AHALTS

Our Client's Business Sucess is Our Goal

*Action and Business Manaement Platform*

# HR SERP Platform

www.ahalts.com

# Brief Introduction of the Company and its Operations

***Headquarters :*** Jaipur, India

***AHALTS :*** Our Clients' Business Success is Our Goal

## Business Overview:

**We operate with innovation in six major divisions:**

**AI and Micro service Management Platform, HRMS (Human Resource Management System), Action and Business Management Platform, Knowledge & Learning Management Platform, Total Workforce Management (TWM), Services & Productivity Solutions**

# AT AHALTS,

we envision a future where technology and human resources seamlessly converge to redefine business management.  Through collaboration with our partners and the dedication of our team, we aim to deliver unparalleled, innovative solutions that justify a premium investment. Our goal is to set new standards in HR technology, offering unmatched value and empowering businesses worldwide to excel in an evolving marketplace.

**ARUN PURI**

FOUNDER & CEO

# WHAT DIFFERENTIATE US -

| | |
|---|---|
| **Microservices:** Issues with data control and integration, integrated AI and collaboration | **AHALTS Solution:** Multitenant architecture with hybrid data control, virtual identity, and robust MFA, Face Recognition and AI |
| **HR Solutions:** Created in silos, leading to inefficiencies. | **AHALTS Solution:** Integrated HRMS built on AI and microservices, automating most HR tasks. |
| **Strategic Talent:** SMEs and large organizations struggle with strategic alignment and efficiency. | **AHALTS Solution:** RDRMM-based platform providing strategic guidance and efficient communication. |
| **LMS Platforms:** Inefficient and costly in high attrition environments. | **AHALTS Solution:** Adaptive LMS linking training to job-specific tasks, minimizing recruitment-to-floor time. |

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# OFFERINGS

### AI & Microservice Platform

- SSO
- MFA
- PAM
- API Access Management
- Life Cycle Management
- Biometric & Access Control Devices
- IIOT
- Facial Recognition (API & SDK)

### HR Management System

- HRIS
- Cognitive shifts
- Onboarding
- Offboarding
- Payroll & Expense Attendance Management
- Leave Management

### Action & Business Management

- Strategic planning
- Goal settings
- Dynamic role management
- Real-time notification & reminder
- Project Management
- Performance Management

### Learning & Knowledge Management

- AI - Wiki (Powered by Saarthi)
- My Guide
- Interactive Learning Modules
- Certifications Reporting & Analytics
- Seamless User Experience

### Total Workforce Management

- TipTop Mobile App
- Effortless Onboarding
- Time & Task Management
- Leave Management
- Task & Activity Management
- Project Monitoring

### Solution & Services

- Virtual HR Services
- Outsourcing Time & Attendance
- Outsourcing Payroll
- TipTop MESS Mail
- TipTop (DMS Drive)
- TipTop Manager
- Custom ERP & Integration

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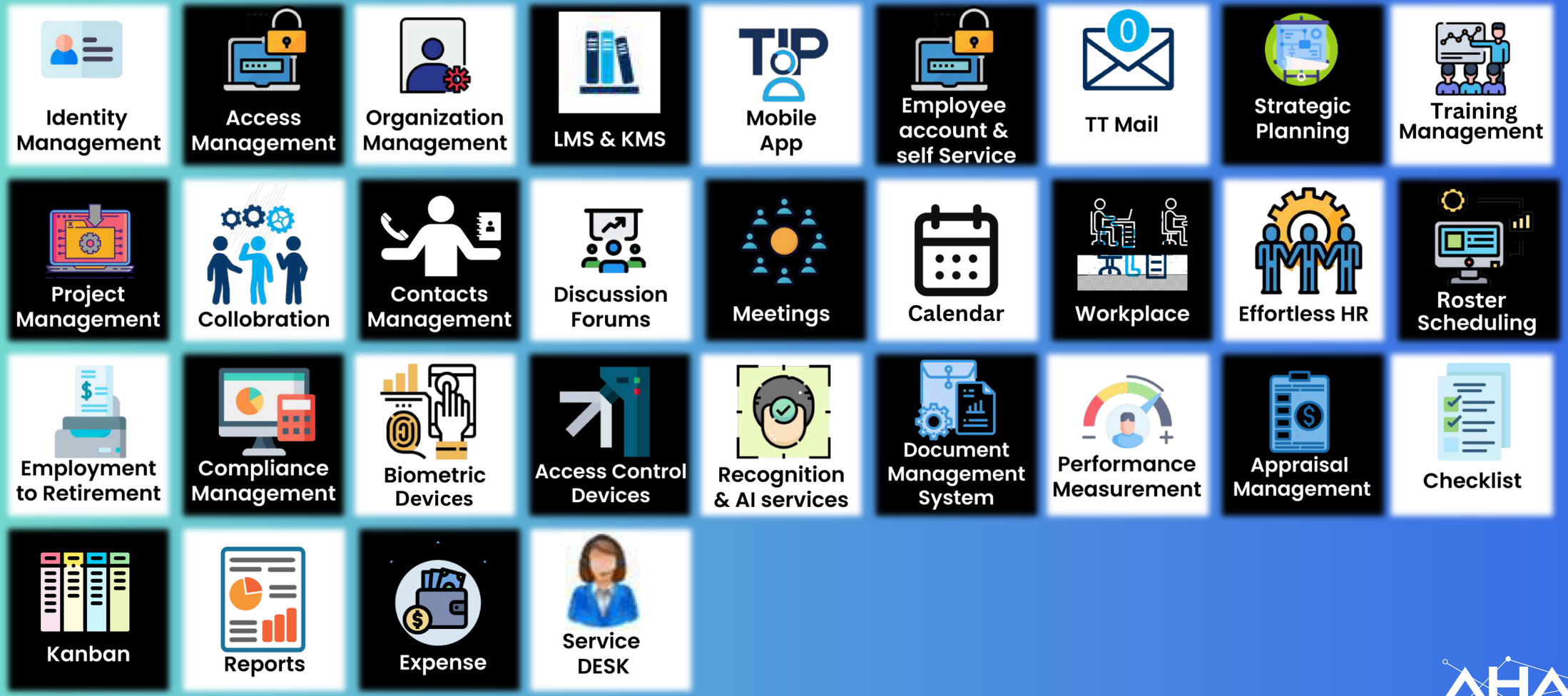
# THE OPERATING SYSTEM FOR BUSINESS

**AHALTS has everything you need to boost your revenue, to step up productivity , and manage all day-to-day activities.**

**As a whole AHALTS would serve as your one-stop ERP Ecosystem**

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# Action and Business Management Platform

- Built on the patented Risk Distributed Resource Management Model (RDRMM), which hedges against business cycle collapse and ensures risk management for each business action.
- OGM Planner - Goal, Vision, and Mission Planning and integration with Strategy
- Strategy Planning and Execution
- BSC Perspectives and Scorecards
- Workflow and Routing
- Dynamic Rule Engine
- Real-Time Notification and Reminders
- Resource and Assets Management
- Project Management and Integration with Kanban Board
- Robust Activity Management; Tasks, Checklist, Milestones.
- Complaint Management
- Training Management
- Performance Management
- Reports and Dashboards
- Integration with AI & Microservice Platform, HRMS, Communication, Workspace, Calendar, Delegation Engine, Knowledge Management System

# Mechanism

Stage - 1

**01**

**Organization Chart**

Multi Dimension Identities Unit- Regions- Designation- Virtual work identities- users

Stage - 2

**02**

**Register Assests**

User AHALTS Services to register assists and resources with tracking services and IOT integration

Stage - 3

**03**

**Make Goals and Strategies**

Using our OGM engine create a strategy map defining activities roles responsibility using AI and object modulation

Stage - 4

**04**

**Convert Goals into Operations and activities**

Create task - Projects Milestones - tickets

DELEGATION ENGINE

5TH GENERATION WORK LOAD BALANCER ANALYTICS & AI

ASSET MANAGEMENT IOT PERFORMANCE INTEGRATION

KMS

HRMS Cognitive Roster & Compliance

CPM KPI & KRA

Activity Grade & Skills

Activity Time , Duration & Location

Efficiency & Quality

Employee Grade & Skills

Employee Roaster & Location

Efficiency & Quality

LMS

AHALTS IOT

Workspace

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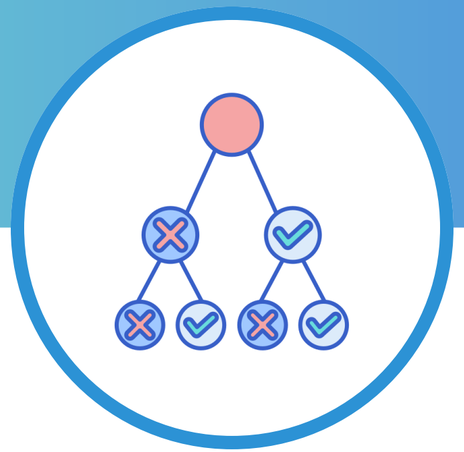
# OGM Planner

- Define and Plan Organization Goals, Vision, and Mission in SMART Templates in AI-built KMS
- Delegated work to the right skill, right grade, and right location at the right time with a balance of activity, position, and employee grade to optimize cost.

# Strategy Planning and Execution

## STRATEGY MAP

- Graphical depiction of the organization's strategy
- Cause-and-Effect Relationships with Strategy and Goals
- Align strategic objectives with key performance indicators (KPIs).



## STRATEGY TREE

- Hierarchical structuring of goals and actions.
- Akin to a decision tree.
- Easy to plan and execute strategies effectively

## STRATEGY PLANNING

- Goal Setting
- Vision and Mission Statement
- Strategy Initiatives Planning
- Resource Allocation
- Monitoring and Compliance
- Risk Management Planning

## STRATEGY EXECUTION

- Clear Assignment and Accountability
- Clear Communication
- Integrate with Action and BPM to execute strategies
- Monitored KPI Score

# BSC Perspectives and Scorecards

Utilize strategy maps that outline business goals within customized or Balanced Scorecard (BSC) perspectives; financial, customer, internal processes, and learning and growth.

# Workflow and Routing

**Challenges:-**

- Do You have any Work planning tool that aligns all work activity with a single strategy?
- Are your work integrated with resources, cost, and time factors?
- Can you financially quantify your work?

- Features:-

1. Elaborate Template Defining and Planning resource requirements based on work.
2. Unlimited / Dynamic Categorization ( Transforming / Transform) of Resource in Company Resource Pool.
3. Defining Resource Delegation and Accountability based on resource transfer from one user to another as per operational need.
4. Analytical Tool defining actual time and resource needs based on workload and tracking available resources.
5. Identifies the skills and competencies required for a project and provides automated job requisition integration.

**How It Benefits Your Organization**

- Easy planning tool.
- Build on RACI methodology.
- Quantify Projects based on time and cost and helps management in designing budgets.
- Easy resource transfer and tracking.

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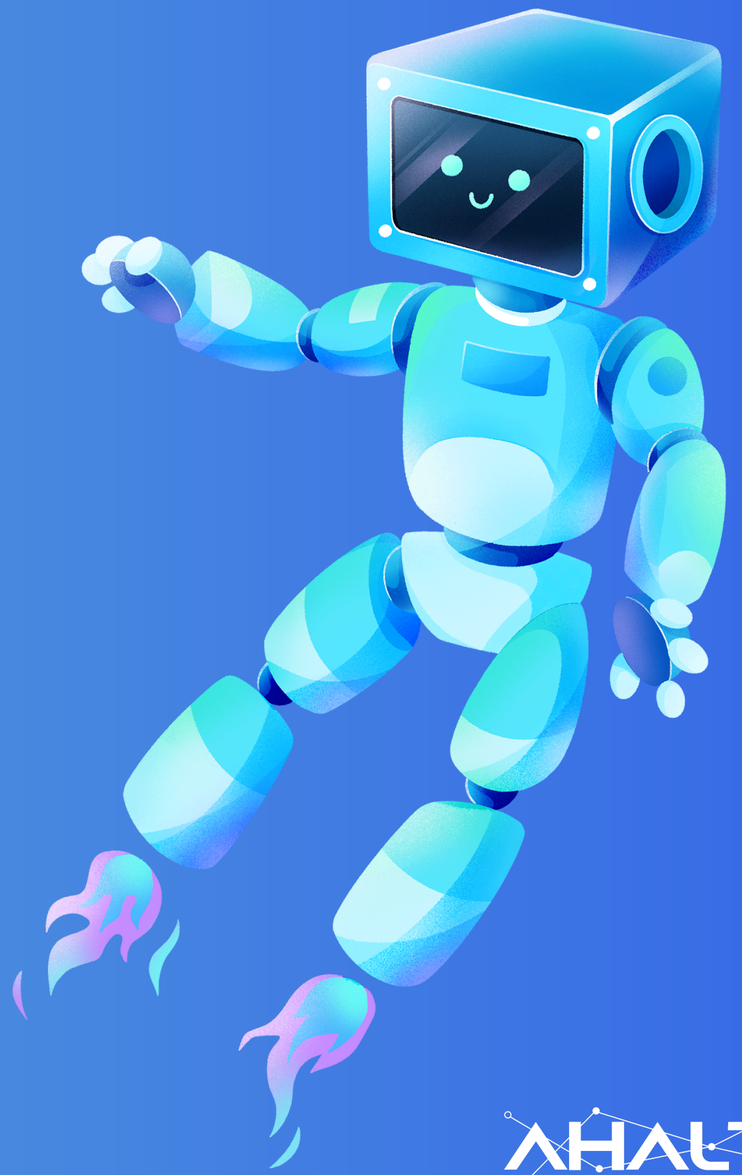
# Dynamic Rule Engine

- Auto Delegation
- Auto Forward
- Forced Attendance with Daily Tasks
- Forced Attendance with Handover
- Forced Activity to complete only after report submission
- Dynamic Rule Library in Activity Management



# Resources Management

**Create, Define, Assign, Track and integration resources**

## RESOURCE CATEGORY & GROUP

01

-Create Resource categories & groups based on different types

-Define Specification - Name Library

## RESOURCE LIBRARY

02

-Define Purchase details, Depreciation
-Resource life
-Barcode -Resource ID
-Resource Location
-Resource Pooling
-Resource Image
-Resource Lifecycle management

## RESOURCE ALLOCATION

03

-Resource Transfer
-Resource Track
-Resource
-Accountability

## RESOURCE INTEGRATION

04

-Resource Checklist
-Integration with activity management
-integration with HRMS
-Integration with KMS & LMS
-Integration with AI & Microservice Platform

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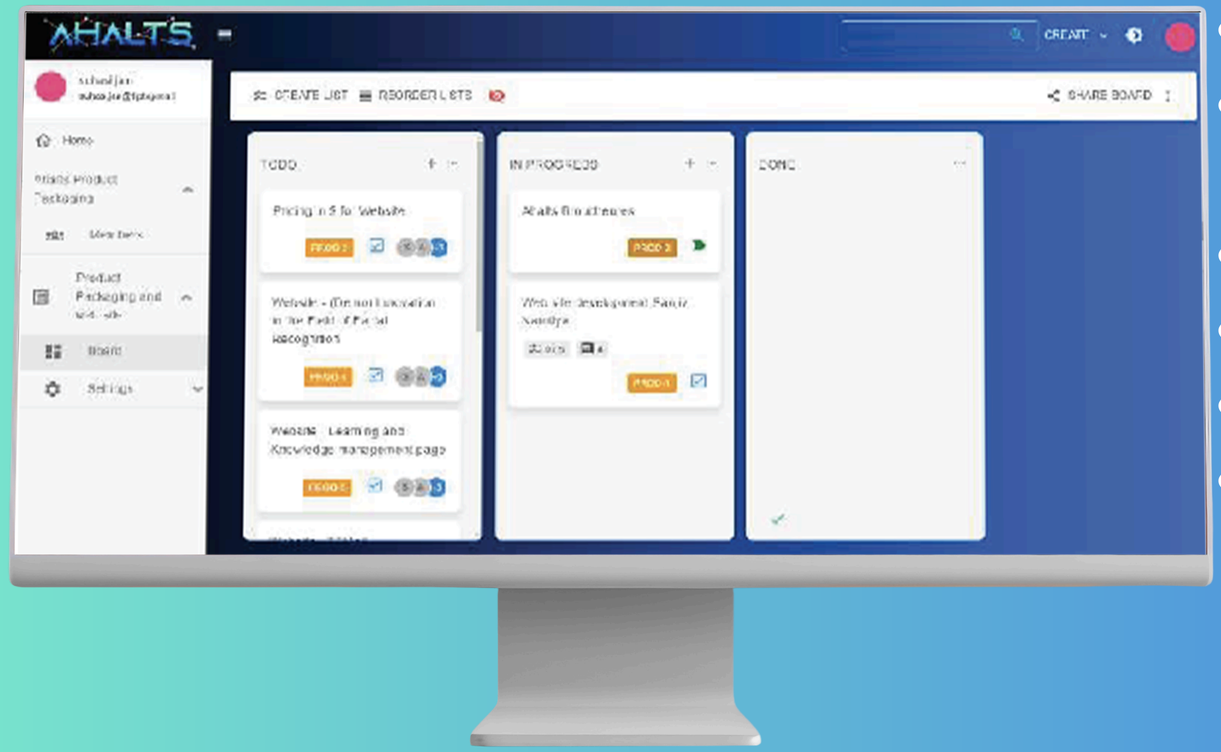
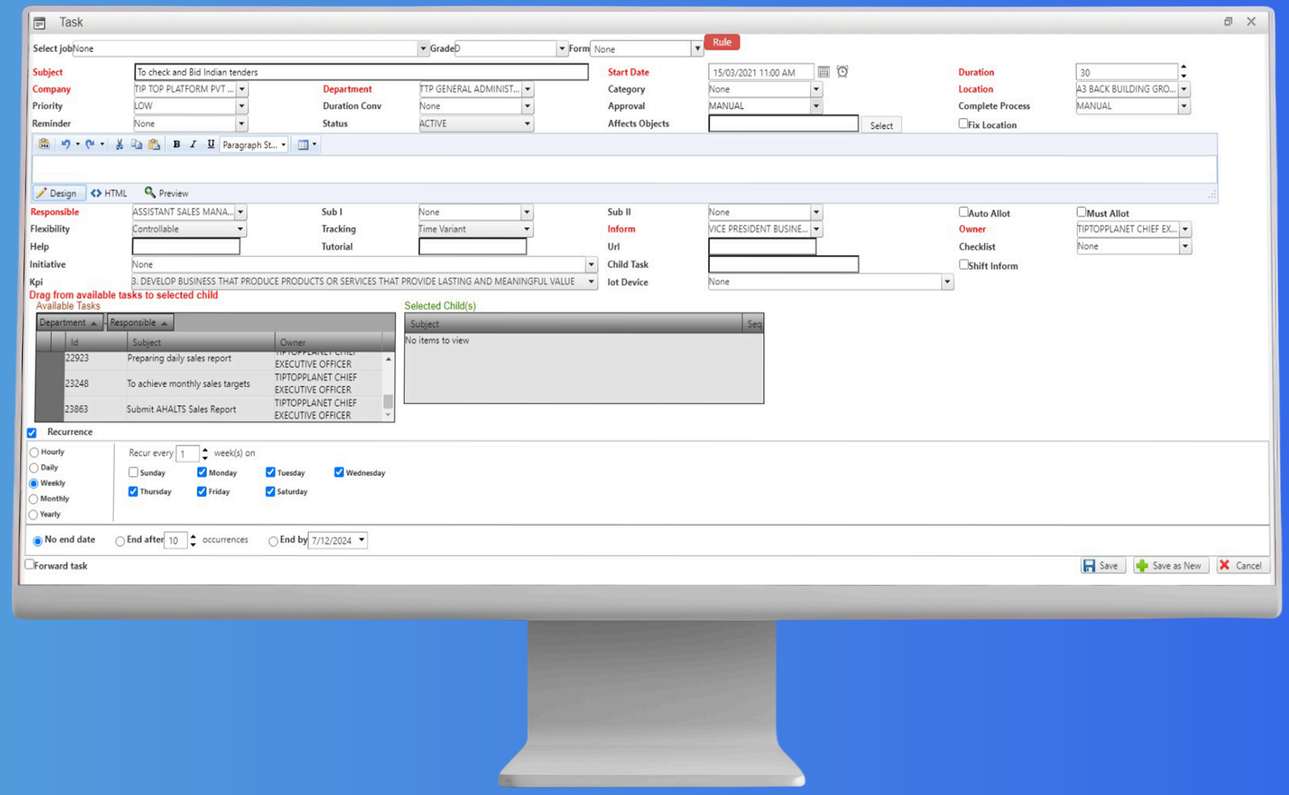
# *Project Management and Integration with Kanban Board*




- Create Project Deadlines
- Integrate Resources, Tasks, Checklists, Data Forms
- Integrate with KPI for Performance tracking
- Team Collaboration
- Integrate with Employee Performance
- Integrate with the Kanban Board for quick management and communication with the Team

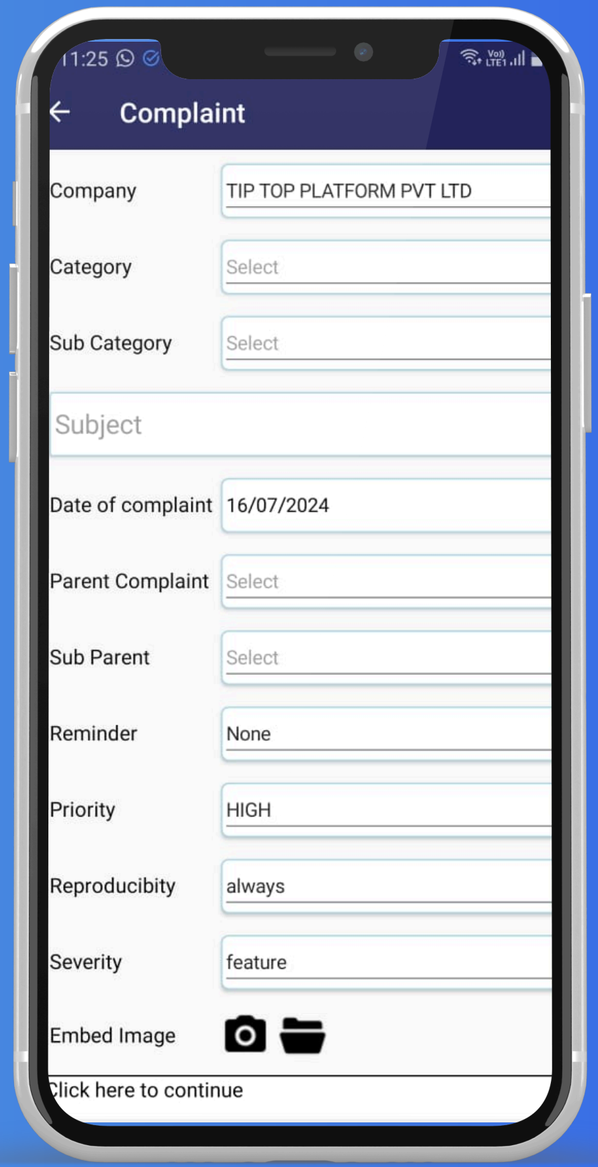
# *Robust Activity Management; Tasks, Checklist, Milestones.*

- Task Lifecycle Management
- Task Scheduling and Recurrence
- Inbuilt RACI methodology for clear accountability
- Dynamic Rule Assign with Integration of compliance on attendance punching
- Task integration with Forms, Reports, and checklist
- Task parameters like; time-variant, time-invariant, Auto allot, Must Allot, Delegation Hierarchy,etc
- Integrate with Strategy Map and KPI for tracking overall performance
- Task Scoring based on Efficiency, Duration, Quality, and reporting
- Checklist can integrate resources and Location
- Work Checklist – Systematic Work Sequence listed for detailed operation and monitoring
- Job Checklist – Consolidated Job Skills and Competencies to create organic Job Description
- Milestones – Combination of Tasks, Checklist

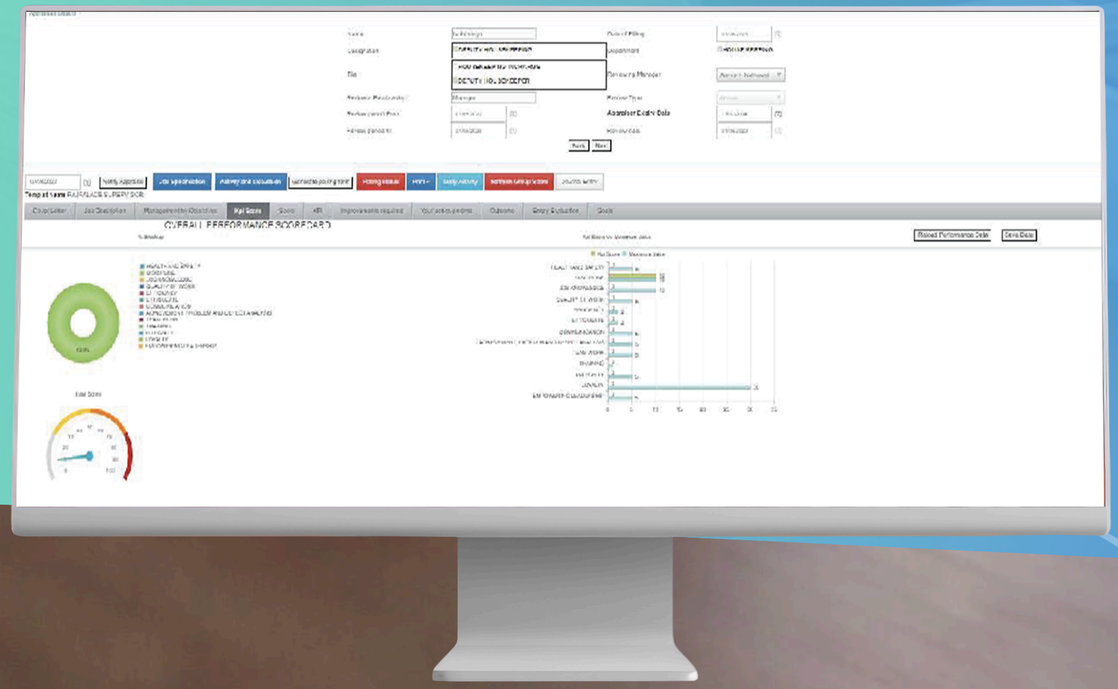


# Complaint Management

- Create unlimited Complaints Categories
- Inbuilt RACI Methodology for clear accountability
- Map Team to complaints Category for communication
- Quick complaint filled with images and detailed message
- Track and monitor complaints
- Close and Approve Complaints
- Complaint Analytics and Dashboards
- Complaint Scorecard
- Integrated with KMS for knowledge graduation and FAQ building



# *Performance Management*



- Dynamic Appraisal Templates
- Integrate KPI and Set Management Objectives
- Set you-know appraisal questions
- Inbuilt library of various Appraisal methods
- Comprehensive Performance Scorecard of employee entire period lifecycle
- Auto-generate achievements and need improvements in KPI
- Integrated with KMS to build an Employee Goal Page for next year's targets
- Inbuilt Increment Tool based on performance Score and Company Benchmark
- Auto Open Training needed for improvements
- Helps in talent assessment and succession planning

# AHALTS Customer Support

Support Via Chat, Email, and Call.
Engage, respond to consumer questions, fix product problems, improve the customer experience, and cultivate connections

# Contact Us

We believe this Solution will be a game changer for your clients, providing them with the tools needed to enhance their HR operation and focus on their core business activities.

We would love to discuss this opportunity with you in more detail.

For any queries, pls contact us: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