



*preferred HRMS of every enterprise*

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**VALUEMOVES** Computing Private Limited

**BUILDING TRUST**

# COMPANY OVERVIEW

- VALUEMOVES Computing Private Limited – Incorporated on 31 March 2011, headquartered in Mumbai.
- **PURPOSE: Preferred HRMS of every enterprise**
  - The Promoters started the Company to win business in the HR software and services market gap created by the on-going market disruption in HRMS products and services space.
  - VALUEMOVES has developed a new business model which eliminates some of the biggest pain points plaguing the HRMS industry today, while also providing point solutions to relieve HR pain points.
- VALUEMOVES' flagship SaaS product, RENTANHRPROCESS is new generation, cloud-based, modular, multi-tenant product which is highly configurable comprehensive and fully-integrated.
- RENTANHRPROCESS is a proven product in the market for quality, robustness, scalability and high performance.
- All products are the Intellectual Property of VALUEMOVES.
- VALUEMOVES focuses only on the HRMS product and services space. As a result, we bring in deep understanding and expertise in the HRMS space.
- VALUEMOVES has the largest Indian Retail HRMS installation running on RENTANHRPROCESS. There are 100 different Organizations in the single SaaS installation with more than 40,000 employees in the Product database. India's No 1 Strategy Consulting Company (other than the big 4) relies on RENTANHRPROCESS for their HRMS and employee Performance Management.
- RENTANHRPROCESS is available in ready cloud hosted model and also for installation on premise on customer's servers.

MODULES		HUMAN RESOURCE MANAGEMENT FUNCTIONS MAPPED TO MODULES					
CORE HR		ORGANIZATION STRUCTURE	EMPLOYEE DATABASE	COMPENSATION & BENEFITS	TRANSFERS AND EXITS	LOCATIONS & CONFIGS	
WORKFORCE		BUDGETED & ACTUAL STAFF	POSITION MANAGEMENT	SKILLS DEFINITION	SKILLS MANAGEMENT	APPROVALS	
ATTENDANCE		SHIFTS HOLIDAYS	PRESENCE	TIMESHEETS & BILLING	POLICIES	BIO-METRIC INTEGRATION	
LEAVE		LEAVE	ON-DUTY	REGULARIZE	COMPENSATORY OFF	POLICIES	
PERFORMANCE		BUSINESS OBJECTIVES	GOAL SETTING	APPRAISALS	ORG PERFORMANCE	IDENTIFY TOP TALENT	
TALENT		TRAINING & DEVELOPMENT	PROMOTIONS	CAREER PLAN	SUCCESSION PLAN	DISCIPLINARY & BLACKLIST	
RECRUITMENT		REQUISITION APPROVAL	SOURCE APPLICANTS	SELECTION & OFFER	ON-BOARDING & INDUCTION	CONSULTANTS / OTHERS ACCESS	
PAYROLL		TAX EXEMPTIONS	PAYROLL	STATUTORY COMPLIANCES	INCREMENT PLANNING	COMPREHENSIVE REPORTING	
CONTRACTOR		CONTRACTORS DATABASE	CONTRACT EMPLOYEES	RECONCILE STATUTORY	CONTRACTOR ACCESS	CONTRACTOR FUNCTIONS	
WORK GROUPS		WORK GROUPS SETUP	WORK ASSIGNMENT	WORK EXECUTION	MESSAGING	MONITOR & TRACK	
HR ADMIN		HELP DESK	ASSET MANAGEMENT	TRAVEL & ADVANCE	EXPENSE SETTLEMENT	REIMBURSEMENT CLAIMS	
EMPLOYEE SELF-SERVICE & OTHER LOGINS		ADMINISTRATOR LOGINS		BUY SELECTED PROCESSES & MODULES ONLY		PLUG AND PLAY - NO NEED FOR DEVELOPMENT	
MOBILE ENABLED	DATA ANALYTICS	ROLE BASED ACCESS	BUSINESS GROUPS	CONFIGURED WORKFLOWS	INTEGRATIONS	NOTIFICATIONS & REPORTING	

# VALUEMOVES PRODUCTIZED HRMS MODEL

## **INSTITUTIONALIZATION IN *RENTANHRPROCESS***

(DERIVED FROM CORE DRIVERS)

- RENTANHRPROCESS UNIQUE LEVERS
- END-TO END INTEGRATED STRATEGY, STAFFING AND HR OPERATIONS
- GLOBAL CONFIGURABLE PROCESSES
- FLEXIBLE HR POLICIES
- MOBILE ENABLED
- HR DATA ANALYTICS
- TECHNOLOGY OBSOLESCENCE PROOF

## **STAFFING & HR OPERATIONS *USING RENTANHRPROCESS***

(DERIVED FROM CORE DRIVERS )

- EFFICIENT RESOURCING
- EFFICIENT ON-BOARDING
- CAPABILITY BUILDING
- IDENTIFY TOP PERFORMERS
- GROWTH & RETENTION OF TOP PERFORMERS
- OTHER HR FUNCTIONAL OPERATIONS

## **BUSINESS STRATEGY USING *RENTANHRPROCESS***

(CORE DRIVERS)

- STRATEGIC GOALS
- MEASURE STRATEGY EXECUTION
- PROJECT TALENT NEEDS FOR ACHIEVING STRATEGY
- SUCCESSION PLANNING
- HUMAN RESOURCE DENOMINATED BUSINESS METRICS

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# HOW DO CUSTOMERS BENEFIT FROM OUR PRODUCTS?

As an HR Manager, are you annoyed by recurring pain points during employee inductions, performance management, confirmations, separations and more?



Presenting RENTANHRPROCESS with its ready-built, plug and play and configurable HR processes that are set up within days, these tasks are now made painless.



Let us know your HR pain points and we will be glad to assist. Contact us today at <http://www.valuemoves.co.in/new-Customer-Register.aspx> or send us an email at [vm.sales@valuemoves.co.in](mailto:vm.sales@valuemoves.co.in) or call us at +919820857027. VALUEMOVES Computing Private Limited.

\*Note: RENTANHRPROCESS is a full-functionality, integrated HRMS, Payroll and Talent Management SaaS Product. RENTANHRPROCESS co-exists with existing HR applications and meets the needs of small, medium and larger Organizations.

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# HOW DO WE SOLVE HR PAIN POINTS?

## HRMS PAIN POINTS:

- HRMS are sold by most vendors based on functional modules like attendance, leave management, payroll etc
- Traditional HRMS modules do not have important HR processes that are needed to enable integrated, efficient and effective HR operations for customers.
- Purchasing modules also tends to slice up functions into vertical silos which are not integrated.
- Therefore, buying HRMS modules will not solve your HR pains automatically.
- It then becomes the responsibility of HR Managers to get the HRMS modules working efficiently and effectively in an integrated manner.
- For achieving this desired efficiency from the purchased HRMS modules, a full-fledged implementation project becomes necessary for the company.
- This project results in additional costs, project implementation risk and delay in becoming productive.
- ***High licensing cost of market leaders constrains customer to sub-optimal solutions by not using ESS portal logins for all employees.***

## VALUEMOVES SOLUTION:

- Select integrated HR processes to meet your needs from our catalog of processes; buy what you need.
- Ready built HR configurable processes that are plug and play.
- Set up within days, customers become productive without delay
- Built using globally accepted best practices bringing the desired clarity, standards and systematization to HR processes
- Our processes have integrated end-to-end functionality to work independently and in conjunction with your existing modules thus connecting any existing vertical application silos.
- ***ESS portal based workflow solutions for all HRM functionalities can be leveraged by customer at reasonable cost by choosing RENTANHRPROCESS.***

# HOW DO WE SOLVE HR PAIN POINTS?

SL NO	HUMAN RESOURCE MANAGEMENT PAIN POINTS	RENTANHRPROCESS SOLUTION
1	Making offer letters while hiring new employees?	Employment Offer Process
2	On-boarding process for new employees?	On-boarding Process
3	Induction of new employees into the Organization?	Induction Process
4	Tracking confirmation of employees?	Confirmation Process
5	Leave management?	Leave Process
6	"Absence while on-duty" management?	On-duty Process
7	Approving and tracking advances paid to employees?	Advance Approval Process
8	Settling expense claims of employees?	Expense Approval Process
9	Transferring employees within the Organization?	Transfer Process
10	Manager's and employee's pain points in assigning, tracking and monitoring work completion?	Work Management Process

# HOW DO WE SOLVE HR PAIN POINTS?

SL No	HUMAN RESOURCE MANAGEMENT PAIN POINTS	RENTANHRPROCESS SOLUTION
11	Setting up training courses, scheduling training, tracking of employee training completion?	Learning Management Process
12	Goal setting and evaluating employee work performance?	Performance Management Process
13	Measuring employee contribution to Organization's strategy execution?	Strategy Alignment Process
14	Deciding on and promoting employees?	Promotion Process
15	Performance based salary increment process and HR budget process?	Increment Planning Process
16	Employee separation process?	Exit Process
17	Recruitment Management?	Recruitment Process
18	Job applicant data capture?	Applicant data capture process
19	Staffing budgets, hiring decisions, approvals and hiring status control?	Staffing and Recruitment Control Process
20	Profiling your employees?	Employee Profiling Process



# RENTANHRPROCESS PRODUCT VARIANTS

## RENTANHRPROCESS - LITE:

- This product version is for smaller companies
- Ideally suited for employees between 100 to 499.
- Tuned for requirements and pricing needs of companies in this category.

## RENTANHRPROCESS - CENTRAL:

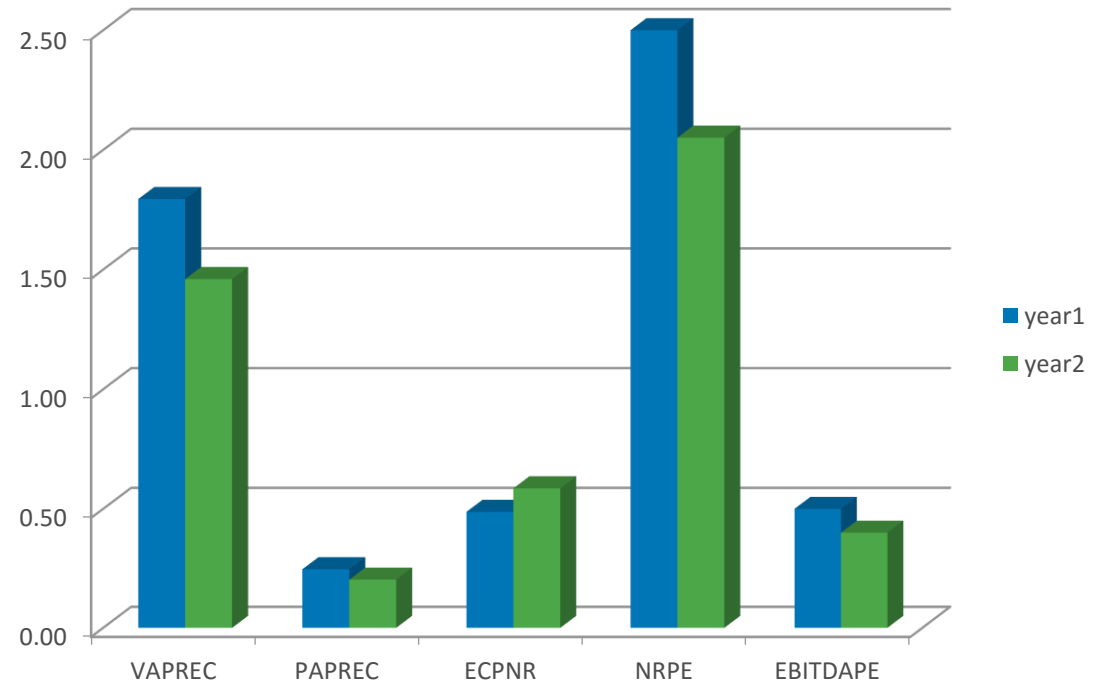
- This product version is for mid-size companies
- Ideally suited for employees between 500 to 999.
- Tuned for requirements and pricing needs of companies in this category

## RENTANHRPROCESS - SUPER:

- This product version is for large companies
- Ideally suited for employees above 1000
- Tuned for requirements and pricing needs of companies in this category
- On-premise model supported

# RENTANHRPROCESS ANALYTICS

METRIC	Year 1	Year 2	Rs
VAPREC	1.79	1.46	-
PAPREC	0.25	0.20	-
ECPNR	49%	59%	-
NRPE	25	20.5 lakhs	
EBITDAPE	0.5	0.4 lakhs	



VAPREC: Value added per rupee of employee cost

PAPREC: Profit added per rupee of employee cost

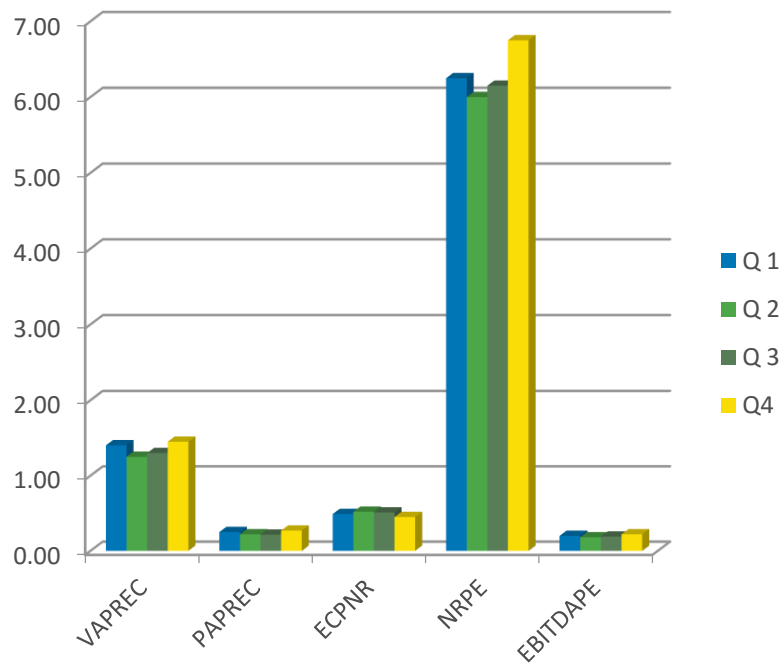
ECPNR: Employee cost as %age of net revenue

NRPE : Net revenue per employee

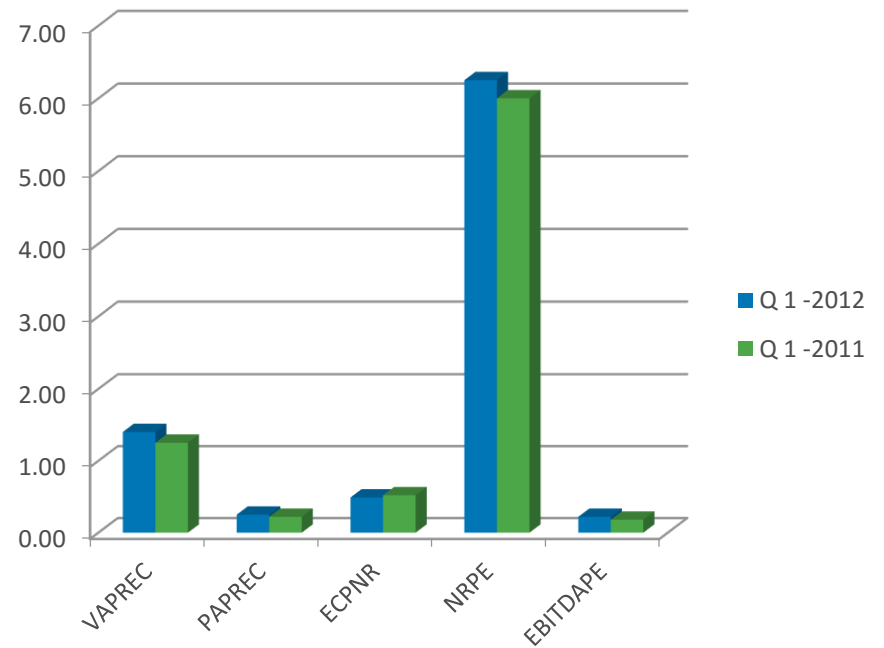
EBITDAPE: EBITDA per employee

# RENTANHRPROCESS ANALYTICS

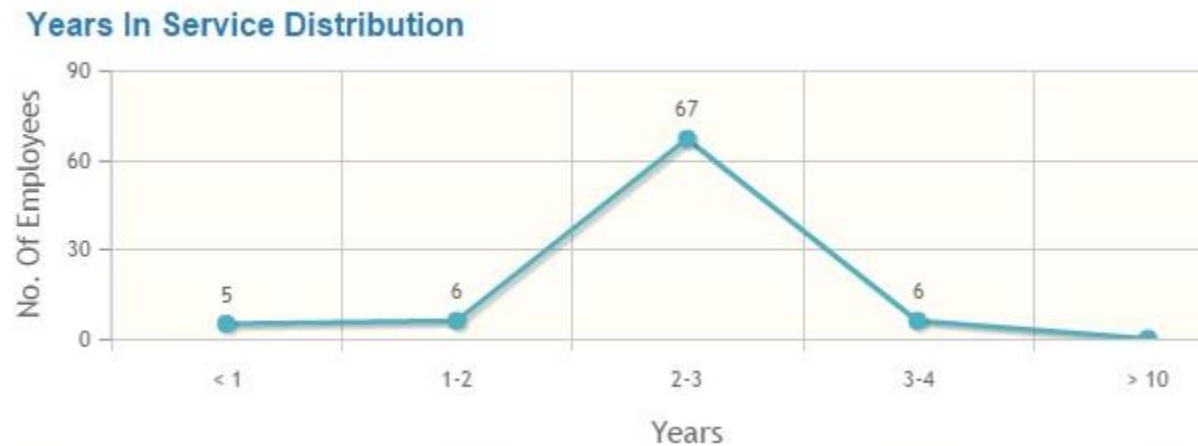
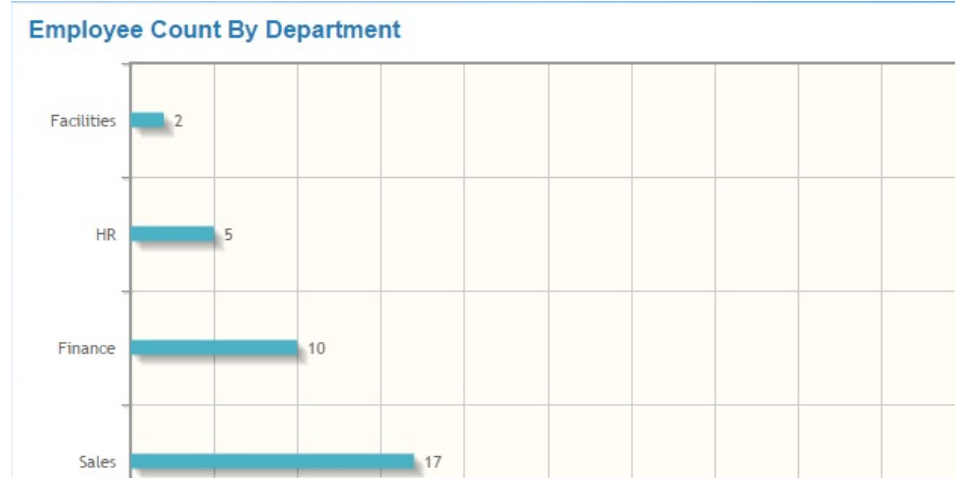
Quarter on Quarter



Year – on - Year



# RENTANHRPROCESS ANALYTICS



# RENTANHRPROCESS ADVANCED FEATURES

## PERFORMANCE MANAGEMENT SYSTEM

- Align Organizational strategy with employee KRAs
- Track Strategic objectives and target achievement
- Measure employee contribution to strategic objectives

## MOBILE ENABLED :

- Employee database, employee directory, employee profile
- Leave applications, attendance management, view payslips
- Manager Approval notifications
- Geo-fencing and mobile attendance check in check out

## RENTANHRPROCESS – REPORTS AND LETTER PRINTING:

- Drag and drop reports for employee data
- Printing offer and appointment letters from the system

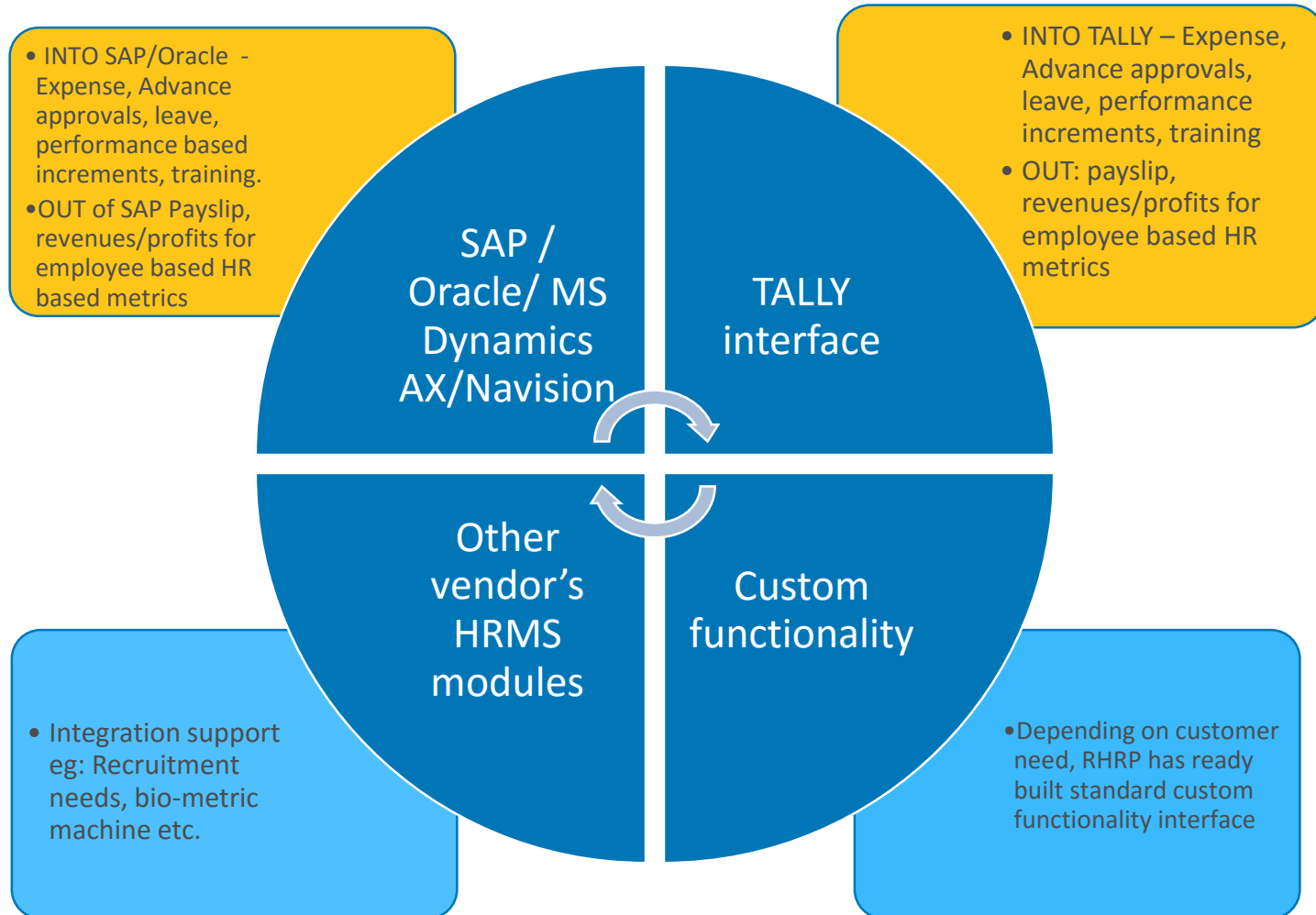
## RECRUITMENT

- Automatic integration and capture of web-site sourced job applicants into RHRP
- Consultant, Job-applicant, Selected candidate logins for data-capture saving HR efforts

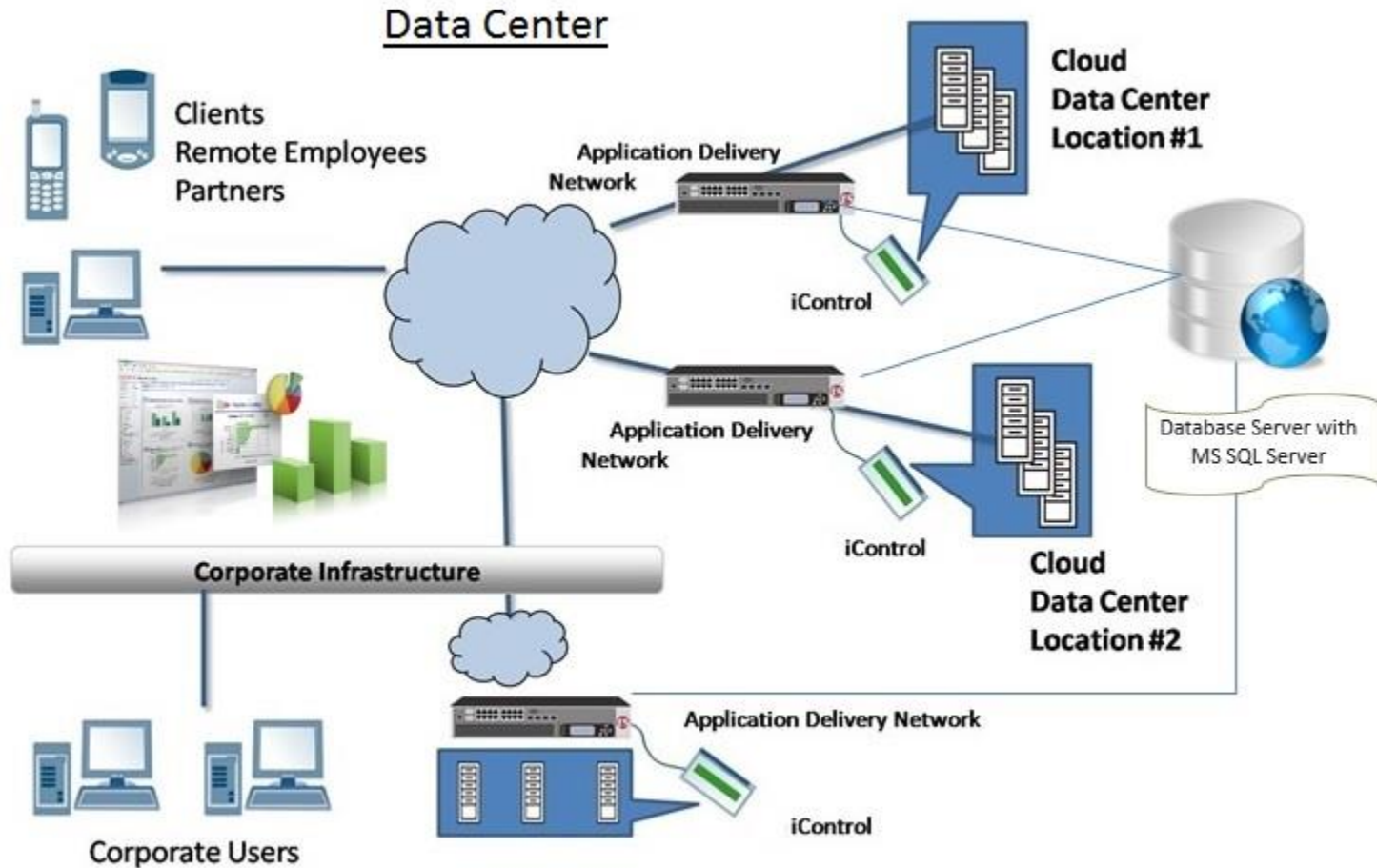
## RENTANHRPROCESS - ANALYTICS:

- Standard employee denominated business metrics
- Custom Analytics

# HOW DO WE INTEGRATE WITH EXISTING APPLICATIONS?



# TECHNOLOGY - CLOUD HOSTED SOLUTION



# OUR VALUE PROPOSITION

Eliminates the stress and pain of making the purchased HRMS modules work effectively & efficiently

Ready built – plug and play. Eliminates need for extended product implementation project, no project risk & time delay

Built using globally accepted best practices which brings the desired clarity, standards and systematization to HR processes

Provides the end to end functionality needed for the purchased “Process” to work well

Ability to modify Process at a later time without the need for an implementation project

Buy only processes that Company needs and also integrate Company’s existing HR and Payroll applications

Single HR product supplier for end to end HR needs

Available in ready hosted model and installed on customer’s servers in a licensed model.



# OUR CUSTOMERS

## PHARMACEUTICALS



Unosource Pharma Ltd.

Home for every medicine



Shreenathji  
Rasayan Private  
Limited

## MANUFACTURING



## CONSULTING



## RETAIL



## TRADE FAIRS



## EDUCATION



## SHIPPING



## BPO - OUTSOURCING



**Thank You**



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