

# PowerERM<sup>™</sup>

Power-Employee Relationship Management



Self Service Modules @PowerSelf

Performance Management @PowerPerformance

Complaint Management @PowerComplaints

Employee Explorer @PowerIntelligence

Payroll Module @PowerPayroll

Full Role Based Access

Timesheet Management @PowerTime

Employee Collaboration



## OVERVIEW

**Employee relationship management is an art** which effectively **monitors** and **manages**

the relation between individuals either of the same team or from different teams.

More businesses are allowing for remote work or even give flex days to accommodate employees and new health standards. With less people in the office and more employees engaging over Zoom and other employee management software platforms, focus is on employee relationship management which goes far beyond whether or not you and your employees get along.

The goal of employee relationship management is to reach the company goals and HR plays a key part in the whole process.

From an employee's first day to the last, manage employee engagement, development, and relationship throughout your entire company.

Octaware's next-generation employee relationship management (ERM) application represents a productivity boost opportunity for small to medium businesses. The PowerERM is a company-wide ERM software package used to manage and coordinate all the employee's functions from hiring to separation including the recruitment and training functionalities.

The PowerERM solution built on Microsoft .Net web platform has an enterprise-wide reach that offers cross-functional capabilities to the organization. The different functional departments involved in the operations or processes are integrated into a single system. This system takes care of the business processes such as recruitment, training, employee self-service (leave, reimbursement, travel, visa), loan, appraisal, eNews, payroll and separation of an employee. The product is a role-based with features to deploy multiple geographic location and currency.

Combining the expertise of Human resource specialists and years of global development by an IT engineering team, PowerERM provides organizations and their employees an easy and effective tool to increase operational efficiency.



# ERMS Solution

The ERMS is the basic building block of the system and creates a powerful employee self-service web application. The backbone of this portal is a comprehensive employee database, which creates a centralized repository of vital employee related information which then becomes available to not only HR but also employees and managers. Its inherent self-service capabilities ensure that employees and HR can update their profiles and view transaction history and information in one place across all the HR processes.

ERMS is an automated process which keeps the track of all the employee data and functionality that are carried out in an organization.

## Features

### ○ **Web Based Employee Relationship Management System**

PowerERM provides a web based solution of Employee Relationship Management System for medium to large organization.

### ○ **Employee Information**

The Employee Information captures complete employee personal, financial, HR, Work Experience, Dependent, Certification and Personal History file, Asset Allocation details etc.

### ○ **Leave Management**

PowerERM has a complete flow of leave management system. It has an automated leave management system which facilitates leave process in an organization.

### ○ **Travel Management**

With PowerERM Travel Management, organizations and their employees get a much simpler, transparent, error-free and customizable way of keeping track of travel and expenses.

### ○ **Training Management**

It provides online training request form which is submitted by employee and goes into approval process. Training requests then notified to supervisor / manager for approval.

### ○ **Attendance System**

Though a routine and mechanical task, automating attendance releases the HR team to do more strategic HR development. It also makes it easy to manage approvals for leaves and simultaneously plan so that there is no interruption in the workflow when a person is absent.

### ○ **Attendance with RFID integration**

PowerERM has a capability to integrate attendance with RFID system. RFID reader installed at the entrance, reads each and every employee passing through, and push employee tag id to ERMS database through web services, thus automating attendance system.

### ○ **Payroll System**

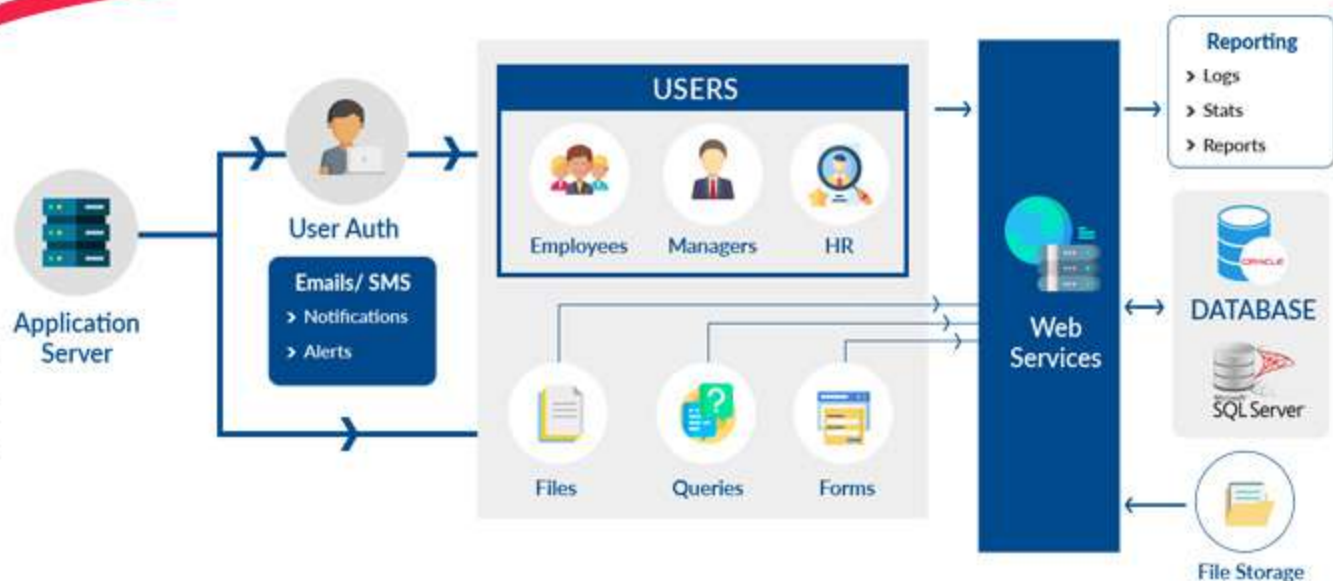
PowerERM enables HR to calculate payroll and sharing pay slip to employee.

### ○ **Appraisal System**

Complete Appraisal process flow has been incorporated in PowerERM.

- **Grievances**  
PowerERM has a Grievances section, where employee puts his/her feeling towards any subject in an organization. It has category such as public, only to HR, only to manager etc
- **HR Details**  
It gives complete information of employee with HR department.
- **Loan/Advance Management**  
Loan/Advance Management system helps employee for online request. Email notifications are integrated with this module.
- **Time Sheet Management**  
PowerERM has facility for entering time sheet for every employee in an organization.
- **Project Management & Tracking**  
This section has complete information of the entire project billable or non-billable in an organization.
- **Reimbursement System**  
PowerERM has an automated online form for reimbursement.
- **VISA Management**  
PowerERM enables HR to keep track of all Visa information such as expiry, renew etc. PowerERM sends email notification to HR whenever any visa expires or due for renewable.
- **Rejoining System**  
PowerERM enables HR to calculate payroll and sharing pay slip to employee.
- **Separation / Exit**  
It has a complete separation / Exit process for an employee.
- **Delegation**  
PowerERM enables manager/employee to delegate their role or functions to their co-worker for specified period of time.
- **Company News**  
PowerERM provides facility to share company/employee news among their employees.
- **Business Intelligence Report**  
PowerERM provides numerous valuable business intelligence reports for HR, manager and employee.

# PowerERM Architecture



# BENEFITS



## Empower your Employees

Empower your employees with PowerERM's self-service modules



## Automate HR Processes

Automate & optimize HR process with the Payroll & Attendance Modules



## Leverage Resources

Plan, Monitor, Track your Projects and efficiently allocate or utilize resources for the project



## Improve Productivity

Improve productivity of your employees with Training & Appraisal Module

The benefits of building a healthy, positive employee-employer relationship are huge

### For Organization

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- Employees can function anytime from anywhere boosting productivity.
- Replaces paper based forms with automated electronic self-service processes
- Provides a platform to broadcast and address employees across the organization.
- Web based Payroll sheet along with time sheet
- Localization feature (Multilingual English, Arabic) for global workforce

### For HR

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- Eliminates the tedious data entry in keeping employee records
- Ensure employee data is up-to-date and accurate
- Benefits to employees and managers
- Remove paper printing of Salary slips, Manual Attendance
- Full 360 degree feedback, template based performance Management
- Full confidential and easy access to Employee History file
- Publishing of organization relation news and benefits
- Employees get speedy access to information
- Automated alerts keep people informed of event in the organization
- Increased opportunities to socialize and network with co-workers



## About Us

A highly experienced leader in consulting, enterprise solutions and technology services, Octaware Technologies partners with clients to simplify and transform their businesses, with deep industry-specific expertise, and innovative thinking. Octaware Technologies provides a comprehensive portfolio of services and solutions that not only solve today's IT challenges, but also addresses tomorrow's business priorities. Collaborating to take the best of the knowledge clients have and combine it with innovative expertise to unleash a powerful force for driving positive outcomes.

Octaware Technologies enables customers to maximize the value of their IT investments, while helping them optimize their IT expenses for sustained business value.

Octaware Technologies provides consulting, implementation and support across an array of ERP, CRM, Artificial Intelligence, Cloud and Digital solutions.

As a Microsoft Gold Certified Partner, we maximize our vast technology resources and deep Microsoft expertise to deliver increased efficiency, project acceleration and a competitive edge.

Octaware Technologies has a state-of-the-art Software Development Unit located in SEEPZ Special Economic Zone (SEZ) in Mumbai with offices in India, USA, UAE, Qatar, and Saudi Arabia.

## Reach Us

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