



**darwinbox**

The digital evolution toolkit

**Our Vision : To springboard companies to the next stage of digital evolution**

# Darwinbox HR

## Human Resource Management System - Product characteristics



### Customizable to a great extent (in-built)

*Customisable to the last extent - workflows with a deep understanding for each module*



### Great intuitive user experience

*Carefully crafted screens in line with UX principles*



### Integration with other tools

*Integration with Tally, Google Apps, AD and QuickBooks*



### Easy and fast on-boarding

*Clients just need to spend few hours not days for on-boarding*



### Secure and reliable data hosting

*> 99% uptime  
Encrypted storage of sensitive data with multi-layer security*



### Extreme focus on Mobile

*Employees can complete all major HR tasks on the go*

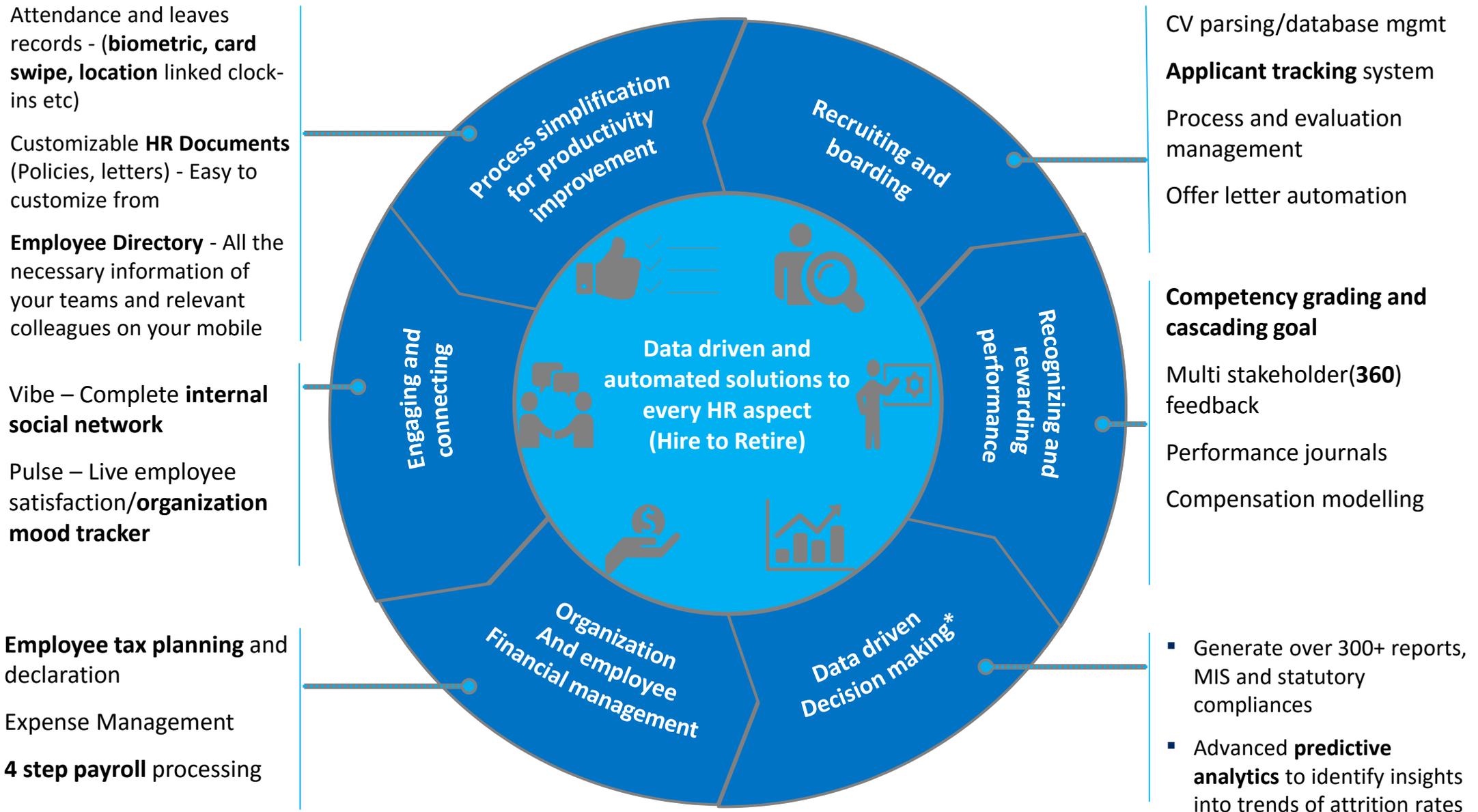


### End to end application

*Integrated platform managing an employee's entire lifecycle*



# Darwinbox HR has applications across the entire employee life cycle



Product Differentiation w.r.t existing HRMS tools

# Simple, intuitive design targeted at the new age enterprise

Built to design standards of best in class consumer apps

The dashboard features a top navigation bar with icons for Dashboard, View, Employees, C&P (Compensation & Payroll), Attendance, Leaves, and HR Documents. A main section titled 'How do you feel at work today?' includes a mood selector with five icons. Below this, there are sections for 'PENDING REQUESTS' and 'PENDING TASKS'. A 'CLOCK IN' button is also visible. A 'LATEST VIBE' section displays a post by Akshay Sharma with a photo and text about the company's success at the 'Crifal Emerging India Awards'.

This dashboard shows 'Your Leave Balance as of 07-Feb-2016'. It includes a 'LIST OF HOLIDAYS' and an 'APPLY FOR LEAVE' button. The main content is organized into a grid of cards for different leave types: Casual Leave (5 Currently Available), Sick Leave (12 Currently Available), Paternity Leave (5 Currently Available), and Privilege Leave (10 Currently Available). Each card also shows a 'Check Taken' status.

The payroll summary dashboard for November 2015 features several key metrics: Total Head Count (1200), Excluded Headcount (180), and Payroll Generated (1200). It includes a bar chart showing payroll trends and a list of payroll-related actions and settings on the right side.

The 'EMPLOYEES LIST' dashboard includes a search bar for employee names or IDs, 'NEW HIRE' and 'IMPORT' buttons, and an 'ADVANCED SEARCH' section. Below is a table listing 47 employees with columns for Name, ID, Designation, Department, Email ID, and Location.

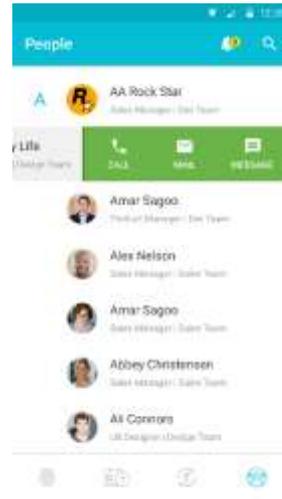
NAME	ID	DESIGNATION	DEPARTMENT	EMAIL ID	LOCATION
Akshay Shrivastav	DM_2	Vice President	HR & Admin	akshays@valuekraft...	Hyderabad, Madhapur, India
Akshay Sharma	DM_1	CEO	Leadership	vinests@agromat@ema...	Hyderabad, Madhapur, India
Anup Kumar	DM_3	Vice President	Finance & Accounts	anup@valuekraft.in	Hyderabad, Madhapur, India
Anupam Sengupta	DM_4	Vice President	Sales & Marketing	anupam.sengupta@v...	Hyderabad, Madhapur, India



Negligible time needed for employees to get used to the interface compared to the long training hours needed for competitor products



# Intense focus on mobile

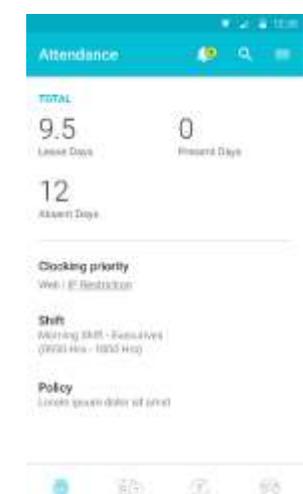
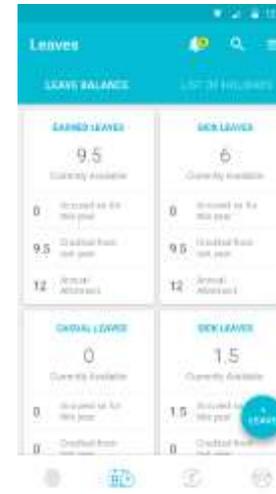


Powerful Native apps that you can use

- completing HR tasks & approvals
- Checking benefits
- Accessing directory
- Engaging employees
- Tracking company calendar

Complete applications

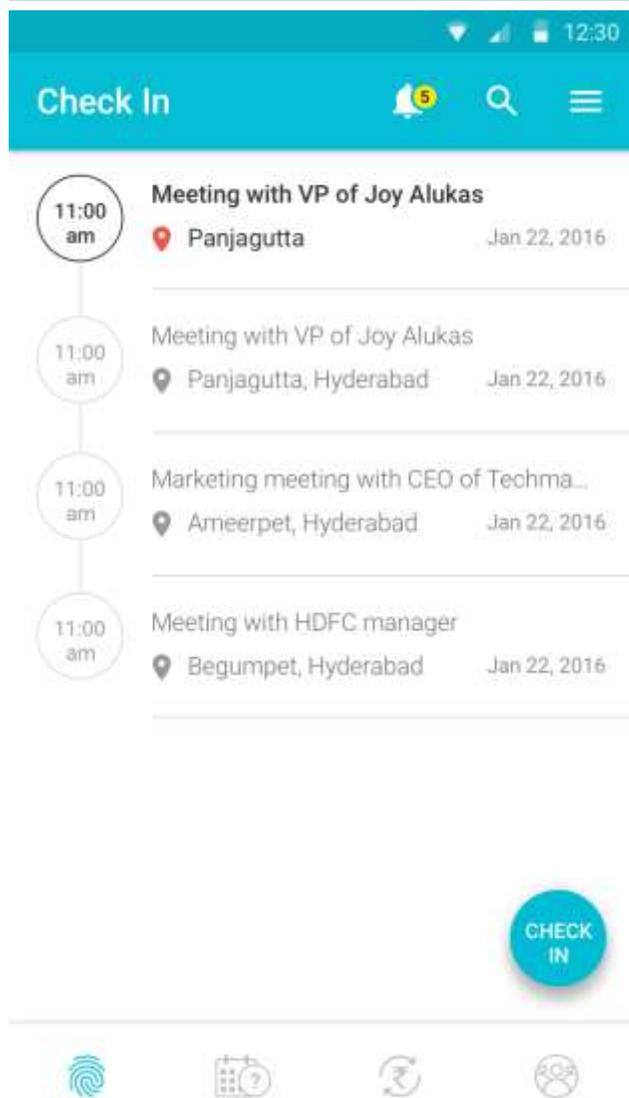
- Leaves
- Regularizing attendance
- Reimbursements
- Location tagging/ Check-in functionality



Employees can complete all their core HR tasks on the go



# Differentiated Mobile Feature example – Check-in/location tagging



Unique feature that will help enterprises increase productivity of on-field and remote personnel

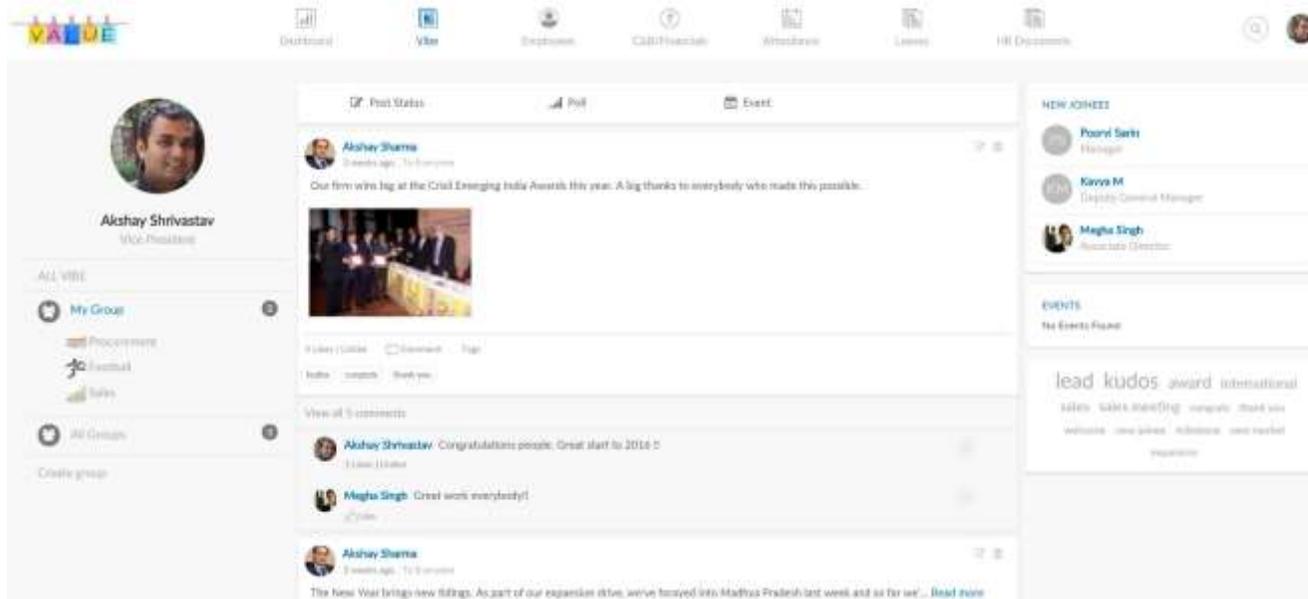
- ▶ A Check-in will record time stamp and also tag an employee's location
- ▶ Multiple check-ins possible over a day
- ▶ Comment functionality to record any location specific info

## Case Studies

1. Pan India logistics player: Has employees in over 150 cities. Using the feature for remote attendance management
2. South India based Dairy: Has around 1800 employees. Using the Check-in functionality for distributor relationship management
3. AP headquartered Bio-pesticides company: Using the feature to keep a track of sales force movement

# Improving employee engagement and collaboration

## Vibe - The private, secure enterprise social network



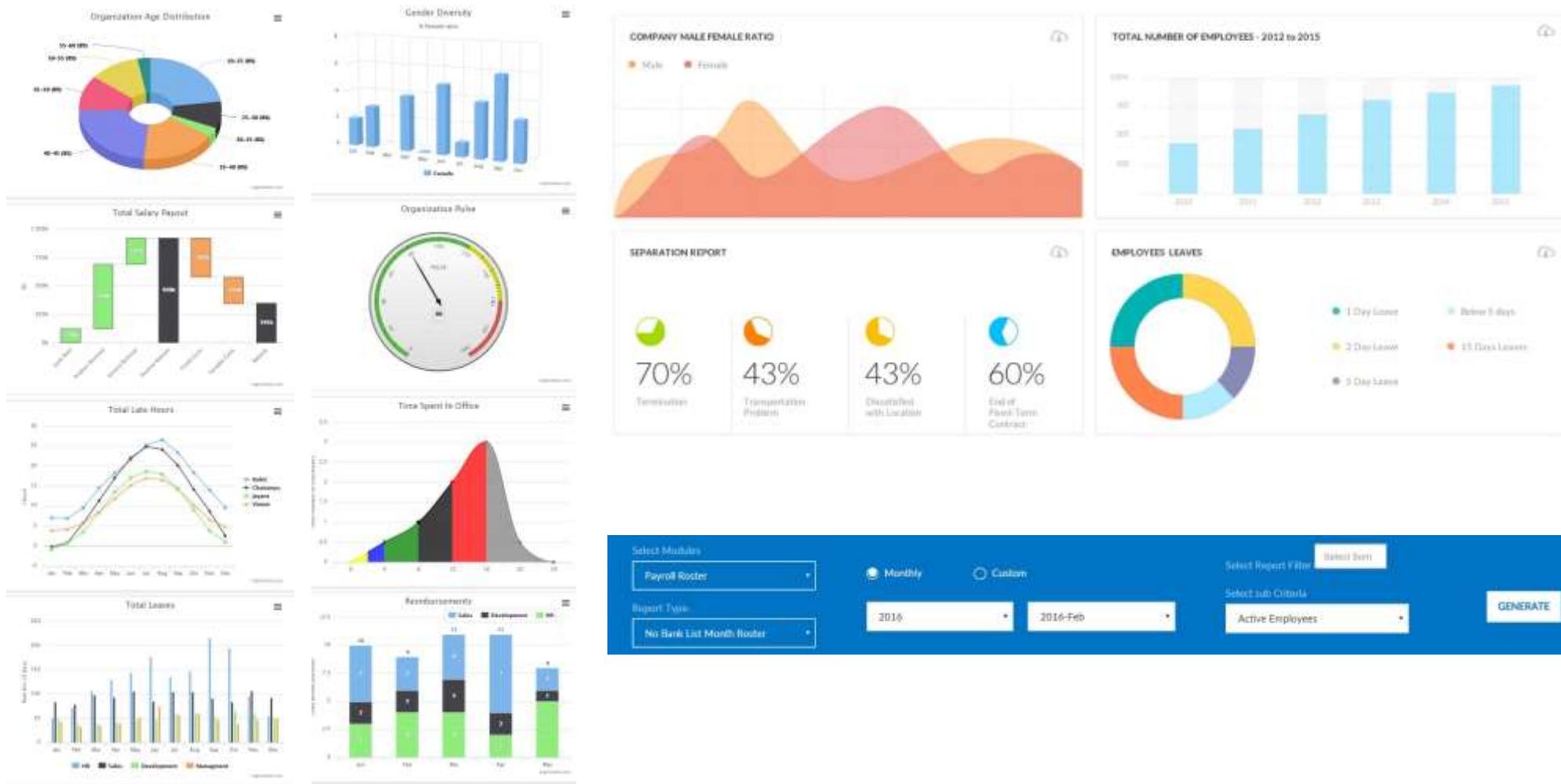
## Pulse – Engagement Surveys



- ▶ Collaborate with colleagues
- ▶ Conduct surveys & polls
- ▶ Form groups (eg: Sales group to discuss leads)
- ▶ Create company events
- ▶ Great platform for senior management to communicate vision, mission & company goals

**Build a vibrant & productive company culture**

# Powerful analytics and reports to aid senior management decision making



Ability to generate over 300+ reports and statutory compliances



# New age Talent Management for enterprises

## Performance Management

- ▶ Alignment of performance at all levels through systematic goal cascading
- ▶ Create multiple assessment frameworks such as 90,180, 360 feedback and review cycles for multiple user groups
- ▶ Automation of development planning at competency level
- ▶ Seamless integration among Performance Management, development and other systems of talent management
- ▶ Integration of engagement principles into performance - ongoing feedback through performance journals

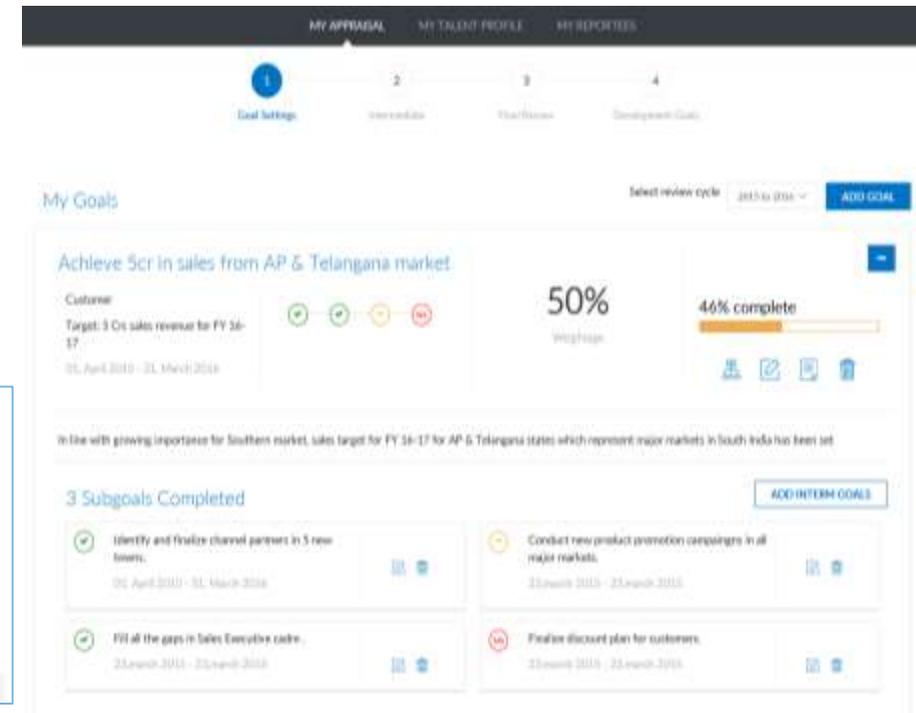
## Recruitment management

- ▶ Post job openings
- ▶ Manage candidates
- ▶ Social recruitment by collaborating with colleagues
- ▶ Manage your careers website
- ▶ Use data to make informed hiring choices

Active Stages	APPLICANT
1. SCREEN	ADD ▾
2. INTERVIEW	ADD ▾
3. CONSIDER	ADD ▾
4. OFFER	ADD ▾

Current Openings				
Thanks for checking out our job openings. See something that interests you? Apply here.				
ACCOUNTANT	Executive	Finance	Full Time	15 Aug 2017
ACCOUNTANT	Executive	Finance	Full Time	15 Aug 2017
MARKETING ACCOUNT EXECUTIVE	Executive	Marketing	Full Time	15 Aug 2017
MARKETING EXECUTIVE	Executive	Sales	Full Time	15 Aug 2017
VIDEOGRAPHY	Executive	Development	Full Time	15 Aug 2017
WEB DESIGNER	Executive	Product	Full Time	15 Aug 2017
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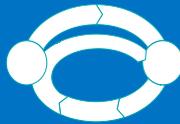
Optimize and simplify your performance & recruitment management processes

# Simplified on-boarding process to get you up and running!

Basic HR & company data in excel formats



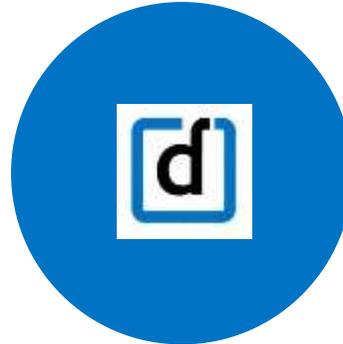
Setup based on existing HR policies



Access controls and usage rights



Generate logins for employees



Start using Darwinbox for the selected modules

Admin Management

Employee Self-service

- Demo videos for easy learning
- Customer support for any product related issues
- Admin support for critical areas like Payroll
- Online subscription payment options
- Easy upgrade to additional modules



# Technical Specifications – Designed for bank grade security and Scalability

## Physical and Network Security

- ▶ Runs on Amazon Web Services
- ▶ Compliant with: ISO 27001, SAS 70 Type II Audit, PCI DSS Level I, FISMA, etc.
- ▶ Physical security provided at the Data Center includes Biometric Access, Surveillance Cameras, two factor authentication, etc.
- ▶ Network level security consisting of Robust Firewalls, Intrusion Detection Systems and Anti Virus Software
- ▶ 24 x 7 monitoring

## Web Application Security

- ▶ Communication between browser and DarwinBox servers encrypted using **high grade 256 bit SSL encryption**
- ▶ Application built ground-up for SaaS usage with multi-tenancy architecture - Distinct sub-domains for each customer for better security
- ▶ Facility to configure comprehensive user and password policies
- ▶ Systematic handling of all web application vulnerabilities like access level checking, SQL Injection, XSS, CSRF, etc.
- ▶ Regular vulnerability scanning, schedule OS security updates & patches, log analysis and server monitoring

## Scalability Features

**Elastic Cloud** - Intelligent **Auto scaling** provide by AWS on EC2

**MongoDB** - Over a third of the Fortune 100 and many of the most successful and innovative web companies rely on MongoDB



# Darwinbox Pricing

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Darwinbox HRMS end to end suite includes:

- ▶ Employee Database Management
- ▶ Attendance (including Biometric/swipe integration)
- ▶ Leave Management
- ▶ Expense Management
- ▶ Payroll & Taxation
- ▶ Compensation & Benefits
- ▶ Employee Directory & Organogram
- ▶ Company Calendar
- ▶ Analytics & Reports
- ▶ Documents (including HR letters & policies)
- ▶ Pulse (Employee engagement surveys)
- ▶ Vibe – Employee Social Network
- ▶ Performance Management System
- ▶ Access Rights & Permissions
- ▶ Recruitment – Applicant tracking system
- ▶ Mobile & Tablet support

- ▶ We follow the SaaS (Software as a Service) model, so there will be **no large upfront license fees or the need to invest in costly IT/server infrastructure.**
- ▶ We charge per employee/per month, this **pay-as-you-go pricing model** will give you the flexibility to scale-up and grow without having to worry about license restrictions or IT infrastructure expansions.
- ▶ Our pricing is very simple, transparent, and reasonable. There are no hidden charges and lock-in periods. **What you see is what you get.**



# Happy to answer any queries that you might have !!



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