brainsphere

"For a department which is having a personnel touch!"

FactsHCM

FactsHCM has been especially designed to match your quest for the perfect software soluti to keep your information management in contr It also functions as the digital nerve system for your organization. With the enriched cross domain capabilities FactsHCM remains the most sought after HR Solution in the Middle East for various industries.

In an increasingly global market where businesses are developing and evolving to make themselves have an international presence, there is a constant need for software solutions robust enough to cope with many government legislations, complex information, multiple currencies and languages, and which can offer seamless integration and collaborations with multiple platforms such as renowned solutions from Microsoft or SAP.

To be successful in today's competitive business environment, you need more than just managerial vision and excellent staff but a software system which enable you to take accurate informed decisions.

FactsHCM has been especially designed to match your quest for the perfect software solution to keep your information management in control.
It also functions as the digital nerve system for your organization.

With the enriched cross domain capabilities FactsHCM remains the most sought after HR Solution in the Middle East for various industries.

FactsHCM is the complete HR and Payroll Management software that's exactly right for you to effectively manage your Human Resource capital.

Your **Next Gen**
HR & Payroll Software
FactsHCM

Feature Highlights

- Document expiry alerts
- Piece rate payroll calculations
- Loan recovery schedules
- Sales incentive calculations
- Duty rosters / Shift assignments
- Staff Training, plan and track certifications and achievements
- Global Address Book / List integration
- Accommodation management
- Man-power supply & customer billing
- Depended Visa documentations
- Health and Insurance management
- Petty Cash management
- Cross Domain Support Capabilities
- Easily adapts to various payroll processing methods apt for **Logistics**, **Hospitality**, **Healthcare**, **Security, Man Power Supply**, **Retail**, **Trading, Construction**, **Manufacturing** Industries and **Corporate Houses.**

Request a Free Demo
+971 4 3529 915
info@facts.ae

☑ **Everything from Recruitment to Retirement!**
Human Resources are the most vital and strategic asset of every organization. FactsHCM is better equipped to address your most complex HR challenges; it directly takes you to the next step where your investment in human asset is directly managed in the most optimum, efficient and effective manner.

☑ **Employee Self Service Portal**
Employee Self Service (ESS) is a prevalent trend in human resources management that allows an employee to update personal information, leave plans & daily schedules. Its web based interface enable users to access employee information from any location.

☑ **Time and Attendance System Integration**
FactsHCM enables seamless integration with compatible bio-metric/ RFID/ Proximity card based time attendance machines. Invalid attendance data can be regularized for further payroll processing.

☑ **Recruitment Portal**
This feature delivers talent acquisition, assessment of internal or external candidates against role and skill based competencies and qualifications within a robust candidate selection framework.

☑ **Leave Management**
Leave management module offers features on nature of leaves taken, complete employee leave planner ranging from ease-of-use and simplicity to scalability.

☑ **Performance Management**
Designed to align organization's goals, set performance standards such as KRAs and KPIs, and measure employee progress in pursuit of these goals. It includes the functionality for managers and peers to provide feedback to employees through performance reviews.

Wear shoe that Fits you!

WPS Complaint System
- FactsHCM is a complete automated system that generate Wage Protection System Compatible Reports
- FactsHCM provides the list of all the authorized Financial Institutions/ Banks
- FactsHCM can generate SIF files for each bank respectively

Cost Effective Solution
- Get best ROI (Return On Investment) out of the most adaptable and tailor made HR & Payroll software

Rapid Deployment
- Ease to install and setup for the live environment and ensures ease of usage with appropriate menus. Most importantly FactsHCM uses a soothing User Interface for every user

Get Alerts & Reminders
- FactsHCM helps you to schedule your activities by automated notifications about expiring documents and events

Make own Lists & Reports
- FactsHCM empower you with the tools to create your own Lists or Reports

System Integration
- FactsHCM seamlessly integrates with external systems and other renowned ERP solutions
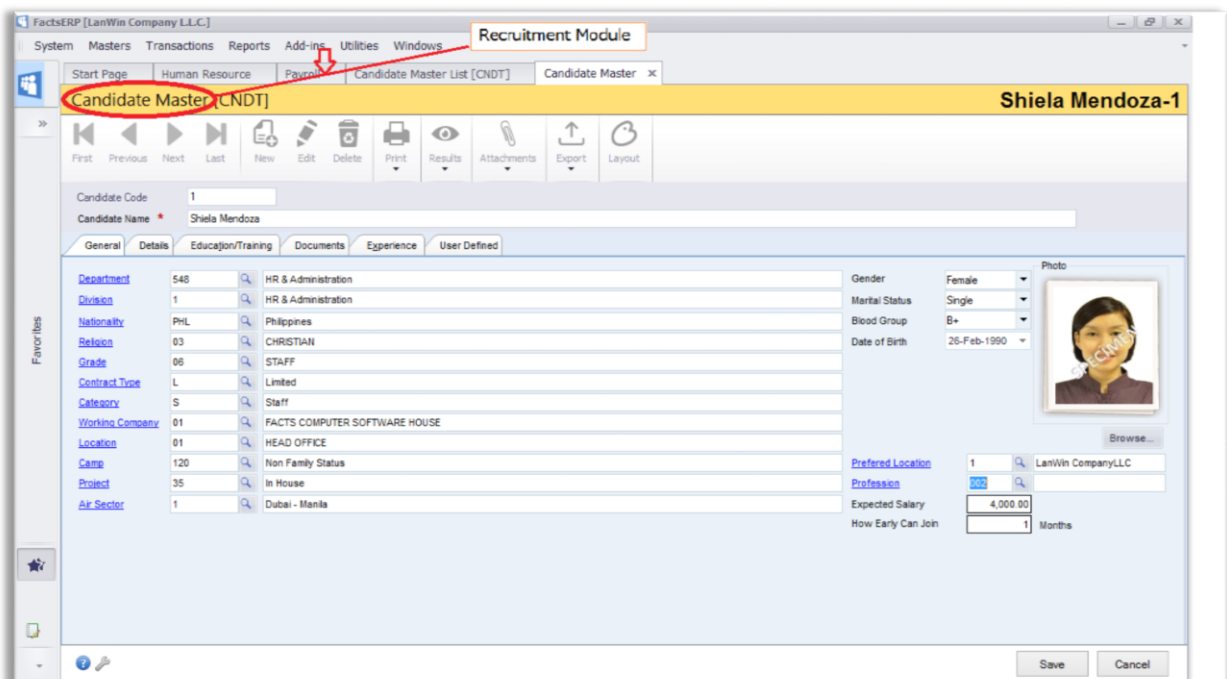
Cloud Enabled
- Take full advantage of being on Cloud as option with FactsHCM

FactsHCM - Salient features

- **Recruitment Module** (direct/on contract/ outsourced employees)
  - Manpower requisition & approval
  - JD creation templates
  - Sourcing process mapping
  - Candidates databank
  - Shortlisting & Interview scheduling
  - Certification pre-requisites tracking
  - Job offer letter templates
  - Offer acceptance tracking

  > **Recruitment module** helps organizations achieve true visibility across the entire talent acquisition process, making it easier to acquire the best talent with optimum turnaround time (TAT). FactsHCM allows you to capture staffing requirements with complete candidate database, selection of potential candidates and offer job and onboard information. This module also enables you to track offer acceptance or rejection, easily generate reports on recruitment cycle, sourcing details and recruitment expenses.

  - Pre- recruit mandatory document validation (passport, visa, education docs, experience certificates)
  - Visa /Medical insurance/ Residence ID status tracking
  - Dependent Medical insurance and Family Status (visa, medical, accommodation, air travel)
  - Grade wise / hierarchy wise benefits or allowances
  - Transfer or relocating employee details and allowances mapping
  - Recruitment cost calculation
  - Candidate sourcing payments (Agencies /online/referrals)
  - Onboard information

# FactsHCM - Salient features

- **Core HR**
    - HR Budget (quarterly or annually)
    - Checklist of mandatory documents post recruit
    - Joining form template
    - Employee registration process (employee ID, work location) and budget updating
    - Probation & confirmation tracking templates
    - Asset receipt & return form templates
    - Company Assets vehicle allotted to employees details (registration, insurance)

    - Publish different types of documents like Letters, Memos or templates as required by HR
    - Leave Management: enables to have clarity on all types of leaves taken/ accrued /balance, employees leave planner (calendar), resuming details, compensatory leave credits and many more.
    - Employee Roster /Shifts Management: Assign duty roster creation / manage shifts
    - Times & Attendance : track employee and time attendance with an integrated Biometric/ card capture device and linked with salary calculation
    - Employee Promotions, department transfers, location transfers tracking
    - Flexibility to generate report with different grouping
    - Group insurance inclusion and exclusions
    - Dependent & Family benefits tracking (medical insurance/ visa/ accommodation/ other allowances such as education for children /furniture/ vehicle maintenance for self- owned
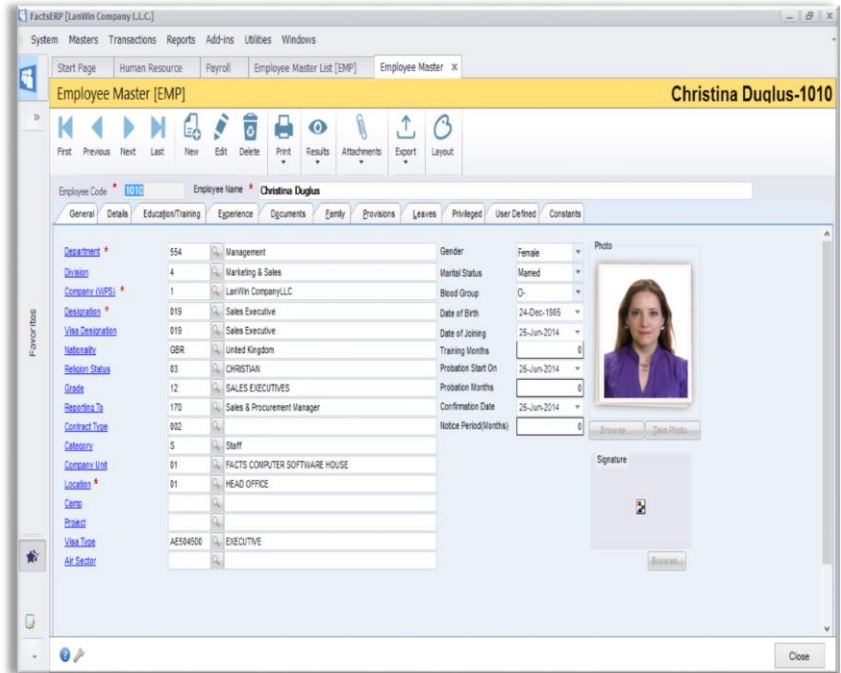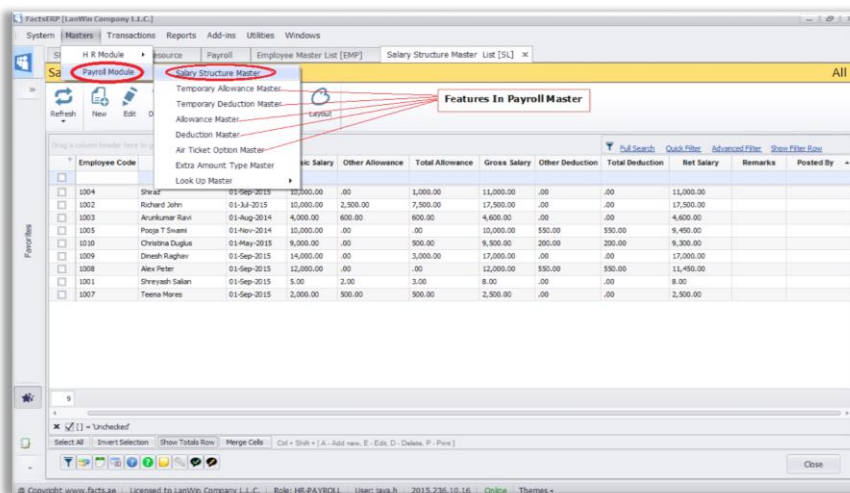
FactsHCM solution understands the needs and challenges of any workforce, the diversity in HR practices, and it allows for adequate exceptions handling. HR module capture distinct pieces of data about the employee through pre-built functions (details, skills, education, training etc.).

FactsHCM - The most comprehensive Payroll Solution
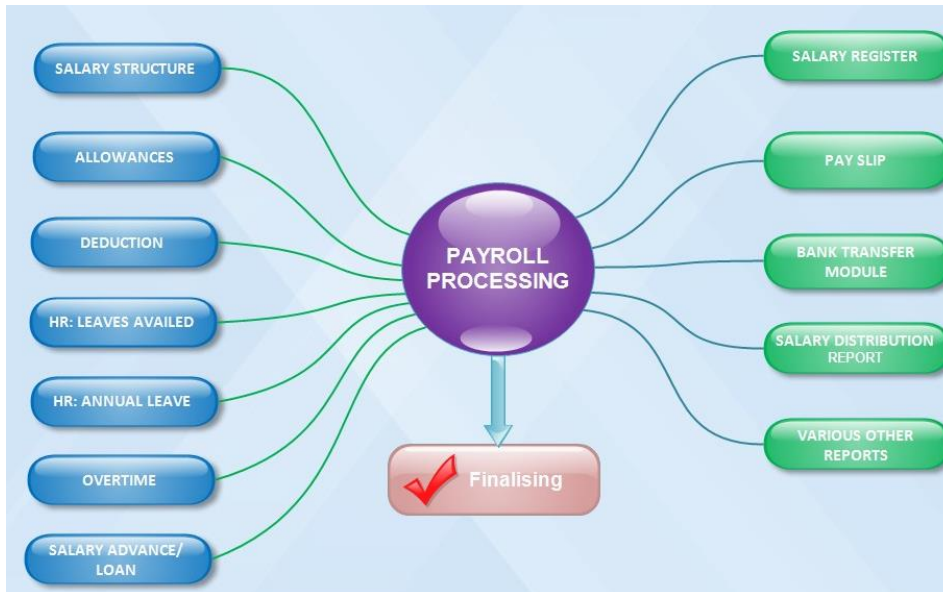
Our payroll solutions are economically scalable whether you have 1 to 100,000 or more employees. Our solution provides business heads with powerful financial and operational metrics allowing them to play an active role in their Human Capital Management. Our Remuneration Planning and Benefits Management capability provides sophisticated salary management, compensation and grading structures, job evaluation and modelling tools.

Payroll Module is packed with functionalities that enable you to comprehensively handle payroll process.

- o Salary Structure Master to capture salary update history
- o Flexibility to revise loan / advance deduction schedules
- o Define Salary Scales / Grades
- o Remuneration calculation for Permanent / Hired / On Contract / Outsourced employees
- o Compliant with all statutory regulations across Middle East
- o WPS Compliant : SIF generation as per the banks
- o Payroll comparison reports

- o Benefits Management; Yearly Allowances/ Bonus/ Increment / Incentive calculations
- o Password protected ZIP file feature for employee payroll bank transfer documents.
- o High confidentiality features to restrict user levels
- o Scheduled disbursement of Leave Salary and Air Ticket entitlements
- o Terminal Settlement, Suspensions and Re-instatements

FactsHCM - Additional Features

- **Employee Self Service (ESS) an online Human Resource Services Gateway**
  - o Employment history / Personal Information
  - o Business Travel Application
  - o Leave application
  - o Online leave approval for Managers
  - o Online vie of pay slip
  - o Overtime application & Compensatory leave request & approvals
  - o Paystubs & other reimbursements
  - o Online appraisals
  - o Salary advances /Loan details
  - o Employee documents upload option available, automated alerts.
  - o Notice Board option in dashboard for official communication with employees

- **Time Attendance System Integration**
  - o Integration with compatible biometric /card systems for attendance/overtime data
  - o Regularize wrong / missing data, on official duty status etc.
  - o Fixed/Periodic shift schedules based on operational needs
  - o Duty rosters / Multi-day shifts/
  - o Project based job allocation shift & attendance tracking

- **Appraisal system**
  - o Define KRA & KPI and achievement tracking
  - o Employee performance monitoring

- **Accommodation Module**
  - o Accommodation Unit Details, Tenancy contract details, facilities management
  - o Check IN/OUT Transactions
  - o Occupancy/ Accommodation utilization Report
  - o Set alert to track Tenancy contract expiry

- **Transportation Module**
  - o Vehicle Master and Maintenance Transactions
  - o Trip Details
  - o Reminders for Registration/ Insurance/ Documents renewals etc.

- **PRO Module**
  - o Maintain and track documents like trade licenses and other certificates of all companies
  - o PRO related expenses management updates and reports.
  - o Visa processing updates/ Medical /Residence ID / Employment visa status tracking

FactsHCM - Meets Your Expectation

- Indigenously developed for ME region by adhering to all MOL rules & regulations
- Salary disbursement reports
- Data Migration Services
- Employee job allocation for precise Job Costing/ Labor Cost calculations
- Duty Roaster for Employees working in shifts with Travel & Logistics/ Hospitality or Healthcare organizations
- Various management, department summary, bank and payroll master reports
- HR MIS reports like Nationality / Attrition Ratio
- Leave entitlements, manage compensations and leave summary reports
- Role based restrictions and access control
- Integration with any compatible third party software systems
- Reports can be exported and viewed in HTML, Excel or PDF format
- Proven implementation methodologies which minimize risk of cost and time overruns
- On the fly customizable listing of reports with most effective search and sort for quick data visibility
- Business Intelligence reports (Charts /Pivot view) can be generated from any list

FactsHCM - More Screen Shots

Startup Screen
Alerts & Reminders - A capsule of information useful to HR team
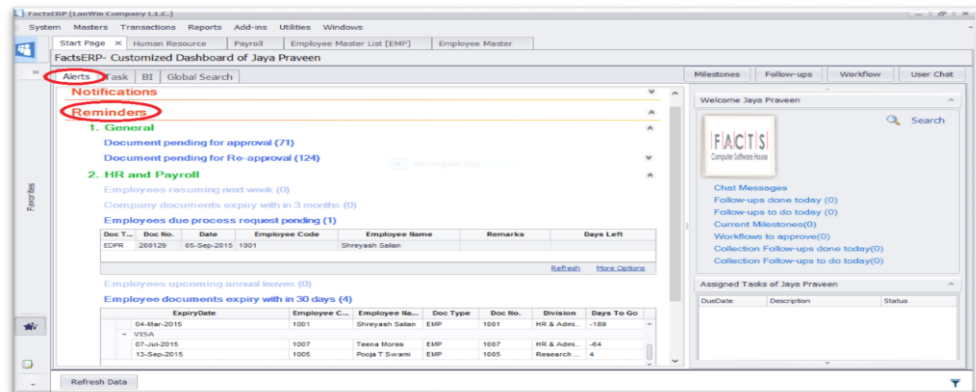
Employee Master List
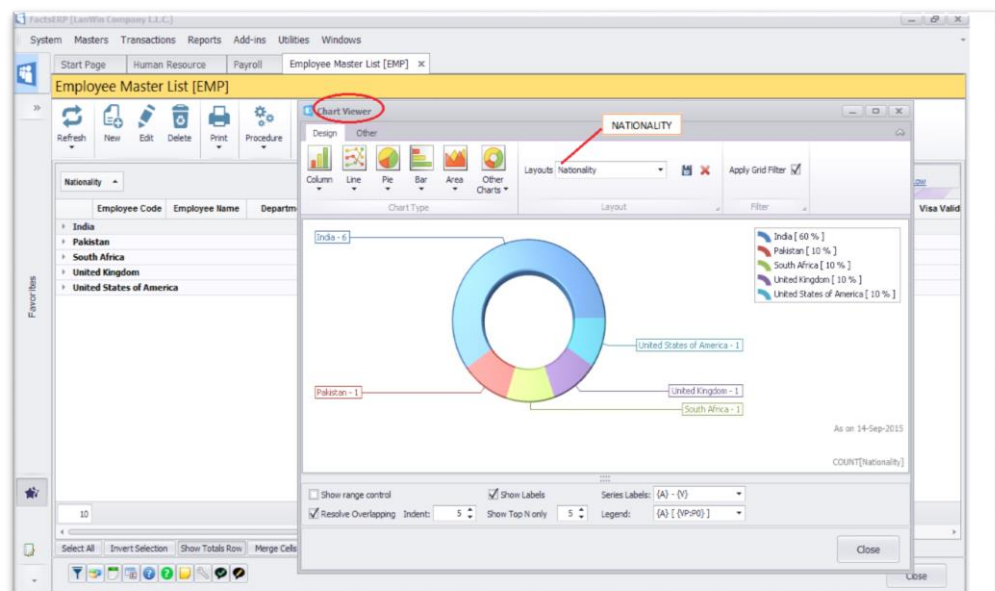Facilitates a bird's eye View of all employees' HR & Personal details
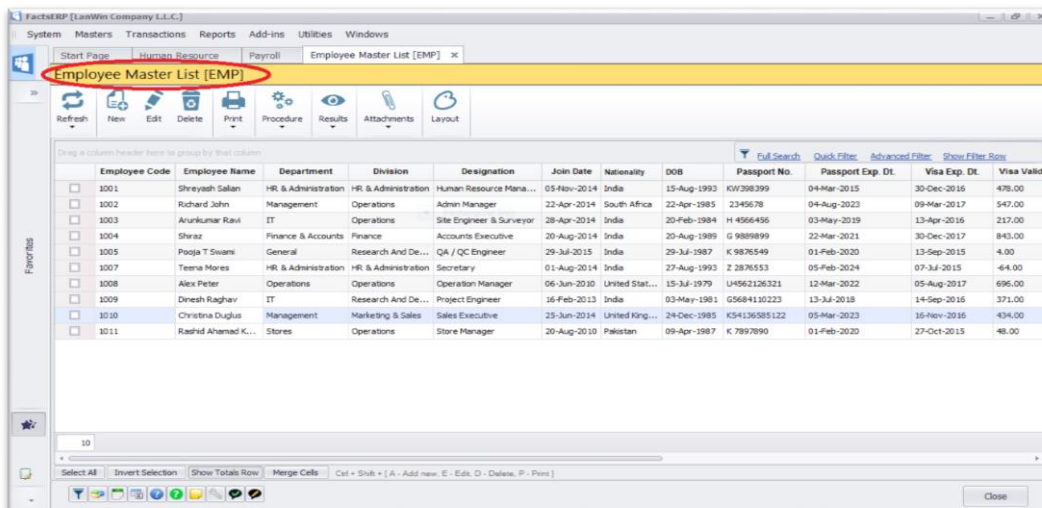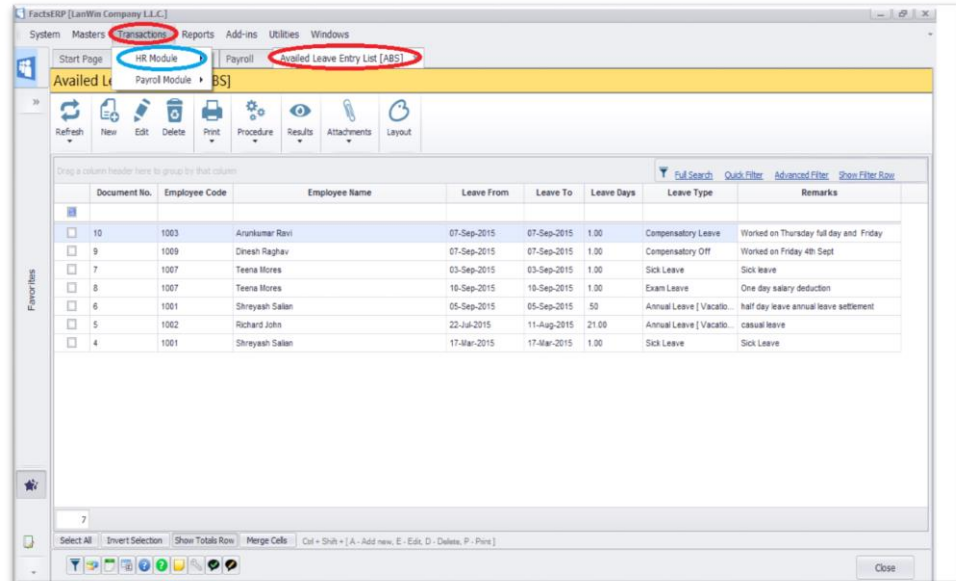

Chart Viewer
Highly searchable & grouping information with just a single click away
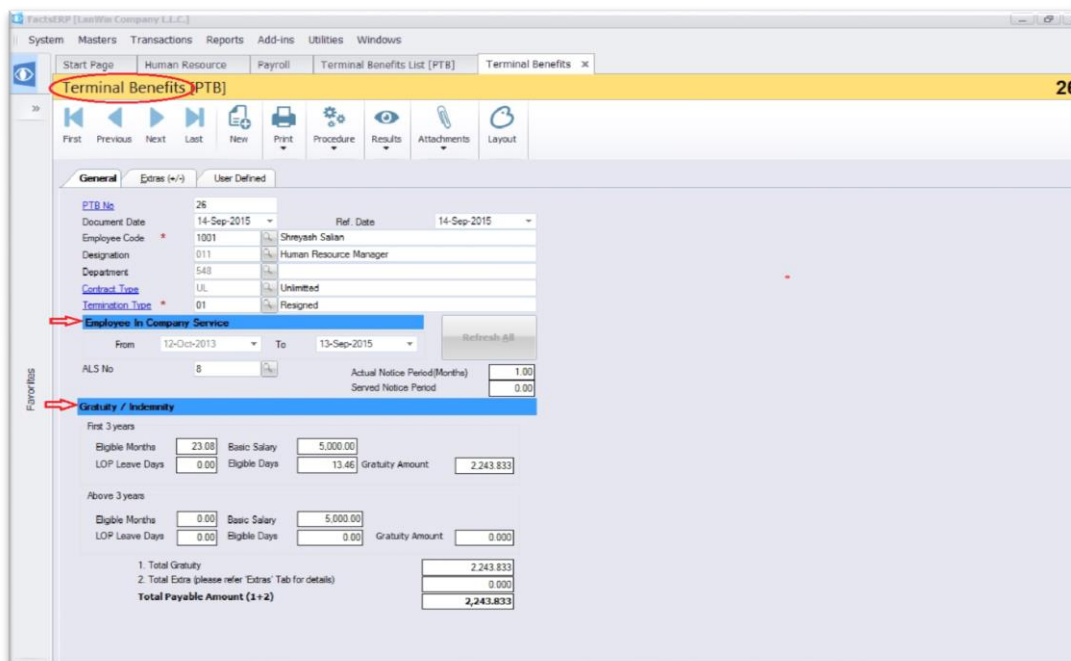
FactsHCM - More Screen Shots

Leave Transactions

Leave management will be easier than ever before as FactsHCM allows to maintain approved leave data information through an extensive set of user-defined parameters available in the application.

Terminal Benefits

Final Settlements or end of service benefits calculations for terminations / resignations as per statutory regulations

Our commitment to you is simple

» Our 'Client Delight' culture will ensure your satisfaction with our service delivery, products and support systems

» We are committed to ensure quality services and products with a continuous improvement strategy

» You can get assured with excellent value for money and a strong return on your investment

» Our highly professional staff possesses deep skill base, ensure great communication with you and sound governance at every level of interaction.

Benefits to your business are delivered through our state of the art technology and development center in Dubai, UAE; and most importantly we deliver what we commit to you on time, in budget.

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FACTS can economically deliver an integrated HR & Payroll software – FactsHCM for large and small organizations, across multiple countries – or provide single service solutions without the expense of an entire ERP system. Where many service providers often try to pigeonhole clients into a specific system, we work with you to identify your exact needs and desired outcomes and select the appropriate services to provide a best fit solution.

Our promise is to help your organization be more successful in how you manage your day to day HR functions from Talent acquisition to Recruitment processes, Onboarding procedures to an effective workflow and maintaining a rich and enable professional network with hassle-free Human Capital Management processes for the betterment of the organization and employees, in a nutshell everything from hire to terminal benefits.

We are the leading provider of HR and Payroll Software, with state of the art development center in UAE, built by domain experts and experienced professionals who adheres to robust technology as well as industrial standards.

FACTS is proud of its Middle East heritage and specializes in delivering services targeted to our region specific customer requirements.