TAKE A LEAP

A simple, robust & agile solution for all your HR needs

Unmatched Exclusive Features

Geo Fencing
Create a virtual boundary around any location and allow employee to punch within that virtual boundary

Geo Tracking
Track employee location along with distance counting that helps you to manage onsite employee efficiently

Chatbot
From getting payslip, checking leave balance, and applying leave, employees can use factobot to complete their task conversationally and engagingly

Face Recognition
With a cutting-edge AI-enabled face recognition system, you can ensure 100% touchless attendance to avoid surface contamination

Open Eco System
factoHR architecture is built with restful API to ensure it can be easily integrated with other solutions

Mobile Apps
Modern-day workforce requires modern-day tools. factoHR provides modern, powerful, and natively build a mobile app to empower employees and boost productivity

Connected Banking
No need to login into the bank portal to make the salary payment. With ICICI connected banking, you can make salary payments directly from factoHR platform

1000+
Customers across all industries

crozdesk™
Happiest User Award

TECHPLUS®
itVARnews®
Best HR Software

WORLD HRD CONGRESS
Best HR Software Award
By world HRD congress

1million
Employees on factoHR platform

Recruitment

Integrated recruitment management with website's career page

- Manpower requirement request
- Job posting on social sites
- Schedule interviews
- Customized offer letters
- Auto screening and suggestions
- Internal job posting

Onboarding

Paperless self onboarding process for new hires

- Offer letter generation
- Pre-onboarding invitation
- Post-onboarding activities
- Create employee from candidate
- Alerts to candidate on important events

Core HR

Comprehensive employee information management

- Centralized employee database
- Multiple CTC structure
- Organization chart
- Letter and document management
- Workflow base approval
- Alert on important events
- Multiple entities / companies

Attendance

Unmatched features and flexibility

- Attendance kiosk with face recognition
- Punch with selfie + location
- Geo fencing & geo tracking
- Biometric machine integration
- Multiple timezones support
- Multiple attendance policy
- Shift management & roaster planning

Leave

Fully configurable leave policies

- Comp off leave
- Leave calendar
- Comprehensive policy configuration
- Pending approval alerts
- Workflow base multi level approvals

Payroll, Loans & Advances

Seamless payroll process for all kinds of industries with arrears calculations

- Single click payroll process
- Statutory compliances
- Auto arrears calculation
- Loan application and recovery
- Payslip, salary registers, salary reconciliation
- Bank integration
- JV integration

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Travel & Expenses Management

Detailed travel, expenses management & claim reimbursement

- Extensive policy configuration
- Approval & deviation workflow
- Flexible eligibility calculation
- Claim & reimbursement
- Multi currency & multi timezone
- Expense against travel
- Attendance integration
- Group travel application
- Approval worflow

Performance Management

Continuous performance evaluation

- Performance linked payroll
- Goals management (KRA-KPI)
- Flexible review cycle
- Multi level performance review
- Bell curve
- Informative dashboard

Timesheet

Time tracking & productivity report with cost-revenue analysis for projects

- Task creation and assignment
- Time tracking
- Client, project and product selection
- Approval workflow
- Plan vs actual hours report
- Project cost and P&L reports
- Integration with payroll
- Integration with travel & expense management

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E-Resignation & Clearance

Smoother employee exit with e-resignation & clearance

- Submission of e-resignation
- Exit process check list
- Assets and due recoveries
- Self service portal for off-boarding
- Alert on notice completion
- Workflow bases approval
- Integration with payroll and loan
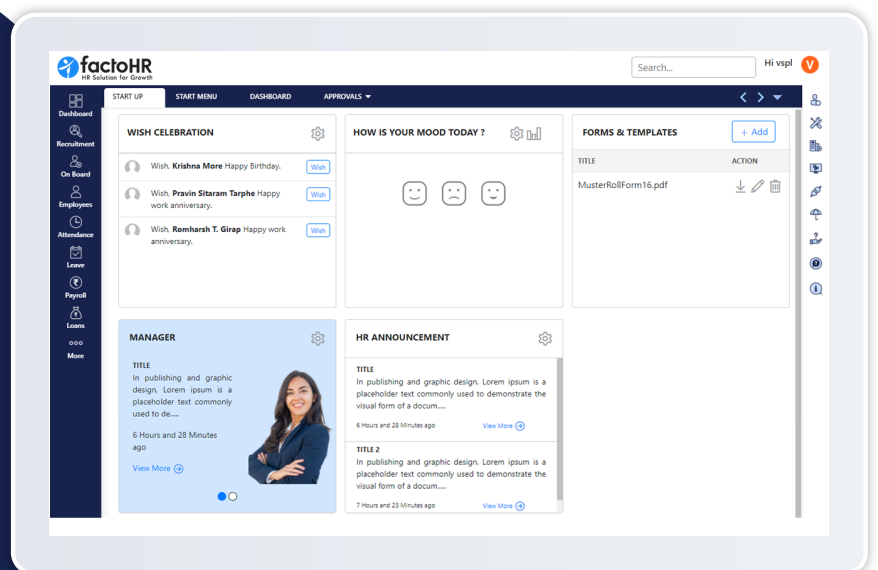- Full & final settlement with relieving letter

HR Analytics

Get insight from data with powerful analytical capability

- Custom report writer
- Attrition analysis
- Joined vs resigned analysis
- Employee mood analysis
- Employee strength analysis

Employee Self Service Portal

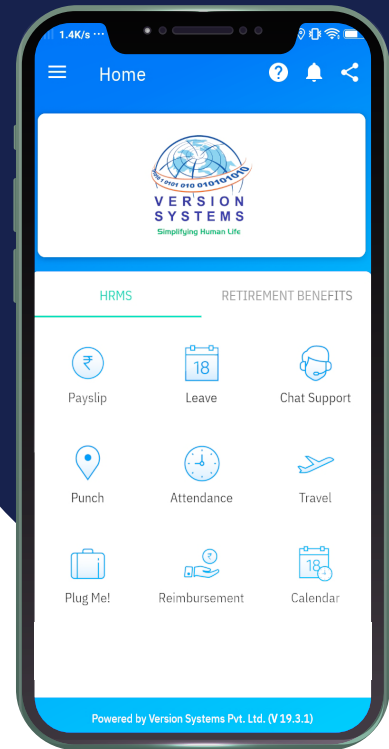Engage employee with next gen portal

- Mood analysis
- CEO's speak
- HR announcement
- Birthday and anniversary greetings
- Document sharing
- Online punch
- Investment declaration
  (Proof Attachment)
- Payslip, Leave, Travel, Expense,
  PMS, Attendance, Reporting etc.

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Employee Self Service Mobile App

Modern mobile app for the modern workforce

- Punch with Selfie + Location
- Chatbot
- Geo fencing
- Geo tracking
- Investment declaration & proof attachment
  (as per new and old regime)
- Document sharing
- Payslip, Leave, Travel, Expense, Attendance,
  Reporting etc.

" factoHR is an excellent platform for managing end to end HR processes . It has helped us to focus on our core area. It also gives very important analytics and advance mobile app for the employee "

" FactoHR is the first HR system we have adopted, for us one of the major time taking task was payroll of our 270 employees. FactoHR enabled us to collate all the data coming in from multiple streams and organize it at a single place. Earlier, the tasks which used to take 5-6 days is now achieved in 2-3 hours. "

Trusted by 1000+ Customer

Contact us to **Schedule A Free Demo** *or*

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