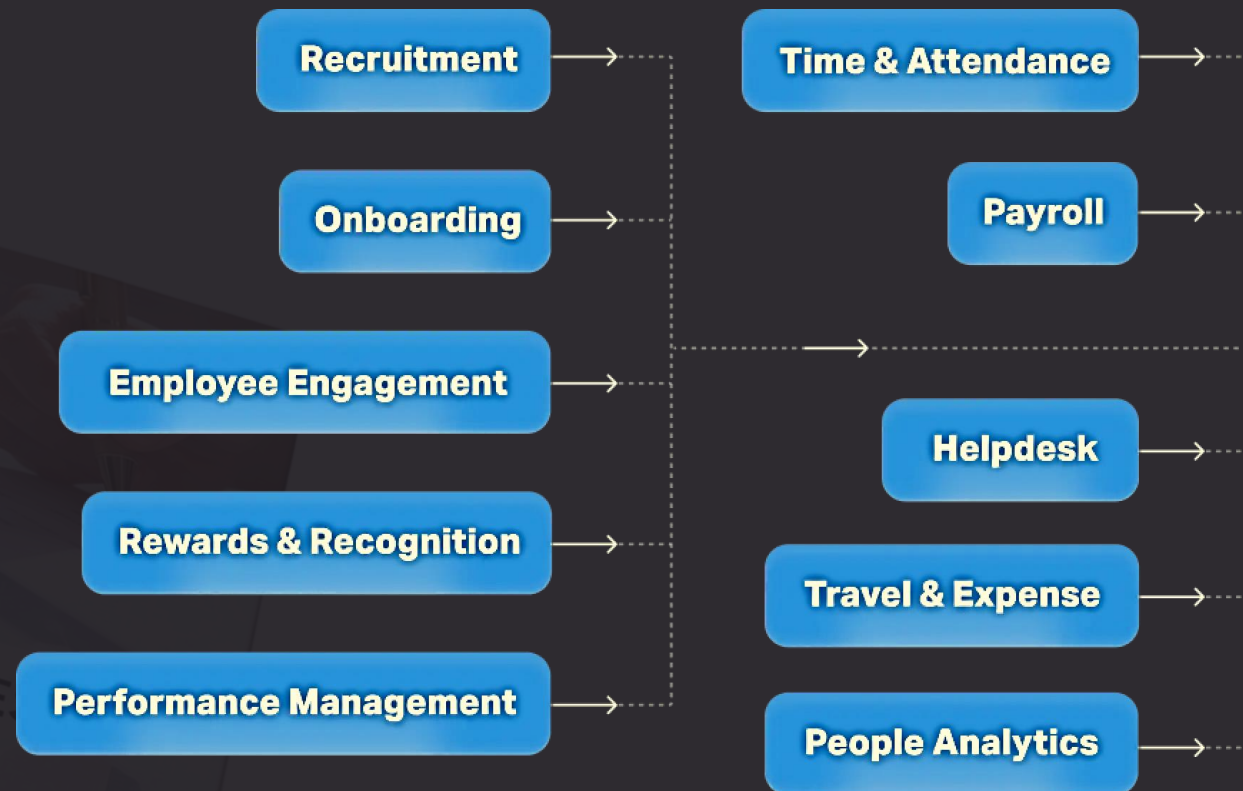


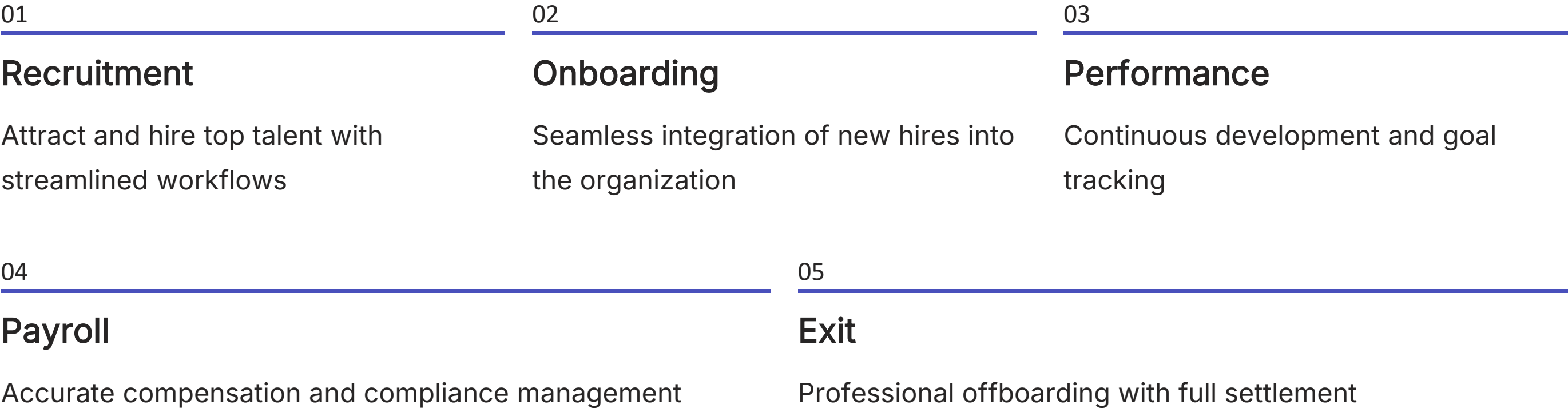
# Revolutionizing HR & Payroll Management



**HRM**  
by CAN

Managing the complete employee lifecycle from **hire to retire**  
with full compliance automation

# The Employee Lifecycle: From Hire to Retire



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

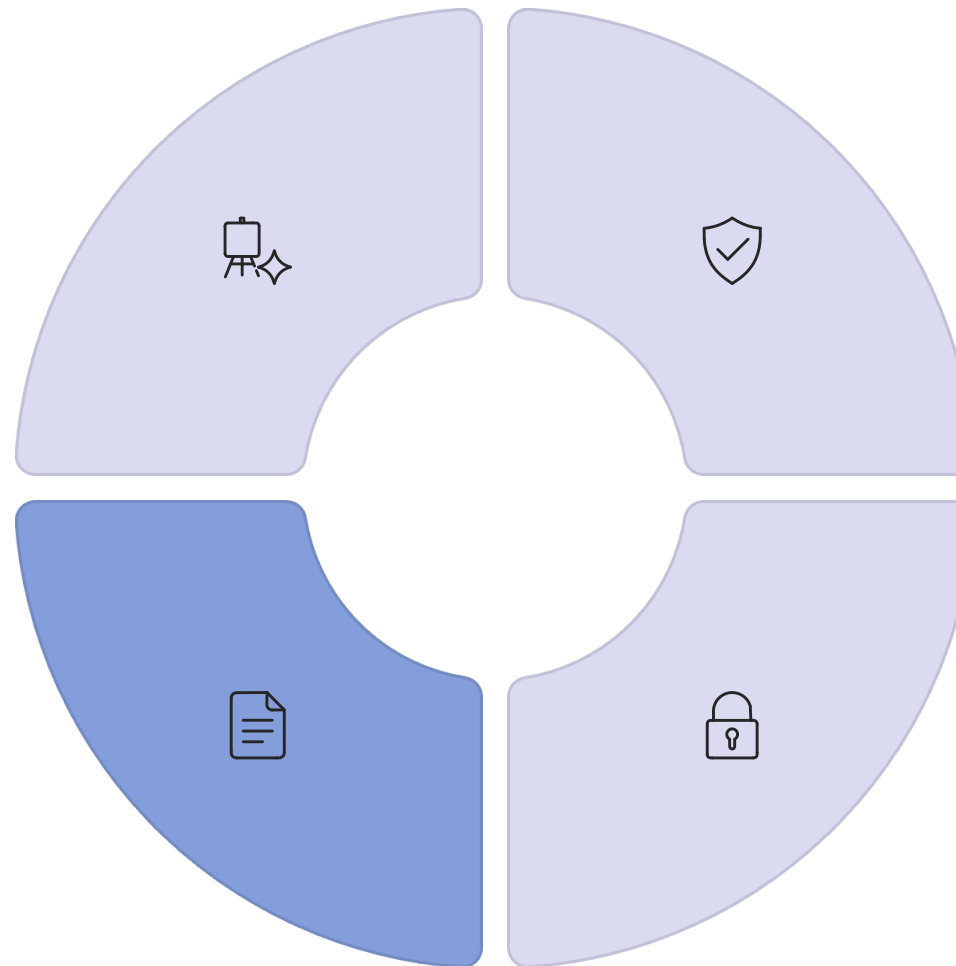
# Compliance & Risk Mitigation Benefits

## 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

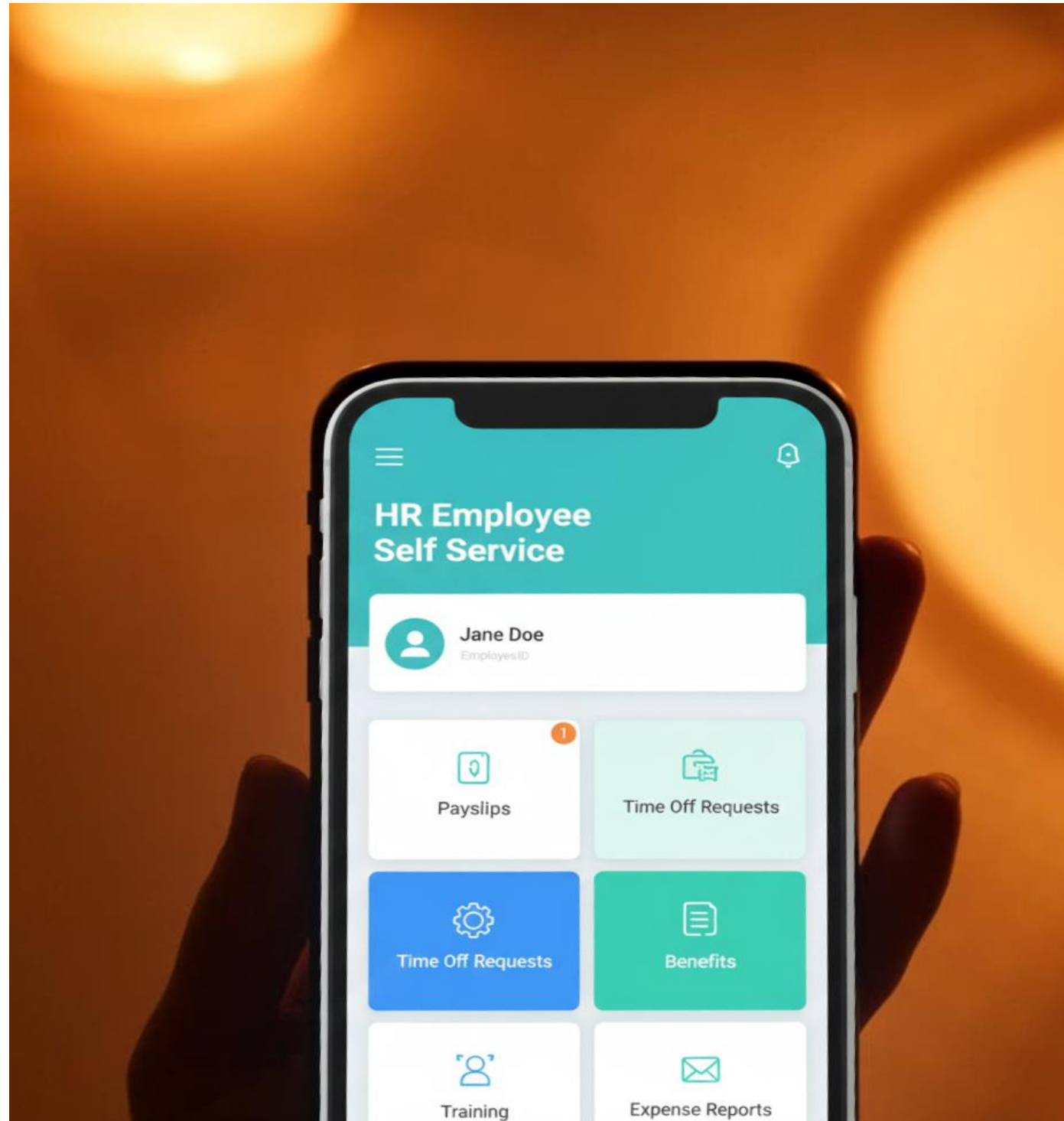
Automated compliance checks and reports reduce risk of costly penalties and regulatory violations

## 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

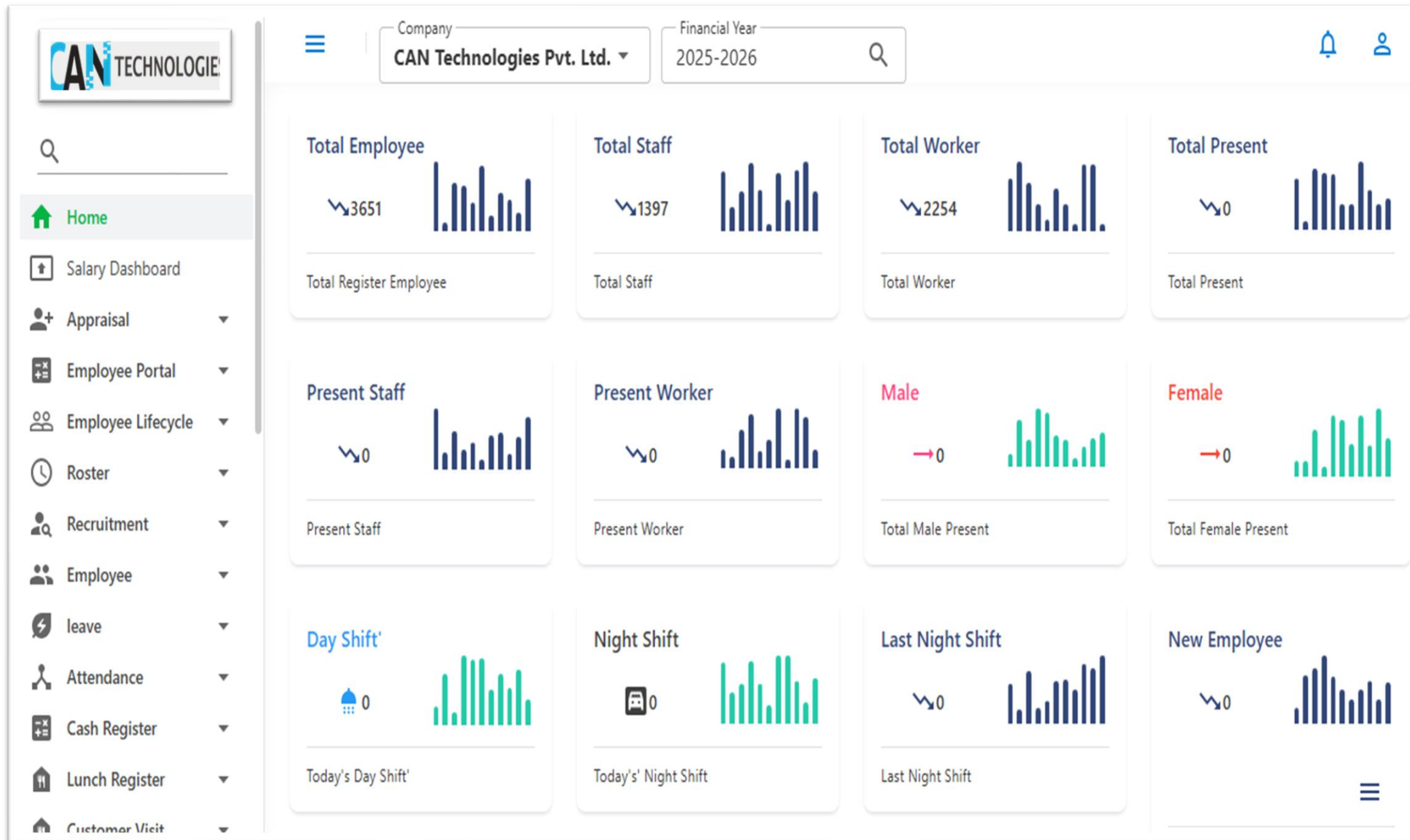


This unified module ecosystem delivers comprehensive HR operations management while empowering employees through intuitive self-service portals, creating a seamless digital HR experience.









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Compliance Solved.  
Payroll Perfected.

Select Department

All

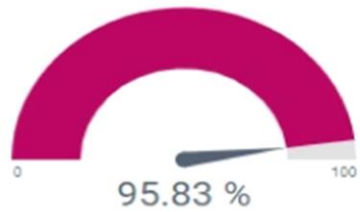
Select Employees

All

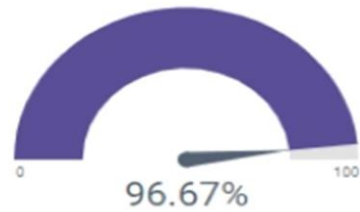
Select Month

All

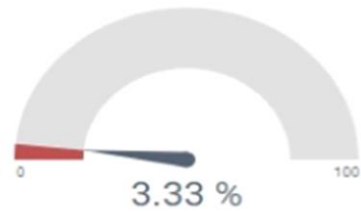
Payroll Tax Complian... ⓘ



Payroll Accuracy ⓘ



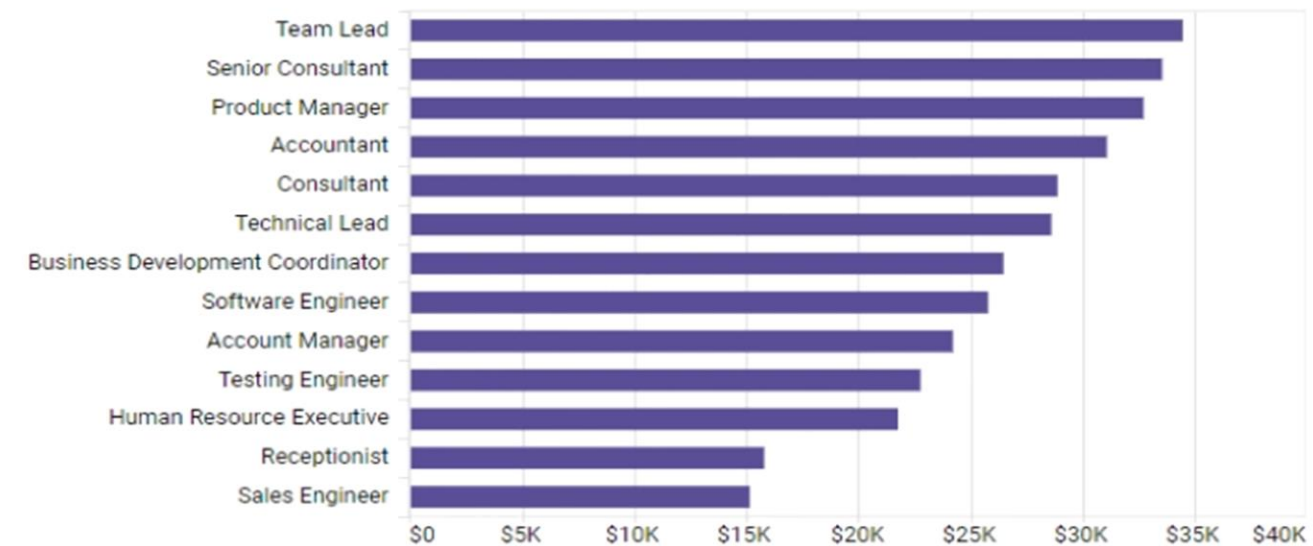
Payroll Error Rate ⓘ



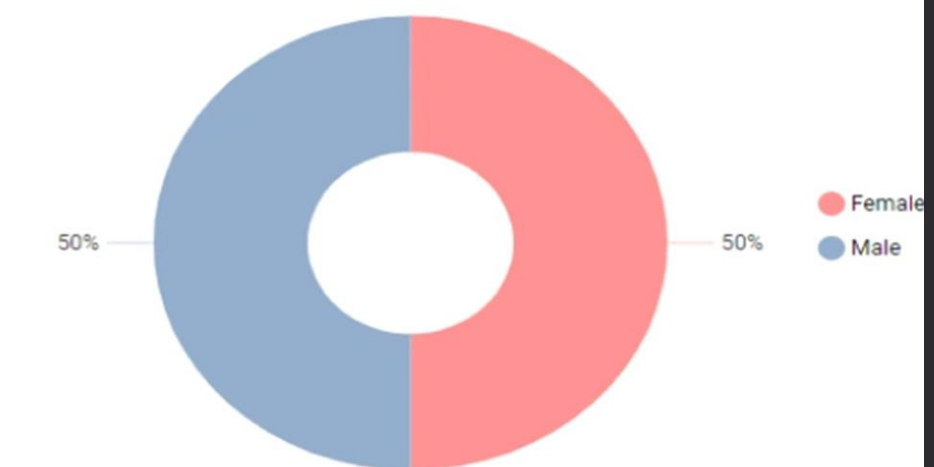
Gross Salary Breakdown by Department



Payroll Cost per Employee by Designation



Employees by Gender



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HR Recruitment Dashboard ⓘ

Department

All

Total Applicants

100

Shortlisted Candidates

35

Hired Candidates

8

Rejected Candidates

65

Cost per Hire

\$17K

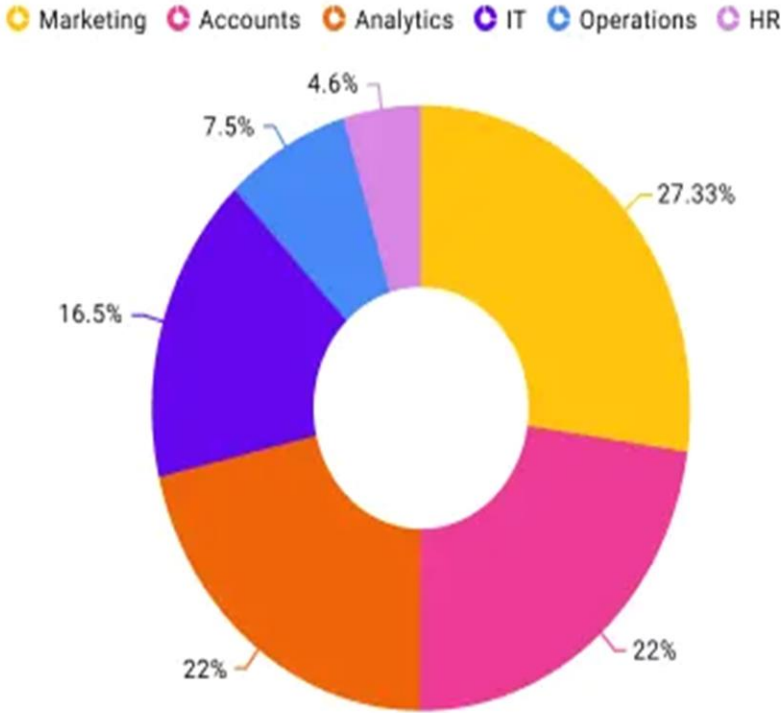
Time to Hire (Days) ⓘ

15

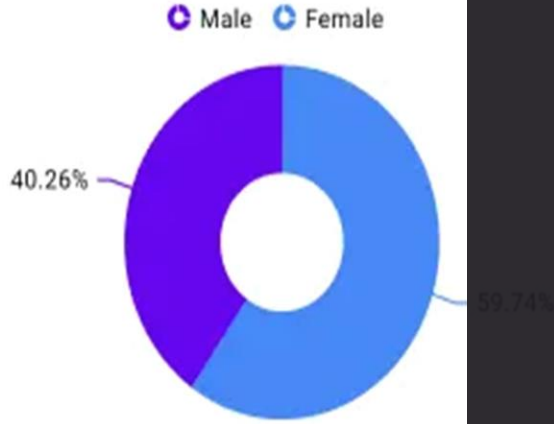
Time to Fill (Days) ⓘ

26

Open Position by Department



Gender Ratio

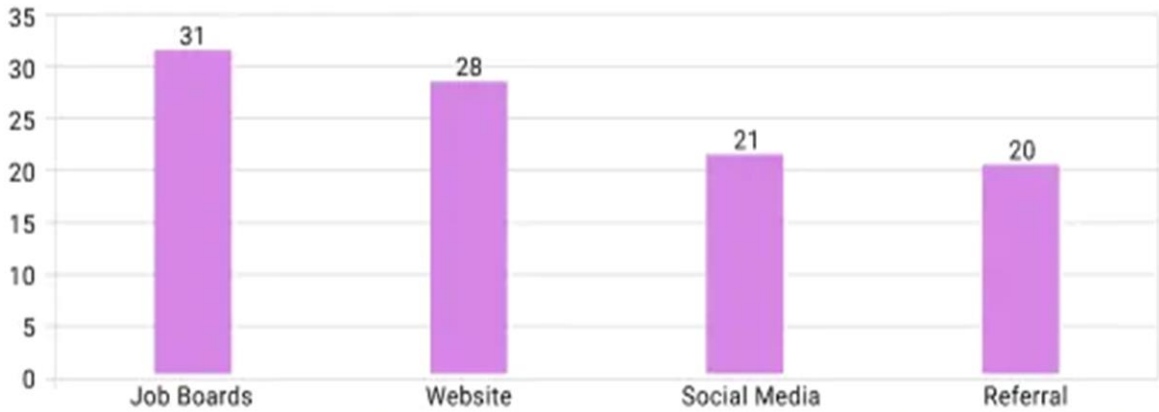


72.73%

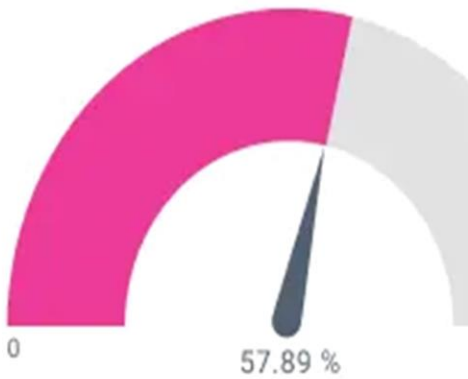
Offer Acceptance Ratio

Offers Accepted  
Offers Provided

Application Received by Source



Candidate Withdrawal Rate ⓘ



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HR Training Feedback Dashboard

Select Course

All

Learning Retention Rate



Participant Engagement Score



Total Responses

85

Positive Feedback

72

Neutral Feedback

4

Negative Feedback

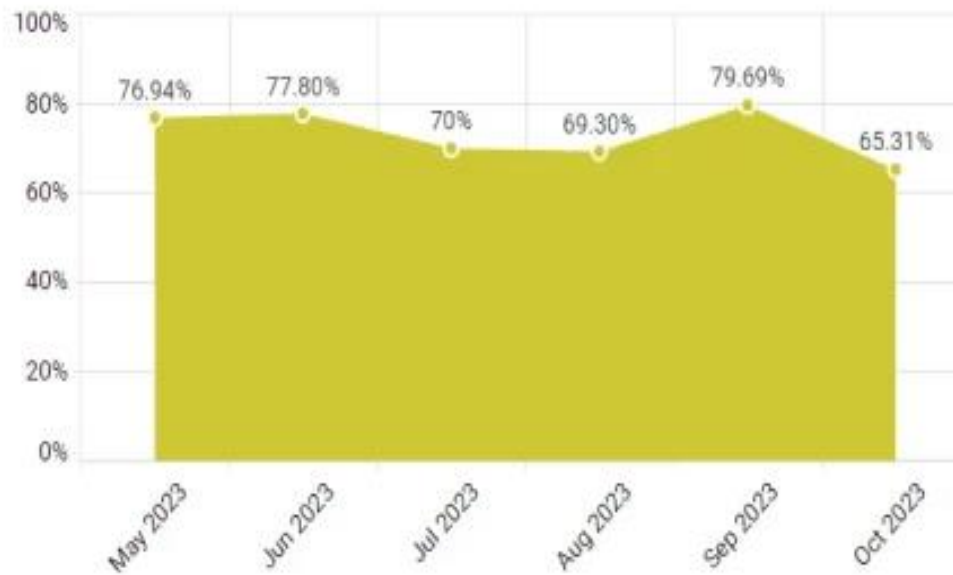
9

Training Delivery Effectiveness

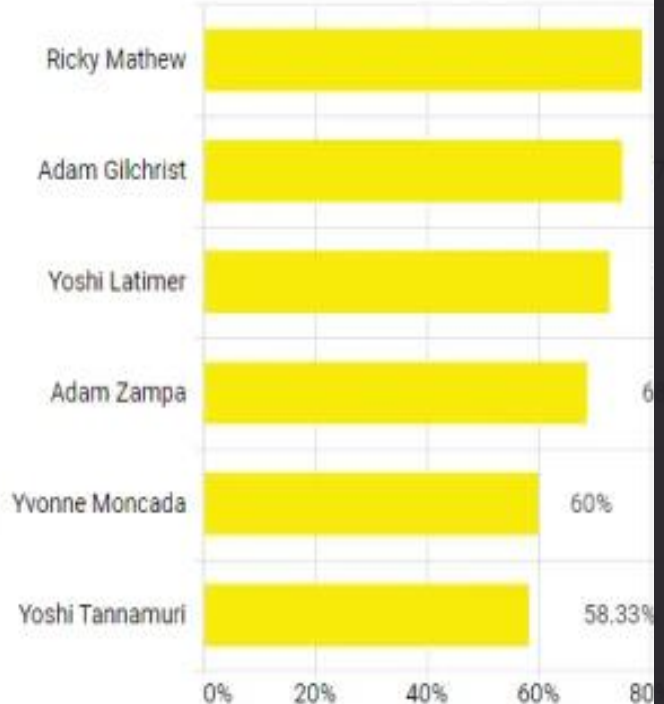


Training Satisfaction Rate

Last 6 Months



Trainer Effectiveness



Participant Drop-Out Rate





HR Training Feedback Dashboard

Select Course

All

Learning Retention Rate



Participant Engagement Score



Total Responses

85

Positive Feedback

72

Neutral Feedback

4

Negative Feedback

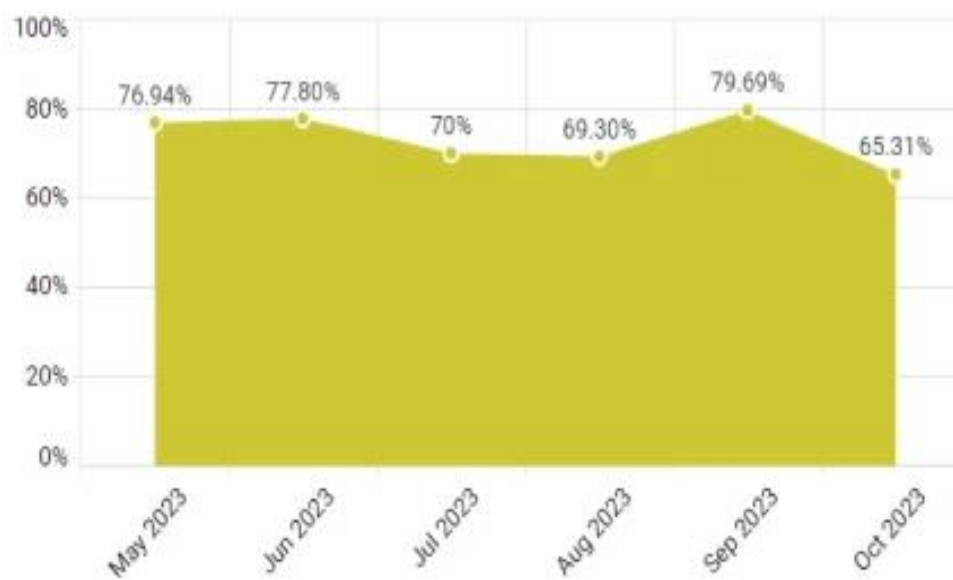
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Training Delivery Effectiveness

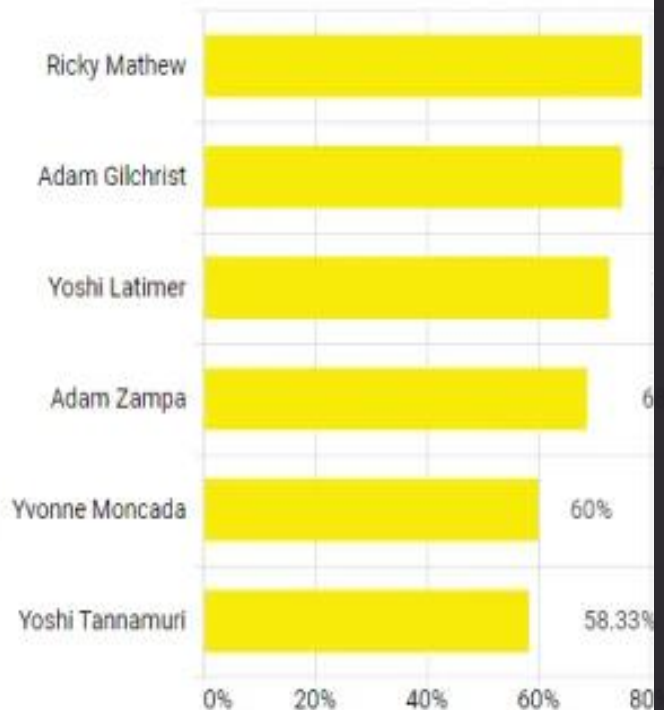


Training Satisfaction Rate

Last 6 Months



Trainer Effectiveness



Participant Drop-Out Rate



## PAYROLL analysis

Total Employee

3651



Total Register Employee

Present Staff

0



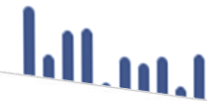
Present Staff

Day Shift

0



Total Staff



Total Worker

2254



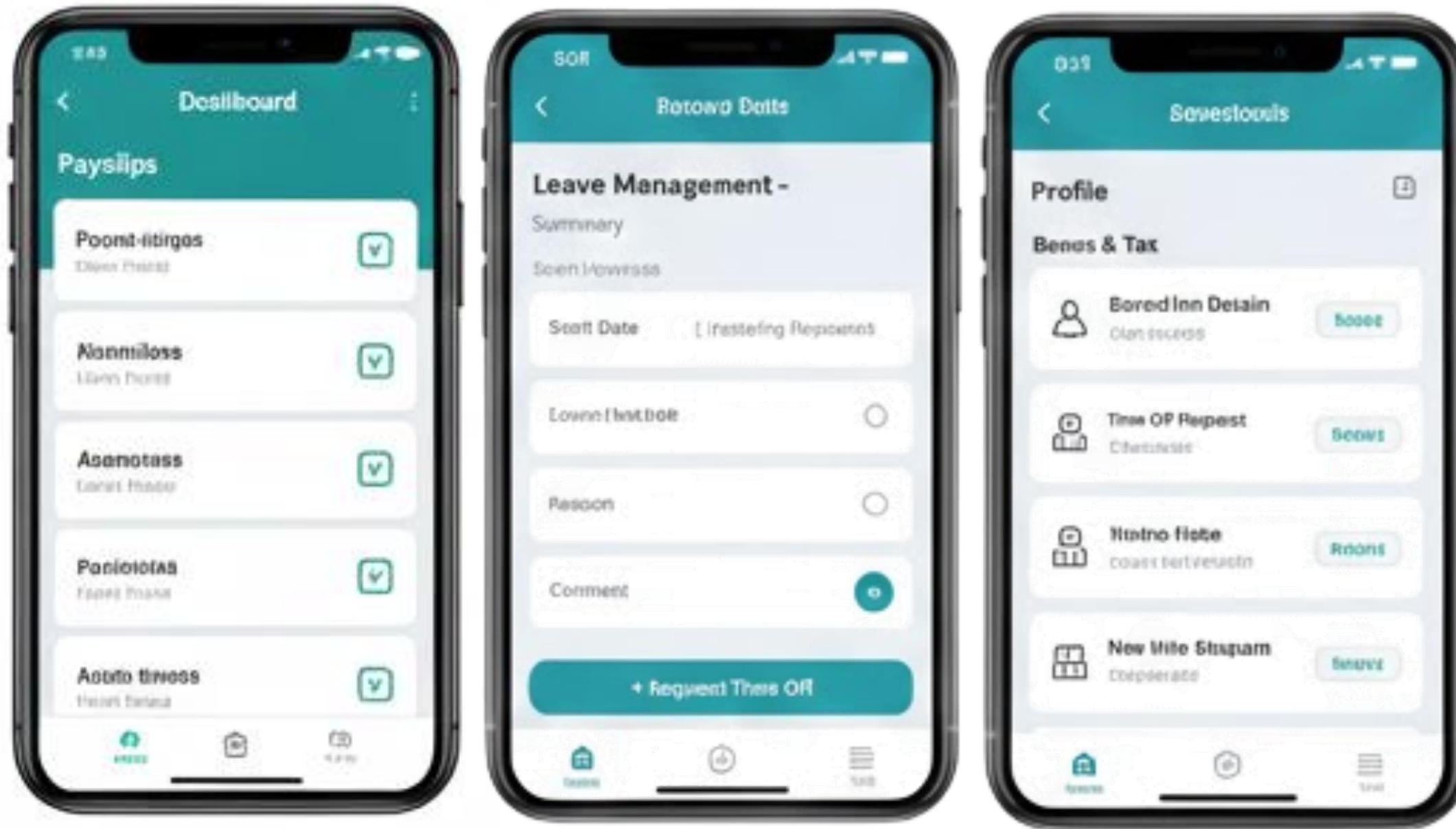
Payroll Analytics

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