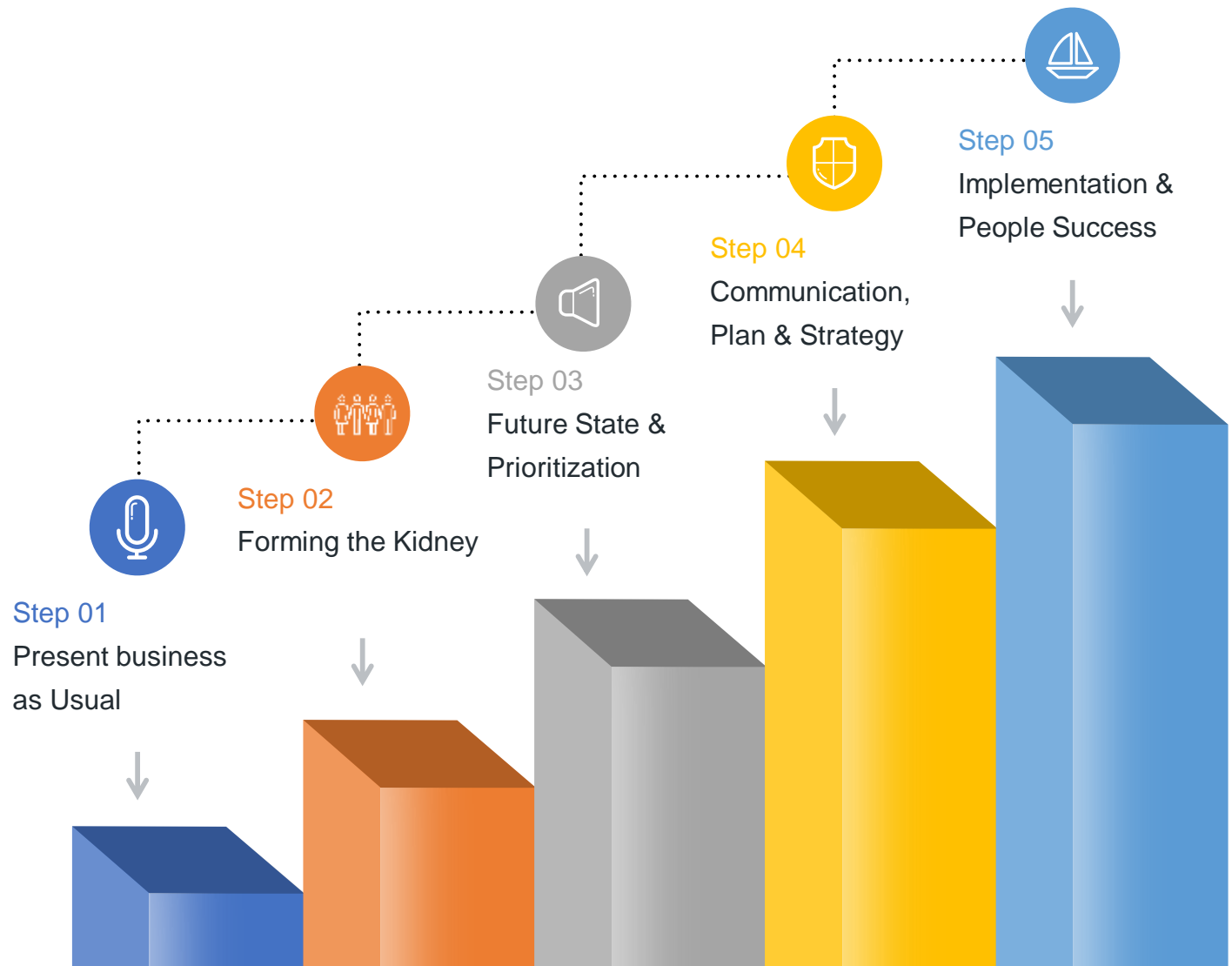


# BAFFLESOL's HRMARVEL



Process of changing operational HR processes to become *automated* and *data-driven*.  
For this metamorphosis to be successful it should involve the organization.



# WHY HRMARVEL?

## Web Based

Access 24x7 from any corner of the world



## Flexible

Pivoting of policies and processes

## Easy Integration

Can be integrated with third-party tools



## Automation

Employee lifecycle Management

## User Interface

Familiar UI design and navigation



## Scalability

Add features at any point in time





## MODULES IN HRMARVEL?

Recruiting &  
Onboarding

Staff Administration  
& Automation

Digital Personnel File  
& Documents

Talent & Performance  
Management

Time  
& Attendance

Leave  
& Absence

Travel  
& Expenses

Training  
& eLearning

Employee  
Self-Services

Manager  
Self-Services

Compensations  
& Benefits

Reporting  
& Analytics

Leadership  
& Management

Country &  
Industry Templates

Office 365  
for HR

Modern  
Workplace

Microsoft Dynamics 365



Workforce Service	Workforce Admin	Core HRM	Strategic Modules	Add on Modules
<ul style="list-style-type: none"> <li>• Employee Self Service</li> <li>• Grievance Handling</li> <li>• Employee Documents</li> <li>• Claims &amp; Reimbursement</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance Management</li> <li>• Leave Management</li> <li>• Expense Management</li> <li>• <b>Loan &amp; Advances</b></li> <li>• <b>Travel Management</b></li> </ul>	<ul style="list-style-type: none"> <li>• E- Service Book</li> <li>• Organization Reporting Chart</li> <li>• Payroll Management</li> <li>• Rewards &amp; Recognitions</li> <li>• E-Separation (Exit)</li> </ul>	<ul style="list-style-type: none"> <li>• Performance Management System</li> <li>• Recruitment Management System</li> <li>• On-boarding</li> <li>• Mobile App</li> </ul>	<ul style="list-style-type: none"> <li>• Timesheet &amp; Task Management</li> <li>• Learning &amp; Development Integration</li> </ul>

*HRMarvel's Incredible features making HR Simpler, Safer and Stronger*



BACKED BY MICROSOFT DYNAMICS 365 – INEGRATABLE WIH ANY 3<sup>RD</sup> PARTY SOFTWARE

**HIRE**

- Recruitment request
- Open position (s)
- Recruitment Project
- Job publish
- Receive job applications
- Application shortlisting
- Applicant Interview scheduling & feedback
- Offer Letter Extend followed by Accept/Reject
- Pre-screening
- Background verification
- Hire the worker

**MANAGE**

**Personal/Professional details**

- Identification/Address/Contact
- Education/Skillset/Certifications
- Professional Experience
- Employment History
- Organization hierarchy

**Transfers**

- Department change
- Reporting manager change

**Leave Management**

- Leave Type
- Leave enrollment
- Apply leaves
- Acceptance/Rejection via Reporting Manager

**Appraisal**

- Goal Creation
- Rating Model
- Review Types
- Enroll workers for Appraisal Cycle
- Review

**RETIRE**

**Initiate Exit**

- Resignation
- Termination
- Absconding

**NOC/Clearance**

Exit Interview

Relieving


REPORTS & ANALYTICS FOR EACH PROCESS/SUB-PROCESS







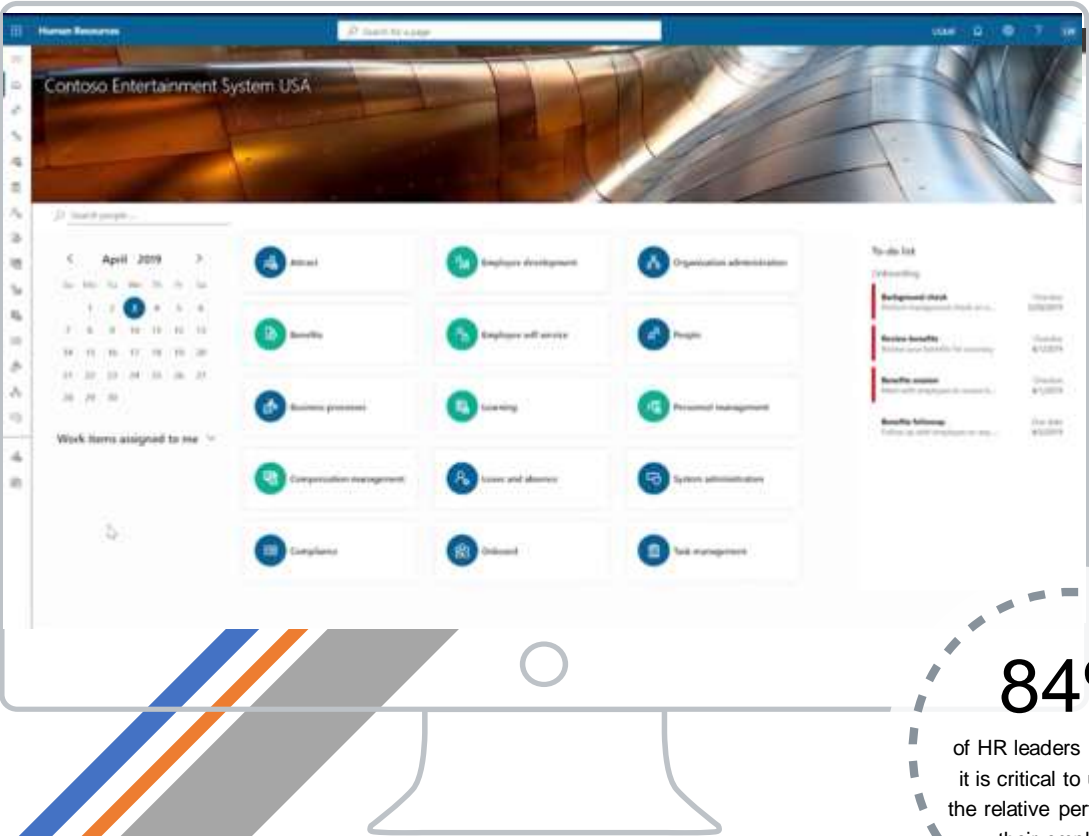
# Integrated HRM Platform for the entire Employee Lifecycle

 **HR Data analysis**  
Enhanced report building capabilities and tools getting the analytics on HR

 **Mobile-enabled Access**  
SmartApp Performing HR-related transactions while people are on the move

 **Easy to Customize**  
In-depth dedicated configured workflows for each module basis business need

 **Visualize Data**  
Visualize your HR data with Microsoft Power BI



**84%**  
of HR leaders agreed that it is critical to understand the relative performance of their employees.



### Flexibility-

- Deployment option – Cloud / Enterprise / Private Cloud
- Database flexibility in Enterprise option - Oracle/SQL/MySQL
- Choose module you want, upgrade HR system as you grow



On Cloud



Enterprise



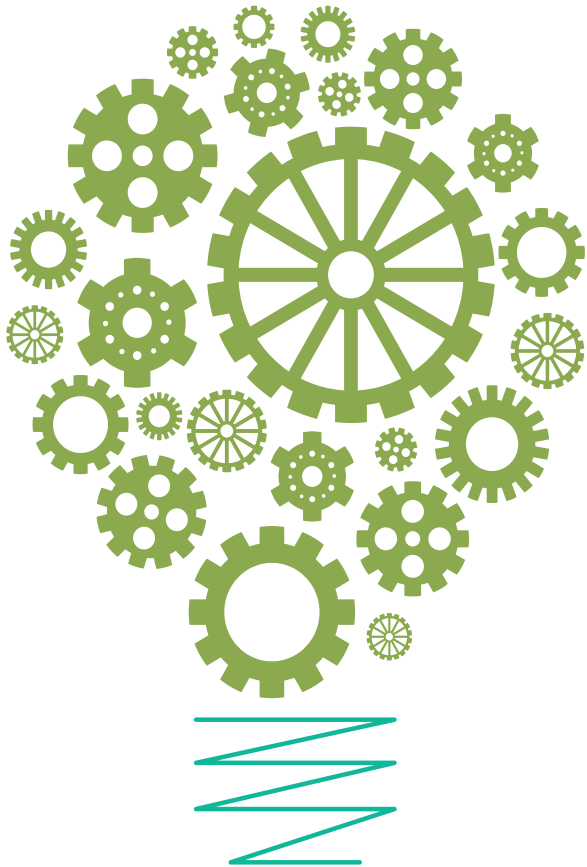
Private Cloud

### Key Highlights –

- Cloud hosting at world-class Data-centre with backup
- Zero downtime
- Multi Database support
- Multi tenant and Modular architecture
- 256 bit SSL (Secure Server)
- Encrypted Database
- User Access Control
- Maker & Checker facility
- Standard NDA and SLA







01

### Aligning team & leadership

- Define goals & output from the project and monitor overall success
- Identify right people with right skills to help manage change

02

### Defining To-Be State

- Provide an overview of existing Customization and Integration
- Identify and define Improvements, new add on processes

03

### Reviews & Approvals

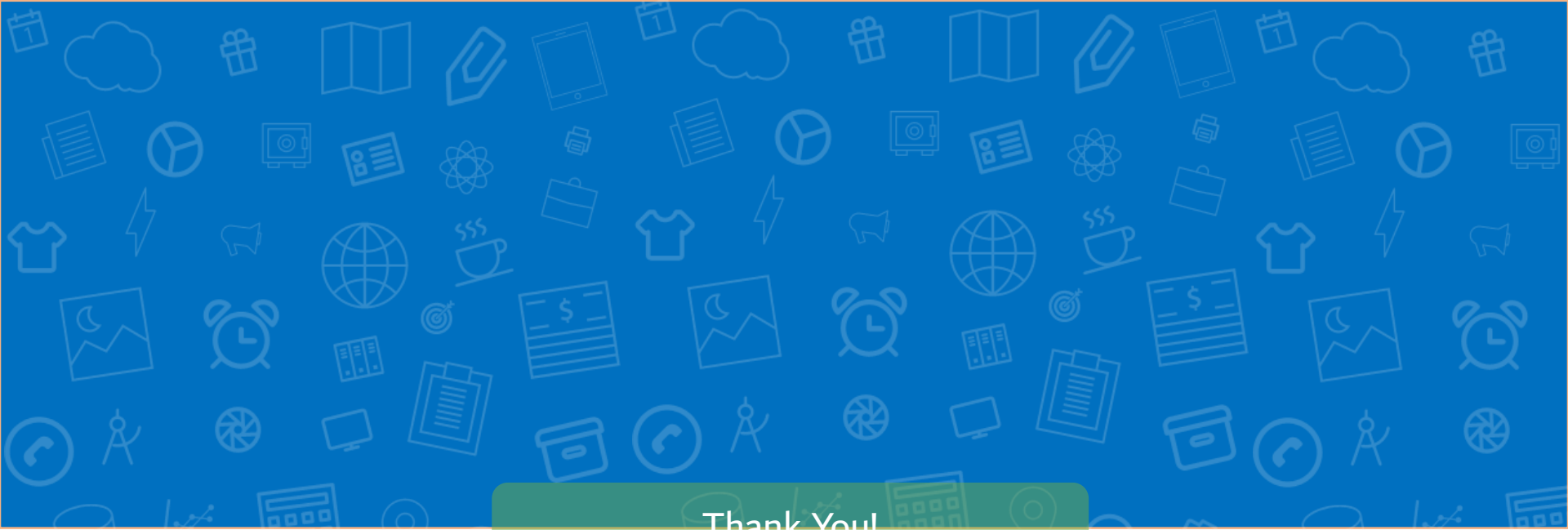
- Review improvement opportunities
- Provide sign off on the processes
- Perform the UAT and provide necessary sign offs

04

### End User Communication

- Provide regular updates to workforce service users on upcoming changes
- Educate workforce service users on new system






Thank You!

 Email/ [siddharth.sharma@bafflesol.com](mailto:siddharth.sharma@bafflesol.com)

 Facebook/ [BaffleSol](#)

 Website/ [www.bafflesol.com](http://www.bafflesol.com)

 Twitter/ [@bafflesol](#)

