HRMS

simplifying **IT**

simplifying **Information**

simplifying **Management**

simplifying **Human Resources**

simplifying **Forms**

simplifying **Mobility**

MAXIMIZING **GROWTH**

JAWA Software

Money & Markets HRMS & Payroll

JAWA Software HRMS is a robust and scalable system with configurable workflows, custom reports, advanced rule-based engines and superb customer support. Make strategic HR decisions based on accurately reported data with the JAWA Software HRMS Calendar & Time and Attendance management module. This module ably handles Timesheets, attendance, task and project management.

Hiring high-quality personnel is a cornerstone aim of any HR department. The Recruitment module of JAWA Software HRMS combines integrated services with broad HR management capabilities. Recruit from vacancies posted on your website. Manage your hiring cycle with ease and confidence with JAWA Software HRMS.

The JAWA Software HRMS Performance module gives you the ability to create custom performance evaluations and self-scaling employee assessments that key into company performance indicators and job expectations. Managers and employees look to HR for well-structured performance reviews.

Create different document templates such as, employee contracts, appointment letters, employee termination letters and export these documents from employee profiles into PDF for printing.

The document manager makes it easy to create, distribute and store documents that are confidential and/or specific to a particular function such as on-boarding a new employee, completing a performance review, or any other task.

JAWA Software Money & Markets HRMS is a full, high-end system and business solution. Empowering businesses to become more efficient and provide more accurate employee service, the JAWA Software line of products creates unlimited possibilities for your company's growth.

**JAWA
Software
Systems**

ERP
Financial
Accounting
Manufacturing
Project Costing
HR & Payroll
Sales & Distribution
Consulting
POS
CRM+

JAWA Software HRMS

ORACLE®

Employee Appraisal

Leave Management

Loan Management

ERP Online Link

Salary Details Management

Recruitment Management

KPI's Reports

Workflow & Mobility

Government Forms Management

Employee Document Scan

Employee Self Service Portal

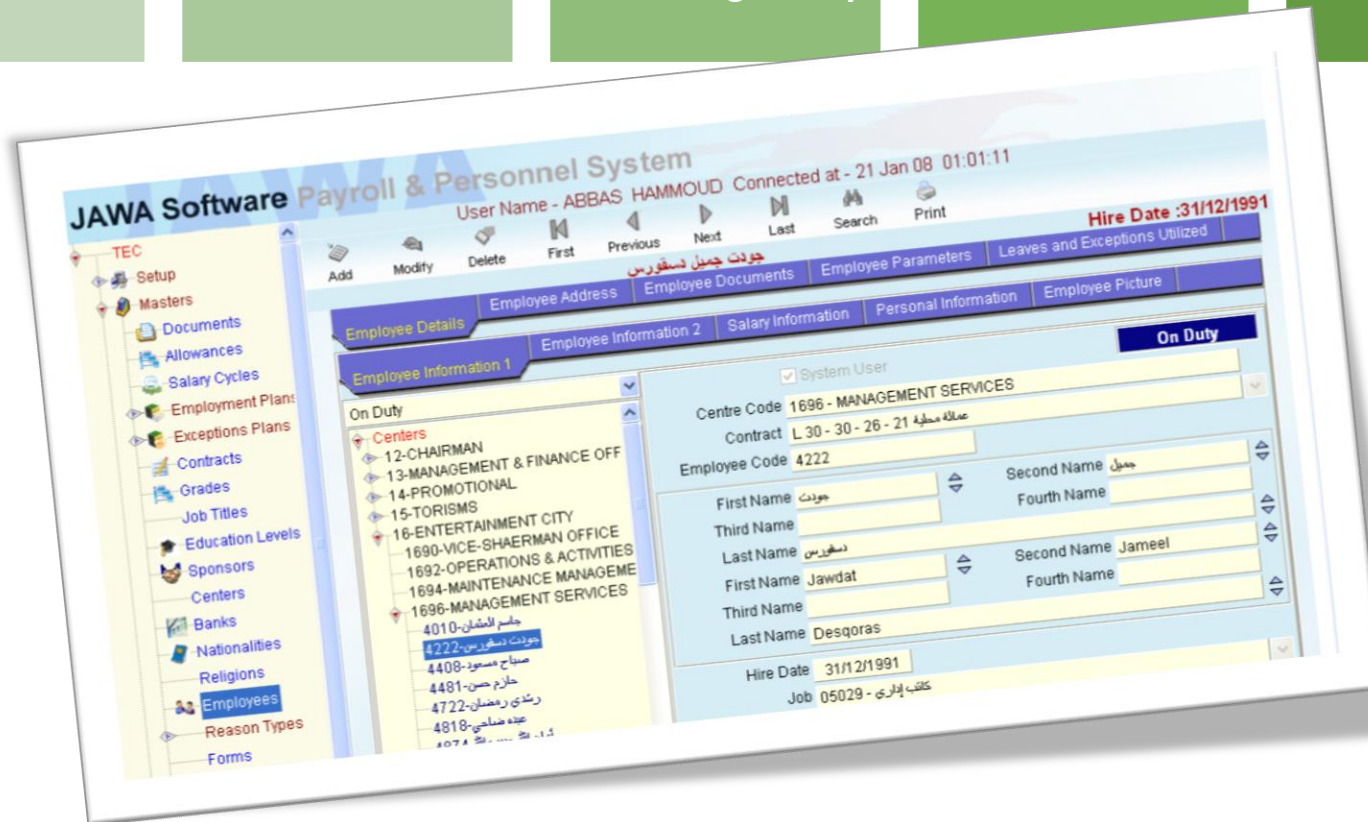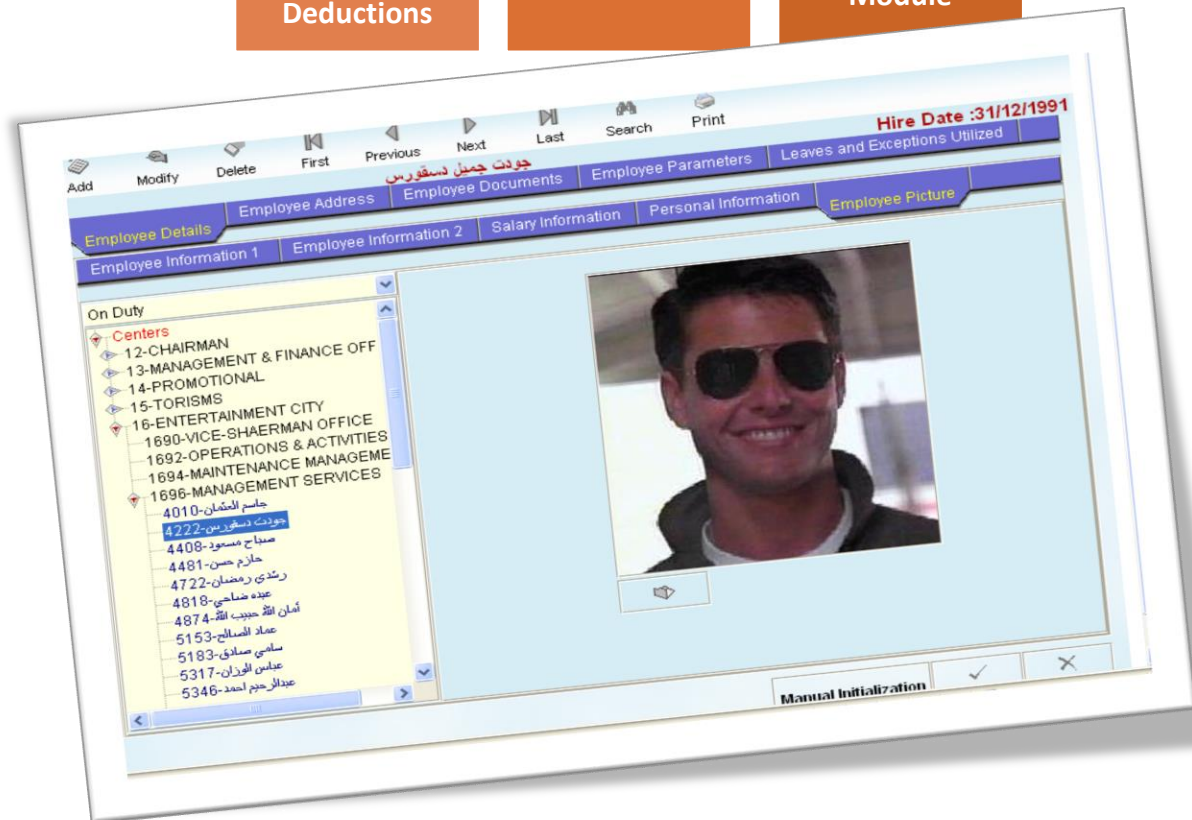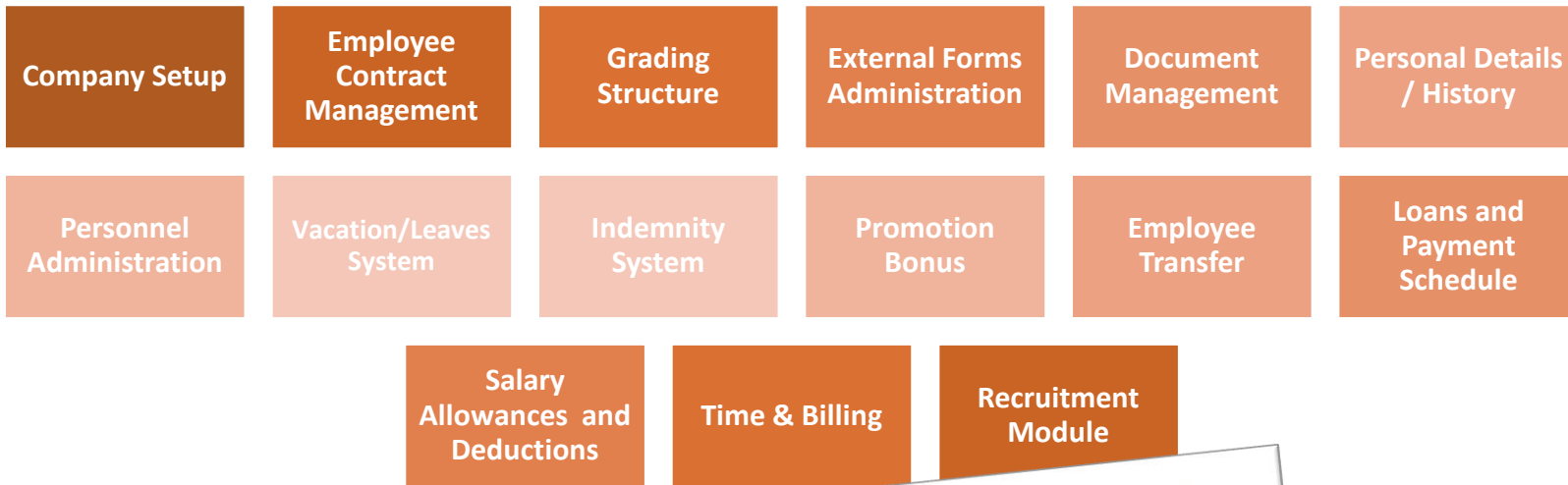| Web Based	Multi-Lingual (Unlimited number of Languages)	Easily Adapted to Labor Laws & Regulations	Run On Oracle Database	Multi Platforms
Integrated Built-in Report Writer	Employee/Transactions History	Auditing and Monitoring Facility	Time & Attendance	Badge Generation Module

Company Setup	**Employee Contract Management**	**Grading Structure**	**External Forms Administration**	**Document Management**	**Personal Details / History**
Personnel Administration	**Vacation/Leaves System**	**Indemnity System**	**Promotion Bonus**	**Employee Transfer**	**Loans and Payment Schedule**
	Salary Allowances and Deductions	**Time & Billing**	**Recruitment Module**		

SYSTEM MODULES

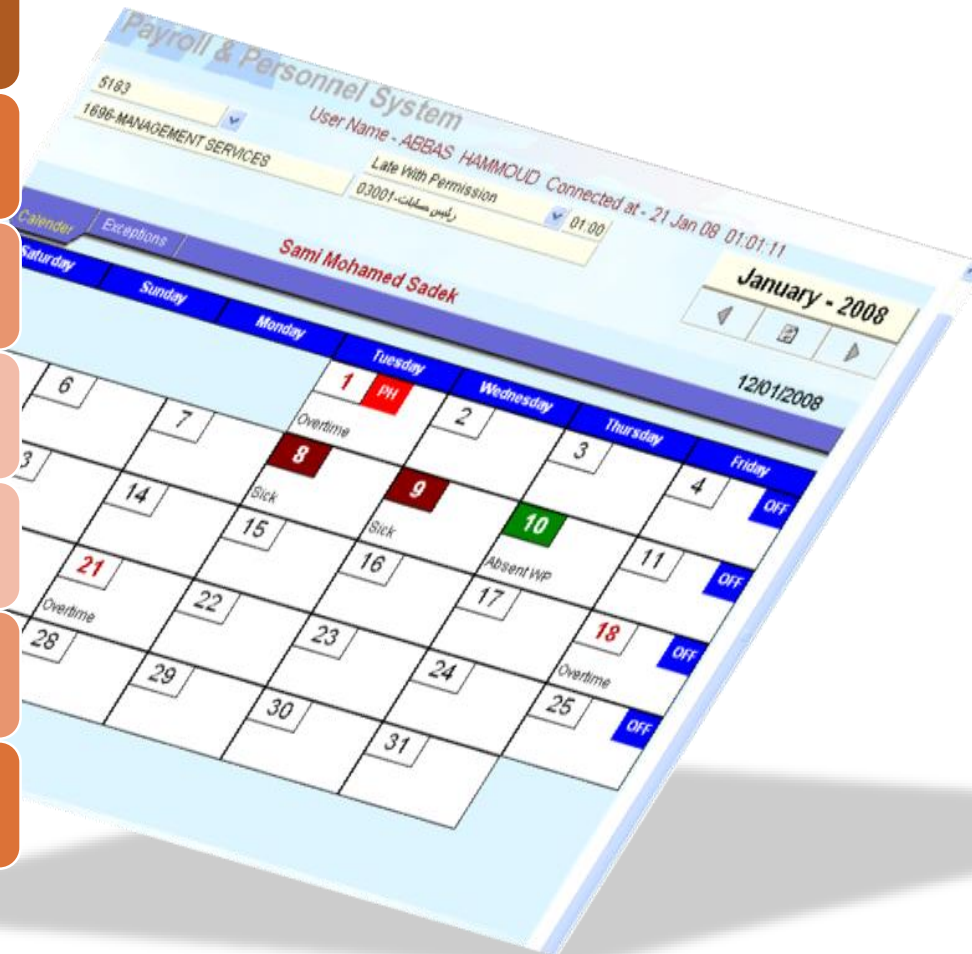Employee's Performance & Appraisal

Calendar Management

Payroll Processing

Project Costing

Employee/Administration Interface

Security System

Employee Portal

ON THE WEB

The system is Web enabled and can run using the web browser. This allows a remote access for the users to work on the system from any computer that connected to the server through LAN, WAN, intranet or internet. Employees can enquire about their salary or leave balance even thought they can submit their yearly leave or sick leave from home using the internet.
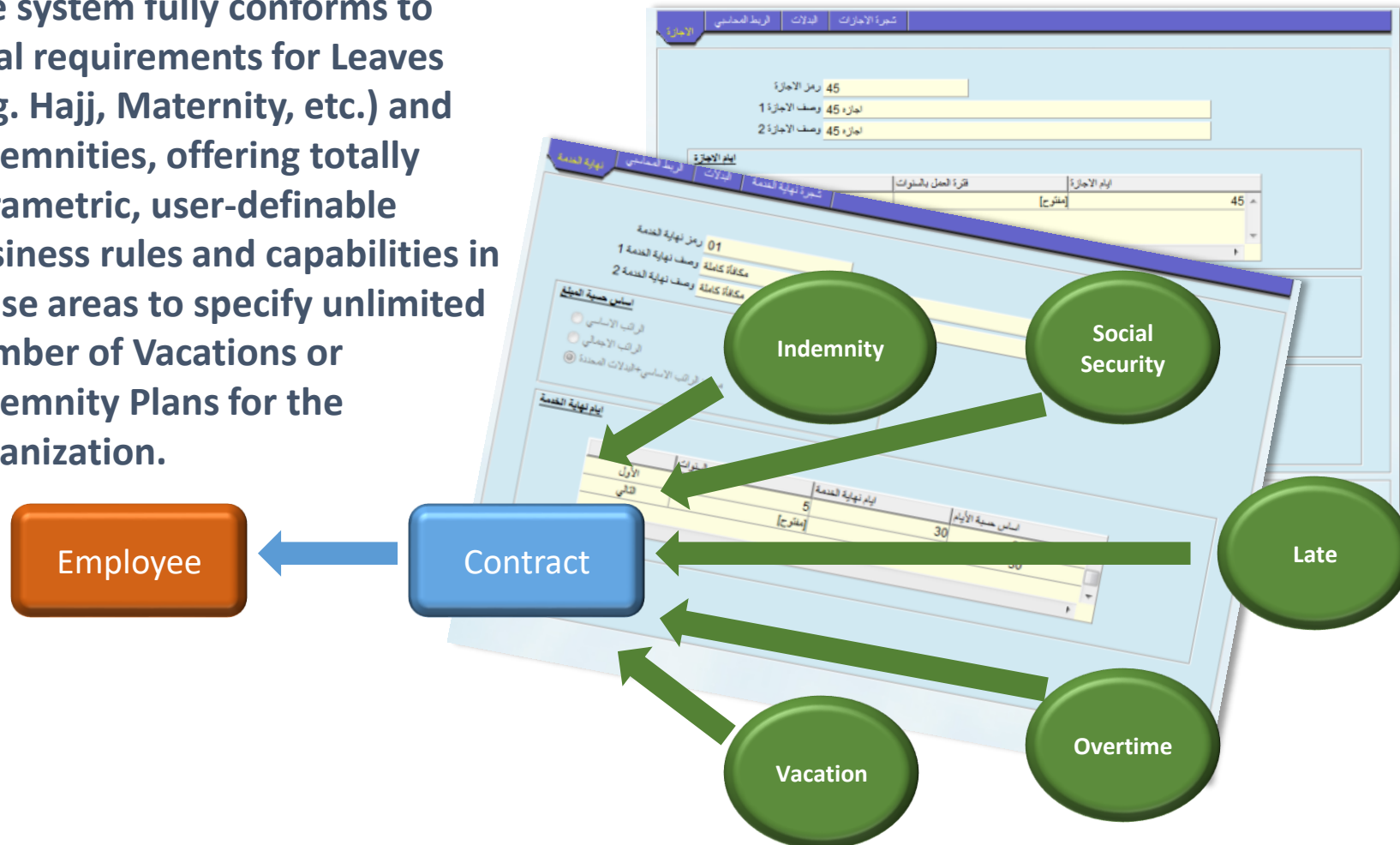
Easy way to enter the employee's attendance exceptions (Absent, Late, Overtime, Sick...) using the built in calendar which provides a full view of the employee monthly movements like exceptions, leave period.

BUSINESS RULES

The system fully conforms to local requirements for Leaves (e.g. Hajj, Maternity, etc.) and Indemnities, offering totally parametric, user-definable business rules and capabilities in these areas to specify unlimited number of Vacations or Indemnity Plans for the organization.

- Employee
- Contract
- Indemnity
- Social Security
- Late
- Vacation
- Overtime

Web Based

Mobile Employee Self Service Portal

Attach Scanned Images Employee File

Performance Evaluation & Appraisal

Employee Loans

Link To JAWA Software Oracle Based ERP

Prints HR Related Government Forms

Link To Banks

Conformance With Labour Law

Powerful Security & Workflow

Calendar Management

Ability To Create Unlimited Company Related Forms

Employee Self Service Portal & Mobility

Add-On Module (requires the purchase of JAWA Software HRMS Core)

The JAWA Employee Self Service Portal is a powerful add-on system allowing employees and managers to submit various requests and check company and department events.

JAWA Software Self Service Portal Allows the employee to check the following:

1. Company or Department Calendar (events, vacations…etc.)
2. Salary Slip
3. Perform HR requests
4. Check Vacation and Other balances
5. Checks Company Policies And Procedures
6. Checks Company Directory

Requests have the following workflow:

1. Vacation request submitted by employee
2. System forwards the request to the employee's manager or a specific designated person
3. Managers can check if there are other employees within the department requesting a vacation during the same period
4. Once the request is approved the system continue forwarding the request to the above person in the company or department hierarchy
5. Once all the request processes and approvals are completed the system will automatically forward the vacation request to the HR department
6. Once the HR department process the request the system will automatically link the payment part to the JAWA Software ERP and Financial System