HARMONY

*Human
Capital
Management*

SOFCOM
Let's Sync & Excel

HARMONY

A comprehensive, browser-based HCM solution that fits your needs, gives you control and helps you excel.

The solution is logically designed to support employee compensation and core Human Resources activities. Each segment consists of various modules which can be used independently or in an integrated environment.

Harmony has a parametric approach to provide variety of policies and user-defined calculations without any customization, which makes the solution quick to deploy and easy to maintain.

Harmony meets the technical and regulatory standards needed for any HCM solution. The solution provides compliance to the legal and statutory, employee and employer regulations.

Harmony is supported by robust security controls and is accompanied by extensive user documentation and training support.

Employee Self Service (ESS) is a dynamic module of Harmony which provides the employees with a single access point for all their HR related activities. Exceptional and comprehensive user-defined workflows are part of this module that saves enormous time, enhance efficiency and creates a paperless environment. ESS not only speeds up employee query response time but more importantly it saves a significant amount of time and resources in managing those queries.

> Harmony software architecture provides complete flexibility to configure the application according to your organizations' specific needs.

Drive Growth

Features
Integrated Solution
Configurable
Scalable
User Friendly / Interface
Easy to Implement
Controlled Access
Audit Trails
Intelligent workflow

Dashboard
The Dashboard facility in Harmony provides senior management with a comprehensive view of all the relevant operational performance at a single glance to support key decision-making and to serve as a hub for information sharing.

Analytics
Harmony analytical tools are packaged in a single database; it highlights concise information with a different view to portray a clear picture of HR activities in real time which support ciritical decision making.

Implementation

Our team has special tools to assist data migration from the legacy system with complete validation for quick deployment. Harmony implementation has zero percent failure rate with an excellent track record of on time and in-budget project completion.

Support

Harmony support is provided by a dedicated team of trained and experienced professionals. The strength of our team is demonstrated by our business domain knowledge and our focus on understanding each customer's needs. Our on-going development efforts and upgrade strategy prove our commitment to continually improving our product and providing long term return on our customer's valuable investment.

Clients Using Harmony

Allied Bank Limited
Atlas Honda Limited
Atlas Autos (Private) Limited
Bank AL Habib Limited
BankIslami Pakistan Limited
BASF Pakistan (Private) Limited
Bayer Pakistan (Private) Limited
Business & Communication Systems (Pvt) Ltd.
(A subsidiary of Mobilink Pakistan)
DHL Global Forwarding Pakistan (Pvt) Ltd.
Dubai Islamic Bank Pakistan Limited
First Micro Finance Bank Limited
First Women Bank Limited
Haleeb Foods Limited
Industrial and Commercial Bank of China Ltd.
Pakistan Cables Limited
NIB Bank Limited
Pfizer Pakistan Limited
Sanofi Aventis Pakistan Limited
Sapphire Fibres Limited
Silk Bank Limited
Soneri Bank Limited
Standard Chartered Bank (Pakistan) Limited
TCS (Private) Limited
US Apparel & Textile (Private) Limited
Wyeth Pakistan Limited

Harmony Modules

- Organizational Setup
- Employee administration
- Recruitment
- Budgeting
- Appraisals
- Training Management
- Job Description, Job Spec.
- Transfer/Posting
- DAC/IR
- IBS/POA
- Attendance
- Payroll
- Provident Fund
- Loan
- Leave
- Expense
- Bonus
- EOBI & ESSI
- Overtime
- WPPF
- Pension
- Gratuity
- Final Settlement
- Fund Accounting
- Employee Self Service (ESS)

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