



# Smart City

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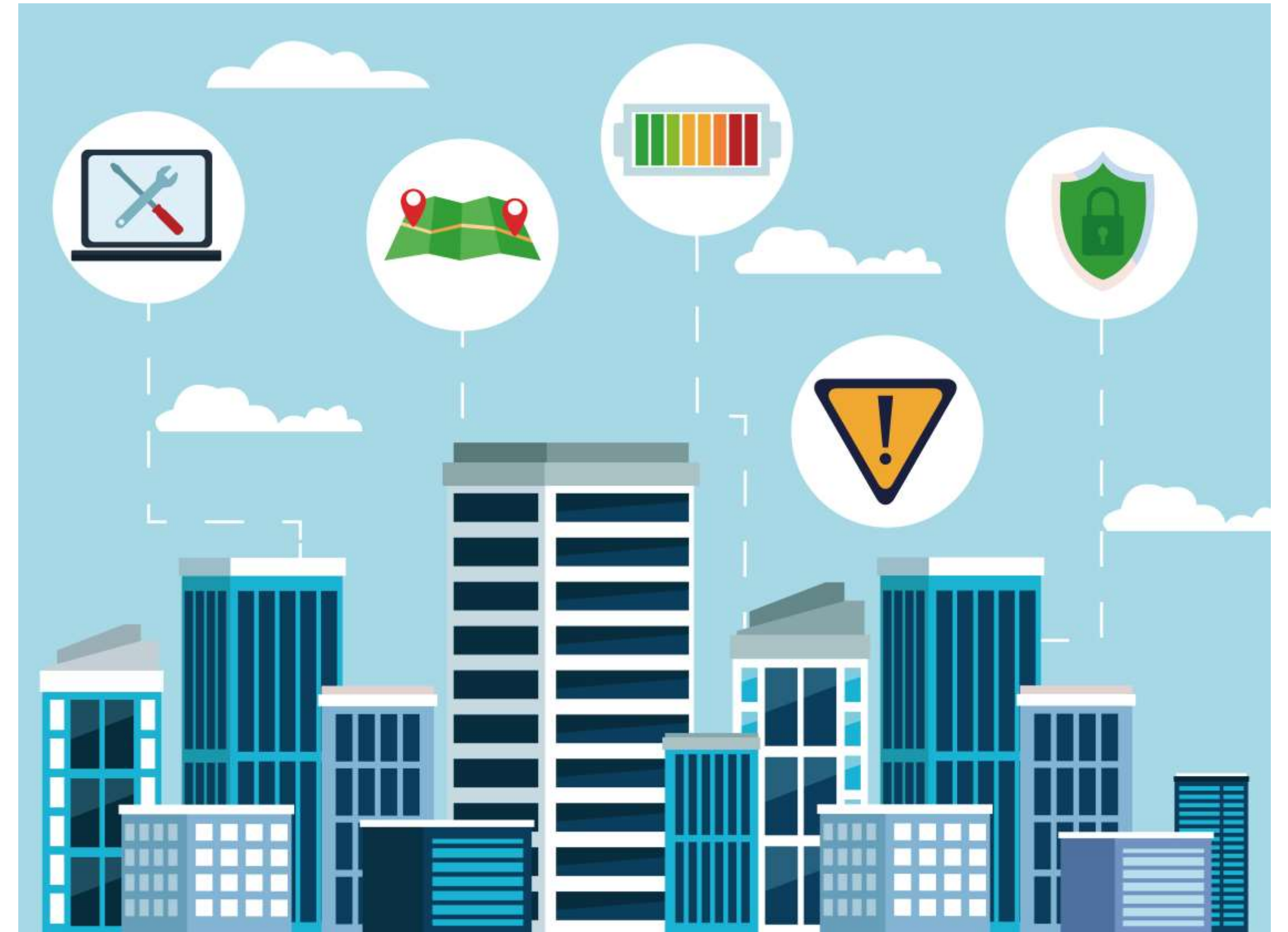
**" Tiptop Smart Cities that connect people with the IOT and offer visibility into real-time city data for improving mobility, connectivity and Safety Services"**



# TipTop Smart City Solution

## We propose a five step solution:

1. Identity and access management (**IAM**)
2. Privileged access management (**PAM**)
3. Organize Information ( Group and move information to **TTKMS**)
4. Analyze Information ( Using our Patent **utility Engine** )
5. Process the Information ( Using our **Tiptop Manager** )
6. Track performance and results ( Using **TipTop Point**)



Empowers emergency first responders to securely communicate and collaborate within and across government and non-government agencies

- Allows field personnel critical access to a complete view of timely information from remote locations
- Enables real-time analysis and resource allocation through spatial analysis and visualization
- Provides seamless integration of scattered, heterogeneous data

Today's government agencies are challenged to build a secure information-sharing and collaboration environment that

- Allows for secure, collaborative communication for a rapid coordinated response during emergency situations.
- Enables Web-based, remote instant messaging and awareness among all multiple members of the emergency response team.
- Leverages existing systems to maximize inter operate ability and prior IT investments.
- Can be developed within the strict budget restraints common in today's public sector environment.
- Help drive improved time to value and reduced costs.

To help government organizations solve today's safety and security challenges we provide government organizations with a fully integrated emergency response solution that

- Enables advanced communication and real-time collaboration across first response teams.
- Provides fully integrated incident management and location mapping capabilities.
- Offers multi-platform support for Web-based and remote communications.
- Allows public safety personnel and first responders to make rapid, fully informed decisions in emergency situations.
- Helps broadcast mass communication among citizens and agencies.

TipTop Smart City Solutions for public safety helps governments speed response to emergency situations by providing

- Integrated communication, collaboration and Knowledge Management services to quickly share information anytime, anywhere — from across government agencies and private organizations.
- Fully integrated reporting and tracking of incidents to give first responders a complete view of developing situations.
- Enable information sharing, situational analysis, and advanced communication

# Smart City - IT unification common application solutions

- Authentication
- Authorization
- Communication
- Collaboration
- Strategic Planning
- Role Management
- Rule Management
- Notification and Reminders
- Time Management
- Location Awareness Services
- Meetings
- Calendar
- Organizational Hierarchy (Chart)
- Document Management System (DMS)
- Content Management System (CMS)
- Knowledge Management System (KMS)
- Broadcasting
- Business Model Simulator (BMS)
- Database Management
- Project Management
- Resource and Asset Management
- Checklist
- CV Builder
- Job Posting and search
- Workforce Management (On boarding and off boarding)
- Employee account and Self service
- Workspace
- Payroll and Salaries
- Training Management
- Appraisal Management
- Contacts Management
- Customer Management
- Supplier Management
- Compliance Management
- Discussion Forums
- Performance Measurement
- Key Performance Indicator (KPI)
- Key Result Area (KRA)
- Key Trigger Switches (KTS)
- Workflow and Routing
- Delegation and Work Execution
- House Keeping
- Maintenance
- Social Intranet
- Reports and Analytics

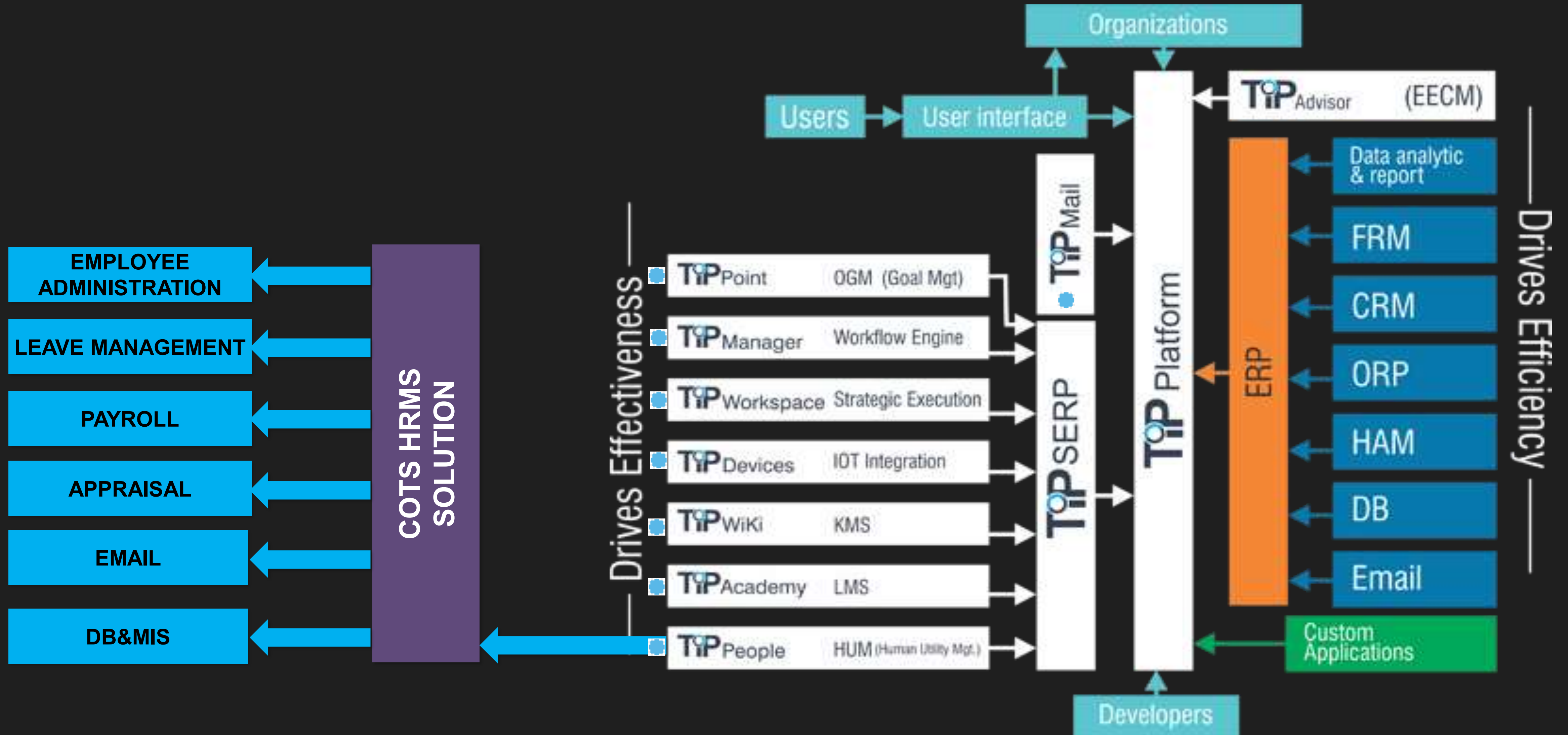
# TipTop Platform providing Technology unification framework with core services

- Technology Unification Platform
- API Integration Pipeline
- User and Group Management Pipeline
- License Management Pipeline (With market place to bundle and create your own application using multiple applications or API)
- Business user and group management pipelines
- Application Development and Management Pipeline
- Object Pipeline (neural pipelines used for AI)
- Authentication Pipeline (“Single Sign On” (SSO))
- Authorization Pipeline
- Communication and Collaboration Pipelines
- Time engine / Location Awareness Pipelines
- Object and AI Pipelines
- IOT and Device Management Pipelines
- Resource Engine
- Communication and Collaboration Engine (TipTop Mail)
- Notification Engine
- Information and Knowledge Engine
- Organization Goal Management (OGM) Engine
- Corporate Performance Measurement (CPM) Engine
- Virtual Business Model Simulator Engine
- Role Engine
- Scheduling Engine
- Delegation Engine
- Workflow Engine
- Rule Engine (IFTT)
- Analytics Engine
- External Environment Customer Management (EECM) Engine



# Presenting "TipTop" Solution Architecture

## SERVICE EFFECTIVENESS RESOURCE PLANNING SOLUTION



# Features You Need, Build Right In, Ready to run day one...

| <br>Goal Management   | <br>Workflow Engine  | <br>Strategic Execution  | <br>1-Click Boarding /off Boarding  | <br>Human Utility Mgt.   | <br>Knowledge Management   | <br>Tiptop Academy  |
|--|---|--|--|---|---|--|
| <ul style="list-style-type: none"> <li>• Goal Mapping Simulator</li> <li>• Strategy Mapping</li> <li>• Resource Planning Tool (RPT)</li> <li>• Create Balance Score Card Rather Than Financial Balance Sheet.</li> </ul> | <ul style="list-style-type: none"> <li>• Strategy Execution</li> <li>• Time Management and Scheduling</li> <li>• Incident Management</li> <li>• Projects</li> <li>• Internet of Things (IOT)</li> <li>• Milestones</li> <li>• Tasks</li> <li>• Checklist</li> <li>• KPI, KRA and KTS</li> </ul> <p>The module is linked to Communication, OGM and HUM modules and hence no separate tools are required.</p> | <ul style="list-style-type: none"> <li>• ORM Work space - "Work Anywhere Anytime" app</li> <li>• Reports, communication, discussion- all at one place</li> <li>• User defined rules help create individual work space</li> <li>• Scheduling and scoring feature is one of its kind ever featured</li> <li>• Meetings</li> <li>• Initiatives</li> <li>• Delegation engine</li> <li>• Rule engine</li> <li>• Activity engine.</li> </ul> | <ul style="list-style-type: none"> <li>• The account opens as you link an employee to company and the account closes as you delink</li> <li>• Auto mailbox opening and closing as an account is opened or closed on platform</li> <li>• No IT knowledge is required to open or close the account.</li> </ul> | <ul style="list-style-type: none"> <li>• Create realistic Job descriptions referring to Utility index.</li> <li>• Single Window To Manage and Adminstrate Employee</li> <li>• Worker Activity monitor and performance Dashboard</li> <li>• Performance appraisal using 16 inbuilt parameters</li> <li>• HR of knowledge score, activity score and communication score directly linked to Promotions, Increments and Incentives</li> <li>• Realistic Succession Planning based on Skill, Competencies, Resource, Cost Mapping</li> <li>• Time attendance management with roaster PTO enabled.</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge Bank</li> <li>• Information portal</li> <li>• CMS</li> <li>• Version control</li> <li>• Collaboration</li> <li>• Bulletins/ Blogs</li> <li>• User pages</li> <li>• Book binders</li> <li>• Utility engine which helps create vision, mission, strategies, actions, training, store procedures, policies</li> <li>• guide of the entire business and is the backbone of risk management and succession planning.</li> </ul> | <ul style="list-style-type: none"> <li>• Easy Learning administration on Centralized Knowledge Base</li> <li>• Easy Schedule, manage and track all types of learning activities</li> <li>• Easily administer registrations, bulk enrollments, and Trainer assignments with report on training hours, course progress, course completion and scores, and more</li> <li>• Email reminders</li> <li>• Language Supports.</li> </ul> |

## Challenges :-

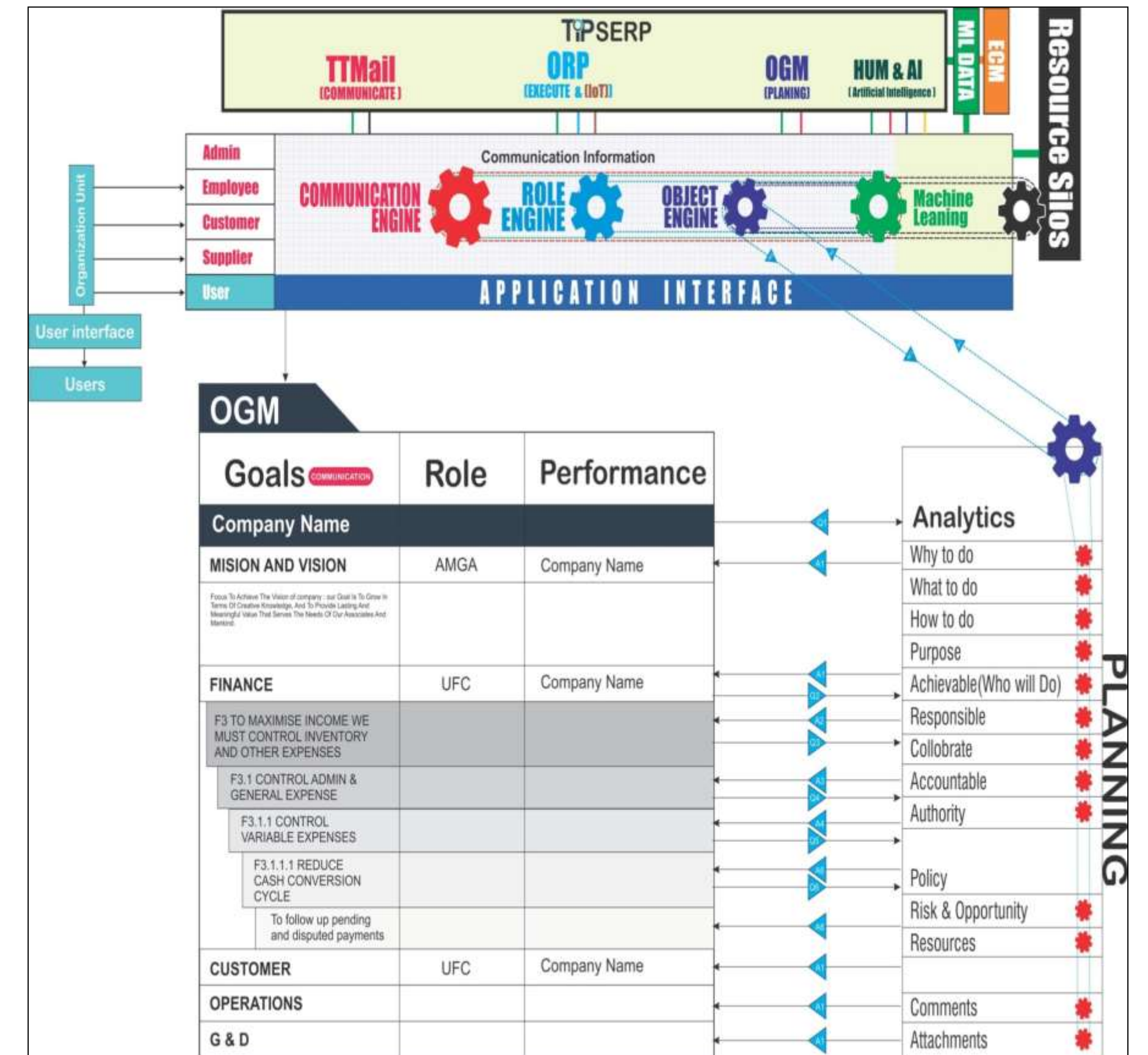
- Is your organization goal, mission and vision are aligned with work?
- Is your employee knows what his/ her contribution in achieving organization goals and what is his/ her progress chart?
- Do you have workflows defining work routing?

## TTP OGM (Organization Goal Management) Features...

1. Dynamic **Goal Setting templates** for building organization strategy.
2. **Tree or Map View** on Org. Strategy and **Organization Chart** With View.
3. Defines organizational units including their **physical location**. Functional & Administrative areas of the organization can be represented by Location.
4. Organizational models inbuilt **Workflows**.
5. **Single Click Capability** for the org-chart at all levels (to change the structure, to transfer employees, etc.)
6. **Role based access** to the org chart.
7. **Exports organizational structure** to other applications.

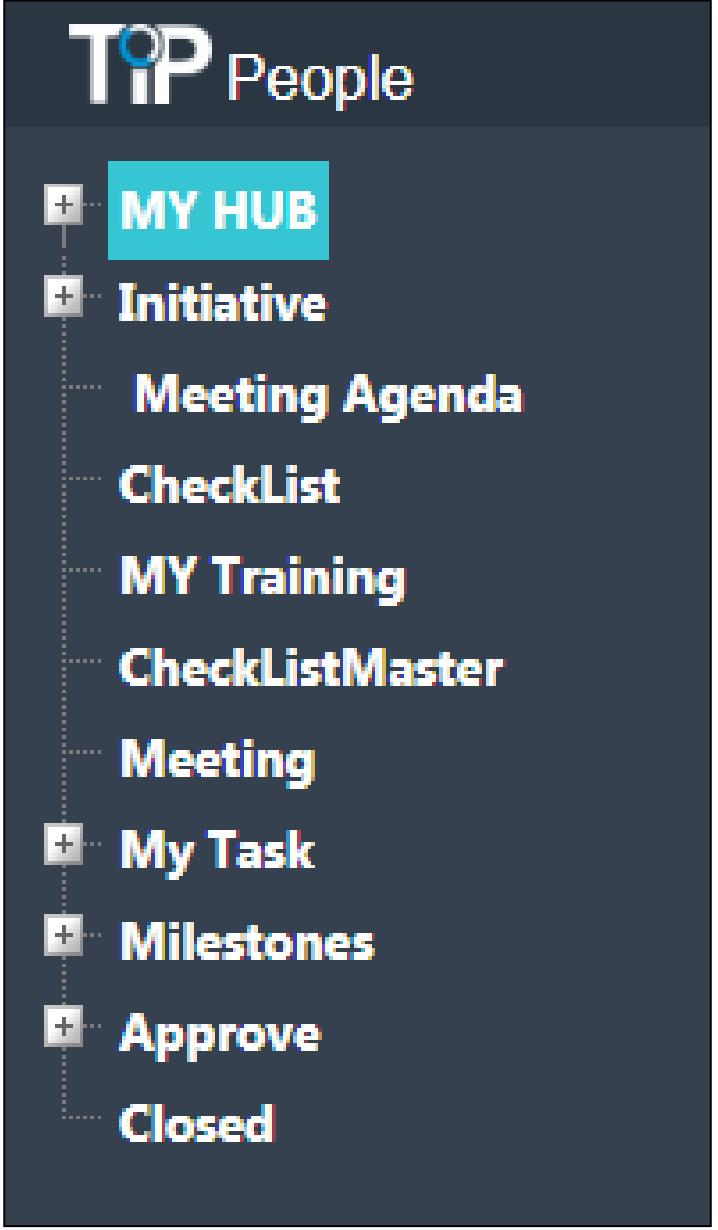
## How It Benefits Your Organization :-

- ✓ Can integrate your current goal and build a robust strategy map show/ divide the entire Organization Goal into Objectives, Initiatives, Tasks, Checklist and Activities and align each and every person based on RACI matrix. (Responsible, Accountable, Consulted, and Informed).
- ✓ Channelize Work into Systematic Workflows giving step wise routing with time, resources and cost factors.
- ✓ Gives Actual Performance Scorecard and goal achievement progress of Organization and Employee based on real time KPI/ KRAs.
- ✓ KPI/ KRAs Can be integrated with current.



## Challenges :-

- Is your work implemented based on your goal strategy?
- Can you monitor your org. work progress real time?
- Are you able to manage, schedule and control all work through single window?
- Do you have any mechanism where your management got notified about any delay or issues happening at workstations on real time?
- How much time consume daily of your managers to assign, delegate the work to subordinates?



**TIPSERP**

TTMail (COMMUNICATE) | ORP (EXECUTE & IOT) | OGM (PLANNING) | HUMAN & AI (Artificial Intelligence) | ML DATA | ECM

Communication Information

COMMUNICATION ENGINE | ROLE ENGINE | OBJECT ENGINE | Machine Learning

**APPLICATION INTERFACE**

Organization Unit | Admin | Employee | Customer | Supplier | User

User interface | Users

**ORP**

MY HUB | TipTopMail | Calendar | Workspace | Dashboard

Total Performance | Frequency Approver | Frequency Responsible | Quality | Accuracy | Duration

| ParentName   | Rating   | Action Item | StartTime | StatusR | StatusA | Priority | End                   | ER |
|--|----------|-------------|-----------|---------|---------|----------|-----------------------|----|
| COMPLETE STAFF HANDBOOK AND SIGN DISPLINARY POLICY     | 1.000000 | 0.5         |           |         |         | 0        | 9/27/2017 1:00:00 PM  |    |
| Daily Update Development Progress on Tip Top Softwares | 12:00:00 | 0           |           |         |         | 0        | 8/7/2017 12:04:00 AM  |    |
| Daily Update Development Progress on Tip Top Softwares | 12:00:00 | 0           |           |         |         | 0        | 8/7/2017 12:04:00 AM  |    |
| Follow up all litigation and cases                     | 12:00:00 | 0.7         |           |         |         | 0        | 10/6/2017 12:15:00 AM |    |
| Launching of TipTop                                    | 12:00:00 | 1           |           |         |         | 0        | 9/28/2017 1:00:00 AM  |    |
| Raj Palace Hotel, JNN vs Babu Lal Dhamani              | 12:00:00 | 0.61        |           |         |         | 0        | 4/25/2017 12:15:00 AM |    |
| THE RAJ PALACE SERVICE STANDARDS                       | 12:00:00 | 0.74        |           |         |         | 0        | 9/27/2017 12:30:00 AM |    |

Legend: HUM Grid (Yellow), HUM (Green), Action (Red), Communication (Blue), IOT (Brown)

## Features...

- Time Management and Scheduling
- Incident Management
- Projects, Tasks, Checklists, KPI Linked to communication, OGM and HUM modules and hence no separate tools are required
- The module can plug into any existing work flow engine and extend the Human service workflow chain if required, though it can work independently also
- Instant Effectiveness and Efficiency scores on action execution
- Unique pause play scheduler hooked to AI and IOT.

## How It Benefits Your Organization..

- "Work Anywhere Anytime" app
- All Project Execution Progress can be monitor real time based on Notification/ alerts
- Single Dashboard for all employee/ manager/ management based on role
- Auto Pilot Dashboard.

**Auto Pilot Dashboard**

72% EEEM

70% Goal Score

72% Finance

56% ORP

69% G&D

**Alarm : ORP Below Target**

302 | 28 | 67 | Arun Puri

**Analyzer**

DEPARTMENT ActivityTASK TTP INFORMATION TECHNOLOGY, 1 task(s) pending of at Oct 10 2017 1:29PM owner Depthhead missing

**CPM**

F&B Control Food Cost on 09 Oct 17 is : 73.19

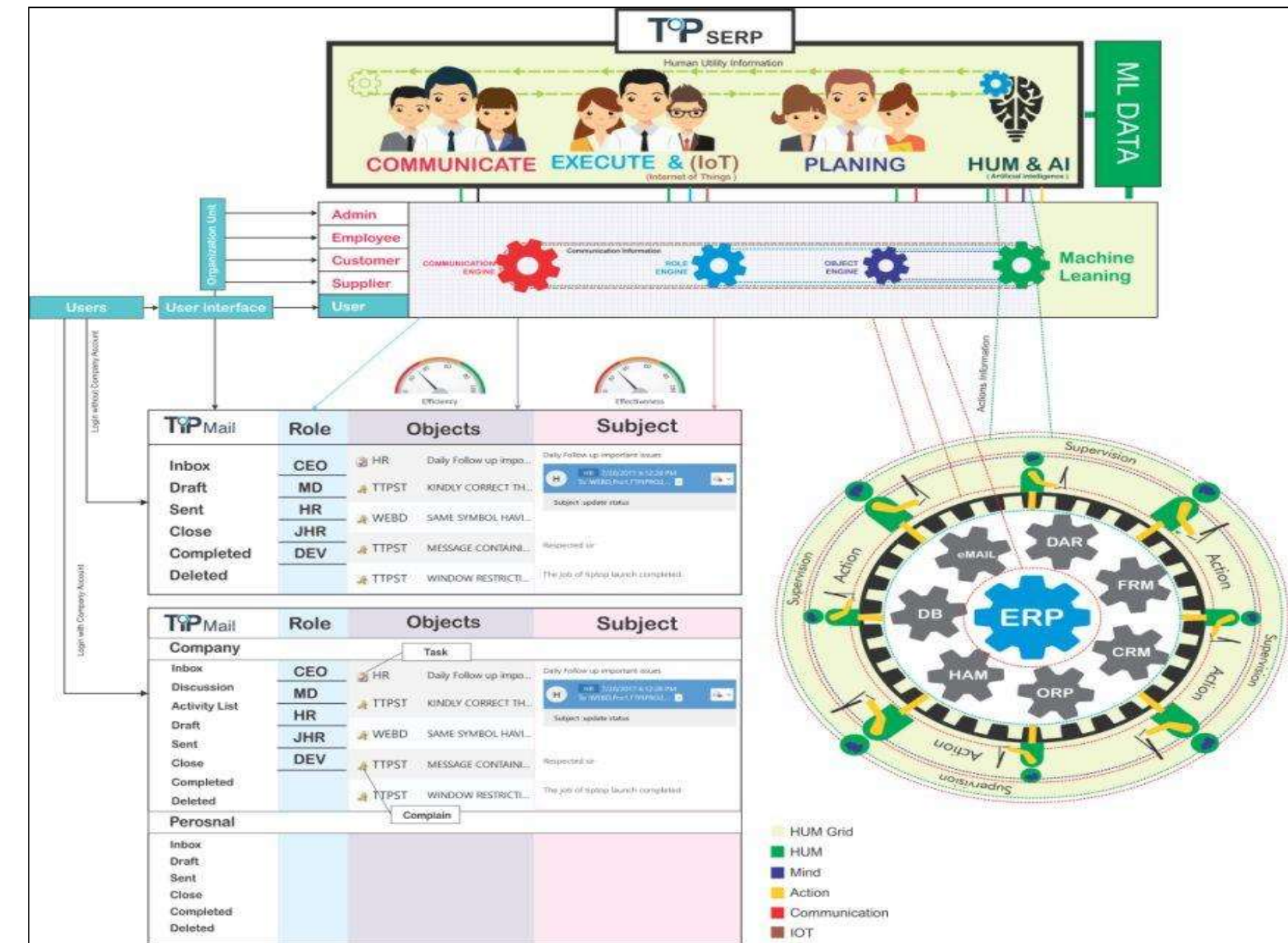
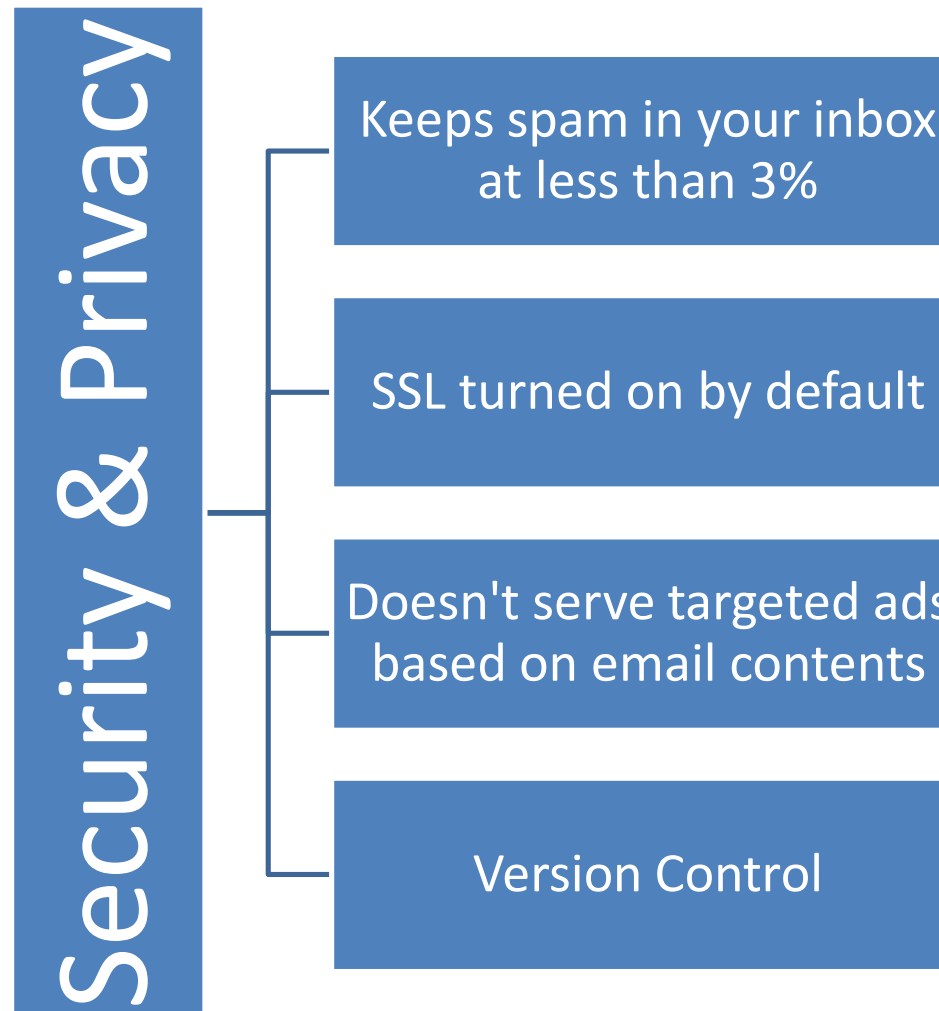
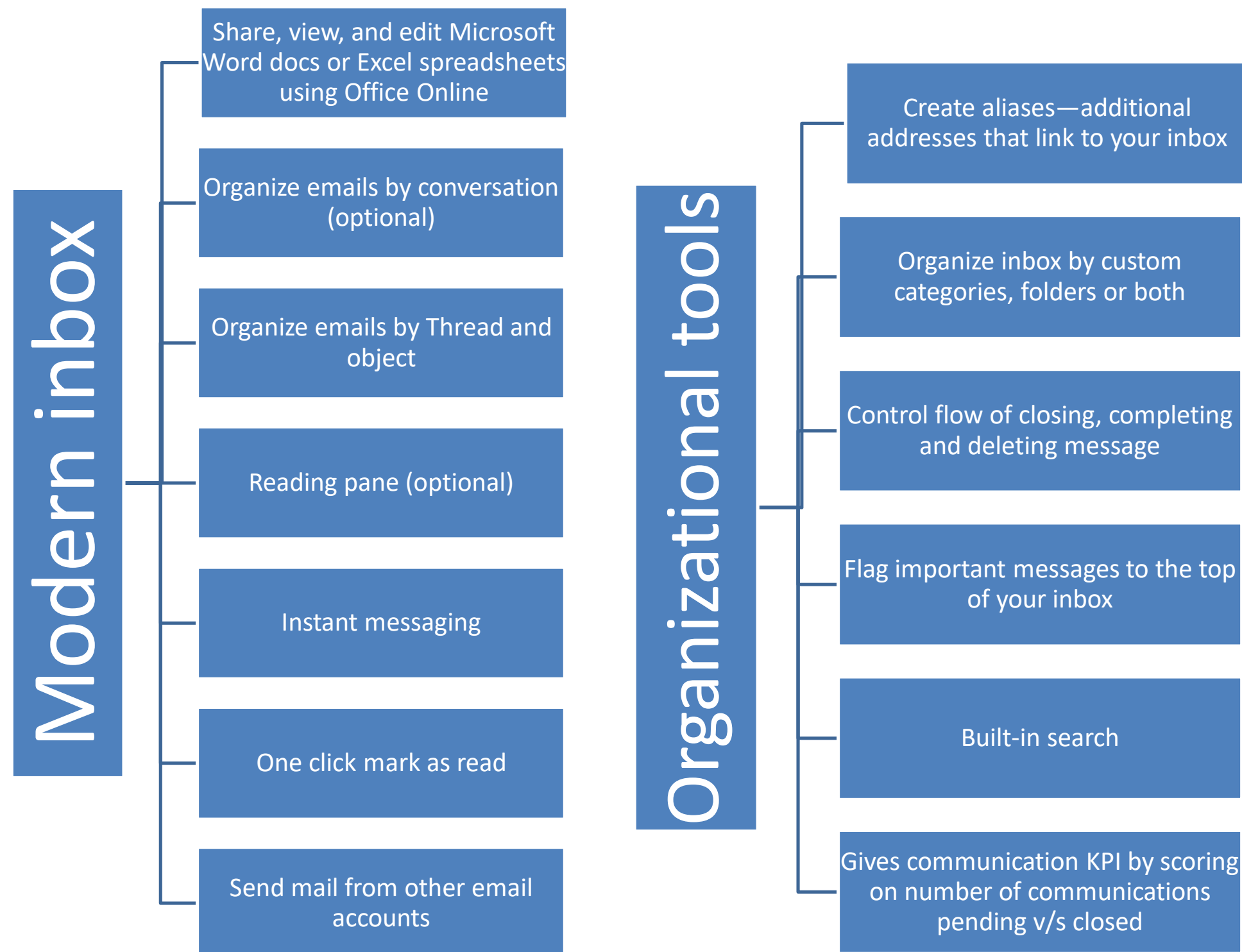
Guest EXP 0 New Reviews posted Manager incharge Viivek Sharma

Guest Exp 0current staying guest reviewers yesterday, manager incharge Narendra Singh



## Challenges...

- Is your organization data in mail are secured?
- Are you facing high cost of managing mail data?
- Do you required IT Personnel assistance in configuring, troubleshooting and managing mailbox?
- Are your mails aligned to organizational strategy and really quantify your work?
- Are your communication enabled with chat, message and mails?



## How It Benefits Organization

- Reduce data cost by 1500%.
- Reduce communication time and man power cost by 40%.
- Inbuilt Communication Performance analytics.
- Align your communication with org. goal and make employee work effectively.
- Easy to use and No IT personnel required.
- Inbuilt Chat and Messaging App. (Replacement Of WhatsApp/ Skype/ Outlook).



## Challenges :-

- Do You have any Work planning tool which align all work activity with single strategy?
- Are your work integrated with resources, cost and time factor?
- Can you financially quantify your work?

## TT Manager Features :-

1. Elaborate Template Defining and Planning Resources requirement 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 to one user to another as per operational need.
4. Analytical Tool defining actual time and resource need based on work load and tracks 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 Project based on time and cost and helps management in designing budgets.
- ✓ Easy resource transfer and tracking.

**Resource Defining template showing**

1. resource categorization and grouping,
2. resource location mapping.
3. delegate the ownership to employee.
4. unique barcode auto generated by system.
5. defining resource specification, risk coverage and purchase details.



**Challenges :-**

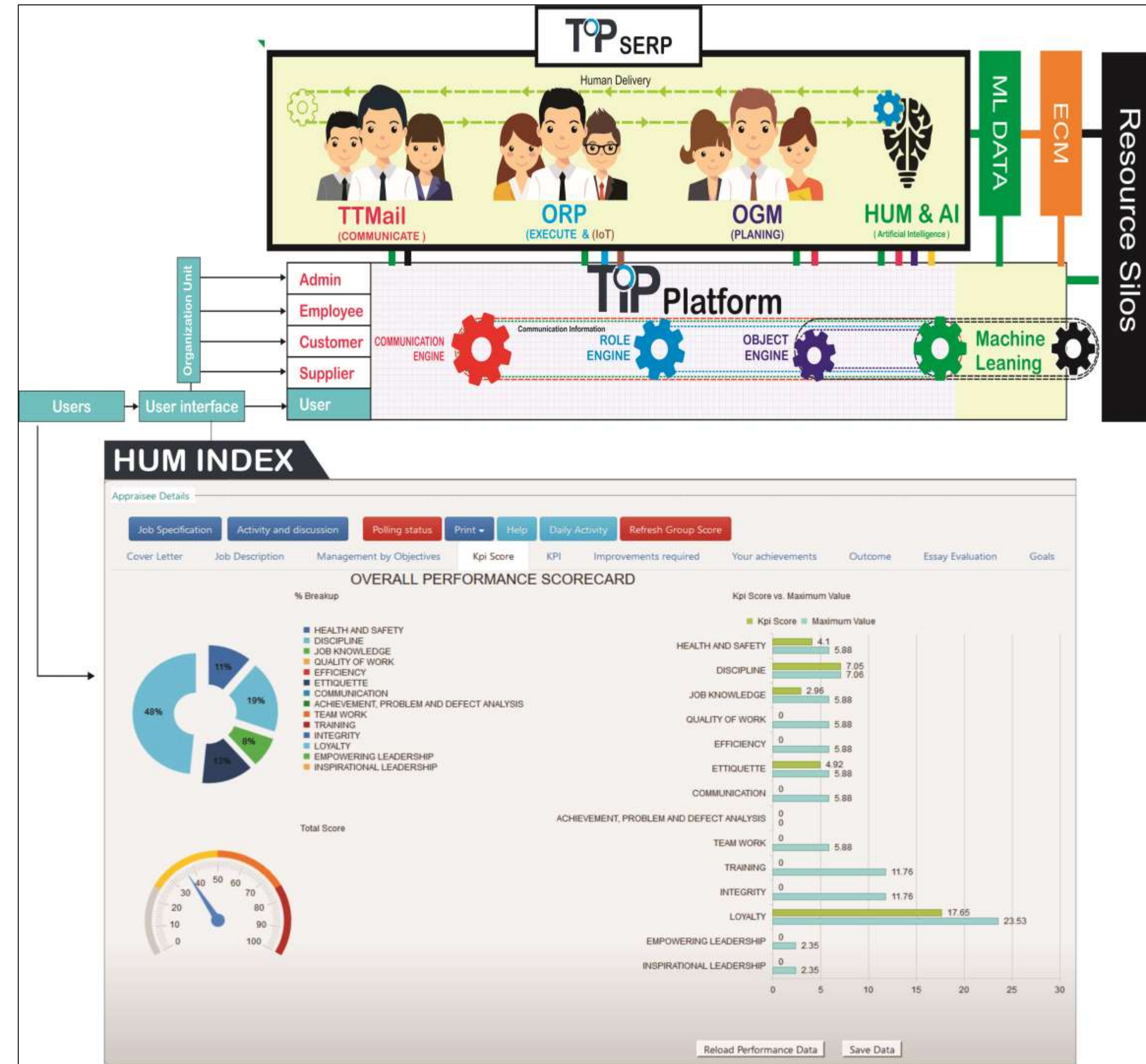
- Can your employee work in multiple designations and role in across organization?
- Is your Human and Fixed Assets resources are tracked real time with authentication and validations?
- Do you have robust performance tool to judge employee talent with effective succession planning?
- Are your Job Description aligned with strategy?

**TT People HUM Features.**

- Performance Tool in terms of knowledge score, activity score and communication score directly linked to Promotions, Increments and Incentives.
- The HR department can create realistic Job descriptions referring to Utility index and also launch new requirements if his current HR resources don't match the required criteria in the organization.
- MBO (Management By Objective) scores directly points to employee planning and execution capabilities.
- The module has a HAM interface to handle all employee accounts, employee service and time attendance management with roaster and payroll.

**How It Benefits Your Organization**

- We provide real time human and resource tracking tool.
- Monitor Employee progress based on notification and reminders
- Performance Tool giving insight of employee talent and achievements towards org. goals.



# Employee Leave Group & Leave Management

TT HRMS simplifies your leave management process. You can record and monitor all types of leaves across your organization: vacation, sick days, trainings, casual leaves, PL's etc. You can also analyze absence patterns to maintain efficiency and reduce loss time.

- Inbuilt PTO (Paid Time Off) Methodology which are flexible based on organizational rule and need
- Custom Leaves type
- Online Leave Application
- Centralized view of all employees leave information
- Leave types for individual employee, location, role and experience level
- Import/ Export leave data.

**ADD ATTENDANCE STATUS**

Company:

Attendance Type:

Display Name:

Description:

Paid (Y/N):

Earned (Y/N):

Restricted:

Paid Percentage:

Work Hours:

Half Hours:

Absent Hours:

Early Half Hours:

Early Absent Hours:

Attendance Type:

IsPresentType IsHolidayType IsLeaveType

Show When No Balance:

Active:

**Shift Irregularity Mapping**

Employee Name:  Date of Birth:

Company\*:  **COMPANY LIST LINKED WITH EMPLOYEE**

Current Leave Group: **RP 0-2 YRS**

Leave Group\*:  **LEAVE GROUP LIST RELATED TO COMPANY SELECTED**

| Attendance Type  | Leave Type | Duration |     |     | Leaves |
|------------------|------------|----------|-----|-----|--------|
| AttendanceStatus | HFD        | Day HFD  | 1   | 1   | 0.00   |
| AttendanceStatus | WO         | Day WO   | 6   | 6   | 1.00   |
| AttendanceStatus | EL         | Day EL   | 1   | 1   | 1.00   |
| AttendanceStatus | CL         | Day CL   | 365 | 365 | 0.00   |
| AttendanceStatus | WWO        | Year WWO | 1   | 1   | 1.00   |
| AttendanceStatus | PL         | Day PL   | 1   | 1   | 0.00   |
| AttendanceStatus | SL         | Day SL   | 1   | 1   | 1.00   |
| AttendanceStatus | A          | Day A    | 1   | 1   | 1.00   |
| AttendanceStatus | P          | Day P    | 1   | 1   | 0.00   |

Current Effective From: **01 April 2015**

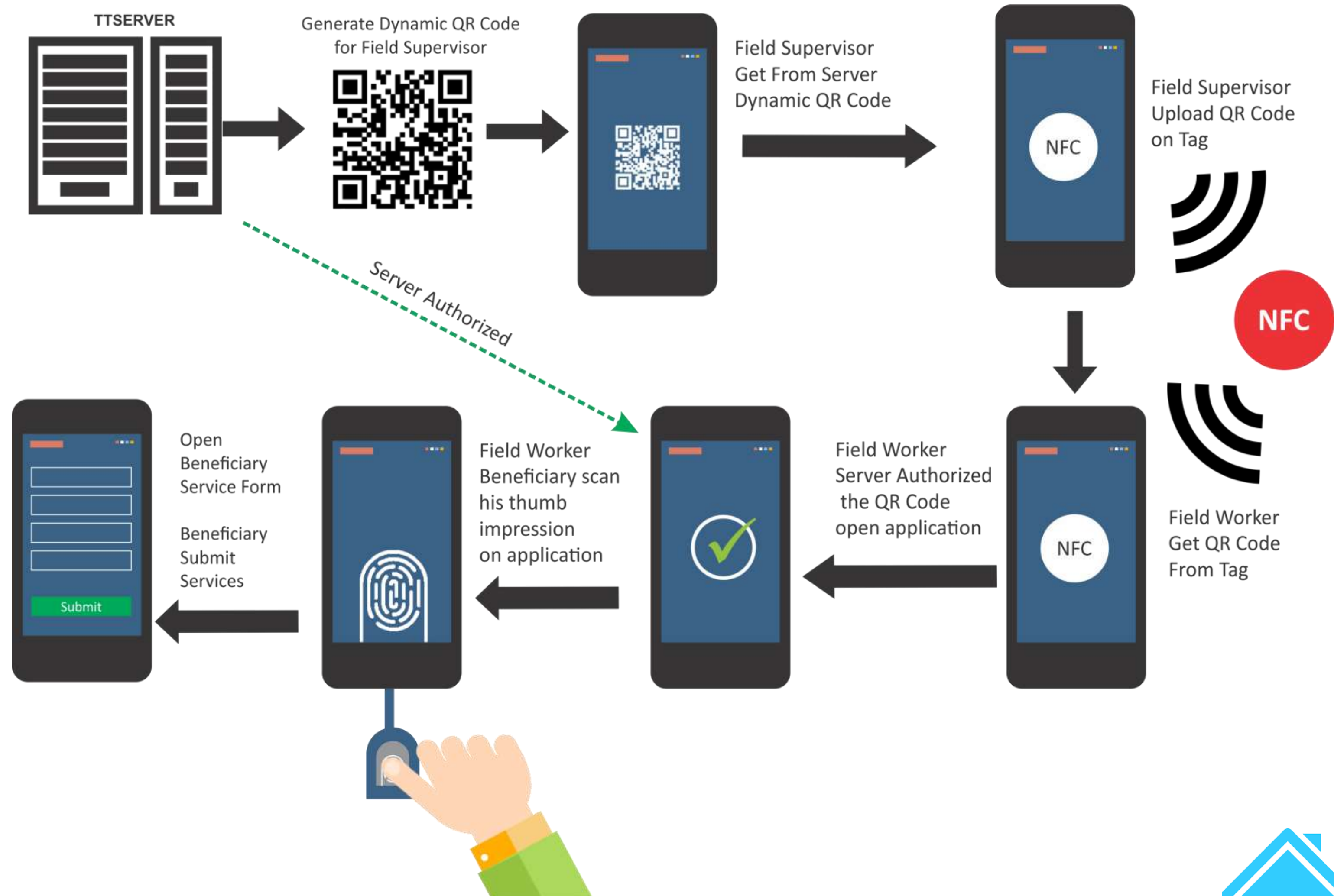
New Effective From\*:  **PERIOD SELECTION FROM WHEN LEAVE GROUP WILL BE EFFECTIVE TO EMPLOYEE**





# Human/Asset Authentication and Validation

- Various devices like sensors, Wi-Fi devices, NFC devices, RFID devices and also actuators.
- Authentication using human identification, location tracking and time recording service.
- Human Assets presence is validated using NFC tags, Geo Fencing (Location Fetching through Mobile Applications) and Biometric Finger Scan.



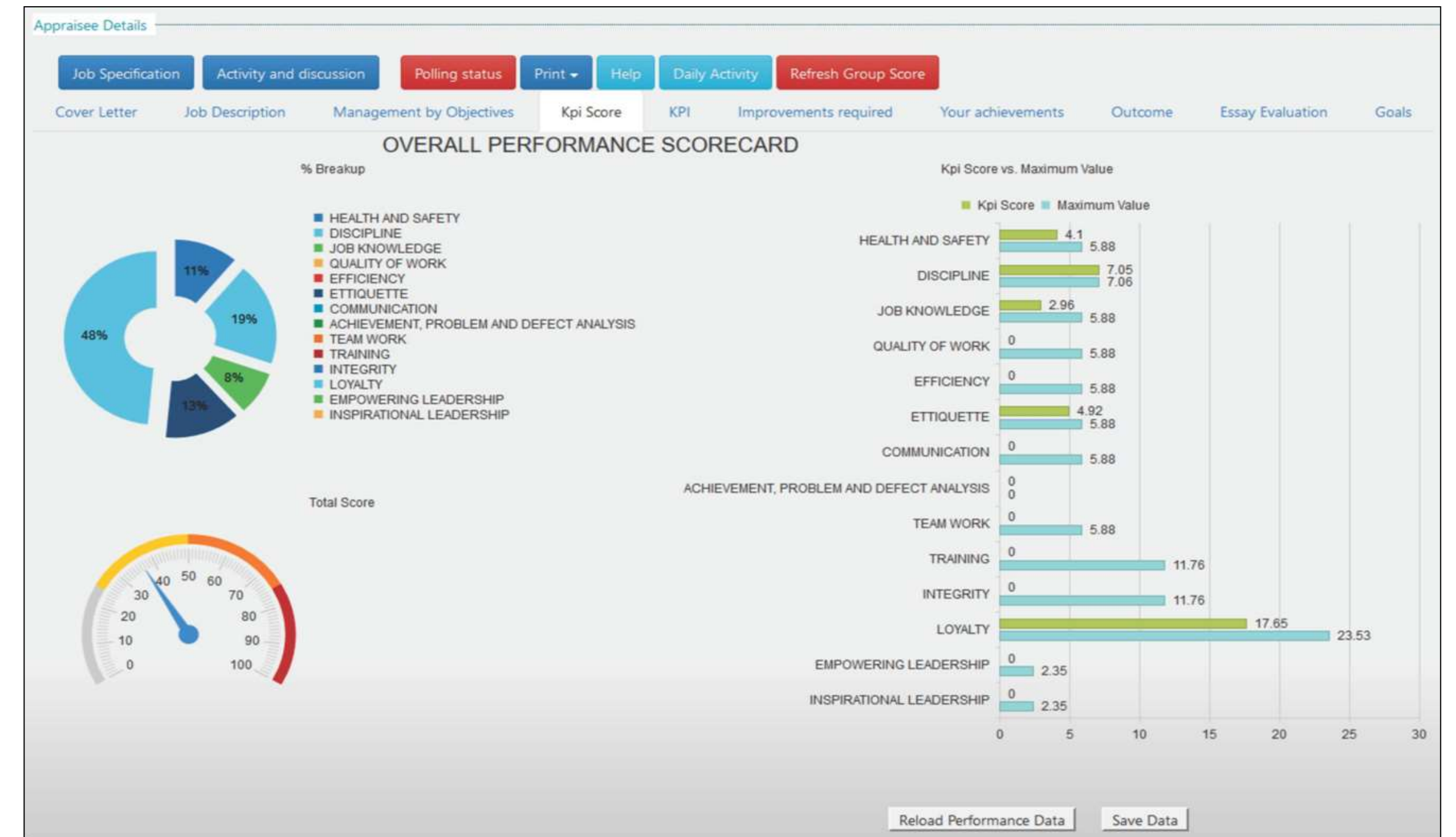
# Performance Appraisal

Appraisal measurement by objective, score, projects, achievement, integrity, loyalty, training, employee's leadership or inspirational leadership.

- Once Templates Setup and link to Employee than for future no extra efforts need to put.
- Auto Appraisal based on criteria defined in KPI and Targets.
- Integration KPI and targets can be setup based on organization current methodology.
- Also Giving flexibility to Admin to Final Scoring correction if required.



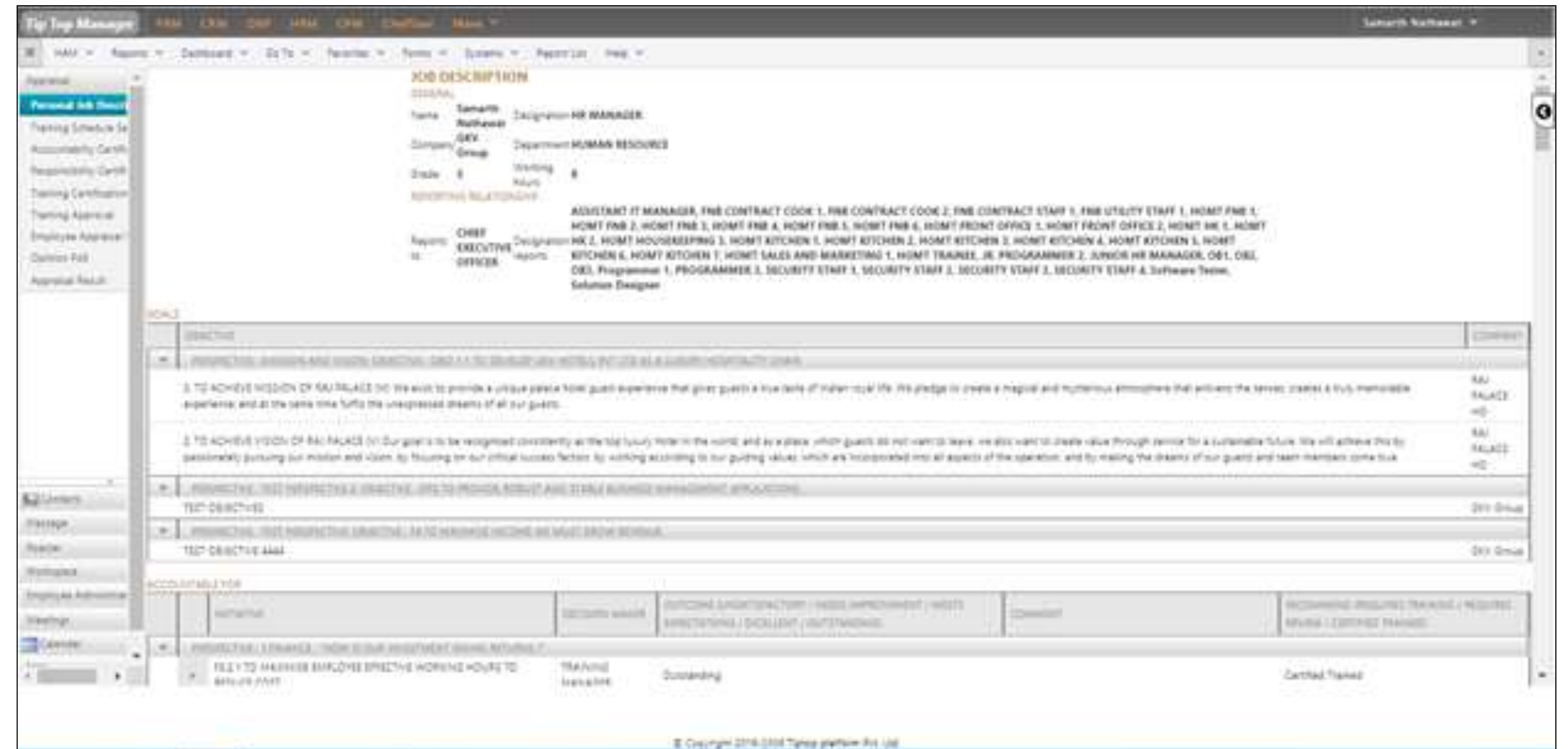
- Easy Succession Planning
- PLANNING AND DELEGATING STRATEGIES
- The CPM module has a strong activity engine that helps in delegating a plan to actions and simultaneously creating score for KRA and KPI.
- Once all the strategic planning has been made, the plan has to be executed which is done by people. Hence, the company requires people to work to accomplish the goals.
- To get the people, the company needs to segregate these work requirements on the basis of different Tasks, Functions and Responsibilities; so that it can find the right person to do the right work based on the required competencies which may be educational, experience, skills, endurance, etc.



# RECRUITMENT

## Features...

- Automatic Job Requisition generation Tool Based on New Requirement due to company expansion or Vacancy
- Job Posting is Automatic and can be handle by approval level
- Communication Object linked with each and every job and can track recruitment progress
- Job Forms are built in with Job specification and evaluation sheet
- TipTop People collect the Planning Template and organically create Job Description based on Resources mapping.
- All Vacant JDs will be automatically publish for hiring on company Careers Website and on all Job Portals – with our API Integration Tool.
- Filters Available for specific weight age like Location and Salary for narrowing recruitment Search.
- All Communication related to Job will drop in Job Object Message.



## Challenges :-

- Are your company information centralized?
- Are your company information protected based on role giving permission of read, edit, create and delete?
- Do you have central repository where employees can access and put comments enabled with version control?
- Is your Training tutorial linked with knowledge System?

## Knowledge Management :-

- An analytic and utility engine which helps to document vision, mission, strategies, actions, training, store procedures, policies and gives a single knowledge book to Organizations.
- Information is an organization intuitive and analytics wiki that gets linked to any application object through the TTP plug and play functionality.
- Guide Of Enterprise defining risk management and succession planning.
- Dynamic Template based on Category and can be tailor made.



## Challenges :-

- Have you lost high potential talent because they didn't know they were on the succession list?
- If your executive team "got run over by a bus," would their replacements be able to step right in and be productive?
- Is anyone on the "top floors" or in the Boardroom worried about the status of your "talent bench?"
- What lost opportunity costs has your organization incurred because it took a long time to replace a key leader?

## LMS Features...

- Training open automatically once user linked with organization.
- As user complete his certification real time score is added in training KPI
- Next role training open automatically based for succession planning.
- 360° Feedback Training Performance Tracking.
- Training History maintenance and analytics & dashboards to monitor training effectiveness.

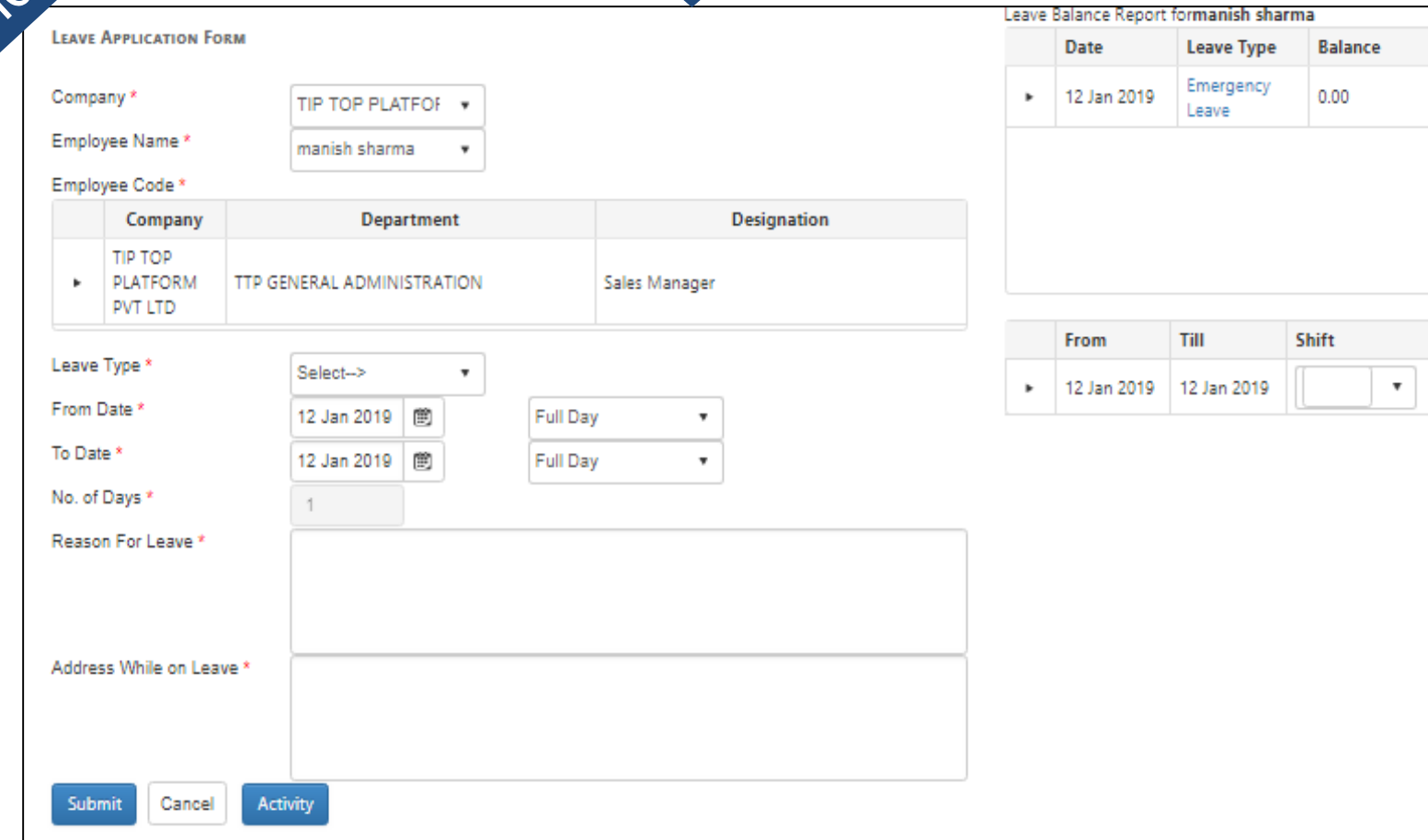
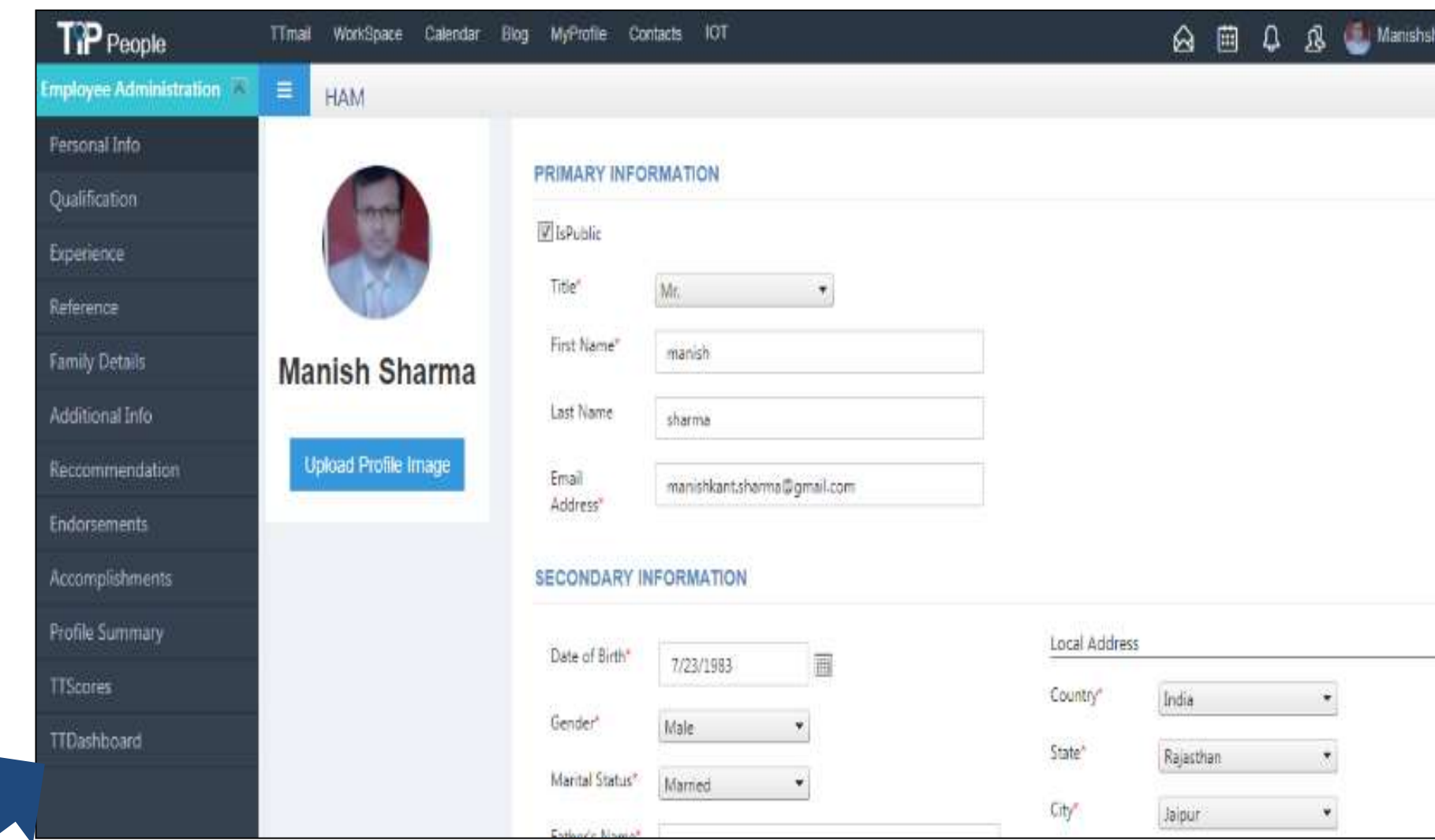
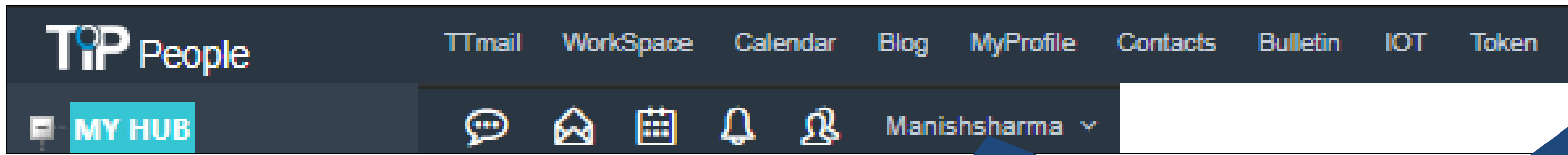
## How It Benefits Your Organization

- Track training status and impact through real-time web-based reports.
- Analyze competency gaps & create targeted employee training programs to address them.
- Determine training effectiveness and ROI by tracking improved performance of competencies.
- Centralized tracking Track learning activities within one cloud-based learning management solution by monitoring through user workspace.
- Email Reminders.
- Language Supports.



# Employee Self Service Portal

- **Employee self-service** portal allows **employees** to view and manage their HR information.
- Each **employee** has their own login information to an individual account.
- The **self-service portal for employees** can be a huge time saver for business.



# TIPTOP Mobile App

- Attendance punching (Kiosk attendance/ supervisor mode and employee mode)
- Office Tools (Bulletin/ Meetings Workspace / Tiptop Mail)
- Employee Self service
- Payroll
- Activity Management
- Travel and Tracking
- Reimbursements
- Tracking Reverse face scan for profile search
- Notifications
- Dashboard
- Complaint Management / Tickets
- Monitor
- Reports



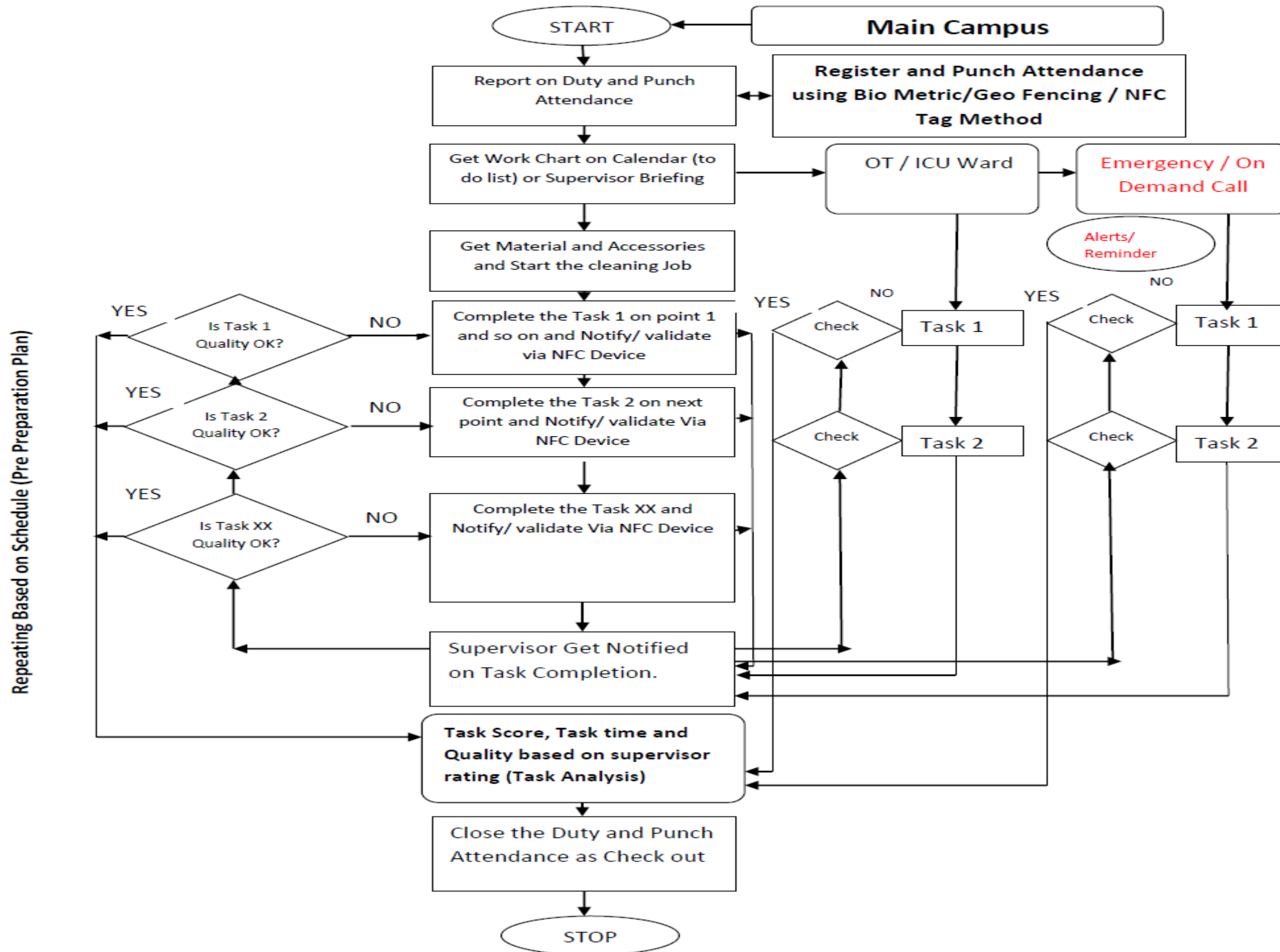
# TIPTOP IIOT Integrated

- Our **IOT Smart Light** integration will be a better way to save Energy as if Light will lit up automatically only when People are present there or with the help of our application.
- Our **Vehicle monitoring system** can be usefully to monitor the vehicles present in the City and can useful for Traffic management
- **Face Scan** can be useful for Authorization and access of any public places as well as for Office Employee attendance





## Routing of Smart City Cleaning Staff Process Point wise/ Task Wise



# HUMS (Human Utility Management System)

A Human Utility Management System (HUMS) is the latest trend the organizations are looking towards the Human Resource Management (HRM) has been advancing decade over decade trying new techniques and technologies for optimal solutions but the technology has been rapidly developing and the competition and cost have made it important to move from efficiency to effectiveness meaning moving from doing the right thing to Right people doing right thing.

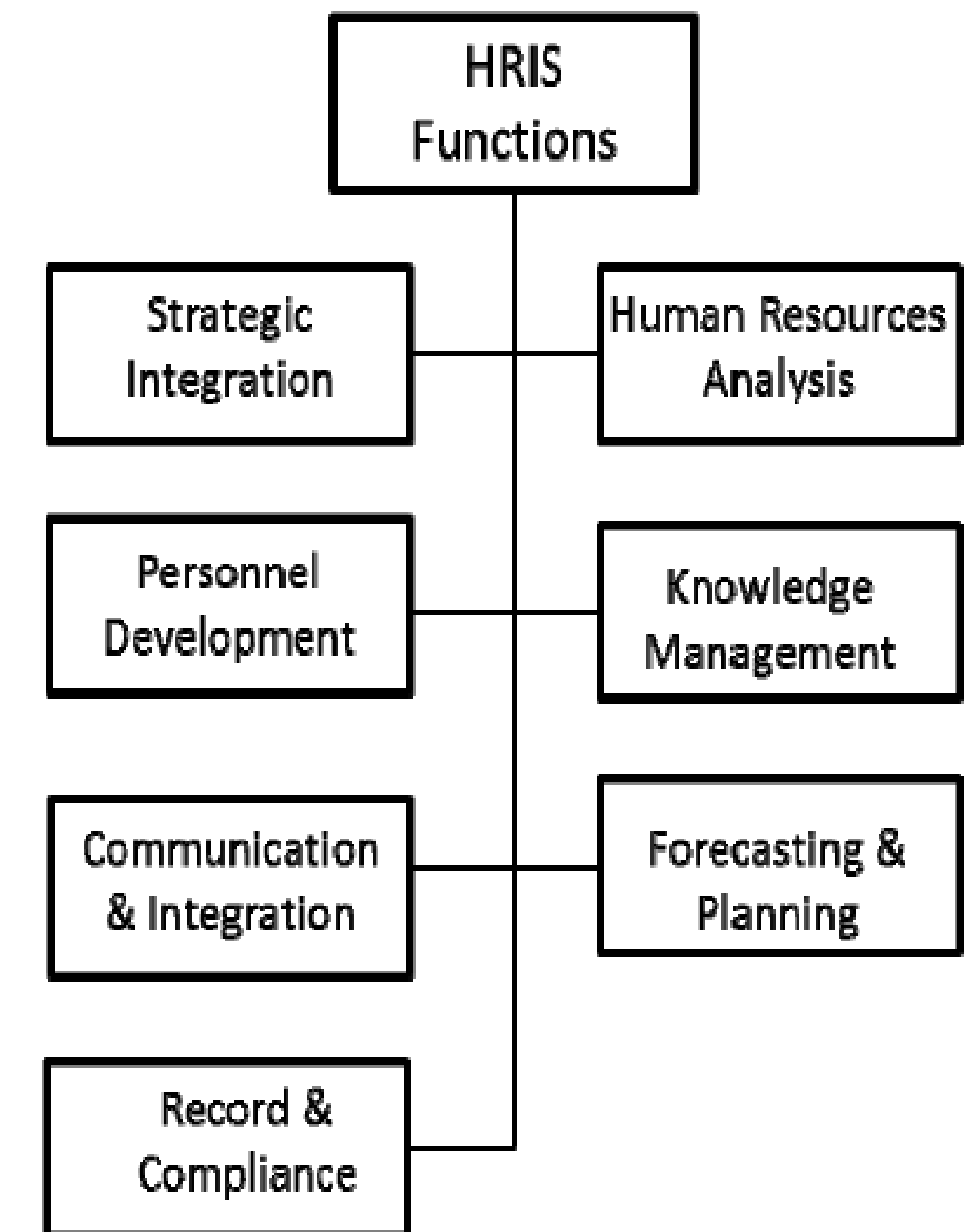
## HRM Development Cycle

HRIS → HRMS → HUMS

A human resource information system (HRIS), sometimes referred to as human resources management system (HRMS), is software that provides a centralized repository of employee master data that the human resource management (HRM) group needs for completing core human resource (HR) processes.

The HRIS stores, processes and manages employee data, such as names, addresses, national IDs or Social Security numbers, visa or work permit information, and information about dependents. It typically also provides functionality such as recruiting, applicant tracking, time and attendance management, performance appraisals and benefits administration.

It may also feature employee self-service functions, and perhaps even accounting functions.



HRIS (Human Resource Information System) Functions

## HRIS Benefits

- ✓ The HRIS enables the HR department to spend less time on clerical tasks, helps ensure the accuracy of employee data and can enable employees to take a greater role in the management of their information.
- ✓ Having a centralized repository for employee data removes the need to store paper files, which can be easily damaged, and the need to search through large paper-based employee files to find information. Depending on the type of HRIS software, it should generate various reports, provide ad hoc reporting capabilities and may offer analytics on important metrics such as headcount and turnover. Modern HRIS software also offers visualization capabilities for employee data, such as automatically rendered organizational charts or nine-box grids.
- ✓ When a HRIS has employee or manager self-service, the process for making employee master data or organizational changes becomes more efficient and uses less time than with paper-based requests. Approval workflows enable changes to be approved or rejected, with the necessary individuals automatically notified. The HRIS might also offer mobile capabilities that extend self-service and provide additional flexibility for remote workers.

## HRIS Security & Privacy

The HRIS also helps secure employee data and keep information private. When using paper forms or spreadsheets, information can easily be accessed by people who may not have the authority to access it. The HRIS can secure information so that it can only be accessed by the individuals that need to have access to it.

Data security and privacy are important factors when handling sensitive personal information, especially in countries like Germany or France, where works councils have a strong role in protecting employee data. With the exception of lock and key, protecting paper records can be extremely difficult.

## Types of HRIS Software

A variety of the HRIS systems are available and aimed at different types of customers, ranging from small and medium-sized businesses (SMBs) all the way up to large enterprises. Usually, the difference is in the range and depth of features for each process area.

While most of the HRIS systems cover a large portion of the processes described above, many HRIS systems aimed at small to medium-sized enterprises (SMEs) have less depth of functionality in each feature than those aimed at large enterprises.

In this way, the HRIS market is similar to the automobile market. All automobiles will get a driver from A to B, but major differences exist in the quality and amenities offered.

## HRIS Functions

The HRIS usually features modules to handle the following tasks :-

- **Master data management**
- **Organizational management, such as positions and departments**
- **Employee and manager self-services**
- **Absence and leave management**
- **Benefits administration**
- **Workflows**
- **Performance appraisals**
- **Recruiting and applicant tracking**
- **Training tracking (as opposed to a learning management system [LMS]) and organizational development**

The HRIS provides a comprehensive set of HRM functionalities to serve most human resource needs. Without this, unsecured or paper-based documents or spreadsheets are required to store data. Manual data entry can cause errors, and manual cross-checking of documents and spreadsheets can be time-consuming and sometimes confusing, especially with a lack of standardization in how data is captured and stored.

Even when a specific system is purchased to cover a process -- such as benefits administration -- it may mean manually entering employee data changes to keep the system up to date. If multiple systems are used, data re-entry may be required for each system, or users may need to export data from one system, change it and then import it into another system.

In some instances, payroll can be part of a HRIS. However, many vendors either don't have payroll as part of their HRIS offering, or they sell payroll as a separate system that integrates with their HRIS.

## The difference between HRIS and HRMS

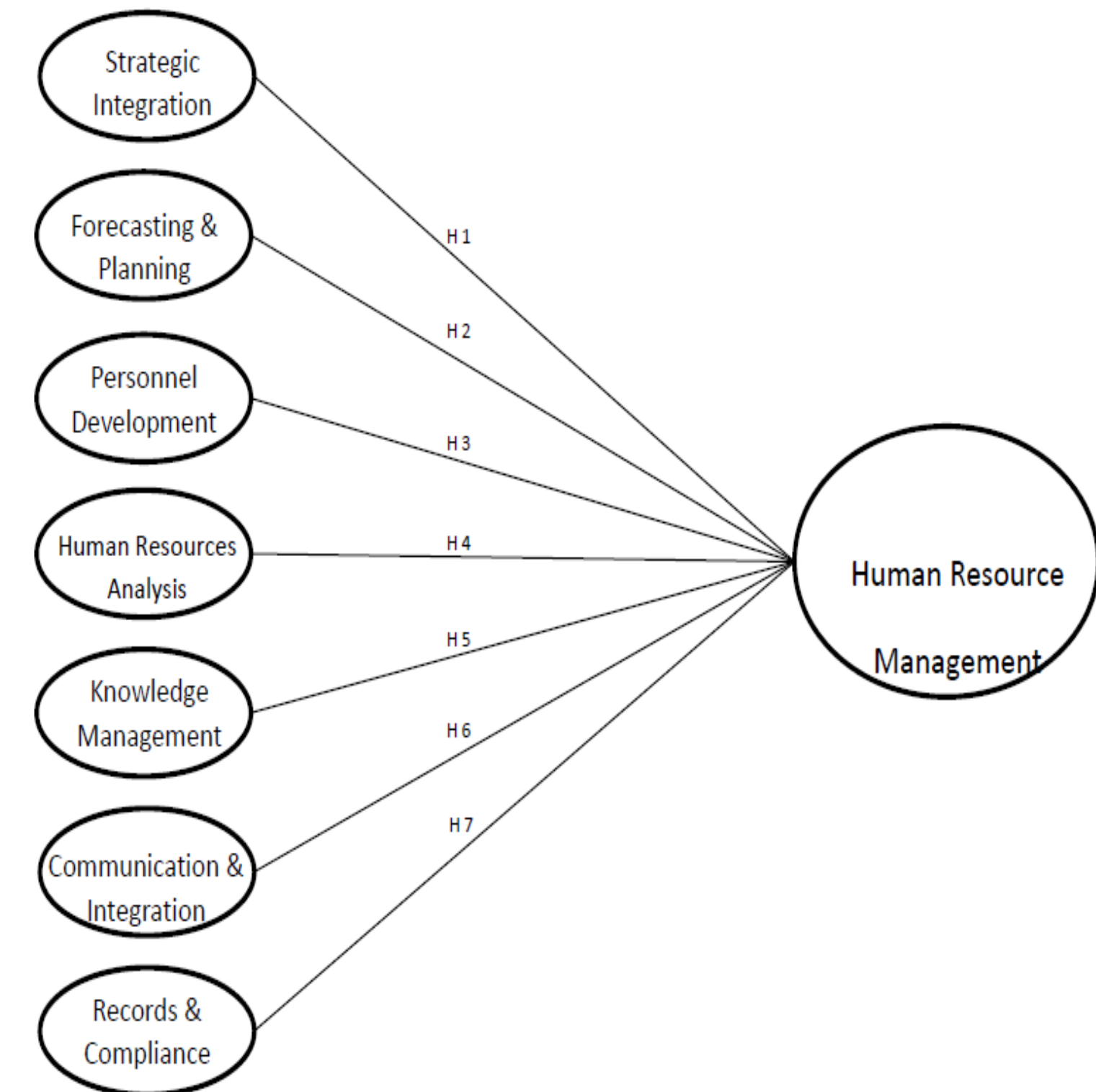
Exact definitions for HRIS and human resource management system (HRMS) vary, but many experts take the view that the HRMS offers greater functionality by adding talent management and human capital management (HCM) options.

### The talent management functions often include:

- Induction.
- Learning management
- Succession planning.
- Career development planning.

### The HCM functions often include:

- Labor tracking, typically a system that tracks all necessary work and distributes that work to workers, often in hourly roles, such as in manufacturing plants.
- Time entry and evaluation.
- Workforce scheduling and tracking.



## Introduction of HUM (Human Utility Management)

**The** HRMS is a complete suite that offers all the features required to create and manage an efficient workforce but, the competitive world has a bigger challenge.

**“To move the organizations from efficiency to effectiveness”**

So that right people do the right thing not just people doing the right thing and this Gap is filled by the modern HUMS systems.

That offers greater functionality by adding People Analytics engine and IoT technology bring us the quantified employee.

**Major Benefits HUM adds to enterprises to make strong Human Resource Management:**

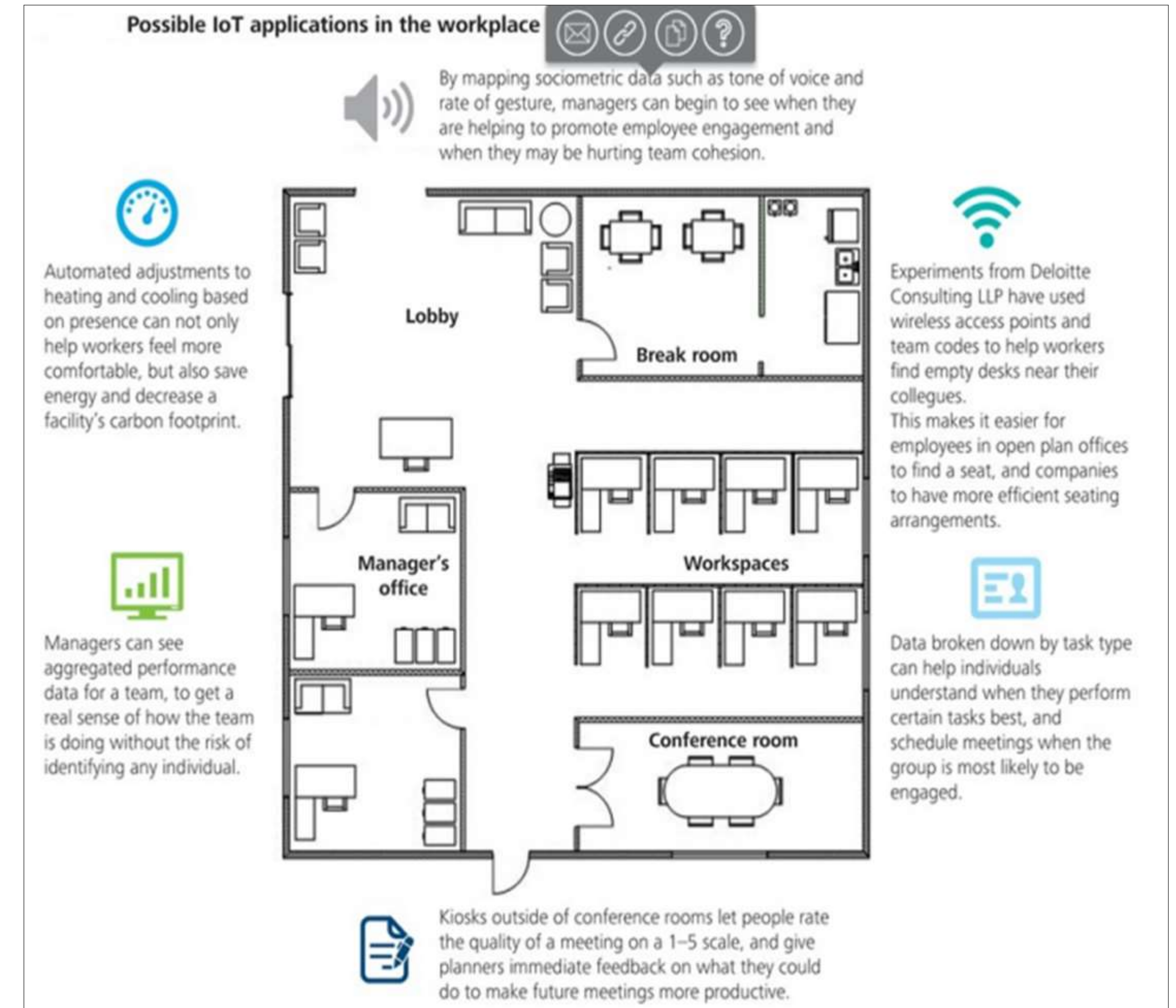
- ✓ 1. Mobile HR
- ✓ 2. Talent Management
- ✓ 3. Workforce Management and Reward
- ✓ 4. Go Social
- ✓ 5. Employee Engagement Management



**The HUMS Functions**

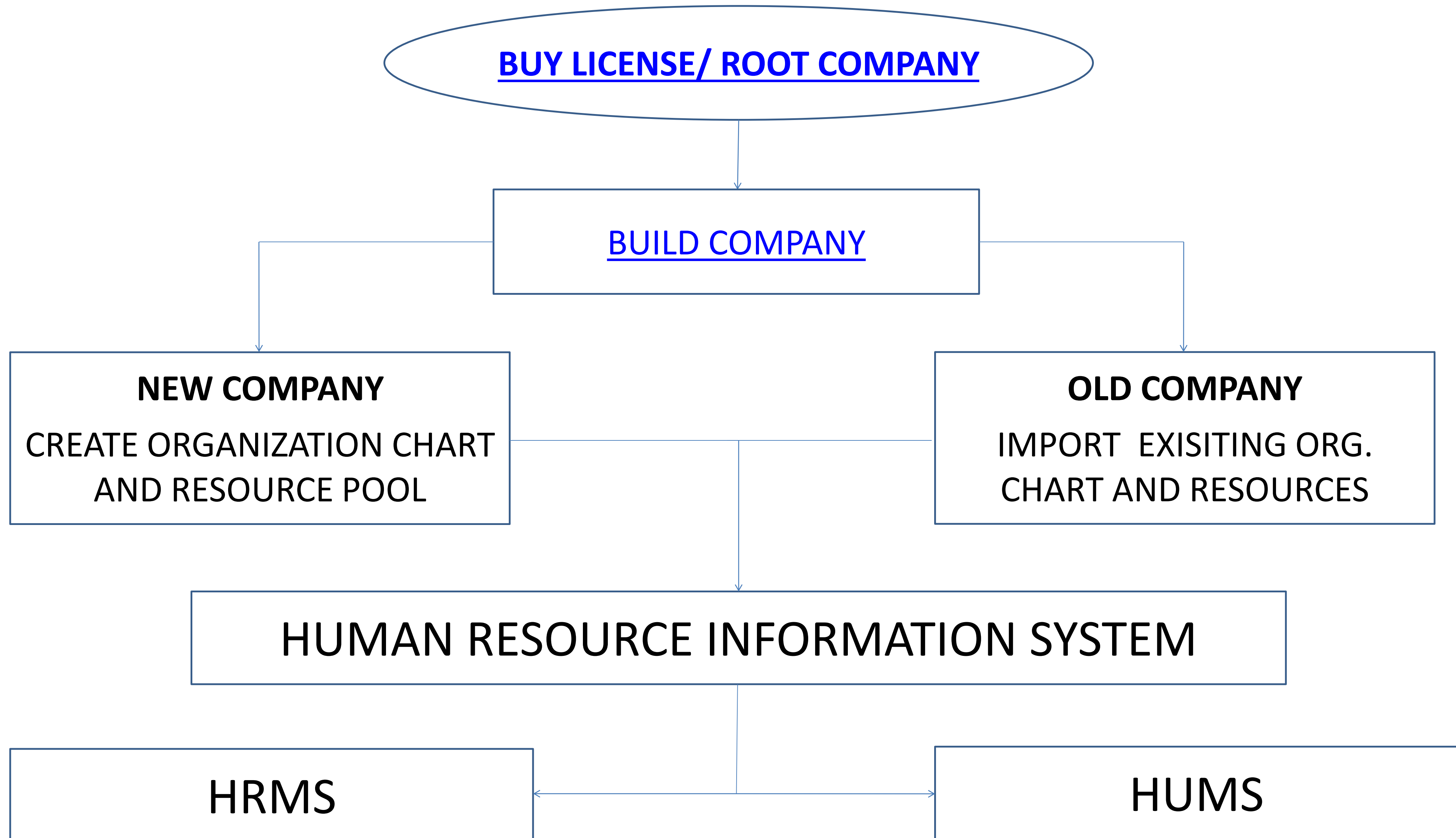
## The HUMS Functions Often Includes

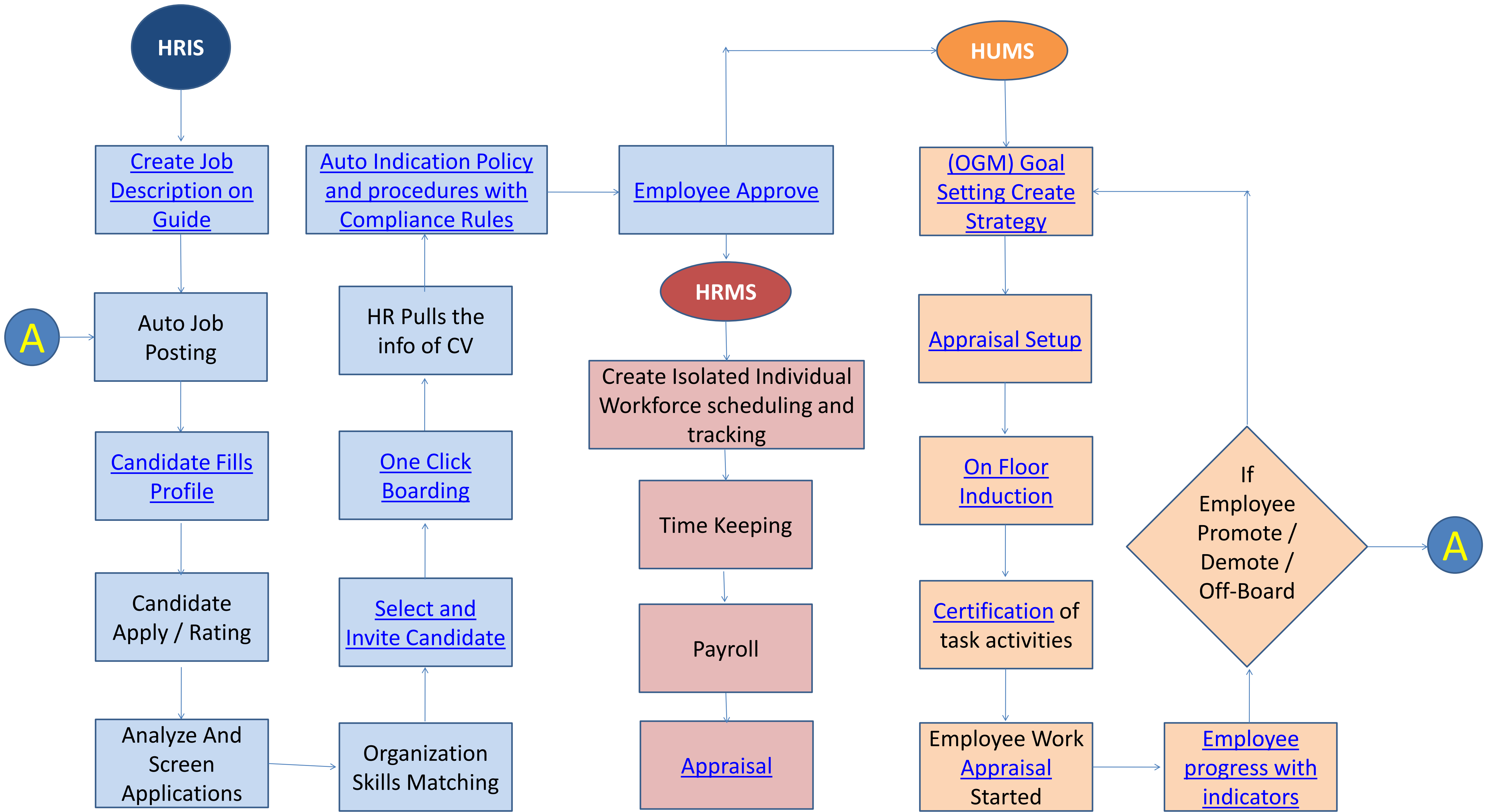
- Auto induction and responsibility transfer process.
- Appraisal based on analytics driven by KPI and MBO.
- Delegation engine to ensure Department Charge and Responsibility Delegation.
- Centralized communication engine linked to delegation rules.
- Providing a Rule engine with IOT integration and interface directly into HRM to optimize manpower utility and increase effectiveness.
- Creating a Utility scorecard to categorize workforce.
- IOT integration for location aware services/ Process Automation and People Infrastructure cost control.





# FLOW DIAGRAM





# Summary – TTP Benefits...

## TT HRMS Benefits for Administrator

### **Less Data Punching Task/ Reworking**

- During the deployment of system, data needs to be punched once only. All controls, access roles, permissions, KRA's, Responsibilities, Department goals, Employee roles and hierarchy mapping, employee location and other fixed compliances needs to entered at once only and then data compiling and management, mailing etc. are done by the system. As there is no manual effort, work is reduced and efficiency is increased.

### **MIS Reporting**

- Pre-configured reports and MIS reports.

### **Limited Transition**

- Employee Self Service enables employees to access information such as Leave Application, Approval, Leave Balance, Job Description, KMS, ; hence reducing the transition effort.

## TT HRMS Benefits for HR Personnel

### **Real time Dashboard and Notifications**

- Employee performance, leave statistics and attritions analysis on real time basis on dashboard and notifications.

### **Reduced Transition costs**

- Cutting in movement of various mails, letters, requests and approvals saves the transition time and cost for the organization.

### **Access Anywhere & Anytime**

- As TT HRMS is cloud based solution so it could be accessed from anywhere and at any time using PC's, Laptop's or Tabs provided internet. Hence, helps decision makers acquire business data anytime without being contingent on staff.

### **Data Confidentiality and privacy**

- As data and roles are protected with passwords and authentications, so individual dashboards or profile will be accessible to respective owner only. This confirms the data security and confidentiality.

## TT HRMS Benefits for Employee's

Employee Self Service eliminates a lot of frustration of the employees and they feel more engaged, empowered and in control, therefore way more satisfied at work. Some of the visible benefits include :-

- Enabling the management of leaves a hassle free job via the self-service process, ends up making your employees feel more positive about the work environment.
- Self-service makes it really easy for your employees to check their entitlements.
- By giving access to view historical record of their growth in their respective careers.
- Keeping the staff abreast and up-to-date with HR policies and procedures with online bulletin notice board.



# SAAS Model



**SAAS Solution  
Ready to Run Day 1**



**Fast delivery**



**Low cost**



**High security**



**Worldwide delivery**

**Thank You!**