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## KenCloud™ Human Resource Management System

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Swash Convergence Technologies Limited

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## KenCloud™ HRMS (Human Resource Management System)

### *Add value to your HR Practices*

Experience the enhanced capabilities of your workforce with KenCloud™ HRMS

“Human resources coupled with an emphasis on technology & professionalism is the quality structure of an organization.”

### Overview

It is a reality that the right workforce will make all the difference starting from generating innovative ideas to overall productivity of the organization. In today's business era, importance of people is being measured by the cost incurred on them, because majority of the corporate expenditure comprises of employee salary, benefit packages, and hiring cost etc. The basic concern of organizations is to reduce total corporate expenditure by effectively managing their workforce. Thus, the main objective of HR should be to achieve excellence over the manpower by improving the efficiency and productivity level.

When it comes to cost saving, **KenCloud™ HRMS** offers you with integrated human capital management solution which allows you to control all attributes of employee management so as to get optimum productivity. Our distinguished and customizable HRMS solution facilitates every organization, to effectively manage and overcome any issue related to HR.

**KenCloud™ HRMS** helps you to boost up every penny invested on employees by maximizing the level of output. It ensures futuristic approach towards effective recruitment management, employee management, payroll management, attendance management, training management, performance management, workflow management, appraisal management, and lot more. In short, it is a complete HRD life cycle management application environment.

### Insights: KenCloud™ HRMS

- ✚ **KenCloud™ HRMS** is a complete package to take care of Employee Management using various functions including recruitment, training, work assignment, evaluation, performance appraisal, rewards, etc.
- ✚ Recruitment Management allows HR managers to automate Job Requisition, Recruitment Project Creation, Registration of Applicants, Receiving Applications, Arranging Interviews and Hiring with NO or lesser paperwork.



- ✚ Attendance and Leave management is one of the basic functions in KenCloud™ HRMS, which not only helps HR Managers to track the employees but with the help of Calendar Management they use many more functions for keeping track of birthday alerts, emails, holidays, etc.
- ✚ The Payroll Management automates payroll and salary processing with all the supporting functionalities.
- ✚ Conducting a Training Need Analysis, Registering Trainers & Venue, Calculating Budgets, and Conducting Training is possible using Training Management.

### **Business Benefits**

- Amalgamation of various HR processes
- Eliminates human error from the business making the business more efficient
- Better control and view over key information of manpower.
- Seamlessly controls several steps throughout the recruitment process.
- Allows you administer timekeeping and leave management planning
- Consolidate your organization's payroll processing
- Increase productivity and employee satisfaction. Lessens expenses.
- Provides expandability and mobility to the business
- Zero cost of Ownership
- Ease of Use (User friendly workflows and interfaces)
- Improved time and money management
- Supports Growth and scalability as well as diversity in HR Practices
- Helps in staying ahead of competition with efficient and productive manpower
- 360-degree view of your workforce, anytime, from anywhere
- Secured - Hosted on highly secured Microsoft Azure servers
- Automatic updates and upgrades

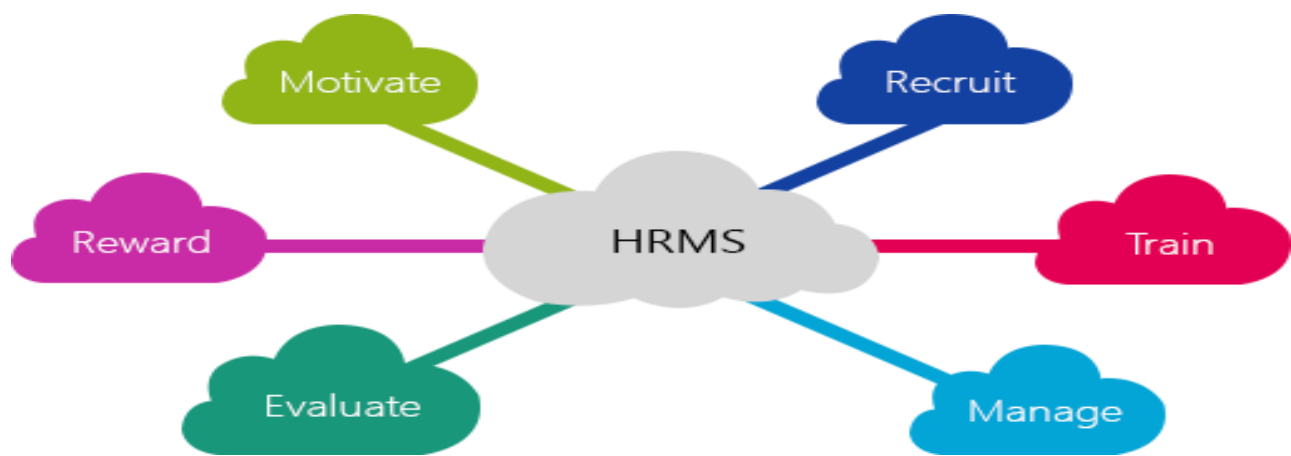
### **Why you should consider KenCloud™ HRMS??**

#### **Primary reasons setting it apart**

- Promoter is an IT Architect – understands the products in the industry & have made KenCloud™ one notch better through their in-depth domain expertise
- KenCloud's IT architecture and nuances which is exhaustive at the back-end & user friendly & secure in the front-end, is a key USP
- Not too complicated for deployment as well as use



- Simple console and report availability in only “3 clicks” make the software very easy to use
- Extremely cost competitive in the industry, ‘pay per user’ models. Zero cost of acquisition for the buyer
- Mobile integration - SMS and Conference Gateway Embedded
- 100% mobility solution for tracking and managing through all versions of Android, iOS, RIM, Windows based phone, tablets and express pads



## Recruitment Management

Recruitment Module rationalizes and fast-tracks the whole hiring process right from recognizing current vacancies, generating job postings, monitoring applications, planning interviews, choosing candidates and appointment of new staff members.

### Key Features

- Applicant self service
- Search candidate pool
- Interview management
- Manage recruitment agencies
- Generate job postings
- Resume management
- Assign interviewer
- Applicant status



## Staff Information System (SIS)

KenCloud™ Staff Information System is a centrally managed database of employee information, controllable and customizable, reportable and retrievable.

### Key Features

- Employee Reports
- Team / Department / Division Management
- Employee Data Management
- Employee Service Management

## Attendance & Leave Management

Leave and attendance system is an integrated system covering two major human resources tasks of your company.

### Key Features

- Management of Employee Timesheets
- Tailored attendance recording according to customer system (Manual/ Biometric/ Auto/ Access Card)
- Staff Attendance Maintenance & Monitoring
- Leave Management
- Leave Reimbursement Process
- Form Attendance Rules according to HR Policy
- Describe optional holidays

## Compensation Management

The international payroll management system helps the end-to-end global payroll information management process, crafted to provide a best tool for all payrolls.

### Key Features

- Income Tax Management
- Automated form 16
- Employee Benefits payouts
- Claims management
- Automated Pay slip
- Payroll Management
- Automated Declaration forms
- ESI/PF
- Loans
- Reimbursement



## Performance Management

KenCloud™ Performance Management is a comprehensive solution to meet your performance appraisal requirements. It substitutes irritating and time-taking manual staff performance evaluation processes with an efficient performance evaluation cycle.

### Key Features

- E-Compensation
- Setup of Appraisal Managers & Appraise
- Appraisal Management (Planning & Review)
- Track & Monitor Performance; Learning & Development
- Goal/ KRA/ Journal/ Development Plan/ Competency Management
- Determine Key positions so as to prepare candidates to close the vacancies on time
- Appraisal questionnaire template creation

## Employee Self Service (ESS)

ESS module enables the employee to maintain his/ her own profile that can then checks business updates needed from and by the employee.

### Key Features

- Internal Job Postings
- Meeting scheduler/My meetings
- Company policies
- Job profile
- Employee Profile management
- Employee referral
- Employee Directory
- Organization Structure

## Innovation at Swash

Our Developers are innovators, rather than being followers. Since inception, Swash has continuously working on its technical platforms to map itself with the current IT trend. It enables Swash to use latest platforms to differentiate itself from others. Our aim behind using all the latest technical platforms is to give our clients a scalable solution. Business in current market is no longer limited with traditional boundaries. With rapid change in technology, we ensure that we can deliver best possible technical services to our valuable clients.

## Technology Stack

We are recognized by Microsoft as Windows Azure Featured Partner world-wide, Microsoft Cloud Accelerated Partner & Microsoft Small Business Specialist. We specialize in developing



strategies and software solutions, which are built around latest Microsoft technologies, to enable IT cost savings and increased profits for our clients. Our KenCloud™ ERP is built on Windows Azure platform, the most advanced and revolutionary Internet-scale computing and services platform hosted in data centers managed or supported by Microsoft.

## Deployment

KenCloud ERP Suite is available both as on premise as well Software-as-a-Service (SaaS) models. It is the most preferred choice for businesses across the globe as it encompasses in-built intelligence and business acumen for your industry.



## Multi Device Accessibility

The entire suite of products is accessible over the Internet, which gives you the freedom to access information from any part of the globe at the click of a browser button, whether from a laptop, a PDA, mobile phone or a tablet PC. So, you and your colleagues can monitor, manage and execute tasks even when you are on the move.

## Swash Advantage

- Large and complex project engineering and handling capabilities
- End-to-end solutions for global clientele
- Extensive domain expertise
- Sizable resource pool with diverse skill sets
- Strong customer and vendor relationships
- Strong service delivery chain

## Know Us

Swash Convergence Technologies Limited is one of the leading Software Development Company, with global existence; began its successful foray into the IT world in 2001,



flourishingly spreading its fragrance both in the National as well as the International market especially in the business of providing IT solutions & Services to its clients. Swash Convergence Technologies has been recognized as one of the Microsoft Windows Azure featured partners worldwide. Our team lay on the three milestones i.e.: Simplicity, Excellence and Excitement, which helps us to create value in our strategies. It carved out a niche for itself among IT companies, as a provider of single window software solutions and services. In SCTL, we honor the collective strength of all our employees & believe that diversity is the key to our competitive advantage.

For organizations that want to bag new opportunities and establish a competitive position, Swash Cloud ERP Solutions give end-to-end results that scale up or down as required. We accommodate with consulting network, mobility services so that you can concentrate on what matters – innovating, developing and providing customers an extraordinary experience.

To learn more about Swash Convergence,

Please visit our website at - [www.swashconvergence.com](http://www.swashconvergence.com)

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