



*Helping You Achieve Greater Success
Through Your People...*

Your Single HR Platform
To Manage all HR Functions
from **Hire to Retire** of an Employee



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2 Overview

The world is changing all around us at a very quick pace. To continue to thrive as a business over the next ten years and beyond, we must look ahead, understand the trends and forces that will shape our business in the future and move swiftly to prepare for what's to come. We must get ready for tomorrow today.

MANGTAA being a leading Software-as-a-Service provider is focused on taking the hassle out of every corporate business processes. MANGTAA believes in making products which bring revolutionary changes in the present business process and automate each task resulting into a better efficient world..!!!!

We have built a comprehensive understanding of our markets, and the needs and aspirations of the businesses within them. This knowledge, and direct industry experience has helped us develop software solutions that add significant value to the way you do business.

Through the implementation of easy-to-use, web-based solutions, MANGTAA Talent Platform helps organizations manage everything from the start point to their business finish line all within one streamlined application.

MANGTAA emphasizes the value of configure ability by providing the most flexible technology platform on the market. Not only does MANGTAA fit the specific needs of companies of all industries and sizes, but it also helps those companies flourish by adapting and growing right along with them. Our experienced team has a passion for software excellence. We eat, drink, sleep and breathe this stuff.

MANGTAA believe in making a automated tomorrow..!!!!!!

Our Deliverance MANGTAA facilitates its customers derive the measurable business value that they have always been looking for from business and IT investments.

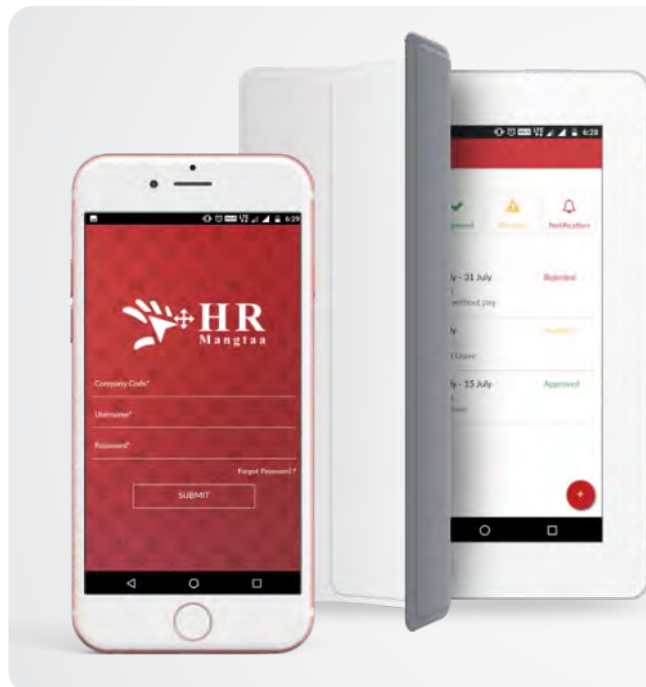
We deliver measurable business value in 3 ways:

Business Transformation We can transform the fundamental shape of your business P&L. Regardless of what business you are into; we have a best-practice process for delivering value. We call it IMPACT – to ensure a clear line of sight from process change to bottom-line impact, ensuring that you receive the business value you were promised by team MANGTAA

Optimized Delivering Afar all transformation and innovation, its execution always are into hurdles like delivering on time, on budget and “on value”. We can optimize your core operations to drive best-in-class efficiency and help execute the transformation and innovation with competence.

Innovation at Every Corner Team MANGTAA offers you a state of art technology innovation which allows us to introduce a up to mark level of product and service innovation into your business to create new revenue opportunities. We keep abreast of the latest technology and how it applies to your business issues. What you get from us is best-of-breed solutions. Every new solution which we bring to you is a dedicated teamwork of our developers so that we cater our customer's need to the best of the taste..!!!

Benefits



Now HR in your pocket

Accessible on mobile phones and tablets. HR Mangtaa enables you to access and update data on the go, anywhere, anytime, on any device. Whether your team sits in an office or is in the field, you are always connected with them !

Download Application



Why Choose Us?

Experience in SaaS HR Mangtaa is a leading HR software-as-a-service provider. Our setup and deployment process has been used successfully and fine-tuned with hundreds of clients. Our heritage isn't only about HR & Payroll Software- it's about how we serve our customers. Experience of our customer starts with our commitment to deliver personalized and professional service at every stage. We continue to adapt in parallel to your business always keeping your needs in mind as your business grows.

Quality of Service We have local expertise. Our sales people, consultants, HR software developers and help desk representatives are highly qualified and all have specific training and experience in all HR processes. Coupled with that we provide comprehensive customer support, including regular updates, 24*7 access to our online help and live technical support.

Integrated Solution Team MANGTAA offers you with state of the art technology innovation allowing you to introduce product and service innovation into your business to create new revenue opportunities. We keep abreast of the latest technology and how it applies to your business issues. What you get from us is best-in-class solutions! Every new solution which we bring to you has a dedicated team of our developers and support staff so that we can cater to our customer's business needs.

Full Customization Our features and modules are designed, deployed and adapted to fulfill the needs of small to large businesses. We are continuously adding features to our platform to ensure clients have all the tools they need to manage their workforce efficiently.

4 Core Modules



Save **Efforts**, Save **Time** with HR Mangtaa

HRMangtaa is a Saas based HRMS application that helps the HR department of an organization to automate and streamline its routine activities. It enables the creation of comprehensive employee records to aggregate, manage and report on all employee related information during the complete lifecycle of service of the employee with the organization.

We offers fully integrated functionality enabling HR and Payroll departments to simplify their daily processes. HRMangtaa Solution have borad sets of features that comfortably allows for large,medium and small sized businesses to manage their workforce efficiently and engagingly.

HRIS



A HRIS, which is also known as a human resource information system (HRIS) or human resource management system (HRMS) is basically connection of HR and IT through online HR software. This allows human resource activities and processes to occur electronically.

The HRIS forms the heart of HR Mangtaa. A module has a powerful HR analytics tool that helps in employee data management. Module mainly contains information about the employee, covering areas like Personal Details, Status of Employee, Educational Qualifications, Professional Experience, Position details within the organization, Skill sets, Remuneration details, Travel and Identity details etc.

Employee Database is linked with the HR and Payroll. So, a user can easily view and navigate to all the transactions of an employee and get a comprehensive report on an employee's performance in the company.



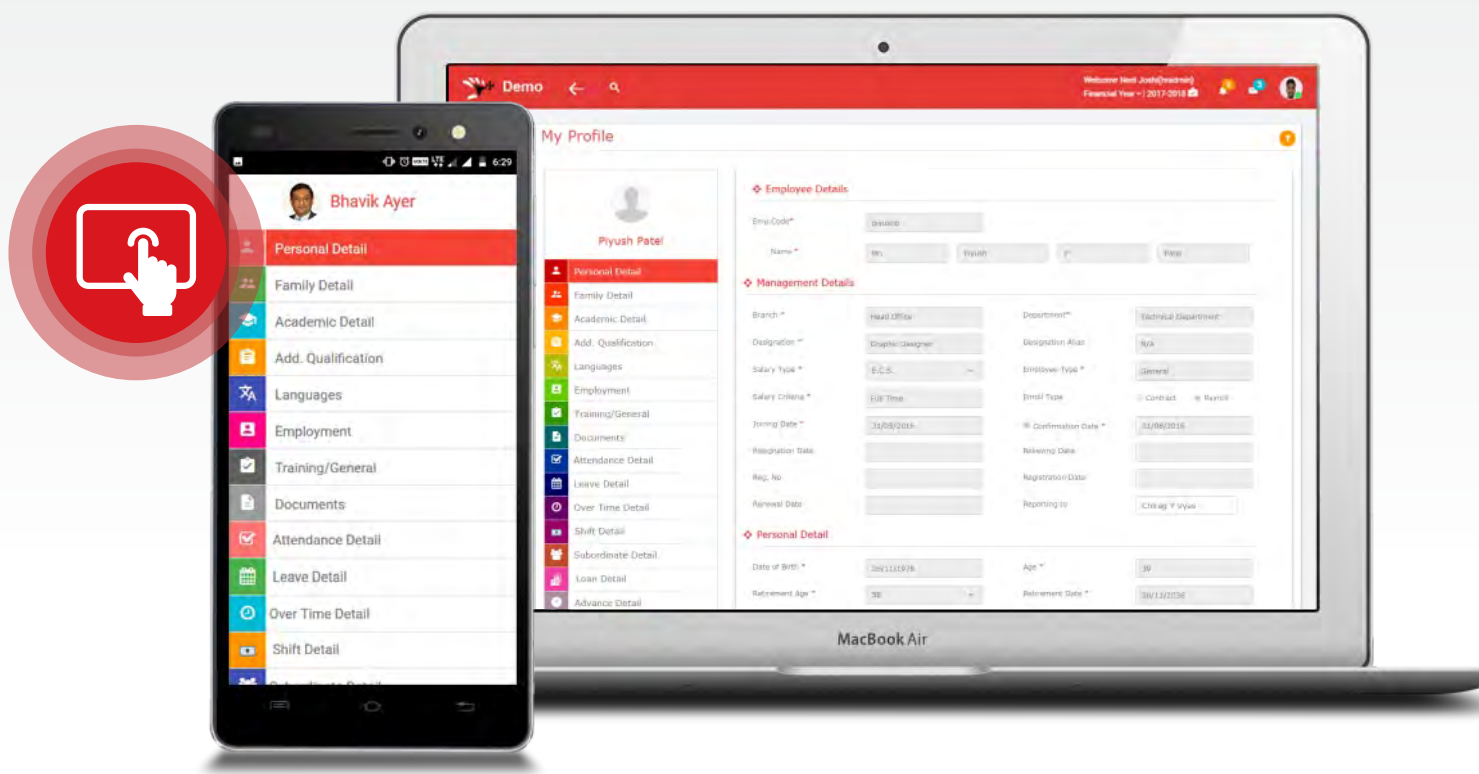
- ✓ This Module of HR Mangtaa includes an official main page that shows a complete detail of employee like the department, the location he belongs to, the date of confirmation and retirement.
- ✓ The user can view employee personal details he can also update his marital status, hobbies, sports, extracurricular activities he participates and awards he has received, update employee's job experience, academic and qualification details.
- ✓ System have facility to maintain Employee Profile details, Employee Request Process, Dynamic employee code generation facility like alpha numeric or numeric, Employee Photo Punch Tracking, Material Issue-Recover Management, Disciplinary actions like suspensions, salary cuts or terminations, email / SMS template facilities.
- ✓ Searching the employee database is made easier- user can do it based on criteria, age, and experience in the company. The user can also generate reports of it easily.
- ✓ Full and final exit form for an employee when he leaves the office is available wherein details like reason for exit, date of resignation are to be filled. User can decide whether to disable him from logging onto HR Mangtaa.

Employee Self Service



HR Mangtaa's Employee Self Service module is the web and mobile solution that connects HR with all the employees in the company. The module is the critical interface needed to bring value added services in the hands of the employee such as, Location Tracking, TDS & Tax Planner, Performance Management, Training Management, Onboarding, Skills Assessment etc. It allows employees to make all requests, view and maintain their investments, pay slips, leaves, tasks, attendance and personal information from their desktops or mobile devices.

In short this is the module that helps save HR considerable time by streamlining many processes within the HR function and putting the onus on the employee to monitor their own profiles. With ESS HR is able to reduce their workload immensely while at the same time empowering employees as they are able to monitor all aspects of their employment right from their hire day all the way to the day they receive their full and final settlement.



- ✓ The critical interface that connects the organization with the employees.
- ✓ Increases the experience and interactivity between employee's and the organization from day one.
- ✓ Empowers employees to manage their own records within the company.
- ✓ Maintains promotions and salary increment history of employees.
- ✓ Employees can view and monitor their attendance IN/OUT punch, as well Leave Balances etc.
- ✓ Employees can apply or modify or cancel their leave requests.
- ✓ Employees can check status of pending claims, leave application etc.
- ✓ Employees can view and print his salary pay slip.

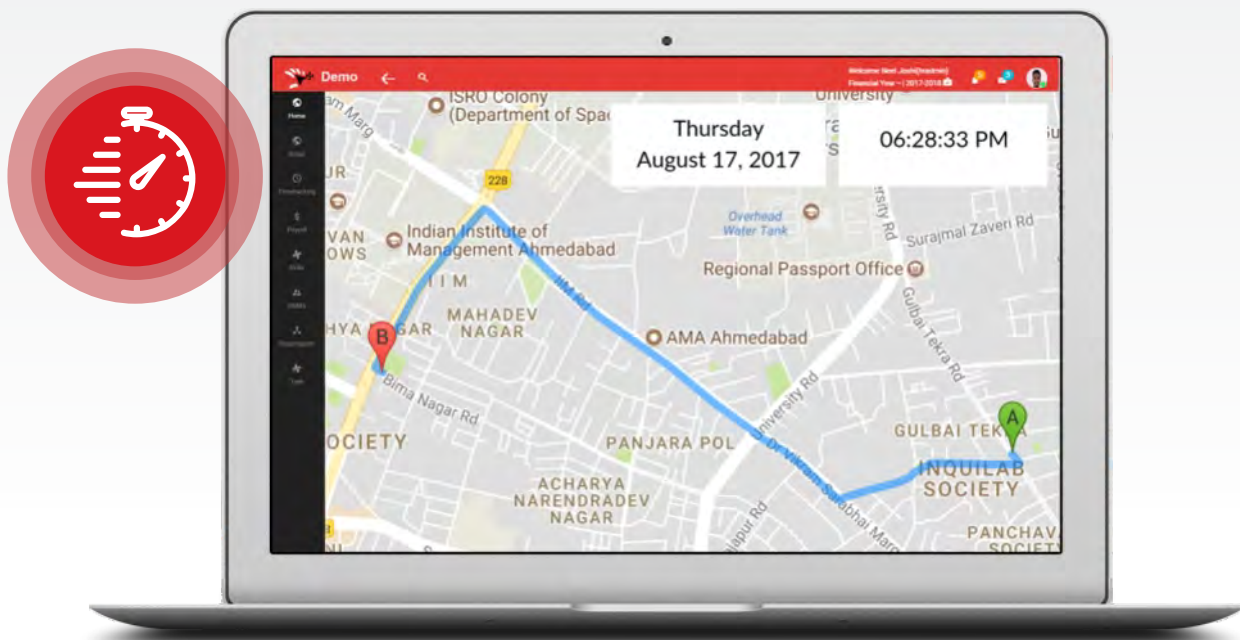


Time & Location Tracking



Understanding what your employees are up to is critical to every organizations continued success. With HR Mangtaa you now do not have to worry about where your employees are with complete and seamless integration with any Biometric device. Have employees who work in the field, or off-site, you no longer have to worry, with our ESS module Time and Location Tracking is built into our mobile app, allowing you to know exactly where your employee is at any given time. With this one feature our customers have been able to see significant cost savings within their organizations and feel confident they are getting the most out of their employees.

Along with time tracking the module also allows you to customize your shifts with flexible shift option. You can also incorporate any corporate rules you have in terms of attendance such as late arrivals, half days, overtime etc. and have the results automatically reflect in the payroll for that given month. HR Mangtaa is designed to take the hassle out of managing a work force.



- ✓ Module can capture data from any access control or Biometric system directly on real time basis from any and multiple locations. You can have an attendance rooster on your desktop every morning.
- ✓ Allows you to set different attendance month period other than calendar month.
- ✓ There are many features available like Time Tracking Dashboard, Dynamic Shift Creation Facility, Shift adjustments, Multiple Punch Facility through Bio-Metric, Mobile Punch, Manual and Upload, Flexible policies for Weekly off and Holidays, GPS Employee Mobile Tracking, Auto Shift Rotation, Automated Overtime Calculation, Attendance Process, Time Tracking Related Reports.
- ✓ Can set different public holidays for different employees, different rules for fixed/flexi and semi flexi shift can be defined, Different week offs can be set for different employees, Different set of rules for absent can be applied.
- ✓ Employees can request for their attendance using Employee Self-Service if they forget to punch in biometric machine.
- ✓ Can set different policies for late coming, early going, monthly deficit hours and overtime.

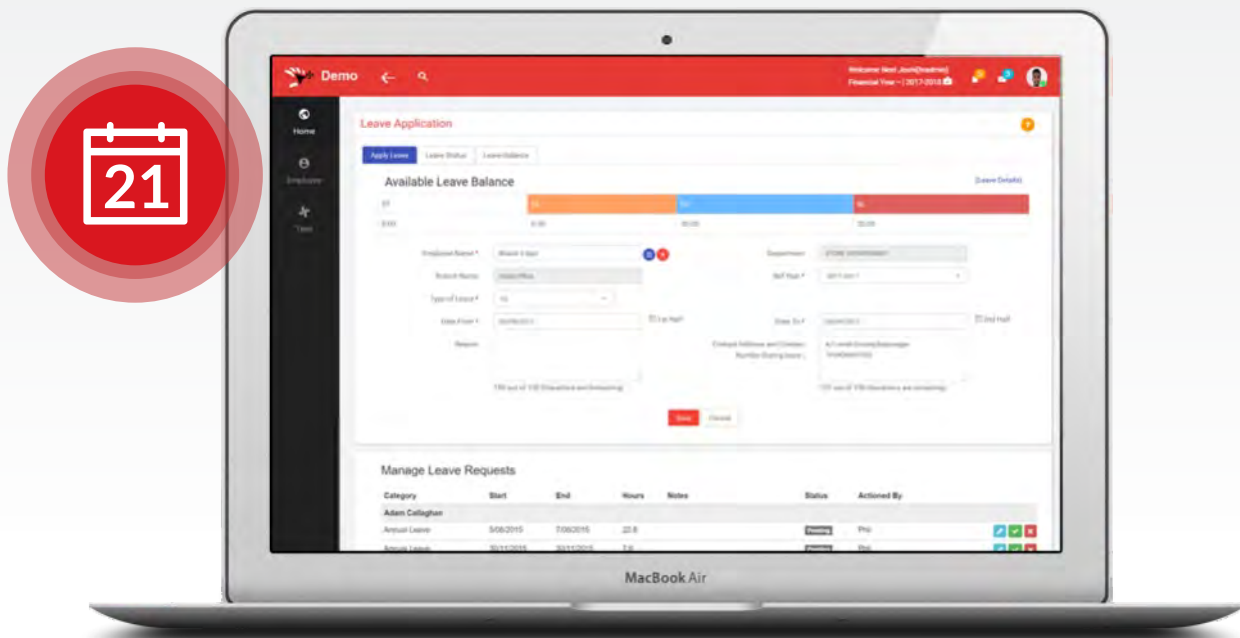
Leave & Attendance



HR Mangtaa has a comprehensive and flexible leave management system with dynamic two level approval to manage leave request of employees based on rules and roles defined by the organization. The Leave and Attendance management module is fully integrated with Payroll module to ensure leave and attendance is reflected in the monthly payroll process taking the hassle of having to verify against an attendance rooster every pay cycle.

With ESS module employees are able to directly send leave requests electronically, either through the web or through their mobile application. Reporting managers and HR can easily approve or reject a request through their web login or via their mobile applications, making the whole process hassle free and extremely smooth.

With the ESS employees can directly check on their attendance, as well as status of their leave applications etc. giving employees the power to access their information directly greatly reduces the administrative burden on HR.



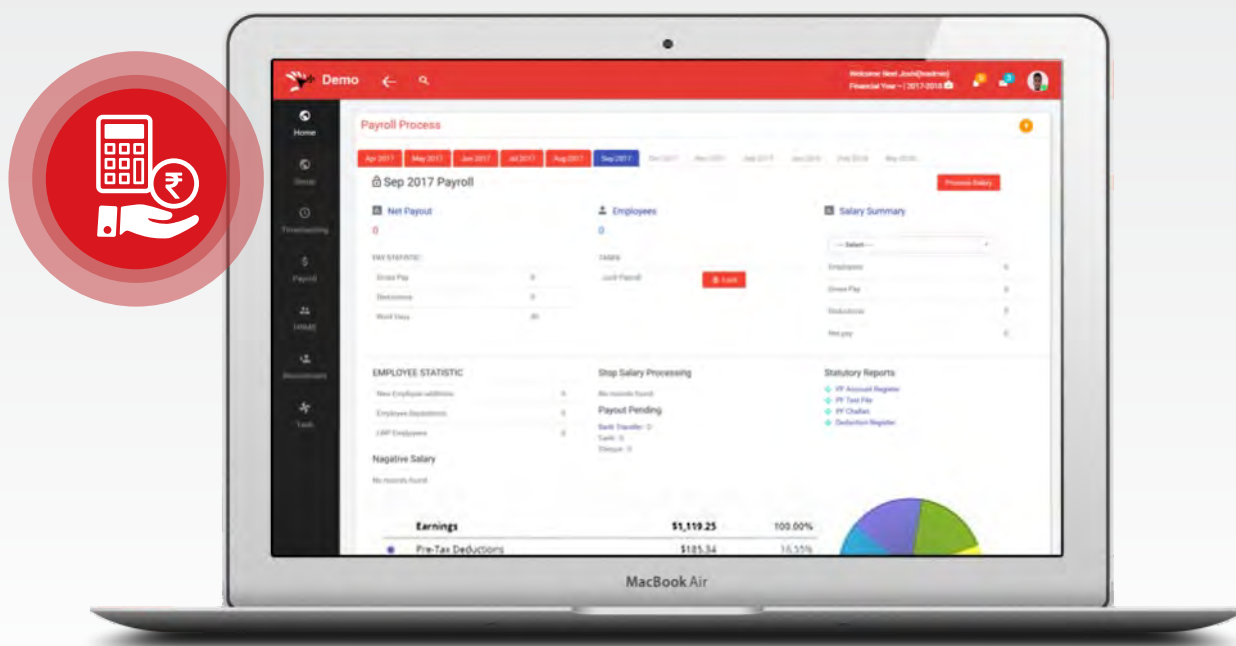
- ✓ If employee request leave through ESS module, Automatic notification will be sent on request form for Approval / Rejection.
- ✓ Report of Leave summary and history of all employees can be viewed on one screen.
- ✓ Provision for maximum or minimum leaves at a time in a year can be set.
- ✓ HR and Managers can track how many employees are going to be on leave in a certain period for advanced leave planning.



Payroll Automation



HRMangtaa Payroll Software Module is designed to handle varied types of payroll and business specific rules ensuring all business specific payroll rules can be implemented in the software. Fully integrated with modules like leave & attendance, time & location tracking, claims & reimbursements, loans & advances, bonus, performance management etc. We are the most advanced and comprehensive Payroll software system with dynamic pay slip generation, TDS, PF, ESI etc. with online challan where supported by government.

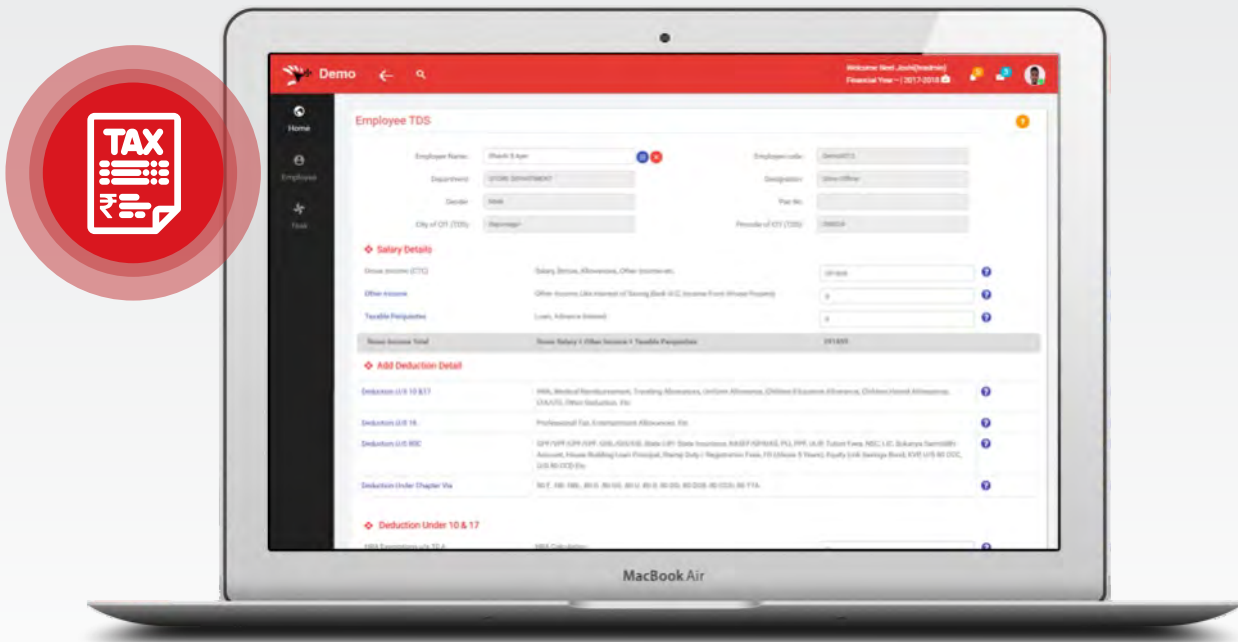


- ✓ Most complex pay can be calculated with the help of HR Mangtaa. HR Mangtaa is customized 100%.
- ✓ Easily configure the pay heads including flexible benefits based on a formula or a maximum limit.
- ✓ There are many functionality like Facility to create multiple Dynamic Salary Structure for different calculation like - Hourly-Daily -Monthly, Salary Adjustment, Salary Processing Multiple Branches, Salary Revision - Increment, Statutory Compliance Policies covered for PF-PT-ESIC & LWF, Overtime Calculation, TDS Calculation, Bonus Calculation, Penalty Calculation, Additional payment calculation, Late in/early going deduction calculation, Gratuity Calculation, Leave Encashment, Full & Final Settlement, Payslip and Pay Registers processing in payroll.
- ✓ Salary can be processed in few easy steps.
- ✓ Perks earning can be defined in the System along with the number of pay earning, perk recovery and deductions.
- ✓ Adjustments can be based on full or negative or partial amount for any deductions like PF.
- ✓ Employees can view their salary, loan and income tax slips online in a few clicks.
- ✓ Automated generation of salary related reports, all compliance reports for PF-ESI-PT-LWF, Form 16, loan transactions, arrears exemptions, TDS reports, salary reconciliation, e-form 24 Q can also be managed and generated at the click of a button.
- ✓ Date-based transactions to handle retrospective and multiple pay revisions

TDS And Tax Planner



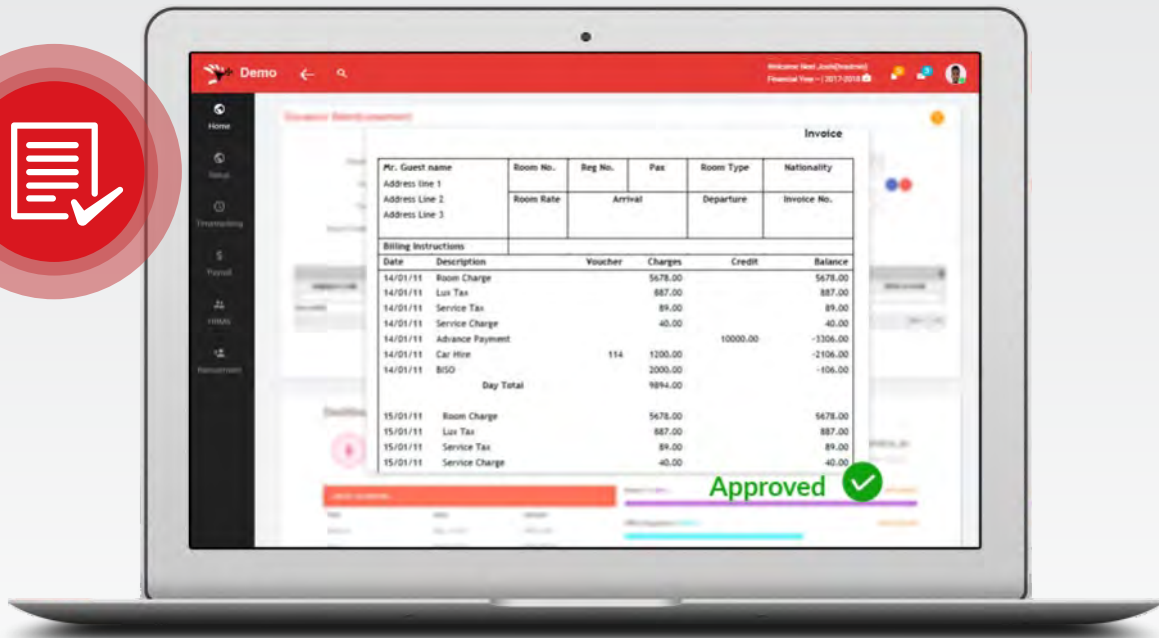
HR Mangtaa helps HR to create TDS policy for an employee. Our module is seamlessly integrated with the rest of the modules in our Human Resources Management System. Salary information from Payroll & savings information from Employee Self Service are used in Tax Calculation.



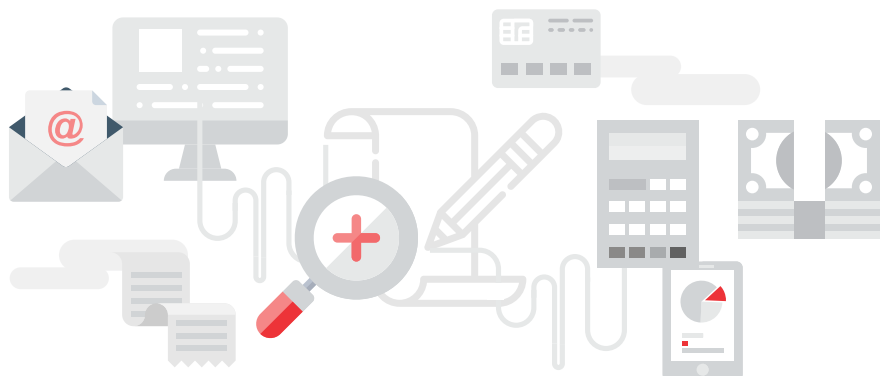
- ✓ Enter the Investment details and get the instant projections for TDS.
- ✓ Tax planning can be done with this module easily, by testing various combinations to get the best combination.
- ✓ Employee savings projections can be captured in the Income Tax module or from the ESS during the year.
- ✓ Form 16 can be easily generated using payroll, tax and exemption data available in the module.
- ✓ Powerful income tax formula builder.



Claims & Reimbursements



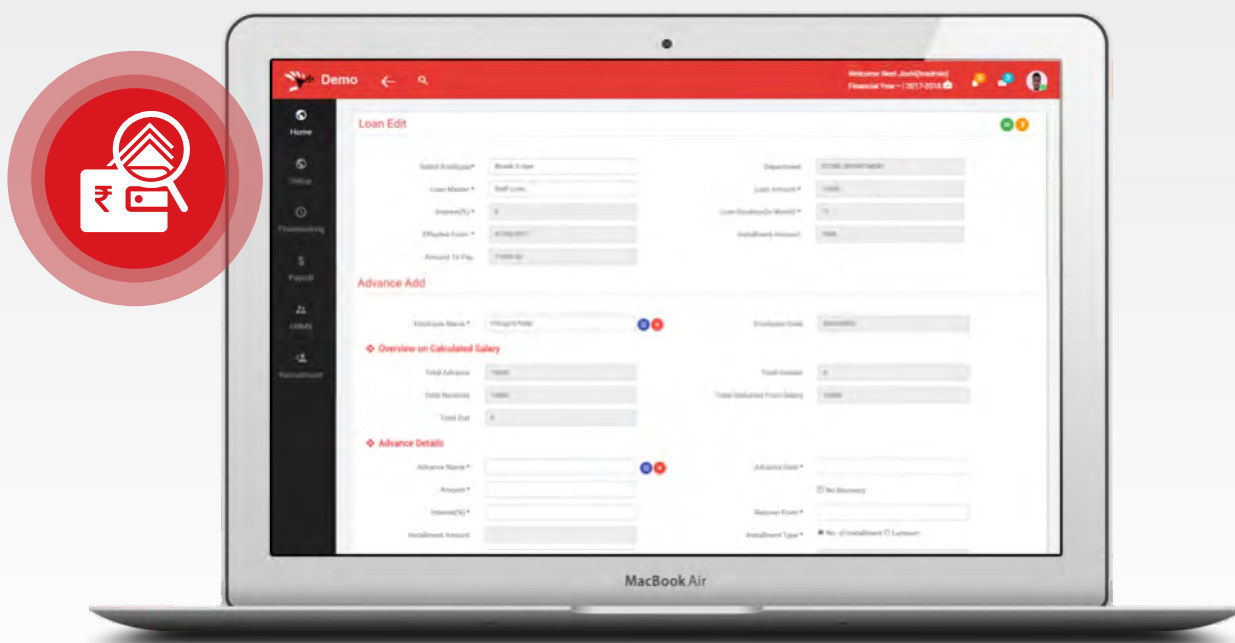
- ✓ This module helps keep track of company assets like PCs, Mobile, etc. which are allotted to the employees, under whose charge it was allotted etc. Medical, mileage, petrol, travel bills, etc., can be claimed by employees through online or mobile submission via ESS module. All this is fully integrated with the payroll module making the monthly payment cycle stress and hassle free.
- ✓ Empowering employees with ESS allows them to submit their expenses on a regular basis rather than at the end of the month, saving immense time and paperwork at the end of the month when HR and Accounts are busy with the monthly payroll process. Also with our ESS module integration, employees can use their smartphone application to take pictures of their expense bills and upload directly for approval by the concerned authority.
- ✓ Additionally, our GPS based tracking gives HR and Managers a detailed daily report of an employee's movement during a day, this information can be used to verify mileage claims by your employees, giving you an added layer of monitoring your expenses and overhead.



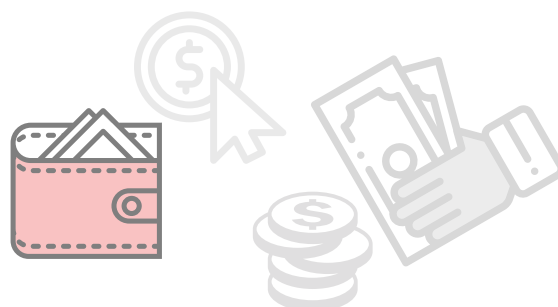
Loan & Advance



This module of HR Mangtaa enables the user to create and manage employee loan and advance policies. Employees can request loans which are then reviewed, approved, and converted to loan agreement which include terms of payment, interest rate, and the life of the loan. In the case of a simple advance the system just notes the amount given as an advance. During the payroll process the payroll module will take any outstanding loan or advance payments and consider those when calculating the individuals payout for the month.



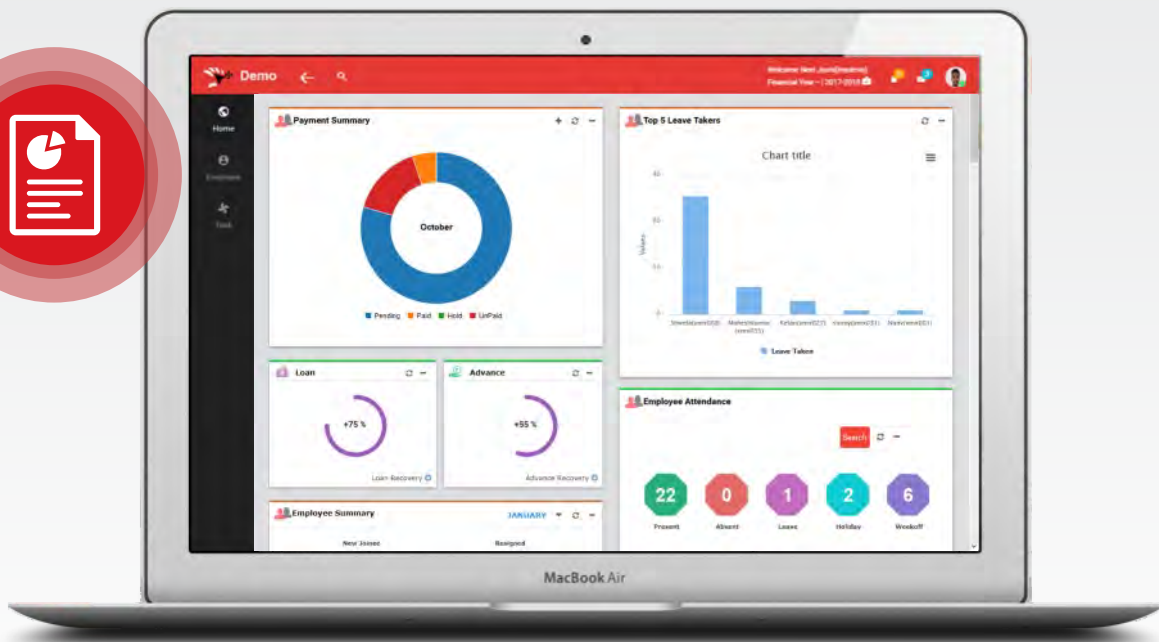
- ✓ Define any kind of loans or salary advances and calculate on flat, reducing, PMT and average value method.
- ✓ Employees can request loans which are then reviewed, approved, and converted to loan agreement which include terms of payment and the life of the loan.
- ✓ Loan payments are processed automatically through the payroll at the end of each pay period.
- ✓ The personal or housing loan comes as a deduction in the pay slip. Can generate reports for the same and track how many employees have taken the loan and how much of the loan money is outstanding.
- ✓ Different payment methods to repay loan amount can also be defined within the system.
- ✓ Automatic carry forward facility for outstanding payments is also available.
- ✓ Employee advances can also be managed similarly like loan process.



HR Analytics



This is the module that gives organization the tools they need to get a high level understanding of strengths, weaknesses, opportunities and threats. HR analytics is the Business Intelligence businesses need to increase productivity, lower costs and efficiently manage all Human Resources within the organization.



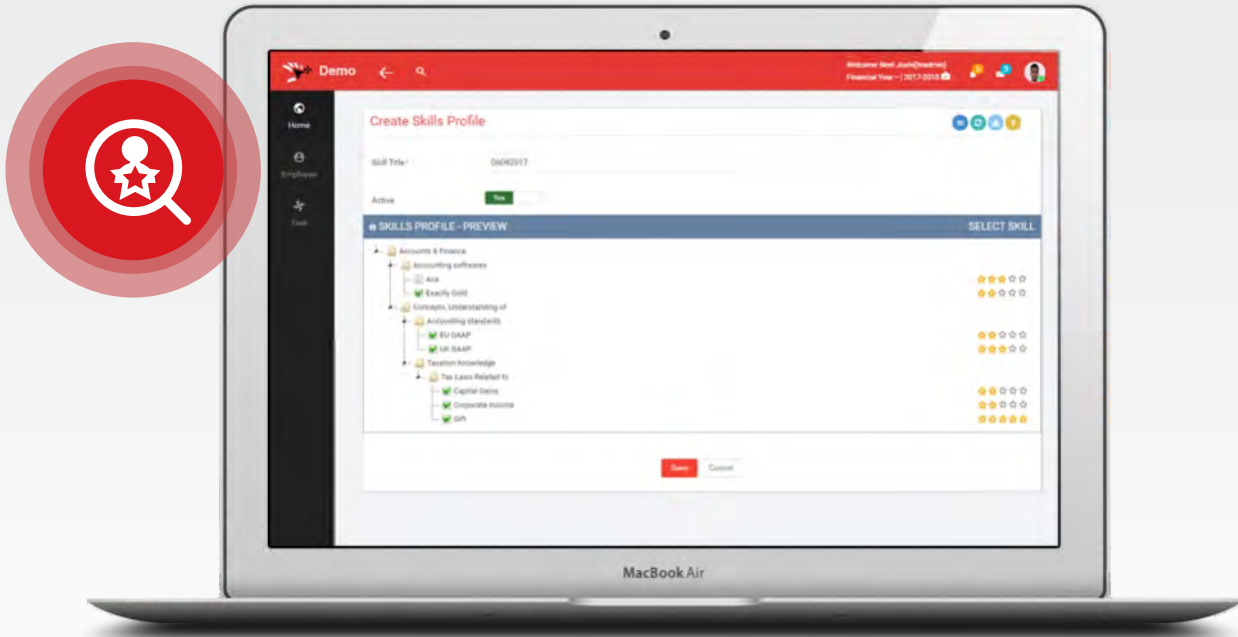
- ✓ Real time tracking reports available for attendance, early departure/late arrival, present/absent report, shift report.
- ✓ Payroll module reports available for leave report, monthly report, attendance report, PT reports, payroll reports, salary related reports, Statutory Reports, PF reports, TDS reports, work reports and much more.
- ✓ HRIS module reports available are employee reports, leave reports, factory act form reports and much more.



Skills



HR Mangtaa skills module allows user to evaluate themselves on skills critical to their individual roles. Their reporting manager would also rate the same, hence creating a Gap Analysis that identifies the difference in employee perception and reality. The module also generates reports at aggregate levels for job profiles within the organization.



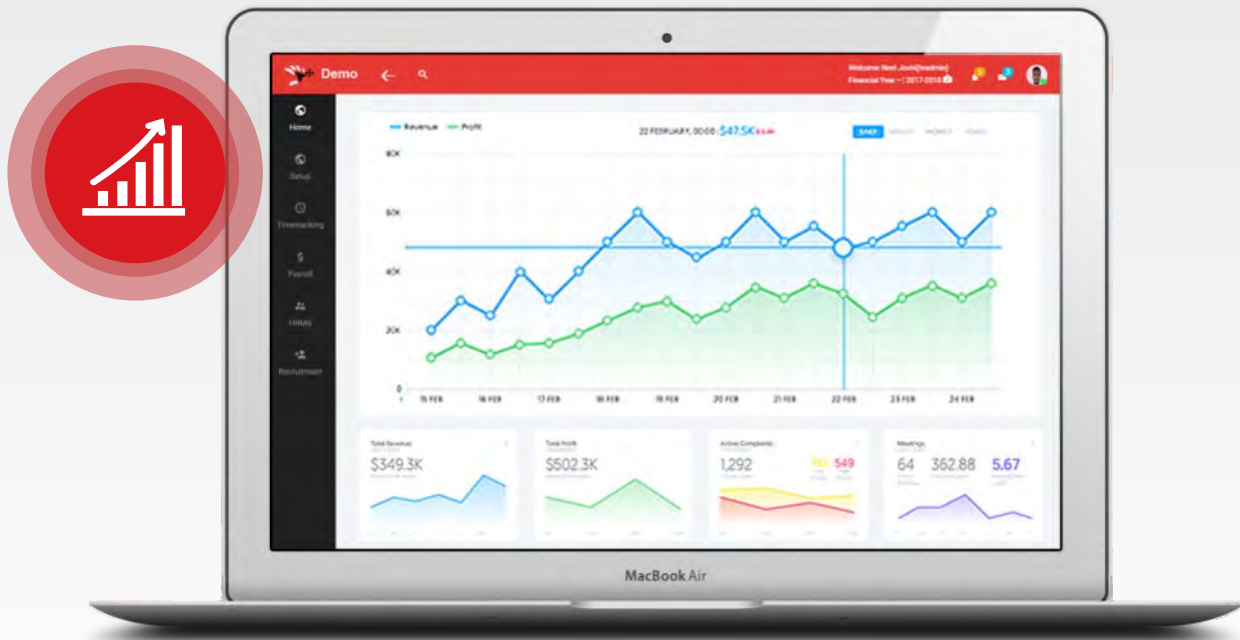
- ✓ Manage talent better within your organizations with Skill assessment.
- ✓ Manager reviews the skills profile of employees, shares feedback, discusses, seeks changes and finally approves
- ✓ Managers can create Job Specific Profiles using Skills Profiler.
- ✓ Easily map skill gaps of different positions or departments within the company
- ✓ Perform Skills Gap Analysis at individual, position and organization levels



Performance Management



This module of HR Mangtaa connects employees, managers and HR professional for real-time collaboration and communication. HR Mangtaa PMS Module helps you review and track performance goals of your employees. Module helps organization to identify employee growth opportunities, retention and satisfaction strategies.



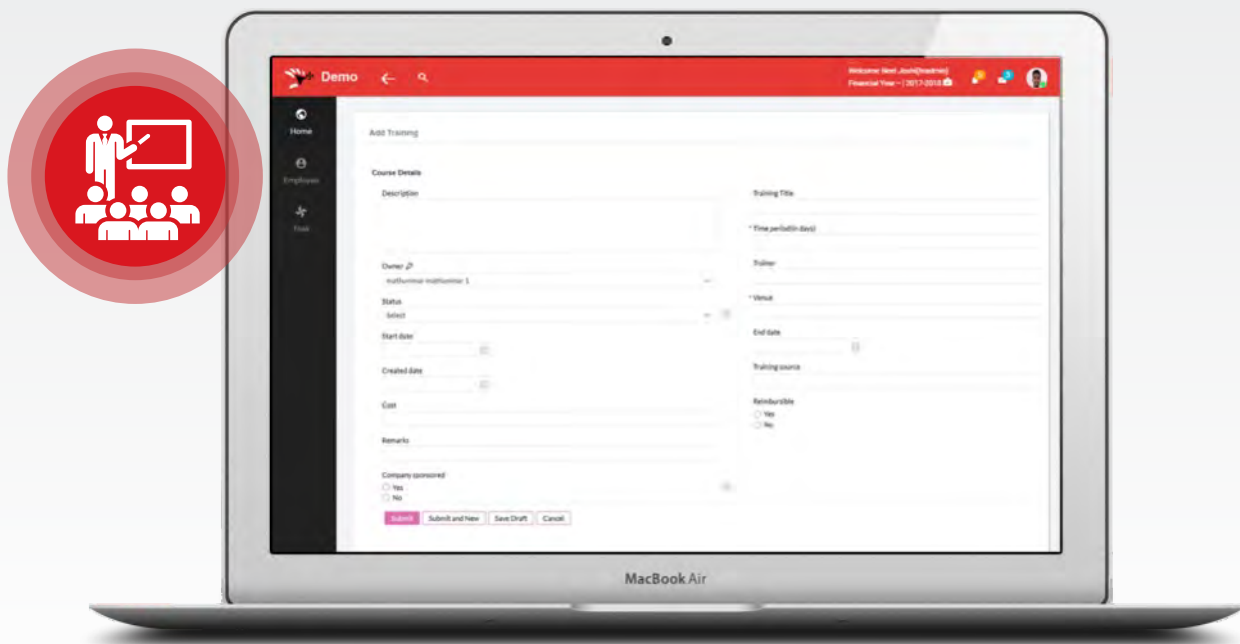
- ✓ User defined performance evaluation parameters.
- ✓ 3D dashboards.
- ✓ Unlimited number of performance appraisals provided
- ✓ Reports generated for quick Analysis.
- ✓ Appraisal can be set department wise.
- ✓ Managers in collaboration with HR can create KRA (Key Result Area).
- ✓ Senior management and HR can create organizational goals with the help of KRA.
- ✓ Single best means to identify and retain top talent within your organization.



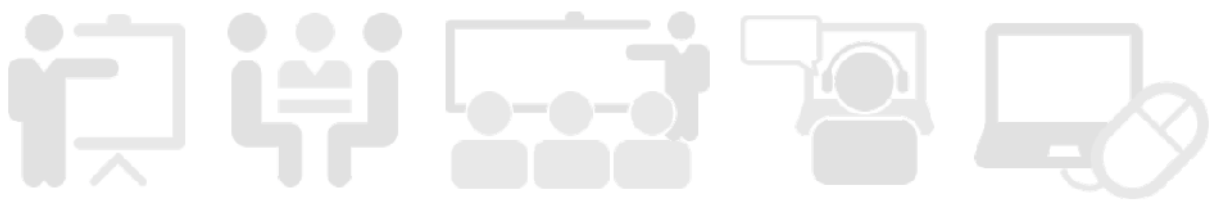
Training Management



HR Mangtaa training module helps user to schedule, track and report on employee training providing real-time visibility into the performance of your training programs. For every organization retaining talent is a top priority in this competitive market and having a well-structured training program that is effective and relevant is a critical aspect of this process. Employees today understand that continuous learning and updating is critical to their future career prospects and an organization that contributes towards continued growth of their employees is more likely to retain talent within the organization.



- ✓ Set up an unlimited number of training groups based on job position, title, team and shift.
- ✓ Create any number of training topics like category and sub-category.
- ✓ Create a set of questions to which an employee can answer subjectively.
- ✓ System have facility to create training calendar base on training creation, Employee Selections for Training, Training Notification.
- ✓ Employees can give their feedback and ratings of the training programs.
- ✓ Reports available on training costs by course, employee, job title, work group and many more.

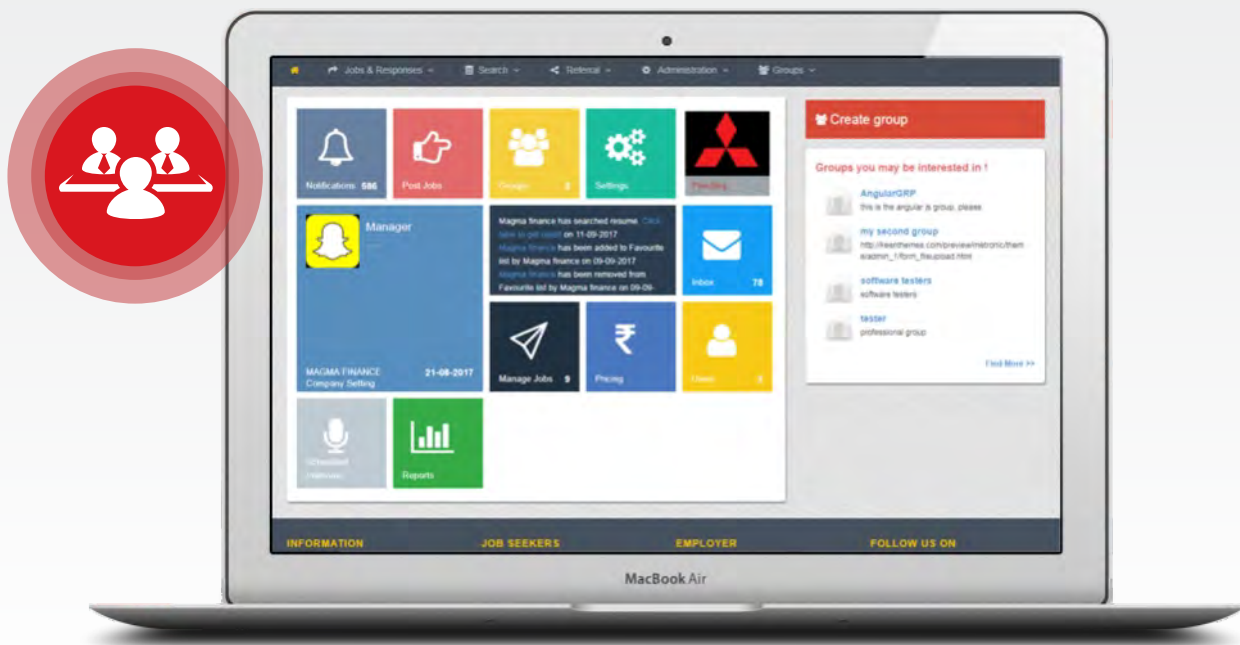


Recruitment Management



Attracting top talent is another critical role of HR within an organization. An organization that looks and feels professional and has a well-crafted recruitment and interviewing process is most likely to be able to attract new talent.

Recruitment Management module covers the core process by which employees are attracted, evaluated and brought into the organization. Recruitment Management module Provide a comprehensive solution for the entire recruitment process, including requests from staff, approval of vacancies, entering requirements, capturing candidates' information, short listing, interview notes and many other features.



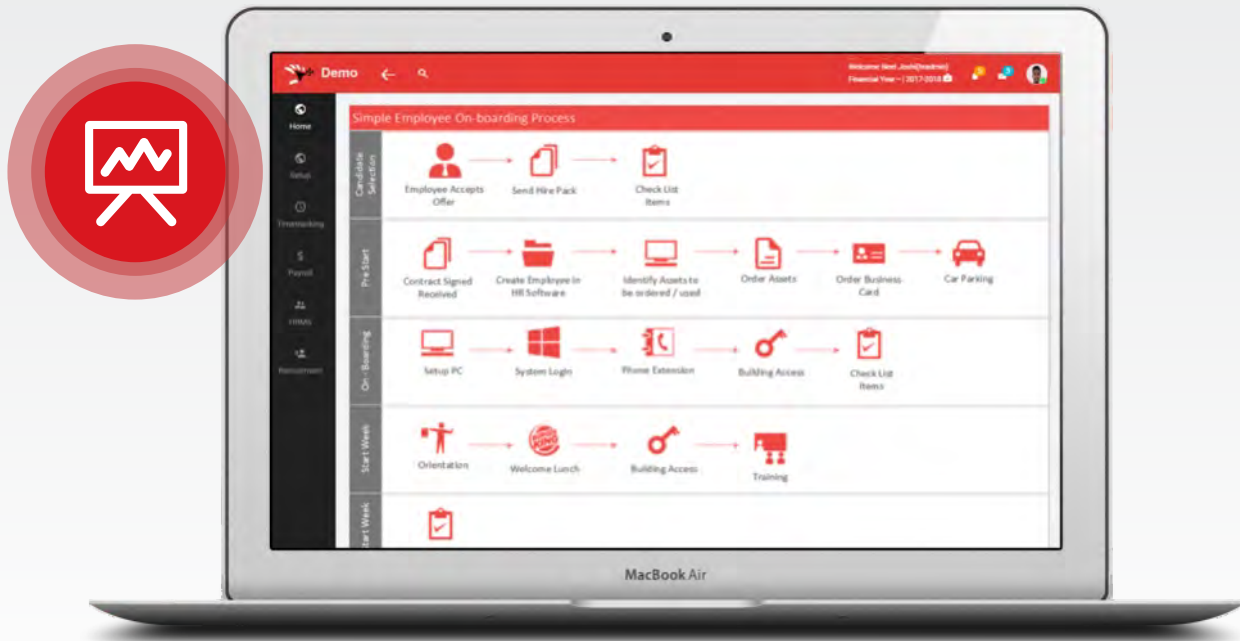
- ✓ Dashboard
- ✓ Skill Gap Analysis
- ✓ Candidate Resume Filter
- ✓ Interview Schedule
- ✓ Candidate Sorting
- ✓ On Boarding Process
- ✓ Workforce Planning
- ✓ Vacancy Generation
- ✓ Candidate Selection for Interview
- ✓ Interview Evaluation
- ✓ Candidate Final Selection
- ✓ Generate Offer Letter



Onboarding



HR Mangtaa onboarding module helps user with an understanding of the values, introduction of the organization and their new role, to involve them into the organization from the very 1st day. It provides a channel to create awareness on how an employee's job activities impact the overall company and is the 1st step in making new employees feel a part of the organization.



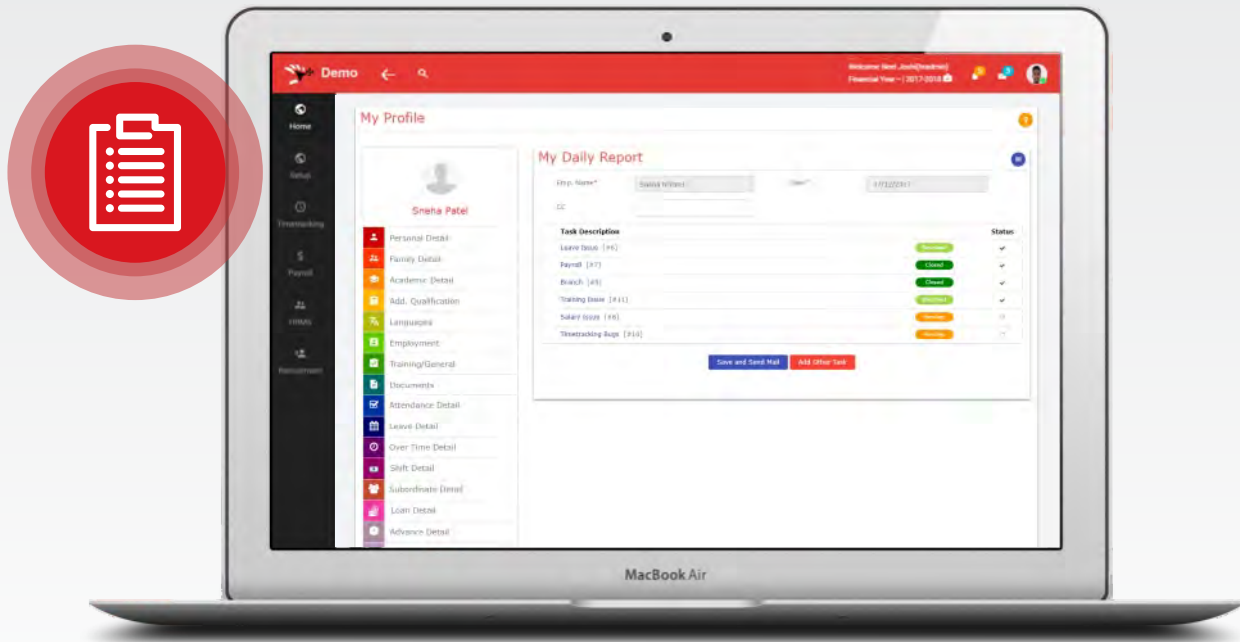
- ✓ Helps to improve the relationship between the new employee and the organization.
- ✓ Managers and HR can track employee progression throughout the onboarding process from required documentation, required trainings or meetings
- ✓ Simple and smooth onboarding process.
- ✓ Make Onboarding efficient and a strategic part of your business



Daily Task Management



HR Mangtaa daily task management module helps to track daily activities with professional way by creating task and to do list and that helps users to manage a daily routine with time management.



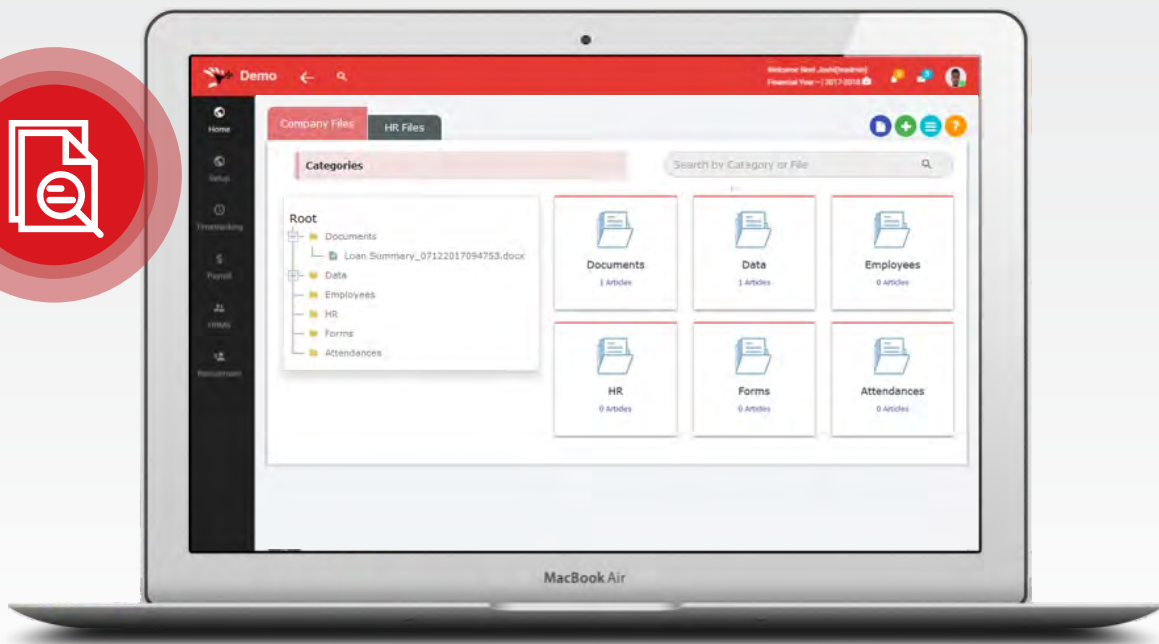
- ✓ Task Dashboard with task summary like Open, Pending, Resolved, Closed, Overdue
- ✓ Daily to do list facility available that helps user to stay focused, block distractions, and prioritize most important tasks each day.
- ✓ Task Volume Graph
- ✓ Task Load Analysis
- ✓ Task Productivity Charts
- ✓ Employee Wise Task Performance
- ✓ Auto Generated Daily Time sheet based on Task



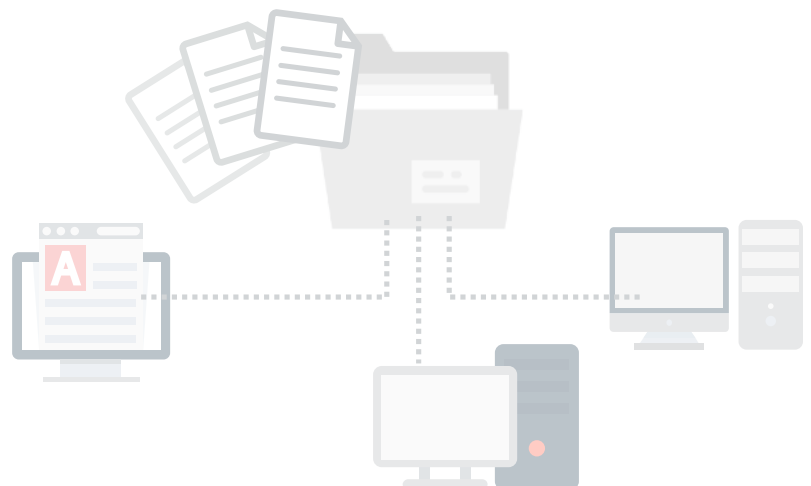
Document Management



Document Management System (DMS) allows you to spend more time on customer facing activities – instead of on tedious administrative and paper-based chores. It has everything you need in document management in one system. Our easy to use and simple interface and high flexibility allow businesses of any type and size to implement it to their document management needs.



- ✓ Documents Input and Search
- ✓ Workflow Automation for Documents
- ✓ Cloud Access of Documents
- ✓ Reduce Physical Storage
- ✓ Increase productivity of your staff member
- ✓ Find information when you need it
- ✓ Immediately cut certain operating expenses by 70%-80%
- ✓ Easy Document Retrieval
- ✓ Document Security and Sharing
- ✓ Expiry and Notifications



Testimonials

WHAT OUR CUSTOMERS ARE SAYING

“

HRMangtaa brought end-to-end results with advanced technology and powerful features, which have totally streamlined our HR processes. It's practically automated the tedious monthly data work like attendance and leaves tracking, and simplified the otherwise complex payroll management work too. Apart from the product, the prompt customer support and consistent feature improvements, have made our experience with HRMangtaa a splendid one!

-Mr. Rikesh Patel

“

I signed up for HRMangtaa because of its user-friendly interface and customizable features. We're very pleased with the way their team carefully hears our feedback and quickly resolves our problem. It's a pleasure working with HRMangtaa!

-Mrs. Kajal Sharma

“

We chose HR Mangtaa as they understood what challenges we faced, and offered a solution that could fit with our organization. It has made it easy for us to choose what modules we felt were needed at specific times. It helped to bring order and structure to our recruiting process. Thanks to you, the process is now agile and smooth, allowing us to shift time and energy on other tasks. The implementation and training of the system was efficient and easy. The team had everything under control at all times and left no doubts about their professionalism. It always demonstrated a "Can do!" attitude. I highly recommend their services.

-Mr. Karan Asnani

Contact us Today for a DEMO
and see how **HR Mangtaa** can
Save your Organization
Time & Money



*Helping You Achieve Greater Success
Through Your People...*

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