



About XEN HRMS

XEN HRMS provides an easy accurate & timely retrieval of employee and activity-oriented information through menu driven user-friendly operations. The XEN HRMS software has been designed to meet the information need of all level of management and facilitates decisions support Planning and Monitoring, Control of daily Activities. HRMS intakes all the raw data of an organization and molds it into a powerful strategic management tool.

It enables managers to better understand what exactly is happening in the workforce, given the fact that managers have less time to analyze events within the organization, react and take a quick but correct decision. XEN HRMS helps in this aspect by giving graphical analysis of the data required.

Maximize your Business Potential with XEN HRMS

We help companies to evaluate their hiring needs, manage their employee obligations and ensure compliance by our Cloud based HR Solutions.

XEN HRMS provides an easy, accurate and timely retrieval of Employee and activity-oriented information through menu driven, user-friendly operations. The XEN HRM software has been designed to meet the information need of all levels of Management and facilitates Decision Support, Planning, Monitoring, Control of Daily Activities.

XEN HRMS makes the functioning of the organization very lucid and the way it should be presented to the top-level manager with transparency. HRMS intakes all the raw data of an organization and molds it into a powerful strategic management tool.

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Benefit of HRMS:

- Manage employee effectively
- Recruit potential employees
- Fast Payroll Processing
- Improved Access to Information
- Accurate statutory report
- Help in Appraisal
- Reduce redundant data entry and process
- Improved employee satisfaction
- Establish uniform processes that are based on recognized best business practice.

Make your business more effective and HR more efficient.

Ease your decision-making with analytically driven metric system

The XEN HRMS technology offers benefit such as automatic updating and document and document control while securely maintaining confidential information such as Personal Detail, Financial and Company related data. It aid an organization in maximizing it's utilization of HR thereby enhancing its competitiveness in the HRMS market with integration across various function. It provides organization with control, forecasting and planning tool to take informed decision eventually maximize operation efficiency.

In addition to driving more informed decision making, XEN HRMS reduces the time to you and your team spend on clerical work. With information shared throughout the system, XEN HRMS eliminates redundant data entry, keeping you focused on the strategic task such as improving service and developing programs that help you hire and retain the best talent.

Using XEN HRMS, you can:

- Manage all your employee-related information and processes in a single solution.
- Make stronger decisions faster with improved access to workforce analytics.
- Ensure government compliance to avoid company risk in meeting federal and state rules, regulations, and reporting requirements.
- Closely monitor employee records and personnel actions, HR compliance, benefits administration, Assets management, Leave management, Payroll, ESI, Payslips reporting (standard and custom), and data import/export actions.
- Increase your organization strategic human resource capabilities.
- Control and access employee information whenever you want
- Save time everyone with payroll direct deposit
- Integrate to general ledger, project management and bank reconciliation application.
- XEN HRMS solution can help you fulfil the potential and increase the loyalty of your workforce while minimizing the cost and complexity of recruiting and performance management.

Streamlined Payroll and Tax Deductions.

XEN HRMS sync with most of the attendance system to keep a track of leaves, attendance and overtime for error free payroll computations. Our Payroll software ensures to process the salary in the least amount of the time minus any payroll redundancies. It eliminates the tiring process of manual computation of standard deduction, employee expenses, expense claims, salary, taxes, insurance etc. saving efforts and time for HR professionals.

Take payroll in house

XEN HRMS Payroll gives you accurate, timely, in-house payroll processing as well as access to your current and historical payroll information, at any time, without any barriers. By preparing your own payroll using automated software, you stay in control.

More than a one-size-fits-all solution, XEN HRMS Payroll flexes to accommodate your unique business. Simplify your payroll processing and stay in compliance with changing tax laws through quarterly updates, including tax tables.

Auto generate payslip and HR reports

Another quintessential feature of XEN HRMS is that it generates payslips and important reports on the go. It can upload bank statement and expense reimbursement report of your employees.

Our Payroll system assists you in verifying payroll calculation before confirming the payroll by providing a quick preview of salary reports.

Fully Scalable

XEN HRMS is fully scalable and grows with our business. Our Payroll management system allow you to pay-as-you-go choose from various pocket-friendly subscription. Our HR Payroll evolves with your organization addressing various HRMS challenges.

Payroll is handled efficiently through the software by taking into account the attendance for the month. Appropriate head like Basic HRA, Dearness Allowances (DA), conveyance etc. can be created by company & payroll generated smoothly.

Manage all of HR in one place.

To win the marketplace, you must first win the work place.

Recruitment Management

Our cloud-based recruitment software automates the tedious paper work involved in recruitment thus, speeding up the process leaving HR with more time at hand.

HR can autogenerate various paper works pertaining whole recruitment process such as Job Description raising, JD Approval, CV Bank, HR Screening, Interview Scheduling, Offer Letter Generation, Employee code etc. with our Recruitment Management

Employee Information Management System (EIMS)

Our EIMS empowers employees to fill their own information. Easy step-by-step wizard guide administrator through the Employee Information plan set up process. It includes year-round life events management that allows employees to update information such as marital status, and dependents, Certifications, Employee Document Manager etc. It also supports user friendly UI so that minimum level of training is required to use the system.

Employee Self-Service (ESS)

No need to bother you HR Department if you want to check your detail, you can view your leave balance, taken leaves, attendance, reports, insurance, reimbursement, training information and many more on the go. You can even view allowed benefits and can raise request through ESS portal.

Asset Management

Our Assets Management allow you to define assets type and assets item like Cell phone, Laptop, Vehicle etc. which are issued to employees and during the end of service of employee our Assets tracker system prompt to the HR Manager to get back the company assets from the employee.

Key Features

- Asset Creation
- Asset Issue
- Asset Return
- Asset Tracking
- Depreciation Calculation
- Alert while end of Service

Leave Management

XEN HRMS enables to manager to check employee details and accordingly fetch reviews and feedback. They can approve or reject employee leave request through this portal. You can check employee's leave balance & other details such as eligible leave, available paid leave, rejected or pending leave etc.

Payroll Management

Payroll Management give you the upper hand on all financial record of salaries for an employee wages, bonuses and deductions. The cardinal mission of payroll management tool is to ensure that all employees are paid accurately and timely with the correct deduction and withholdings.

Key Features

- Payroll Processing (Employee, department, designation location wise)
- Loan and Advance Management
- I/P Module for fixed and Variable Salary
- Salary Statement and Bank transfer online.
- TDS, Form 16 Generation & IT, YTD statement
- IT Declaration with document upload management
- Report– Payroll/ Statutory/ Variance.

Attendance Management

Our Online attendance system allow customizing time-off accruals as per your business requirement. The attendance module offer flexible option that allow you to set working hour, shift timings and more for a particular employee.

Key Features

- Real-time Tracking
- Shift and week offs
- Over-time Calculation
- Outdoor Activity Tracking
- Attendance Rules

Performance Management

This system completely eradicates all these problems. It make use of the reward and recognition system in order to co-ordinate the efforts of HR department and make sure that all the employees are motivated & challenged constantly.

Key Features

- KRA
- 360 Degree
- Goal Setting
- Talent Management
- Performance Improvement Plan
- Risk mitigation
- Succession Planning

Training Management

It helps to identify skill gap in employees and offer opportunity for training programs Create multiple training and exam courses based on project and employees needs. Manager can view and map the effectiveness and performance of training program for multiple employees at the click of button.

Key Features

- Improved Productivity
- Healthier Industrial Relation
- Growth in organization stability and Flexibility
- Maintenance of Quality Standard
- Reduction in control & direction

Grievance Management

Grievance Management is used to manage issues like dissatisfaction etc., whether express by employees. Our single unified case management solution aids in recording, tracking and investigation of incident through out your organization. Helping you create visibility and uniformity.

Loan Management

The module enables the employees for requesting loan with details such as amount, the instalment , attachment, etc. There is an option to approve it or Reject the request.

Key Features

- Type of Loan
- Repayment Method
- Loan Holidays
- Automatic carry forward

Claim and Reimbursement Management

Empower your employees staying in control with our claim & Reimbursement Management manage standard deductions, transport allowances, Medical reimbursement etc. of your employees under a single roof.

Key Features

- Intelligence Expense Management
- Smart Standard Deduction
- Paperless Expense Claim Reporting

E–Separation

It give you a broad overview about settlement process and calculates full and final payable amount for employees and give exact amount with receivables, key payroll details such as bonus, unpaid salary, non-availed leaves, gratuity, medical allowances etc will be disposal.

Key Features

- Clearance workflow for no dues
- Automatic F&F calculations
- Determine important recoverable
- Full & Final settlement Payslip
- Summary Statement

Why use XEN HRMS?

Having Access to XEN HRMS tool will help you make informed key Decisions when it comes to Human Resource Principles that will ultimately to the success of your business.

The positive impact due to this HR software becomes visible through its implementation. A comprehensive HR management solution can meet your organization Human Resource and Payroll needs and realize the potential of your most valuable assets- your employees.

Our heritage isn't only about software it's about how we serve our customers. The XEN HRMS customer experience starts with our commitment to delivering personalized and professional service at every stage and continues as your business grows and its needs change. Some of the ways we make your investment in our solutions easy, beneficial, and rewarding include:

Local expertise.

We value and promote seamless interaction with clients and ensure to provide best HR solution.

Our strong sense of identification with HR & Payroll needs, we constantly striving to provide solutions, even for issue they are not yet aware of.

Responsive support.

We back XEN HRMS with comprehensive customer support, including regular maintenance updates, live technical assistance, and 24X7 access to our online knowledge base.

Satisfaction Guaranteed.

Our XEN HRMS come with an unprecedented 100% Money Back Guaranteed within 30 Days.

We are people-oriented company that empowers people to take initiative & grow and our success keys are:



Focus on Innovation



Dedicated Team



True Partner



Respect Clients Needs

Only XEN HRMS Provides the most complete Human Resource Management Solution for small and medium business.

With XEN HRMS, you can:



Business standards and accountability



Maximize your business potentials



Utilizing core HR management strength



Ensure compliance and avoid risk.



Hire and retain a more talented workforce.

Our Authorized Partner



www.vitne.in



www.aibasoft.com

Contact us



IT1 SERVICES INC



1800-123-951-000



connect@iTOneServices.com



www.itoneservices.com

Level-I, Mid Town Plaza
Road No 1, Banjara Hills,
Hyderabad-500034
Telangana.