Focus

PeopleChoiceHRMS

People Choice
Human Resource Management Software (HRMS)

People Choice HR Management Software is a leading enterprise solution that enables companies to optimize business-effectiveness through a fully integrated HR solution. It is easy to use right-fit HR software that improves and empowers a company's employees. We are the end to end services providers across all our on Premise and Hosted Models.

This is an initiative by **MKT Softwares Enterprise Solutions.** MKT Softwares provides value for your business; not only by leveraging technology but also by driving business via best of breed processes. We facilitate staged deployment across global operations to maximize benefits and help manage risk.

MKT Softwares
Solutions Beyond Expectations

PeopleChoiceHRMS

Benefits of People Choice HR Management Software?

Traditionally, the role of HR was linked more with a company's administration rather than overall productivity. Today HR matters for every company. Also, most of the companies have realised that employees are not just workers but they are the company's human capital-like any other capital investment. If people are the greatest asset of an organisation then HR certainly is a key player.

Its ever increasing importance has established human resource management as among the most effective tool to maximise the potential of the workforce. HR's role now, is generally linked to any company's overall success. This has led to transformation in HR industry.

The traditional/tactical HR has been transformed to innovative/strategic HCM. These transformation has amazing outcomes:

• Better serve the mobile requirements of a 21st century workforce
• Retool the workforce to achieve enterprise goals and strategies today and in the years ahead
• Ensure the agility to allocate talents and skills to meet rapidly changing mission and tactical needs
• Consolidate legacy, 3 rd party and stove piped systems into a single, fully integrated enterprise solution
• Establish HCM as a critical component of your enterprise resource planning (ERP) environment
• Deliver the greatest return on your investment in human capital and your HR infrastructure

Digitial Transformation Makes Us More Stronger

"The technology driven data seems to be user-friendly and more intuitive."

"The approval of leave that used to take hours or days in the past is now a matter of seconds."

Transformation leads to raising value of the businesses and helps them meet their growth targets. We will ensure no fear of data loss by making your entire organization fully cloud-based with MKT **People Choice** HR Management Software. Our key functions involve workforce planning, performance, talent and compensation reviews and other predictive analytics. For a manager with number of employees to manage, that level of convenience and speed will provide huge benefits. Our expectations for effective transformation have also been realized since rolling out workday functions and we credit the success to our clients who took the initiative to implement **People Choice** HR Management Software in their offices. We increase the accessibility of data and facilitate far easy mobility at work.

Taking a very strategic approach towards the HR transformation has established us as a major project with proven success. We are continuously upgrading and your HR will be forever enhanced.

E-Workforce:

It enables your employees to request time off, review pay history, update contact information and so many other administrative works with a mouse click. Instead of traditional and extended routine interaction with the HR department the employees and managers can straightway access and review information regarding time off, current benefits, and current job details anytime- online or at company's intranet. People Choice HR Management Software employee analytics provides executives, managers, and supervisors with a live and secure view into information relevant to their business.

Keeping pace with the age of instant information, **People Choice** HR Management Software employee analytics that provides executives, managers, and supervisors with a live and secure view into information relevant to their business.

Automated Payroll System

Amongst all the tasks mentioned, the processing of salary needs immense supervision as the time and accuracy are both important. And processing of salary is not easy as many factors have to be considered that includes employee's attendance, leaves, standing instruction (if any) etc.
Payrolls today are far more messy and chaotic because of various statutory and MIS requirements along with changing HR policies, tax slabs and formulas. To ease HR's work, a company must have an automated payroll. An automated payroll system helps HR generate salary processing in compliance with statutory obligations.

Need Of Automated Payroll

Payroll Management enables self-service for the employees and they can view and export the payroll slip online. Also,data analytics modules that will help manage reports and calculate gross net income. It automates and centralizes employee data such as daily activity report, performance records, tax deduction and so on.

Delivers game-changing new tools:

• Fast and affordable deployment as compared to old HRMS.

• It is an intuitive user experience.

• New levels of accessibility enable greater workforce mobility and smarter decision via data and analytics.

• Scalability, flexibility and continuous functionality upgrades helps to lowers the cost and improve workforce efficiencies.

Overall, a more strategic HR function delivers the new value to stream workflow of Premise HR.

People Choice HR Management Software with HR Analytics

HR Analytics has made both workforce and the enterprise stronger by strengthening their HR. The system provides one stop view through a HR Dashboard that will significantly improve the management of various business process and workflow. Our advanced analytics gives complete analysis of your company in real time approach.
People Choice HR Management Software harmonizes different approaches to HR and talent across all operations via HR Tools customised for different customer in different businesses. This includes RECRUITMENT which creates a new way of managing and developing talent globally. **People Choice** HR Management Software handles the very complex challenge of cultural and behavioural diversity with the help of newly Transforming HR Management Software Product.

You Focus On Your People, We Focus On You

Employees who have the right skills, knowledge, and abilities can have an impact on your company's bottom line. Reliable information and management will let your people have the greatest positive impact for themselves, for you, and for your shareholders. The software reduces time-consumption and provides error-free clerical work by centralizing, tracking, and reporting employee data that may be scattered across multiple systems.
We ensure government compliance to avoid company's risk in meeting federal and state rules and reporting requirements. **People Choice** HR Management Software tools closely monitor employee records, personnel actions, HR compliance, benefits administration, absence management, reporting (standard and custom), and data import/export actions.

Key Functions Of People Choice HR Management Software

01 RECRUITMENT
- Automated Recruitment Plan.
- End to End Recruitment Solution.
- Joining Kit.
- Candidate Profile to Employee Profile.

02 ATTENDANCE
- Bio-metric and Mobile App Integration.
- Multi location management.
- Attendance Regularization.
- Employee Swipes.

03 LEAVE
- Leave Management.
- Leave Reports.
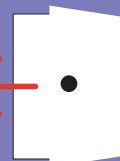- Holiday calendar.
- Reminder alert.

04 PAYROLL & TAXATION
- Generate Payroll with Revision & Analytics.
- LOP Management & Overtime Calculation.
- Beneficiary Management (Bank Purpose).
- Customize Tax.
- PF.ESI, Gratuity and other Govt Compliance.

05 E SEPARATION:
- Retirement, Resignation, Termination.
- Separation Checklist Clearance
- Exit Interview.

PERFORMANCE APPRAISAL

06

- Assessment Records.
- Goal and Team assignment.
- Competency Mechanism.
- Appraisal Mechanism.

HR ANALYTICS & Dashboard

07

- HR Analytics.
- AI based KPI.
- Balance Scorecard.

TOUR & TRAVELS

08

- Travel request.
- Travel expenses.
- Travel claims.
- Claim attachment.

REPORTS & POLICIES

09

- Organization chart.
- Export multi-function reports.
- Organizational letters.
- Organizational policies &procedures

CUSTOMS

10

- Assets & advance request.
- Help desk.
- Role & permissions.
- Security & setting.

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