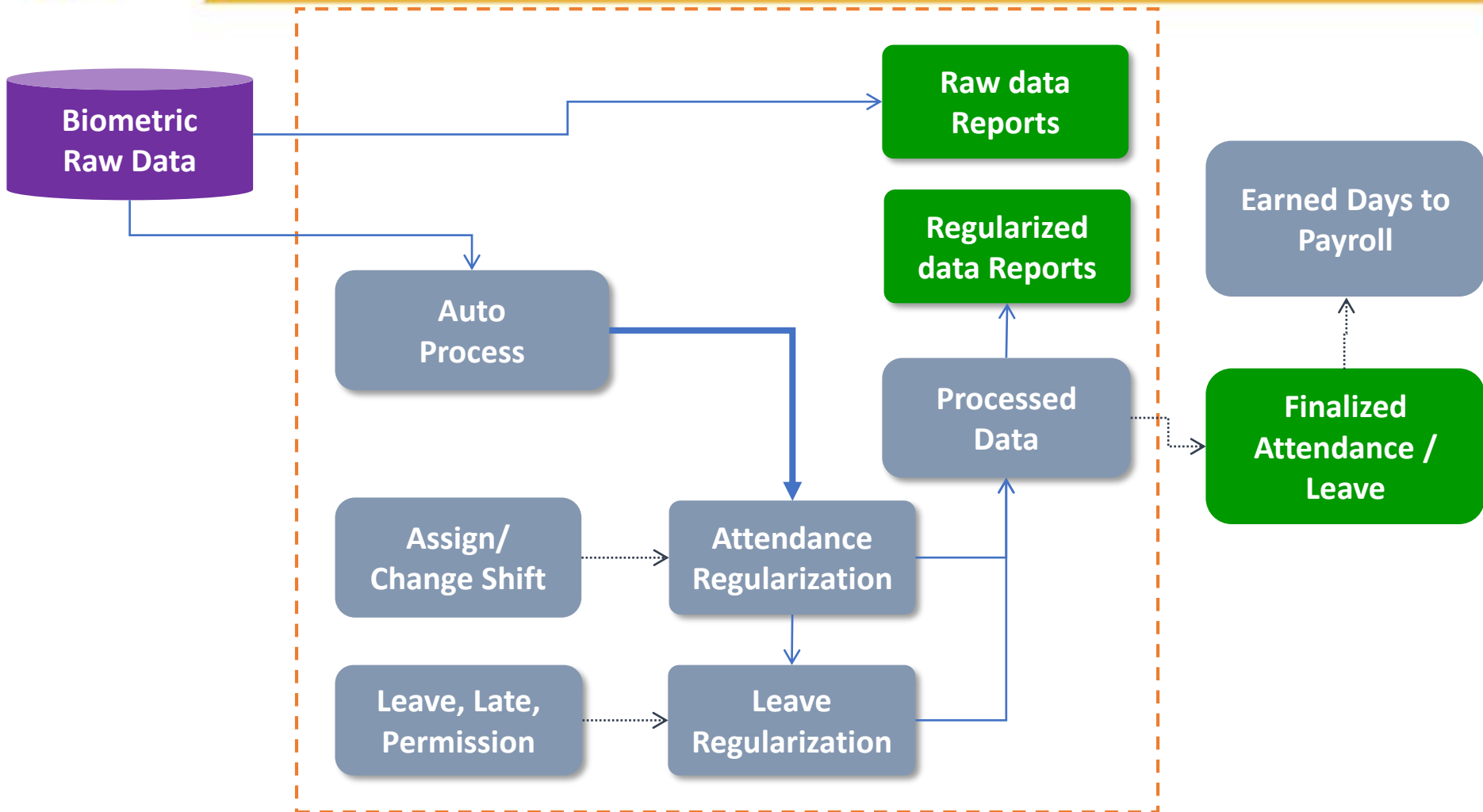
Comp Off Date [-Select-]

Reason\* Personal work

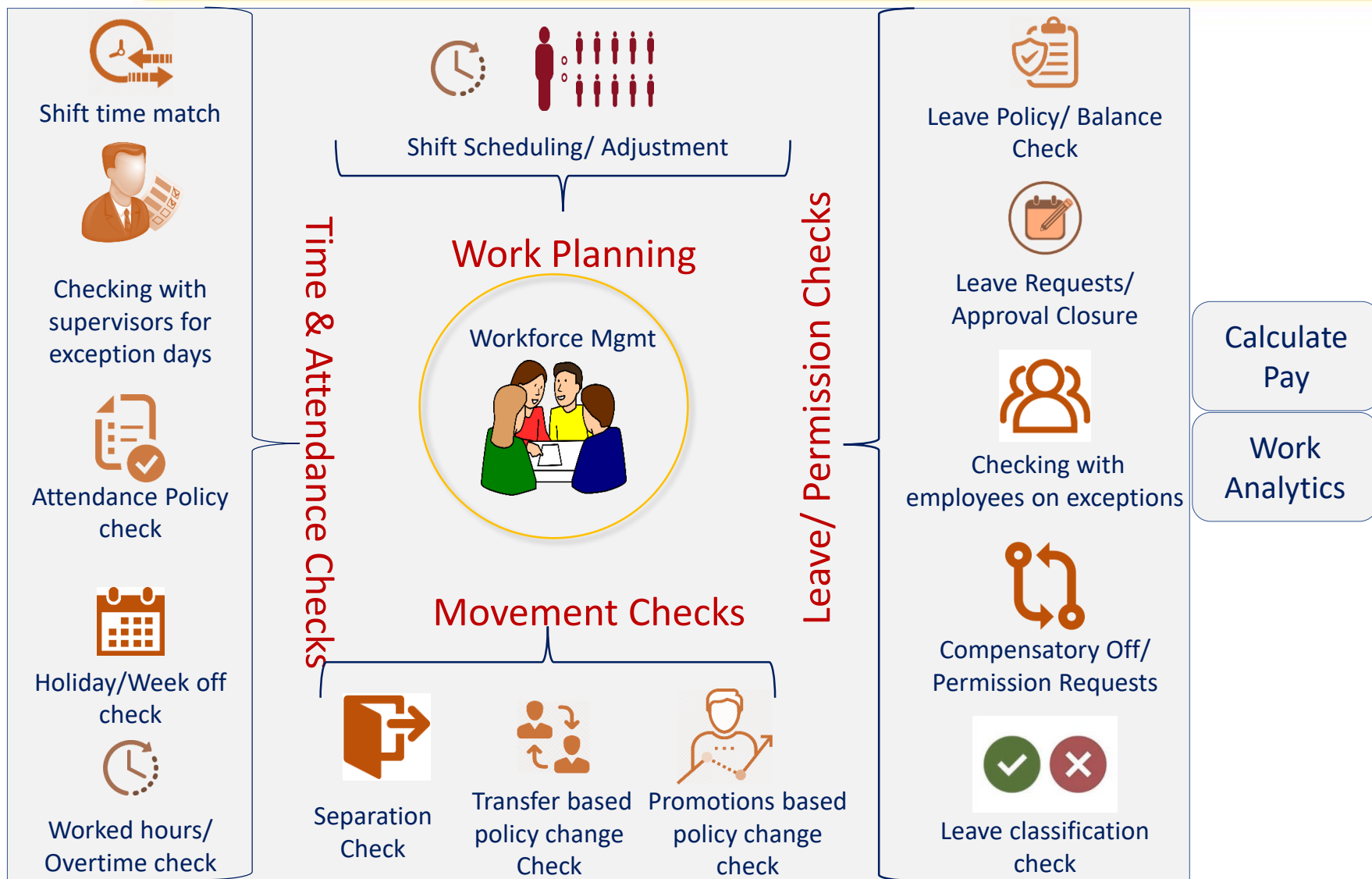
✓

# Product Area: Biometric Data Integration

# Biometric Integration and Exception Handling

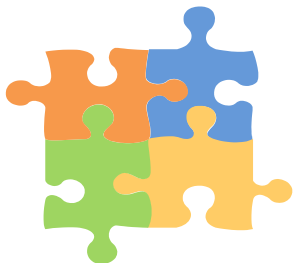


# Product Area: Absence Management & Work Analytics



# Payroll, Benefits & Taxes

## Setup



### Pay Modeling

- Pay Elements
- Payroll Definitions

### Calculation Setup

- Flat, Worked Days based
- Benefits Rules, Grade Pay

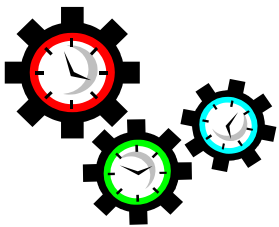
### Benefits & Tax Modeling

- ESI / PF Mapping
- Prof. Tax, LWF, Slabs by State

### Arrear Modeling

- Arrear Elements
- Arrear Mapping, Arrear Adjustments

## Payroll Process



### Inputs from HR

- New Employees, Separations
- Transfers, Increments
- Earned Days

### Payroll Process

- Intelligent Error Avoidance
- Payroll Processing
- Benefits & Taxes and Arrear processing

### Payroll Results

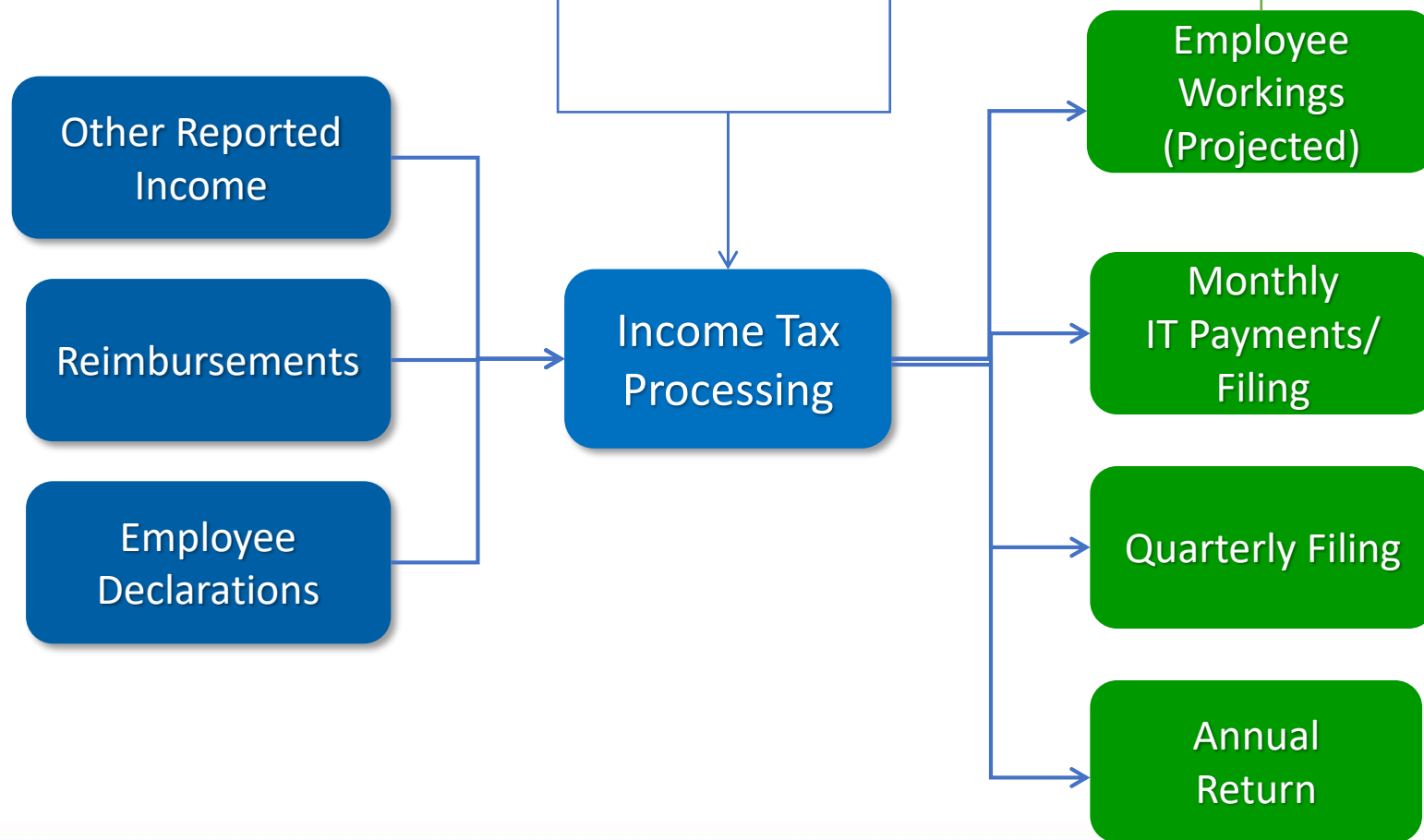
- Pay-slips, Payroll Summary Reports
- Pay / Benefits Reports
- Tax Outputs, PF / ESI e-Filing



KServeHRMS –  
Employee DB & Payroll

Tax Already  
Deducted

Taxable  
Income





< My Workspace Emp Lifecycle Leave & Attn. HR Admin PMS User Admin >



## My Profile



Hi, Kumar

Emp code: kumar  
Department: Human Resources  
Division: Financial Services  
Designation: Asst. Manager

FULL PROFILE

MY HISTORY

## Bulletin Board



New Employee Portal 12/04/2016  
Welcome to the new Kallos Employee Portal (KEP)



Welcome to Kallos Employee Portal 04/04/2016

## My Actions

Attendance



Leave



BALANCE

Payslip

MONTH  
MAR 2016

DOWNLOAD

Appraisal

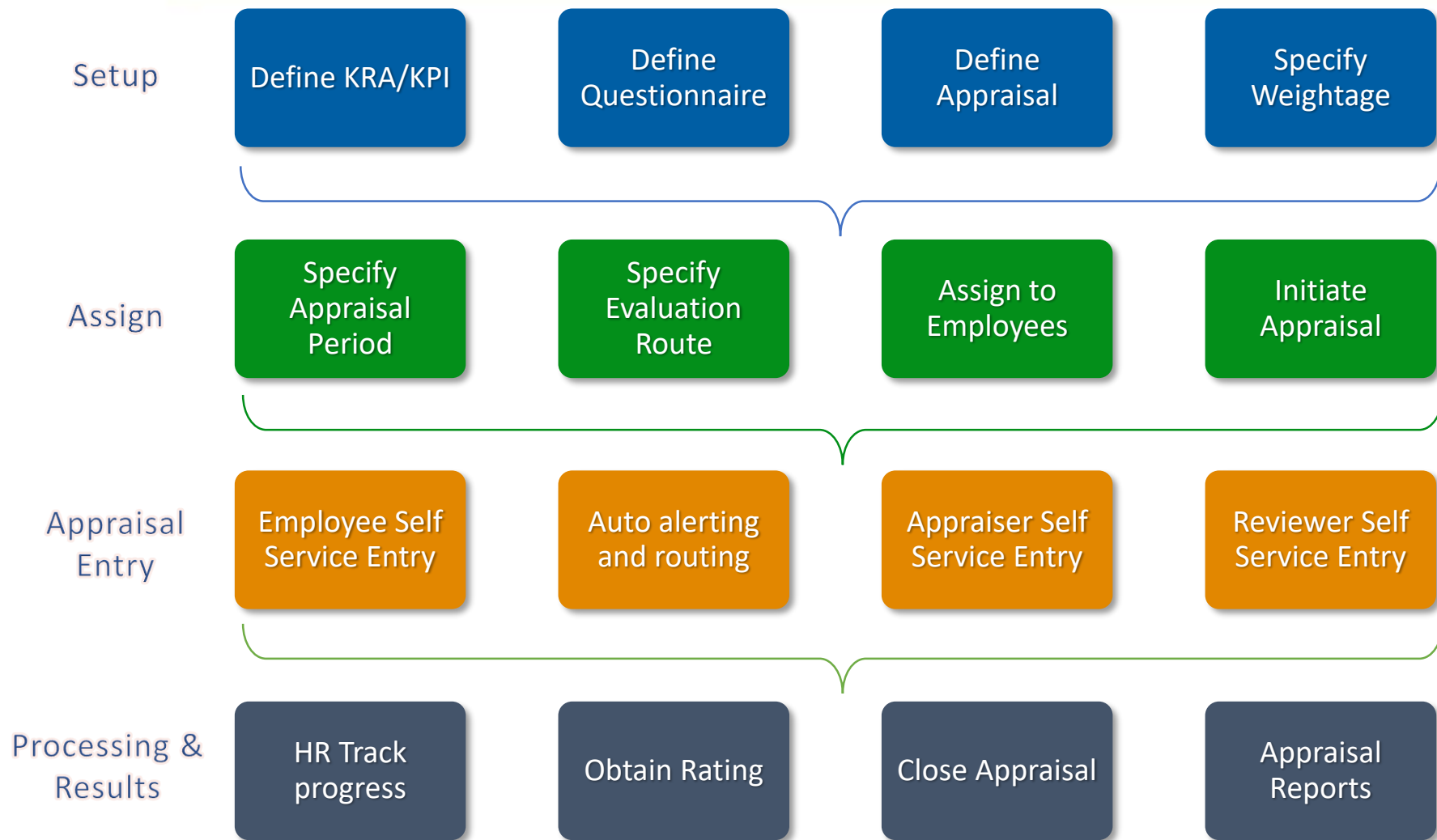
APPRAI



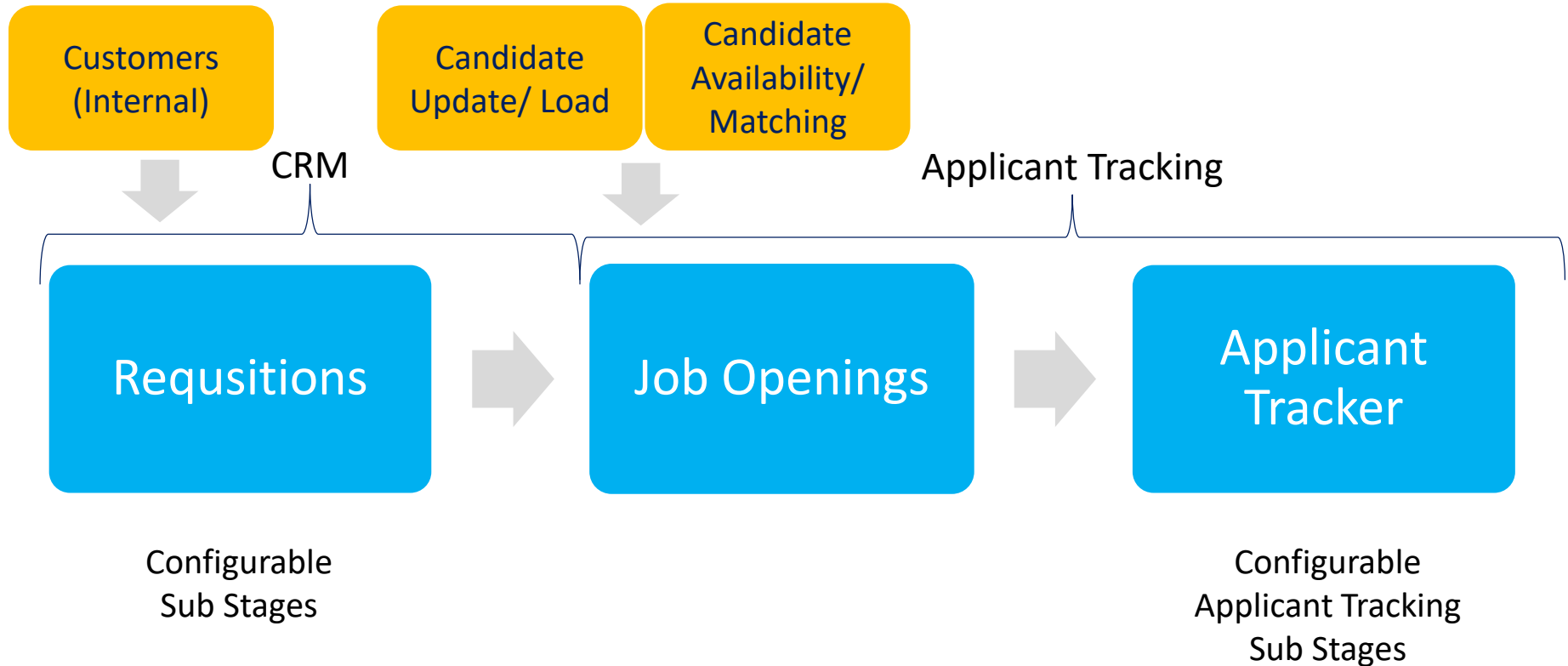
GO

# Performance Appraisals

# Configurable Performance Appraisals



# Recruitment



My Jobs

Shopify - Production Engineering Lead

Procom Services - Solution Architect

Nestlé S.A. - Quality Control

Bosch Ltd - AI Dynamics Engineer

Integrity Solutions Pvt. Ltd - Sales Executive

Applicant Tracking – Shortlisting

Longlisted	Invited	Interested
Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control
Integrity Solutions Pvt. Ltd - Sales Executive	Procom Services - Solution Architect	Shopify - Production Engineering Lead
Procom Services - Solution Architect	Shopify - Production Engineering Lead	
Shopify - Production Engineering Lead		

My Applicant Tracker

Shortlisted	Submitted	Being Evaluated	Selected	Joined
Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control	Nestlé S.A. - Quality Control
Bosch Ltd - AI Dynamics Engineer	Integrity Solutions Pvt. Ltd - Sales Executive	Procom Services - Solution Architect	Procom Services - Solution Architect	Integrity Solutions Pvt. Ltd - Sales Executive
Integrity Solutions Pvt. Ltd - Sales Executive	Procom Services - Solution Architect	Shopify - Production Engineering Lead	Shopify - Production Engineering Lead	Shopify - Production Engineering Lead
Procom Services - Solution Architect	Shopify - Production Engineering Lead			
Shopify - Production Engineering Lead				

# Project & Timesheet Tracking



From KServeHRMS - Employees, Organization Model & Leave Details, Other Definitions

## Setup

Define Customers

Define Projects

Define Teams

Define Work Orders

Project Stages, Tasks



## Execute

Timesheet - Daily

Timesheet - Monthly

Billing Details

Work Order Tasks



## Reports

WO Utilization

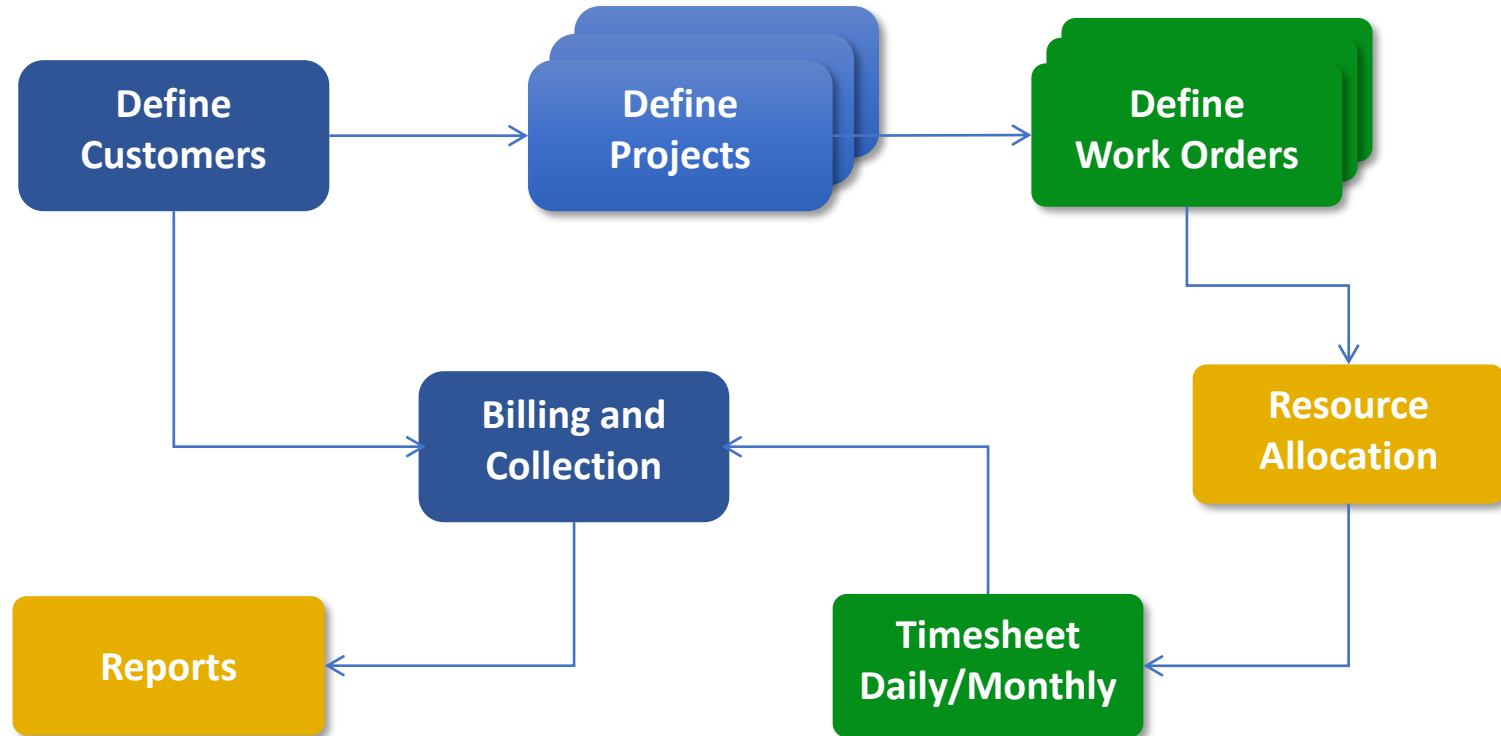
Billing Utilization

Team Utilization

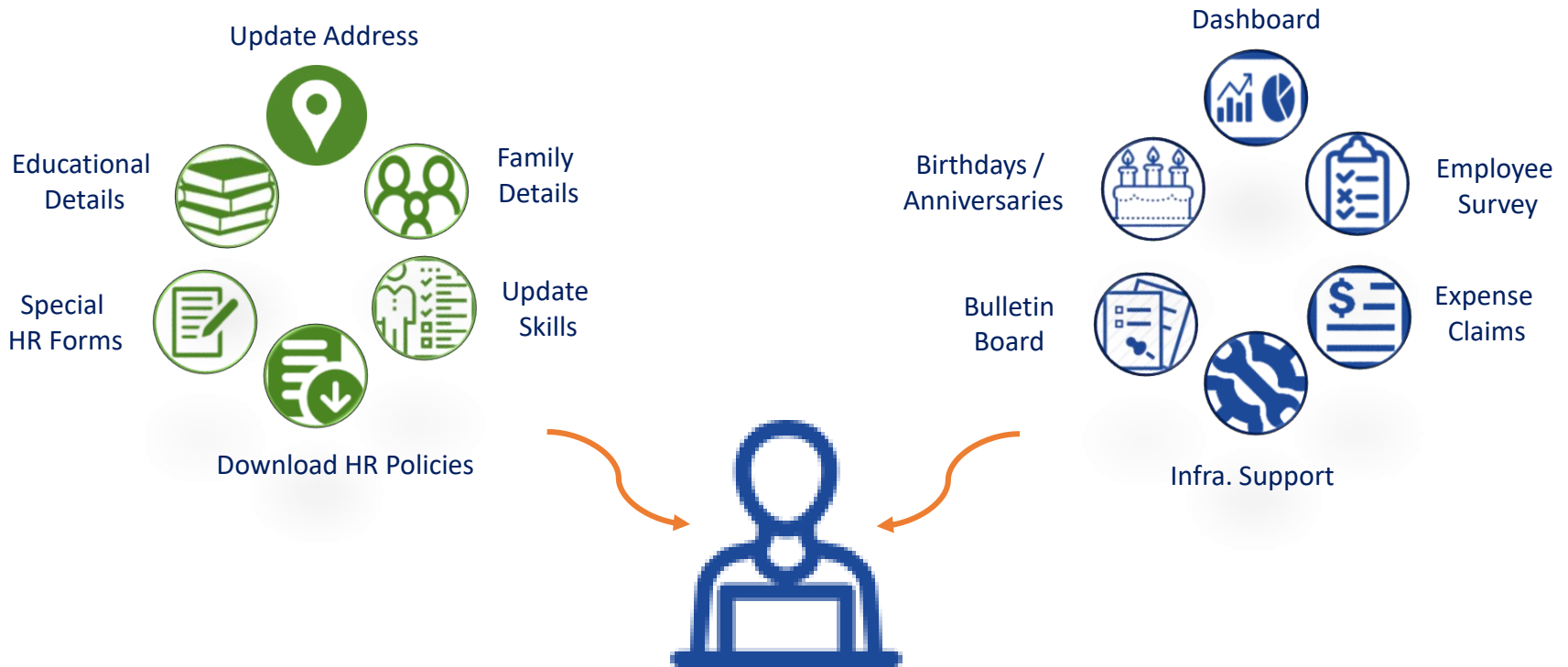
Worked Hours

WO Profitability

Customer Profitability



# HR Operations



## Employee Self Service

# Training



# THANK YOU

Contact us for a detailed  
presentation / demo

Email: [Support@KServeHRMS.com](mailto:Support@KServeHRMS.com)  
[www.KServeHRMS.com](http://www.KServeHRMS.com)

