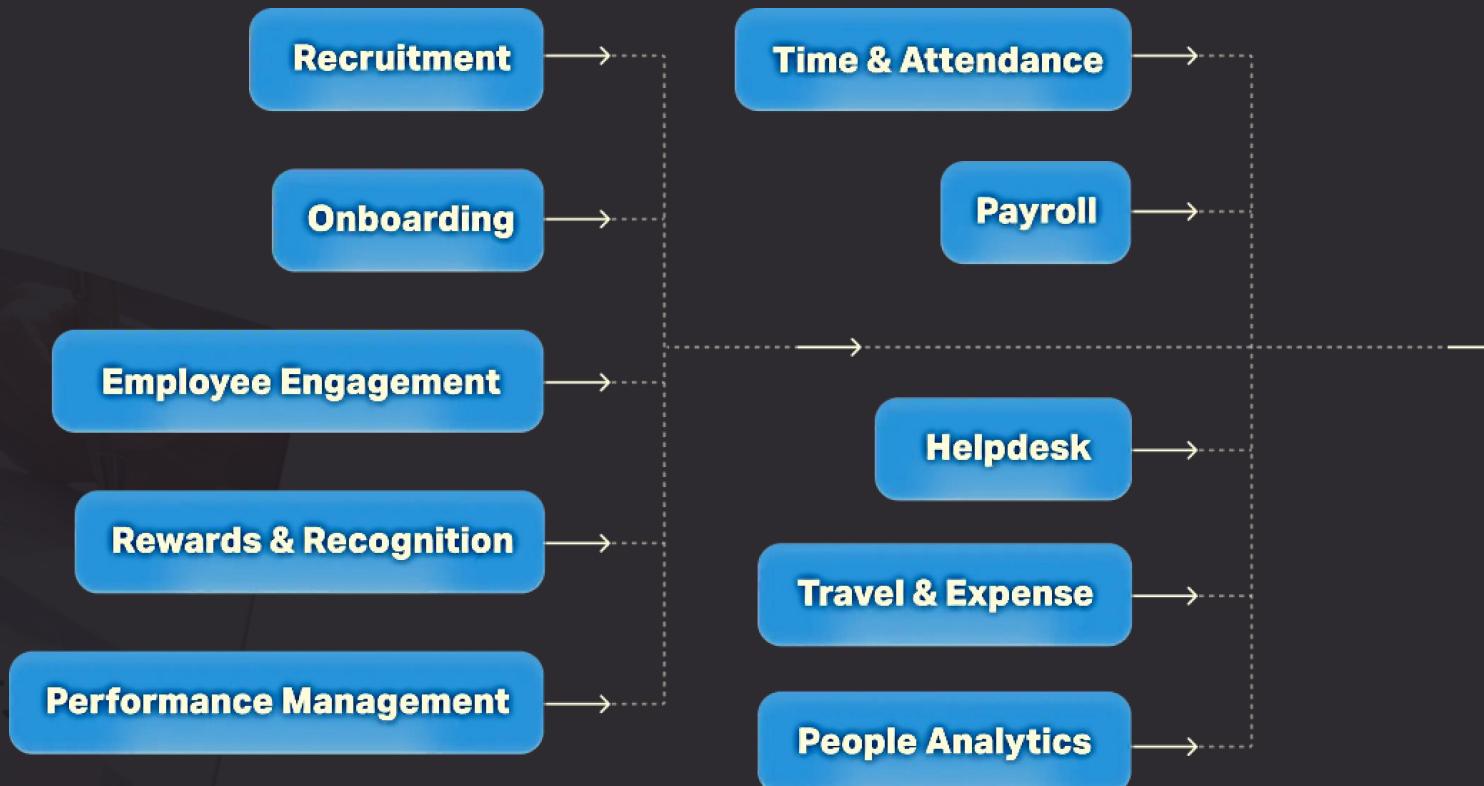


Revolutionizing HR & Payroll Management



The Employee Lifecycle: From **Hire** to **Retire**

01

Recruitment

Attract and hire top talent with streamlined workflows

02

Onboarding

Seamless integration of new hires into the organization

03

Performance

Continuous development and goal tracking

04

Payroll

Accurate compensation and compliance management

05

Exit

Professional offboarding with full settlement

Seamless integration of HRMS modules ensures smooth transitions through every stage. Payroll serves as the backbone—delivering accurate, compliant salary processing tied to real-time employee data and lifecycle events.

Core HRMS Modules Supporting Payroll



HR Database

Centralized, secure employee records including personal information, job details, and comprehensive compensation data



Recruitment & Onboarding

Automated workflows from job posting to new hire induction, feeding accurate data directly into payroll systems



Time & Attendance

Real-time tracking of work hours, leaves, and absences directly impacting payroll calculations



Performance Management

Linking rewards and increments to performance data for seamless payroll adjustments

Payroll Module: Features & Automation



Automated Calculations

Flexible payroll periods with bulk processing capabilities for efficient salary computation



System Integration

Seamless connection with attendance, leave, and benefits modules ensuring accurate pay and deductions



Self-Service Portal

Employee access to payslips, tax forms, and personal data updates anytime, anywhere



Report Generation

Automated creation of payslips, tax filings, and comprehensive compliance reports

Compliance Management: Critical Payroll Tasks

Automated statutory deductions and contributions ensure timely compliance with all regulatory requirements:



PF & ESI

Provident Fund and Employee State Insurance contributions calculated and deposited automatically with complete documentation



LWF & PT

Labour Welfare Fund and Professional Tax deductions managed with state-specific rules and compliance tracking



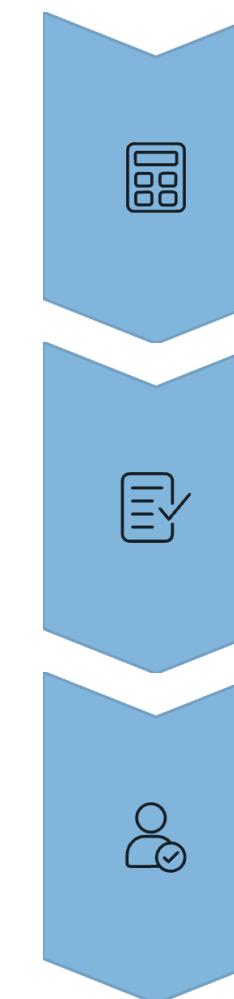
TDS

Tax Deducted at Source calculations aligned with current tax slabs, exemptions, and investment declarations

- **Automated compliance features:** Real-time calculation, timely deposit to government authorities, statutory reporting, deadline alerts, and comprehensive audit trails for complete transparency.



Full & Final Settlement (FnF) Automation



Automated Calculation

Complete computation of all dues including salary, leave encashment, gratuity, bonuses, and applicable deductions

Compliance Integration

Ensures all statutory clearances including PF, ESI, and tax compliance before final payout authorization

Digital Workflows

Automated approval processes with complete audit logs ensuring transparency and accuracy throughout settlement

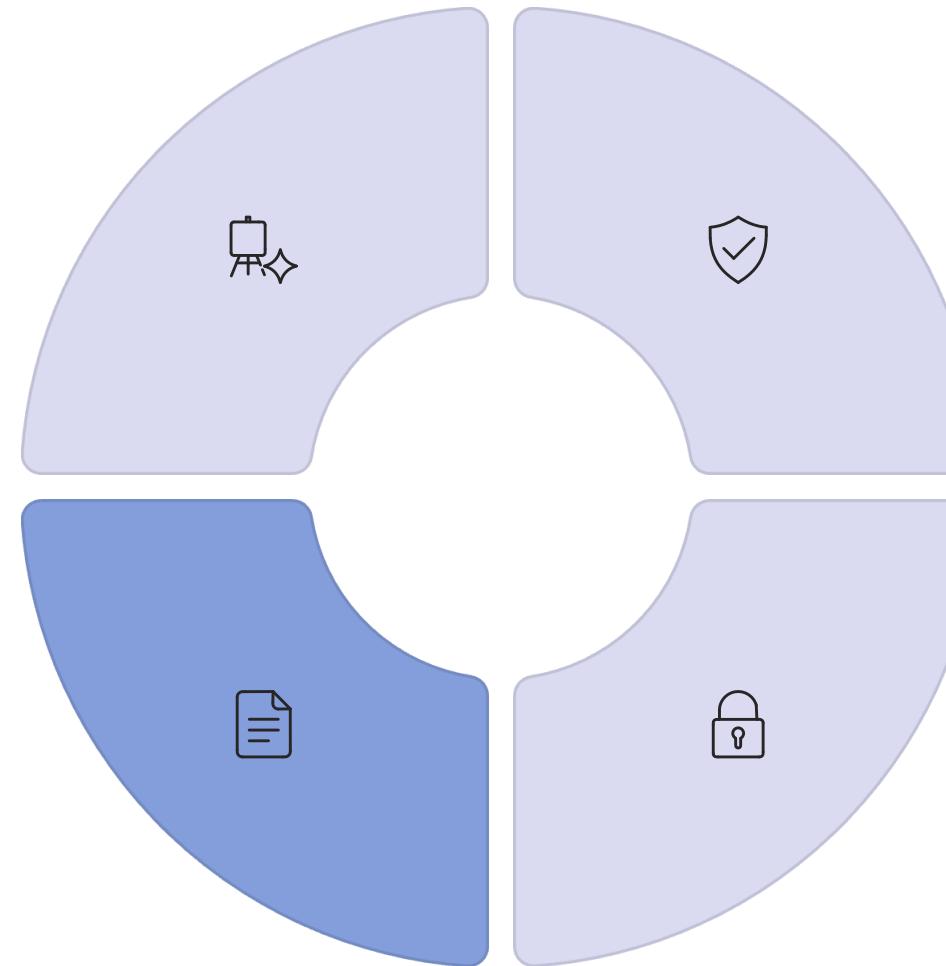
Compliance & Risk Mitigation Benefits

Real-Time Updates

Embedded system updates for changing payroll laws and tax regulations ensure continuous compliance

Audit Readiness

Complete documentation and historical records available instantly for internal and external audits



Penalty Prevention

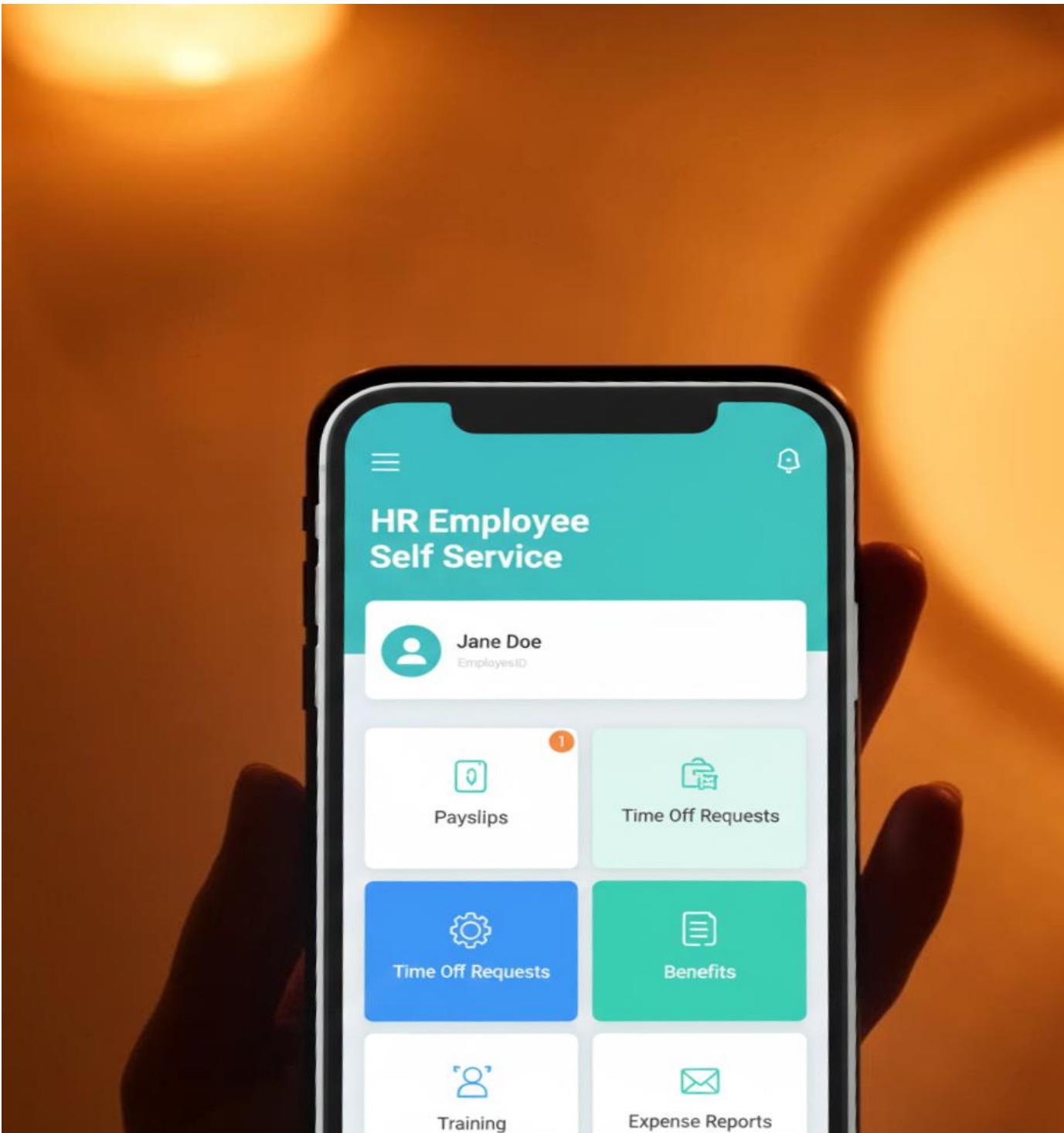
Automated compliance checks and reports reduce risk of costly penalties and regulatory violations

Data Security

Role-based access controls and comprehensive audit trails ensure confidentiality and data integrity

Employee & Manager Self-Service Empowerment

Employee Access



Manager Dashboard



- Approve leaves and attendance corrections
- View payroll summaries and cost analysis
- Monitor team compliance status
- Generate team reports and insights
- Access real-time workforce analytics

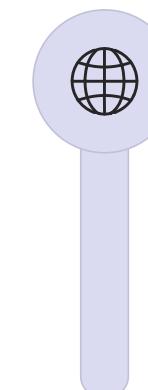


Integration & Scalability



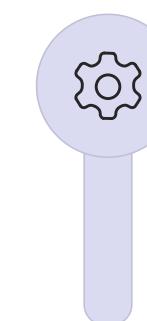
Seamless Integration

Data flows effortlessly between HRMS modules and external accounting or ERP systems via secure APIs



Multi-Location Support

Scalable architecture supports multi-location, multi-territory payroll with region-specific compliance management



Customizable Workflows

Flexible configuration adapts to unique organizational policies, hierarchies, and local regulatory requirements

Transforming Payroll into a Strategic HR Asset

Streamlined Operations

Comprehensive hire-to-retire management with accuracy and full regulatory compliance

Error Reduction

Automation eliminates manual errors, saves valuable time, and ensures regulatory adherence

Enhanced Transparency

Empowered employees and managers drive engagement through self-service access

Invest in an integrated HRMS payroll solution to future-proof your workforce management, ensure complete compliance, and transform payroll from an administrative burden into a strategic advantage.



Comprehensive HRMS & Payroll Modules

A complete overview of integrated Human Resource Management System and Payroll capabilities, featuring robust Employee Self-Service functionality to streamline operations and empower your workforce.



Core HRMS Modules

- Employee Database & Records Management
- Recruitment & Applicant Tracking
- Onboarding & Induction
- Attendance & Time Tracking
- Leave & Absence Management
- Performance Management & Appraisals
- Learning & Development
- Talent Management & Succession Planning
- Compensation & Benefits Administration
- Workforce Management & Scheduling
- HR Analytics & Reporting
- Employee Wellness Programs
- Compliance & Regulatory Management



Payroll Modules

- Payroll Processing & Salary Calculation
- Tax Management & Statutory Compliance
- Payslip Generation & Distribution
- Deductions & Benefits Integration
- Overtime & Bonus Management
- Payroll Reporting & Audit Trails
- Multi-territory Payroll Management
- Integration with Time & Attendance Systems



Employee Self-Service (ESS)

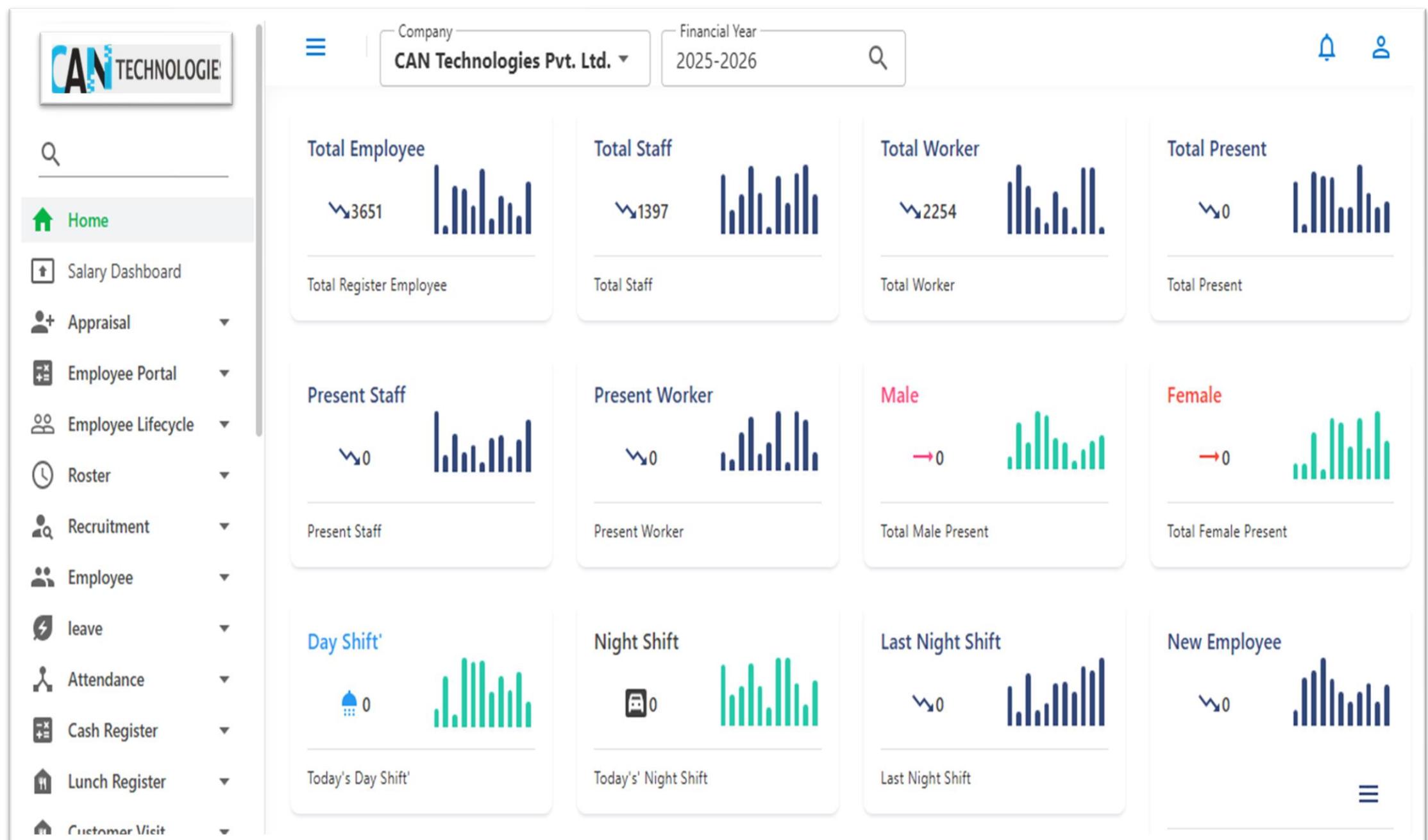
- Personal Profile Management
- Leave Requests & Approvals
- Attendance Punch In/Out
- Access to Payslips & Tax Documents
- Benefits Enrollment & Updates
- Training & Career Development Tracking
- Grievance & Feedback Submission

- This unified module ecosystem delivers comprehensive HR operations management while empowering employees through intuitive self-service portals, creating a seamless digital HR experience.

PF GRATUITY ESI
TIME & ATTENDANCE DIRECT DEPOSIT TDS
BIOMETRIC DEDUCTIONS AUDIT TRAIL
FICA
SECURITY
MOBILE APP
PAYROLL HRMS AUTOMATION
WORKFLOW SCALABILITY REAL-TIME ACCURACY
HRMS PAYROLL MANAGEMENT SOLUTION
PAYSLIPS GDPR EMPLOYEE SELF-SERVICE BENEFITS STATUTORY
BIOMETRIC FORM 16 REIMBURSEMENT AUDIT TRAIL CLAIMS
GDPR ANALYTICS PAYSINS ONBOARDING CLAIMS
CLOUD-BASED TDS PAYROLL INTEGRATION LEAVE MANAGEMENT

Screen Prints

Web and Mobile App Screenshots



HRM

by CAN

Compliance Solved.
Payroll Perfected.

Select Department

All

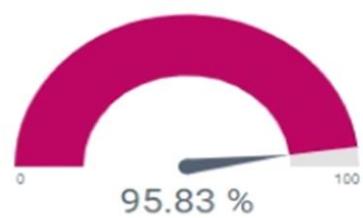
Select Employees

All

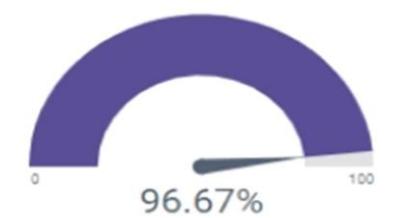
Select Month

All

Payroll Tax Compliant...



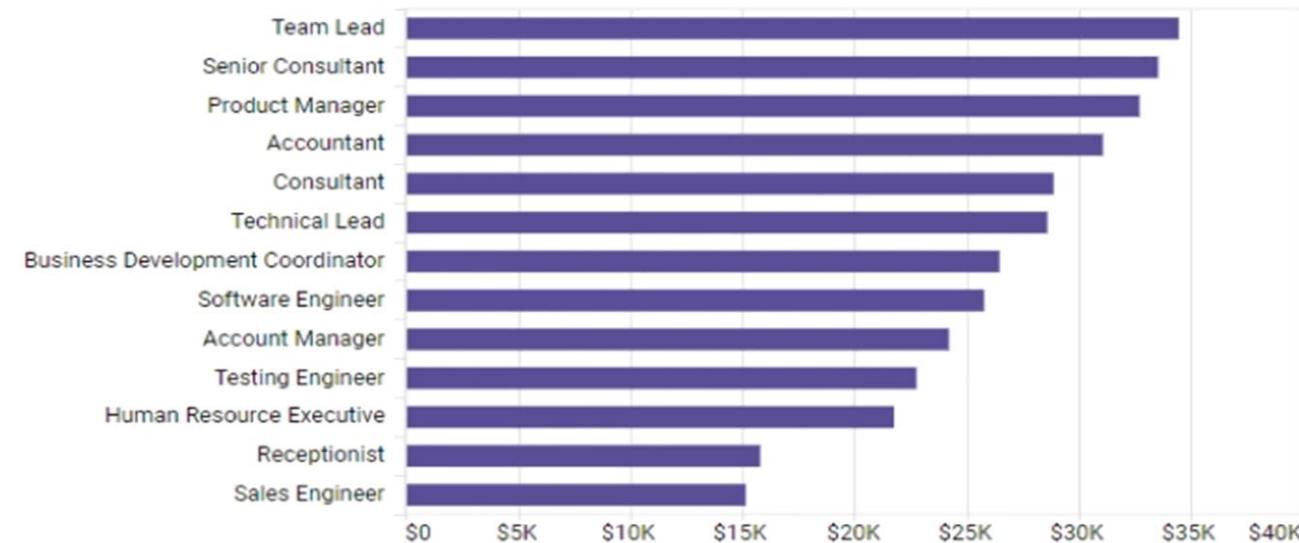
Payroll Accuracy ⓘ



Payroll Error Rate ⓘ



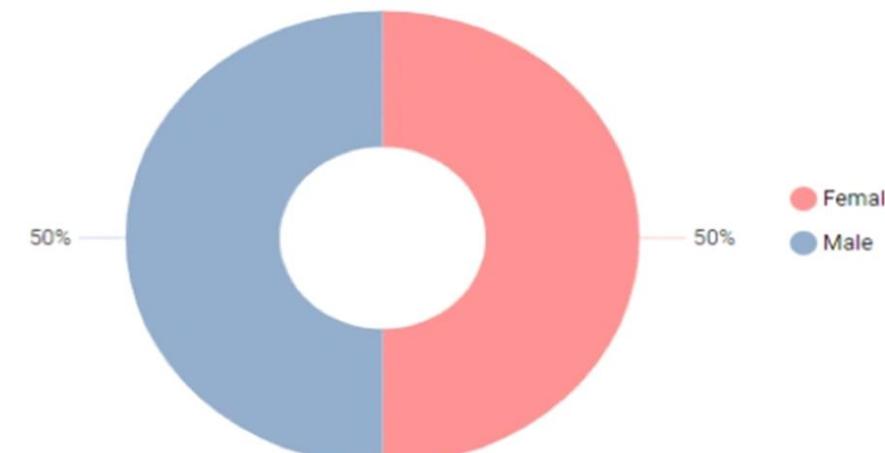
Payroll Cost per Employee by Designation



Gross Salary Breakdown by Department

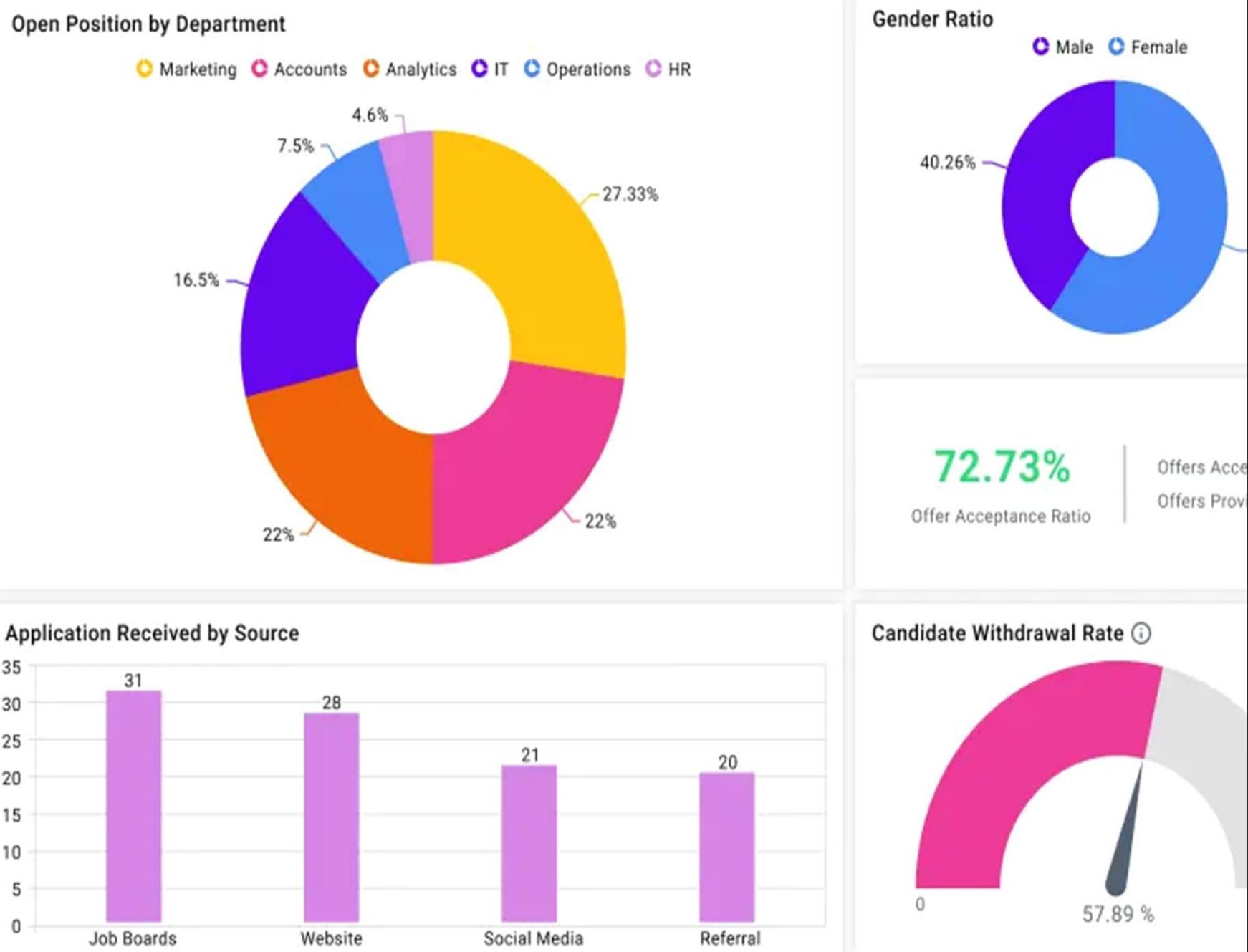
Basic Salary Allowance Overtime Pay Reimbursement


Employees by Gender



HR Recruitment Dashboard ⓘ

Department	All
Total Applicants	100
Shortlisted Candidates	35
Hired Candidates	8
Rejected Candidates	65
Cost per Hire	\$17K
Time to Hire (Days) ⓘ	15
Time to Fill (Days) ⓘ	26



HRM
by CAN

Compliance Solved.
Payroll Perfected.

HR Training Feedback Dashboard

↻ ⌂ ↗

Select Course

All

Training Delivery Effectiveness



Participant Drop-Out Rate



Learning Retention Rate



Participant Engagement Score



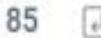
Training Satisfaction Rate

Last 6 Months



Total Responses

85



Positive Feedback

72



Neutral Feedback

4

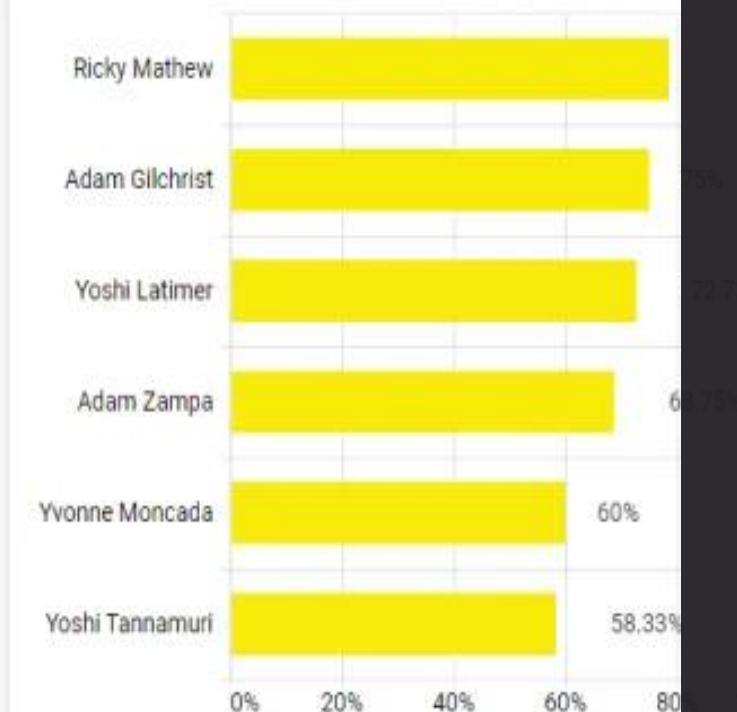


Negative Feedback

9



Trainer Effectiveness



HR Training Feedback Dashboard

↻ ⌂ ↗

Select Course

All

Training Delivery Effectiveness



Participant Drop-Out Rate



Learning Retention Rate



Participant Engagement Score



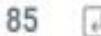
Training Satisfaction Rate

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72



Neutral Feedback

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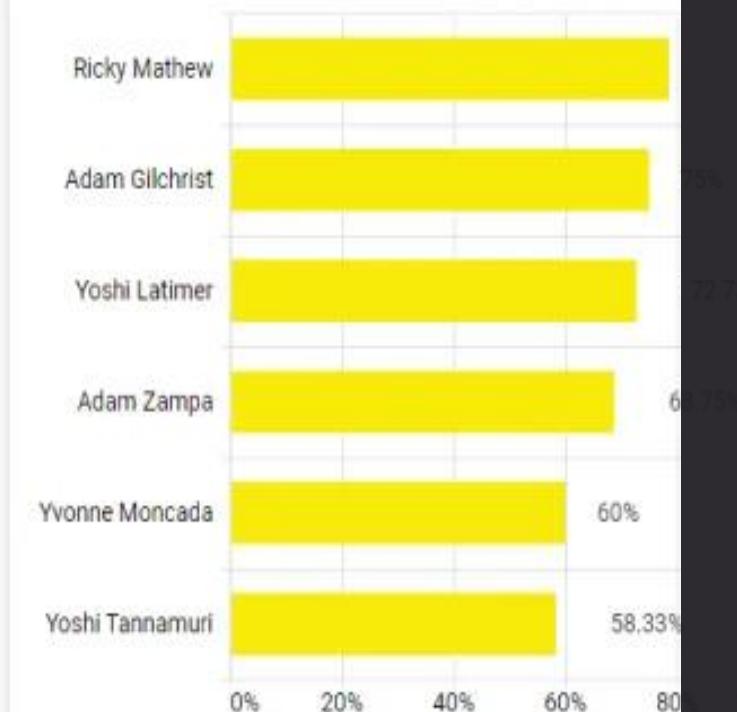


Negative Feedback

9



Trainer Effectiveness



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Compliance Solved.
Payroll Perfected.



HRM

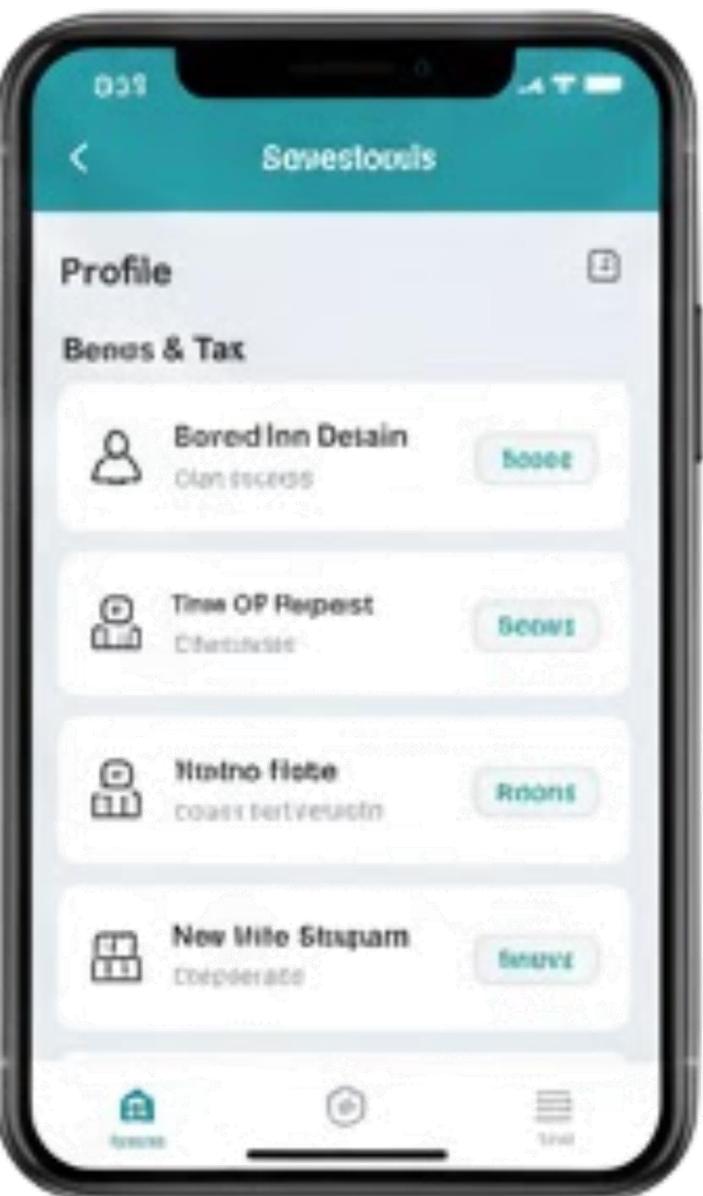
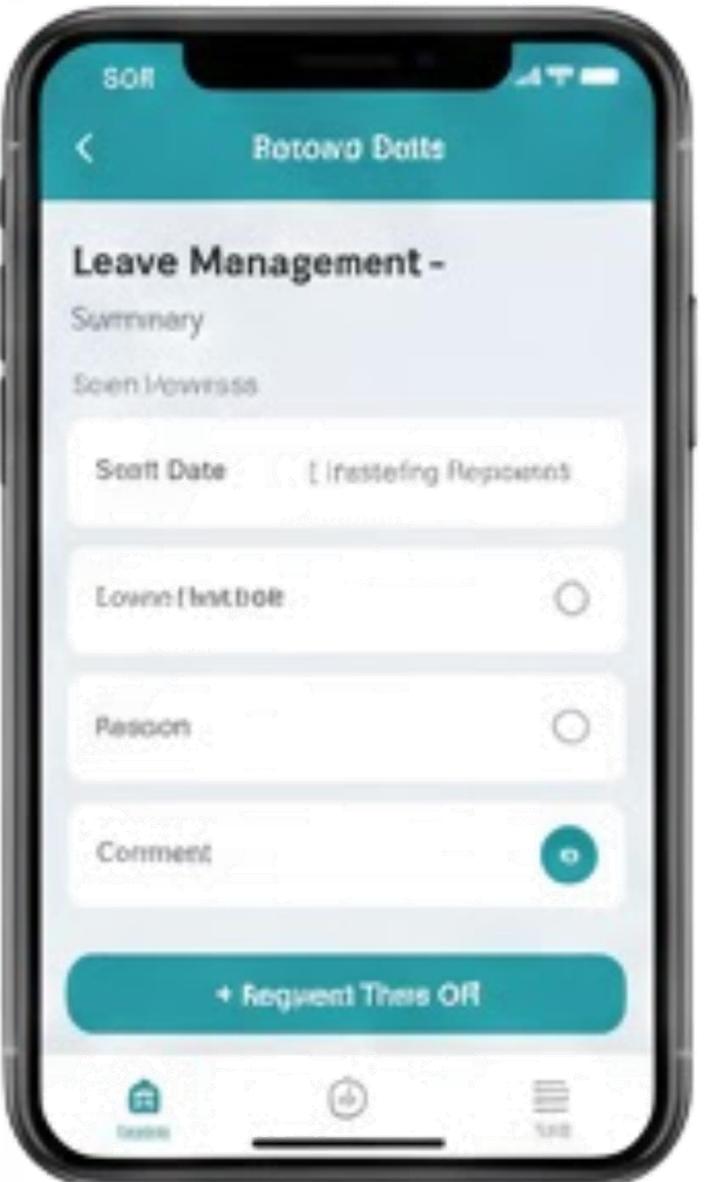
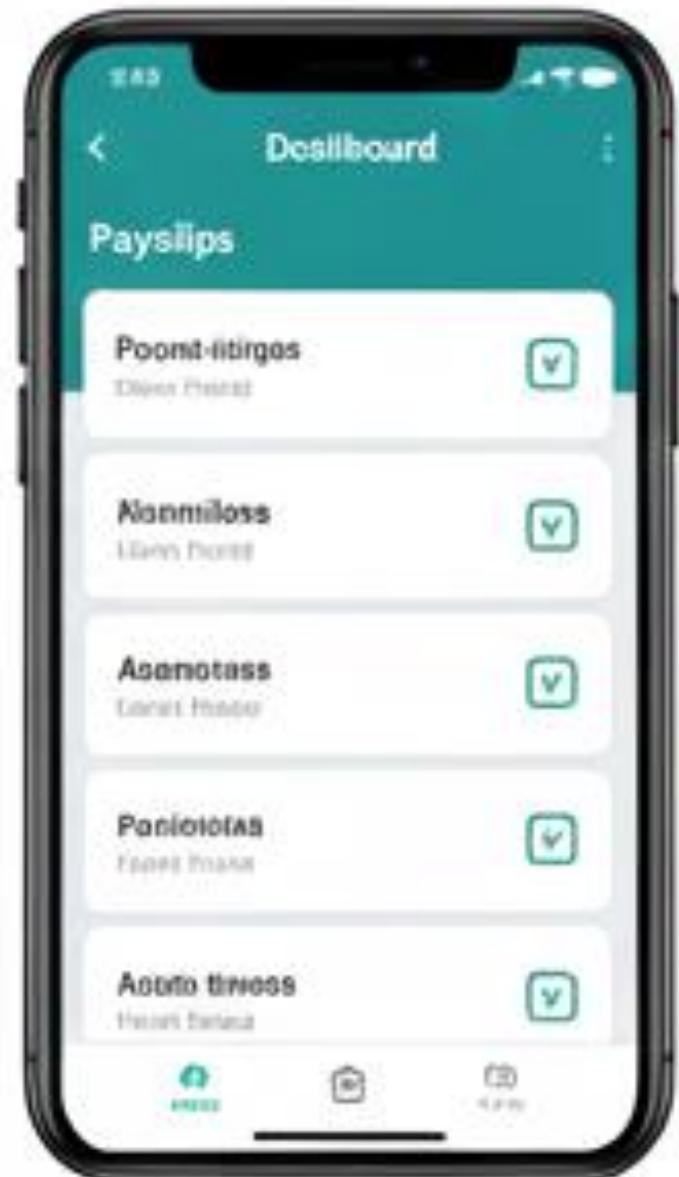
by CAN

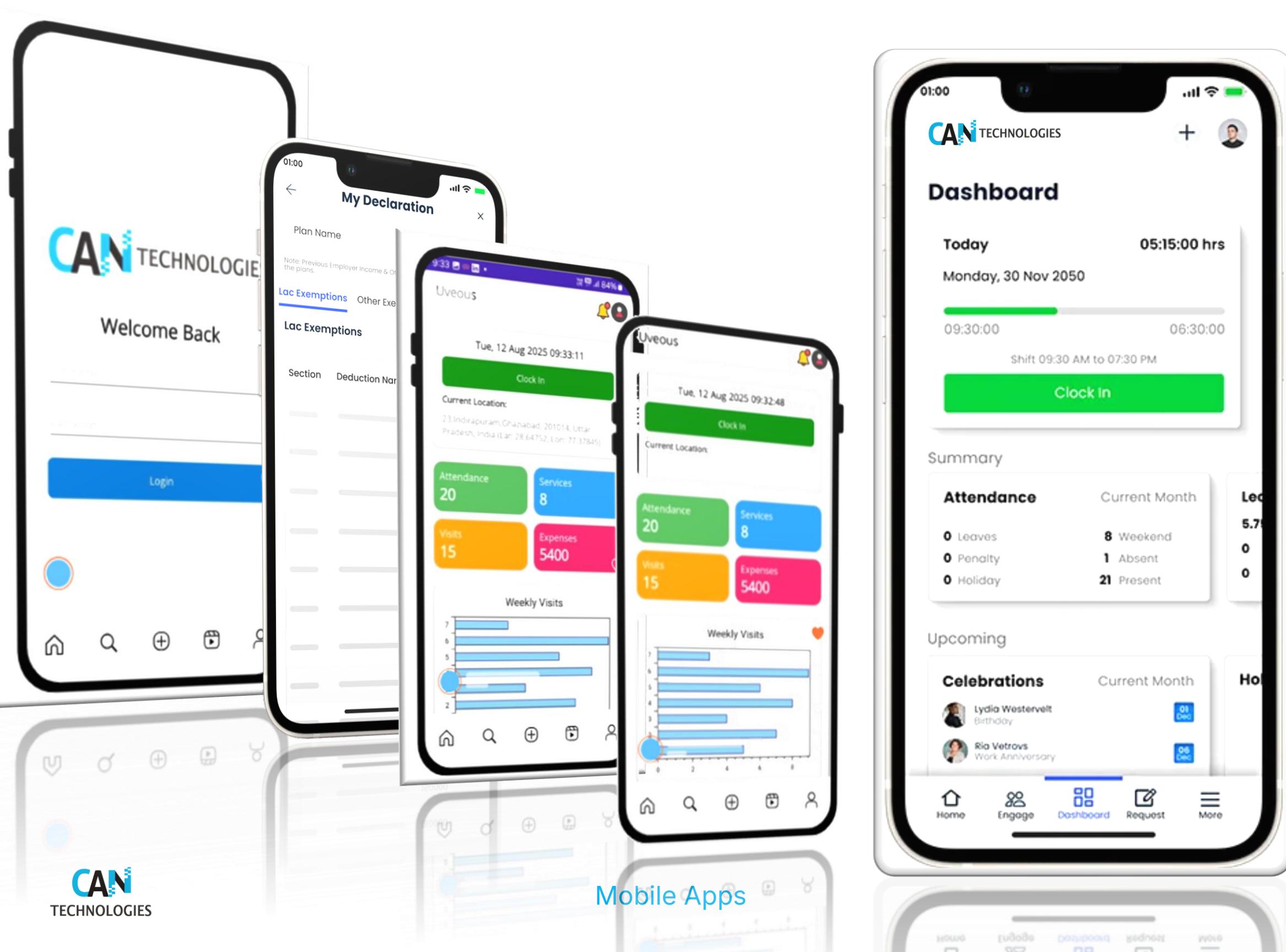
Compliance Solved.
Payroll Perfected.

Total Female Present



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Mobile Apps

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Compliance Solved.
Payroll Perfected.

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CAN
TECHNOLOGIES