

Sapience HRMS is a comprehensive solution which provides you accurate information about your most valuable asset EMPLOYEE. It has powerful reporting and security features that increase efficiency and give you complete control on your employee data and reduce your overheads. Once implemented, you will have all your employee data in one place, allowing you to run powerful management reports on all aspects of your employee details from recruitment to retirement.

Employee Separation	Finance Integration			
Grievance Management	Employee Loans/Advances	Leave Analysis		
Employee Document Mgmt.	Salary Adjustments	Time Machine Integration	Employee Job Cost Analysis	Document Expiry Alerts
Employee Asset Tracking	Claims & Reimbursements	Leave Management	Salary & Over Head Cost Alloc.	Self Service Workflow
Employee Movements	Payroll	Attendance Management	Project Time Sheet	Manager Self Service
Employee Information	Benefits Management	Staff Schedule/ Roaster Mgmt.	Project, Activity and Task	Employee Self Service
Workforce Management	Compensation and Benefits	Time/Leave Management	Employee Job Costing	Self Service
Sapience HRMS Platform				

Key Benefits of Sapience HRMS

- Multiple Company configuration, company wise accounting and payroll period setup
- Sapience Rule Engine – Unlimited Leave Rules, Gratuity Rules, Travel Fare Rules, etc.
- Employee Movements Tracking (department, division, branch, designation, etc.)
- Integration of any Time Attendance system to automate the time management
- Employee Leave Management and **Automated Leave Salary Processing**
- Tracking of Assets issued to employees and linking with Indemnity calculation
- Automation of **Employee Separation** (Resignation/Termination/Transfer)
- Wage Protection System (WPS) complaint with Ministry of Labour, UAE**
- Automated **provision calculation** for Gratuity, Leave Salary and Ticket Fare
- Employee **Document Management and Expiry Alerts** (unlimited documents)
- Automated End of Service Calculation incl. gratuity, leave salary, travel fare, notice period, pending salaries, assets, allowances and deductions
- Manage multiple employee series in one single system
- Employee cost tracking for Project / activity / job wise accounting
- Employee and Manager Self Service portal with configurable Workflow
- Reports built in every module and attach unlimited user definable crystal reports
- Output reports to other file formats such as Microsoft Excel, text, PDF, word, etc.
- Life time license provided to client with no dependency on software vendor

