

INTEK Systems Pvt. Ltd.

Fusion HR ver. 4.0



Fusion HR

Highlighted Features

Intek Systems Pvt. Ltd.

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HR

1. Company Introduction

Intek is a professionally managed IT solutions company with the registered office in the Republic of Maldives under the patronage of Rainbow Group of Companies. It has its 100% export oriented development center Raintek Systems India Pvt. Ltd. based at the bustling city of Coimbatore, Tamil Nadu, India.

It has for you, a range of expertise and experience spread across myriad business models and platforms thanks to extensive exposure to a world of commercial and other applications. The urge within us to embrace and enhance state-of-the-art development standards to meet ever growing challenges of the corporate world has never diminished.

Clientele

Listed below are some of our clients, where Fusion HR is running successfully

1. One and Only Reethi Rah
2. Shangri-La
3. Wataniya Telecom
4. Six Senses – Sonevafushi
5. Island Aviation
6. Alila Villas Hadahaa
7. Bandos Island Resort
8. Kuredu Resort

Listed below, are some of our clients, where Fusion HR will be up and running in the near future:

1. Holiday Inn
2. Kanuhura
3. Diva Maldives

2. Some features present in Fusion HR

2.1 Information in the Program

- The administrator can define the rights where a user can view only the data which the administrator has assigned for the user.
- Attributes of the company can be defined in the Masters based on their company's circumstances to make transactions flexible.
- An employee belonging to a department, can view only his/her department in Fusion HR.
- Transactions like Leave, Termination, Probation, Transfer, Data Change, Ticket Request, Family and Friends Accommodation, Medical leave and Termination can be subject to approval – depending on the client's requirements.
- Fusion HR has a dynamic approval system. Approvals can be multi-level – Division, Department and General Approvals. Multi-level approvals can be defined by the administrator or by the user who has the rights.
- All transactions from Employee Requisition, Interview call letter, New Hire, Promotion, Probation, Salary Adjustment, Leave and Termination is automated with Fusion HR.
- Reminders can be stored. Expiry and Approvals will pop up on login
- According to the Human Resources department of the organization, employee history information can be viewed, transactions can be performed, and reports can be generated.
- Employee payroll, allowance or deduction, time card process and salary process can be viewed and performed. Reports are generated according to the above transactions.
- Automated Email system is present in Fusion HR. Emails are sent automatically for corresponding transactions – emails can be used for internal communication or for communicating with a third party (Hospitals, Travel Agents etc.)

- The administrator can set the probationary period (3 months or 6 months etc)
- Fusion HR has automated pop ups for passport expiry, work permit expiry and contract expiry. The pop ups can be defined as to when to appear (Example: 2 weeks before or after expiry of passport).
- The administrator if needed can incorporate casual labor. All payroll and reports for casual labor are maintained separately.

2.2 Development Process

- Development of Fusion HR Management System is done with state of the art technology.
- The current version is Fusion HR 4.0.
- New updated versions of Fusion HR will be upgraded without any charges, when the client is under the Annual Maintenance Contract.
- Fusion HR is compatible with Bio-metrics (Finger Print Recognition). Bio-metrics can be incorporated with any organization's system.
- Intek Systems Pvt. Ltd is committed to Software Quality Standards.

2.3 User Interaction

- Fusion HR is a User friendly and Access free software
- As mentioned earlier, reminders are present to remind users of approvals and other tasks.
- Keyboard shortcuts are present for important transactions and performing functions like save, create new etc.
- Two currencies can be used – Native Currency and US Dollar – Saves time for the user in case certain employees demand salary in these two different currencies.
- Reminders can be set for other tasks as well.

2.4 Technical Aspects of the Software and Materials

- Fusion HR is developed using Advanced Window Based System.
- Bio-metrics integration is possible with Fusion HR.
- Swipe card integration is also possible with Fusion HR.
- Integration with third party software like Acc pac, Sun Microsystem's Accounting software etc.

2.5 New Labor Law Standards

- Fusion HR is updated to the present Labor Law Standards in Maldives.

2.6 Support

- Continuous technical support provided at Male'
- Implementers spend time at the client's place for 30 days until the implementation of Payroll module
- Training is provided at the client's place during implementation
- We provide an engineer for support at any time directly to the client's site as per the client's request.
- We provide customization according to the client's requirements based on a mutually agreed price from both sides. .
- We also provide support through PC Anywhere, VNC and Team Viewer.

2.7 Security

We take the security of your information seriously and provide high security with Fusion HR. Some of the security features in Fusion HR are:

- Administrator can create users and set rights for each user module wise and screen wise.
- Not all users can view information like salary of certain employees. The administrator can set the rights to this information.
- By looking at the login status, the administrator can check who has logged in and who has logged into a wrong ID.
- Transactions like Travel, New Hire, Probation, Salary Adjustment, Transfer, Termination etc. are subject to Multi-level approval.

2.8 HR and Payroll Features

- Emailing system, both internal and to third parties is present in Fusion HR.
- A doctor can be added, who holds the rights to some information like medical diagnosis records of an employee etc.
- Certain employees can accommodate friends or family temporarily. The charges for accommodation will be automatically deducted from Payroll.
- Probationary review can be done for an employee in probation period.
- Overtime can be calculated according to employee working hours
- Monthly allowance, daily allowance, loan/advance and salary increments can be set and performed.
- The history of any employee can be viewed

- Salary comparison can be performed.
- Service Charge collection can be done
- With medical leave, the doctor can approve medical leave for an employee.
- Any salary advance issued to an employee will automatically be deducted from Payroll. The installments for returning the advance can be set.
- Tickets booked for employees for travel can be of two types.
 - Ticket booked by the organization
 - Own Ticket
- The charges for an employee booking his/her own ticket will be deducted from the employee's payroll.
- With Fusion HR accommodation of employees can also be maintained. This system is completely integrated. For example: When an employee is terminated, his/her room automatically becomes vacant.

2.9 Training Features

- Employees under going training can also be managed with Fusion HR.
- A training program can be planned, where the estimated amount of days and the number of trainees can be entered.
- Once the training is complete, the actual data – the actual amount of days and the number of hours per day of the training can be viewed.
- A comparison of the planned and actual can be viewed as a report.