



Slicon Review has rated SDL as one of the 30 best Tech companies 2017



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- Information at a glance
- Employee Self Service
- Messaging Alerts
- Graphical Data Views
- Role Based Security
- Store HR Documents



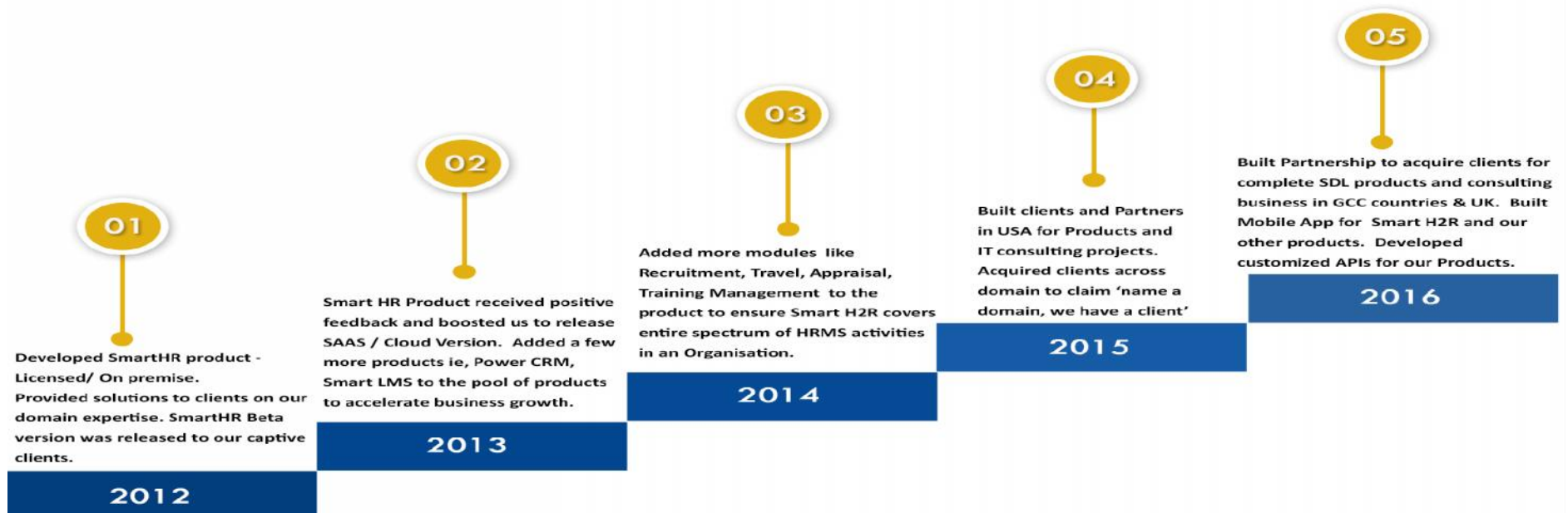
A revolutionary product - which automates Hire to Retire.

COMPANY PROFILE

SmartDrive Labs Technologies India Pvt. Ltd. is one of the leading Software Development Company founded in 2009, providing Enterprise Solutions and Consulting Services.

SmartDrive Labs is differentiated by its tradition of unsurpassed technology expertise its strong track record of delivery and its experienced, enthusiastic people. SmartDrive Labs leadership in client and employee satisfaction has been recognized nationwide today.

The effective management skills and dedicated team of IT professionals ensure the quality and reliability of our products and services. SmartDrive Labs delivers unmatched business value to customers through a combination of process excellence, quality frameworks and service delivery innovation. This approach makes the services highly economical without compromising on quality.



OUR PRODUCTS

“ENTERPRISE HR & PAYROLL SOFTWARE”



SmartH2R is a revolutionary system that promises to take the pain out of HR Management. **SmartH2R** - Smartly manages - Recruitment & Selection Employee Data Bank, Payroll, Leave & Attendance, Training Management, Asset Management , Document Management , Employee Self Service, Appraisal, Full and Final Settlement .

CUSTOMISATION

“A COMPLETE & ADAPTIVE CRM SOLUTION”



Power CRM is simple hosted CRM software that helps to automate your business activities. With power CRM, you can improve work efficiency and bring in an ideal workflow environment within your organization

Power CRM is cost effective, user friendly and lightweight CRM for all organization to accommodate in their business process model

HR KEY PAIN AREAS

- Manual Leave and Attendance Processing.
- Limited Reporting capability.
- Measurement of Employee productivity.
- Employee Management like Employee History , Skill matrix – optimisation and enhancement , etc
- Reimbursements related to Travel , Mobile etc
- Compliance Issues
- ROI on Employee Versus Business.



Multinationals need a way to assess their human resources readiness on a country-by-country basis. A repeatable, integrated approach helps them achieve ambitious expansion plans or turn around performance.

SMART H2R – STANDARD MODULES



Recruitment Management

Smart HR - Recruitment & Applicant Module provides a comprehensive solution for the entire recruitment process, including requests for staff, approval of vacancies, entering requirements, capturing candidates information. [Readmore](#)



On-Boarding

Onboarding is an integrated and configurable module of our HRMS that helps you efficiently process new hires by automating many of the time consuming tasks associated with the hiring process. Read the benefits of [Readmore](#)



Employee data bank

The Employee Data Bank Module maintains all relevant employee related information, including different types of personal information, detailed qualifications and work experience, job related information etc. [Readmore](#)



Dashboard management

Get a rich dashboard for Admin, HR, Employee etc. smartHR has customizable 3-D real time updatable Business Intelligence dashboards in each module. It has many chart types and color palletes to suit the end [Readmore](#)



Information center

The core function of this module is to ensure that the Organization's employment relations are conducive to optimizing the contributions of its human resources. The smartHR information center Module helps [Readmore](#)



Employee self service

The Employee Self Service Portal is a powerful tool providing employees the ability to view and update personal information via the web without having to go through the HR staff. The functionality of this module spans [Readmore](#)



Payroll management

SmartHR Payroll is specially designed and developed for INDIAN and global organization, is Web based applications and can be integrated with attendance system. Supports pay slip, IT declarations, YTD statement, [Readmore](#)



Travel Management

SDL Travel Management module enables you to manage requests for travel with ease and flexibility. Our travel module seamlessly integrates commercial, chartered and self-operated travel on any mode of transportation [Readmore](#)



Appraisal management

Users connect with interfaces that focus on their needs. At HRMS, we strive to balance business goals and user expectations with simple, functional, and appealing user interface designs. These result from indepth [Readmore](#)



Leave Management

Leave Management is a workflow-based system that automates the leave application and approval process. This system enables users to apply for leave online and to view the status of the application as well as the [Readmore](#)



Attendance Management

The Time & Attendance Module automates time tracking related processes and enhances the organization's performance by eliminating paperwork and manual processes associated with time and attendance [Readmore](#)



Training management

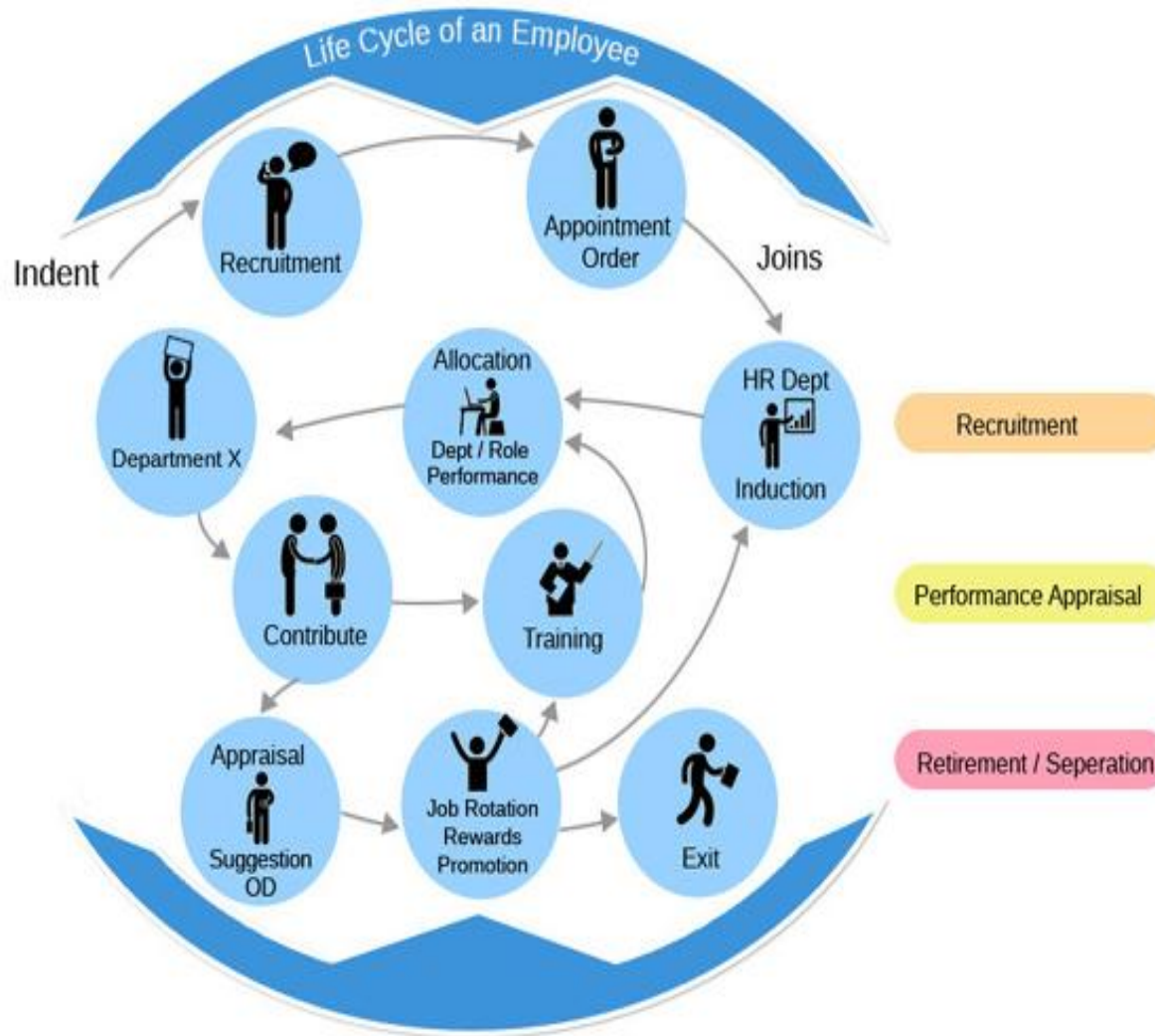
SmartHR Training Management software provides complete automation of training activities, customizable to client's need. Smart HR is comprehensive software meant to help manage employee information and [Readmore](#)



Exit Management

Employee can access Exit Management module through ESS. This module allows employees to initiate Exit Process (It is also initiated by Manager, depending on the company policy) Keep track on no dues status [Readmore](#)

SMART H2R – STANDARD FEATURES



- ❖ Automates business to employee administrative and strategic processes.
- ❖ Accessible to every employee with self service features Work flow based.
- ❖ Automates routine HR and employee processes, allows managers and employees to directly access key functional business processes, information and / reports.
- ❖ Maintains / manages HR data.
- ❖ User friendly with fully menu driven screens
- ❖ Fully parameterized inputs
- ❖ Supports Multi Company and Multi Locations
- ❖ Exhaustive reports
- ❖ User defined queries and Business letters
- ❖ Import and Export

MENA EXCLUSIVE - SMART H2R



- Compliance with Middle East labor laws
- Available in Arabic & English
- Tax calculations as per slabs
- Meets PASI & GOSI requirements
- Full and Final Settlement as per gratuity Rules
- WPS compliance
- Country specific configurable ministry forms and file transfers from Banks
- Allowances for children and spouse



WHY CHOOSE SmartH2R ?

- ❖ *User Friendly Product*
- ❖ *Responsive Front end UI*
- ❖ *Successful SME To Enterprise Implementations*
- ❖ *Accessible at any corner of the World*
- ❖ *Statutory Complaint*
- ❖ *In Built HR Analytics*
- ❖ *Cloud Platform*
- ❖ *Mobile App*
- ❖ *Work Flow Escalations*
- ❖ *Attendance Hardware Integration*
- ❖ *Dash Board Management*
- ❖ *Information center*
- ❖ *Custom reports*
- ❖ *Customization*
- ❖ *Website Integration*
- ❖ *Domain Centric Product*
- ❖ *ERP Integration*



Hassle free implementation process



Timely customer support: on-site and remote



Update products based on latest technology requirement



Automatic backups, strong security, high reliability

ON - PREMISE HRMS Vs CLOUD HRMS

The chart below provides a summary of the advantages and disadvantages of the delivery models .

ON –PREMISE



Pros

- one time investment
- used to tighten records security
- customizable specific business needs

Cons

- high up-front investments
- skilled IT team for system maintenance
- urgent need in powerful hardware
- limited integration abilities
- staff runs system upgrades, security issues

Vs

CLOUD



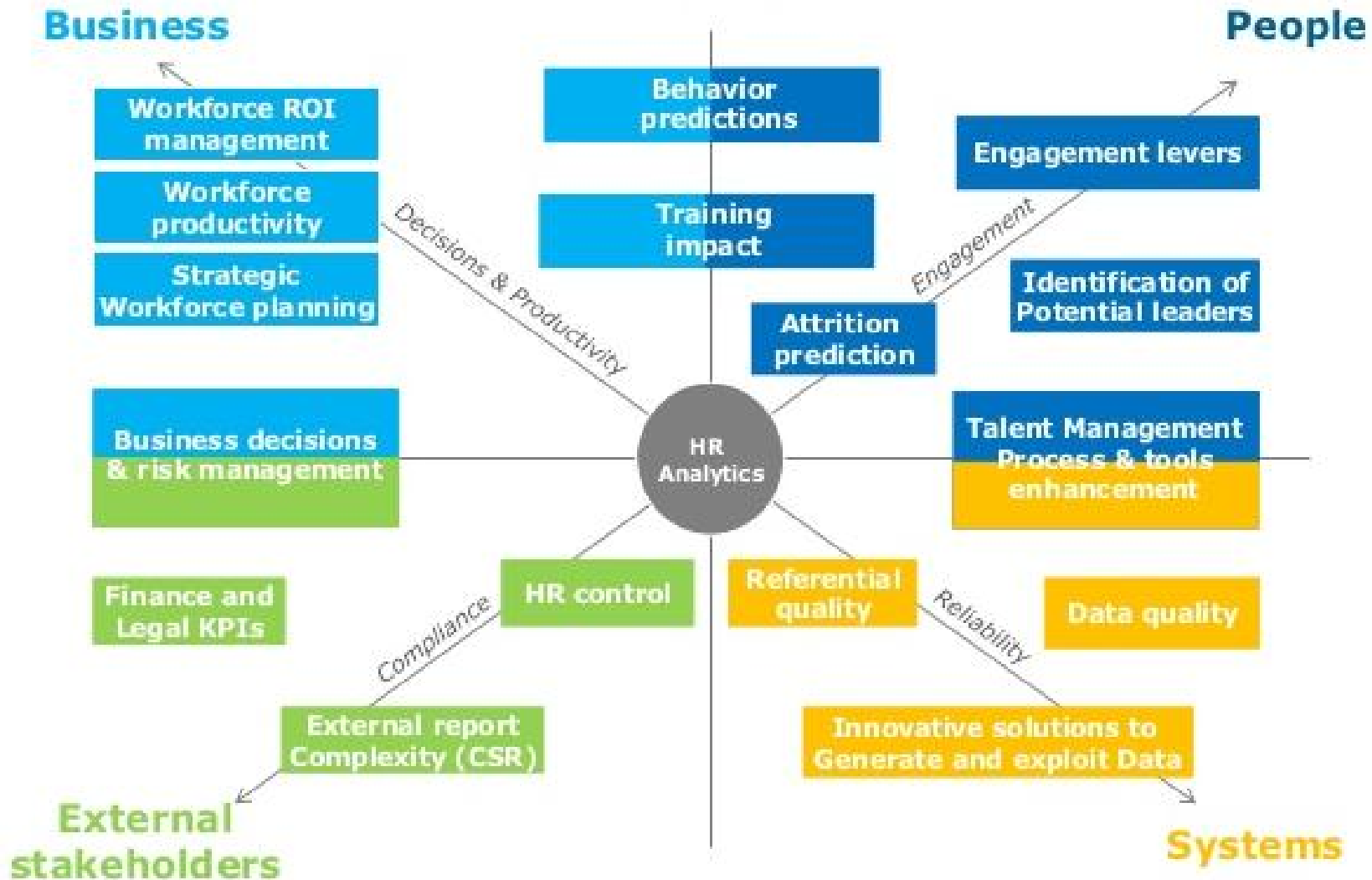
Pros

- low investments and system running
- round-the-clock access to the data
- focus on business processes
- faster deployment process
- low-cost backups and recovery options

Cons

- business growth requires more licenses
- no access without the internet connection
- require extra configurations

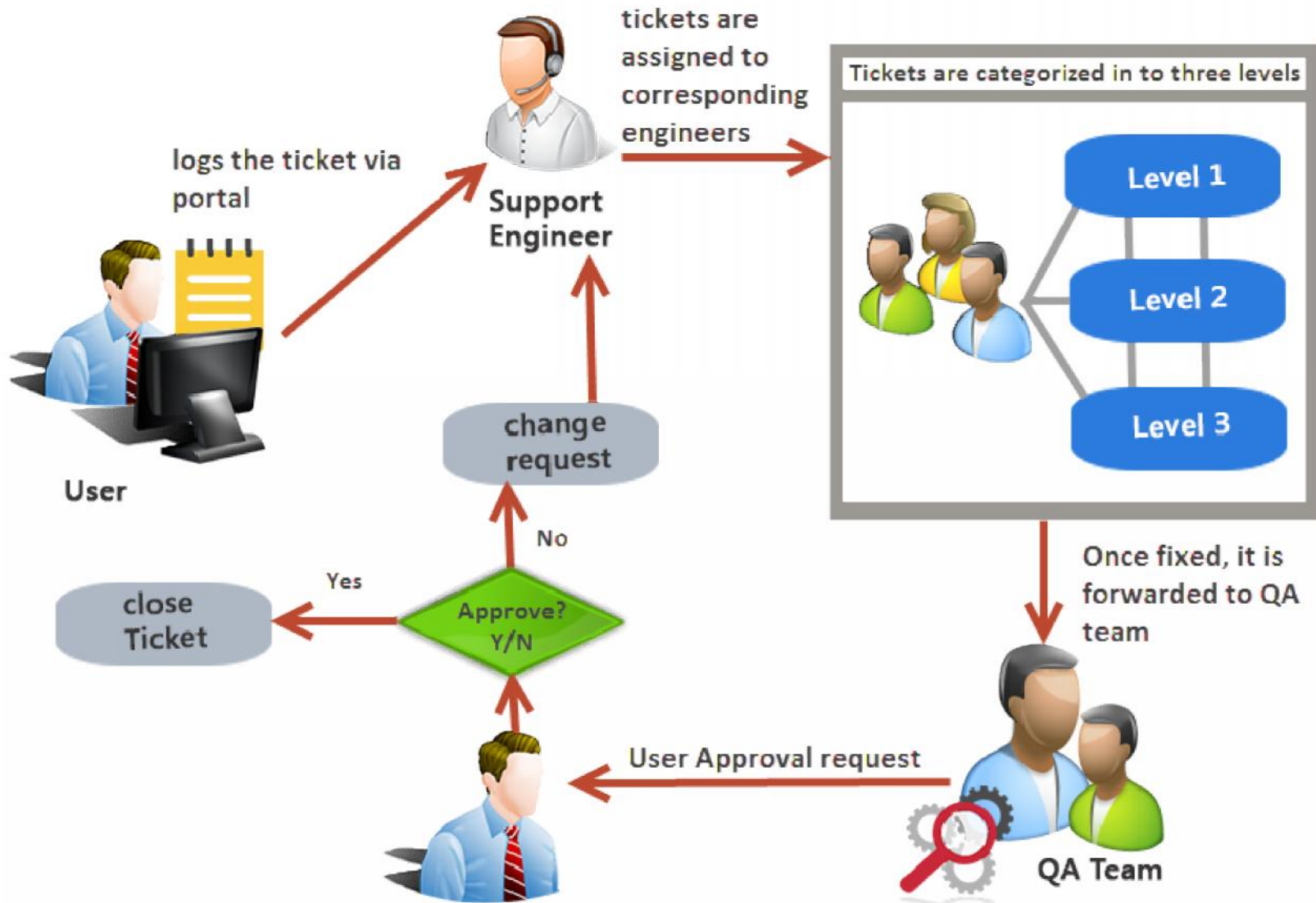
HR analytics mapping



HRMS BI & ANALYTICS TOOL

	LAY THE FOUNDATIONS	MONITOR THE BUSINESS	MAKE DATA-DRIVEN DECISIONS	PLAN THE FUTURE	MANAGE OUTCOMES
BUSINESS CASE	<ul style="list-style-type: none"> Function cost Function cost vs. revenue Direct vs. indirect cost 	<ul style="list-style-type: none"> Function 'x' cost vs. Function 'y' cost Function 'x' cost vs. total Function cost 	<ul style="list-style-type: none"> Total process cost Process cost vs. revenue Process 'x' cost vs. process 'y' cost 		
RESOURCING	<ul style="list-style-type: none"> Age profile Gender split (%) Length of employment profile Time to retire profile 	<ul style="list-style-type: none"> % employed less than 'n'-years % split of dimension for period 'n' 	<ul style="list-style-type: none"> % minorities Attrition in time period 'n' External hires vs. internal moves Performance profile 	<ul style="list-style-type: none"> % new recruits who achieve 'x' or better Promotions within time period 'n' 	<ul style="list-style-type: none"> Recruitment cost as % of year 1 salary
ORG. IMPROVEMENT	<ul style="list-style-type: none"> Number of employees Number of FTEs 	<ul style="list-style-type: none"> Avg. span of control Management vs. non-management Client-facing vs. support FTEs 	<ul style="list-style-type: none"> % vacancies % employees on sick leave Number of vacancies 	<ul style="list-style-type: none"> % of cost from new activities % activities from process within role 	<ul style="list-style-type: none"> Reporting line changes
TALENT MANAGEMENT	<ul style="list-style-type: none"> Overall engagement score Engagement score by question 	<ul style="list-style-type: none"> Absenteeism Holidays 	<ul style="list-style-type: none"> Days training % time allocated to strategic activities % cost from strategic activities 	<ul style="list-style-type: none"> Competency gaps (count, hours) % new recruits with 'x' competency 	<ul style="list-style-type: none"> % competency gap by process TIG vs. competencies required for promotion
DIMENSIONS OF ANALYSIS	<ul style="list-style-type: none"> Age Gender Geography Business unit 	<ul style="list-style-type: none"> Employment type Grade Market segment Race 	<ul style="list-style-type: none"> Central vs. De-central Core vs. non-core Strategic, Tactical, Administrative 	<ul style="list-style-type: none"> Language Nationality 	<ul style="list-style-type: none"> Employee interests and hobbies Specialties

SMART H2R – SUPPORT SYSTEM



PARTIAL LIST OF OUR CLIENTS



REACH US



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