

**in business**  
When you aim for high jump, You  
need trusted, strong & flexible  
partner like ~~pole~~  
**factoHR**

1000+

Clients

1  
million

Employees

13+  
Years

of HR Domain  
Expertise



+91 782 000 3100



+91 (0281) 6190029



sales@factohr.com



www.factohr.com

# Top 8 Reasons why factoHR is best hr platform for you

Fully integrated single point application



Multilingual support for payslip



Database level encryption



Ad-hoc reporting



Workflow and rule based engine



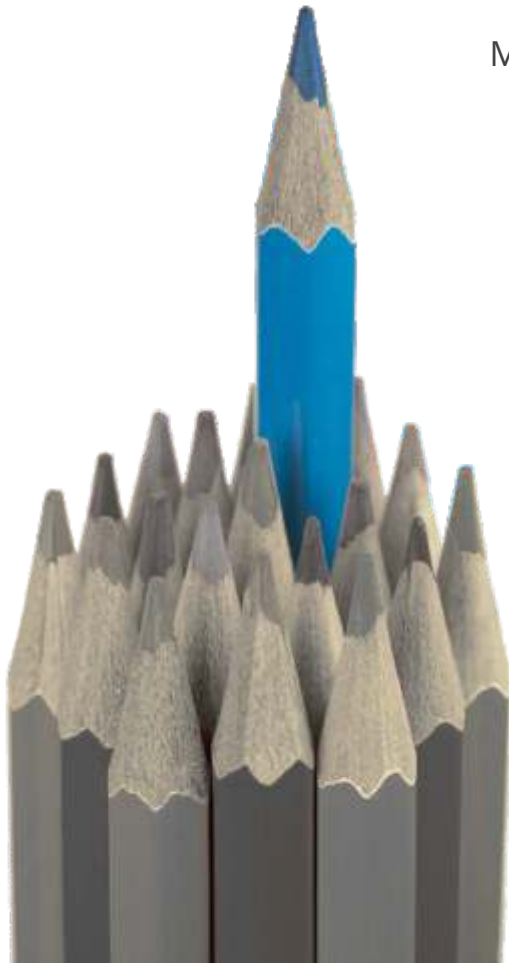
Mobile app and ESS portal



Available on cloud



Enterprise benefits available to SMEs



“ factoHR is an excellent platform for managing payroll process. It has helped us to focus on our core area. It also gives very important analytics / mobile app for our payroll. ”

One of the asia's top 10 exchange

## Data Center Security

- Runs on world class data centers.
- Data Center is 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.

## Application Security

- All communication between your browser and factoHR servers is encrypted using high grade 256 bit SSL encryption.
- Built on top of latest Microsoft technologies and multi type database support.
- Distinct URL for each customer for better security.
- Facility to configure comprehensive Role / User management 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.



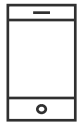
## Human Capital Management

- » Employee Enrollment
- » Transfer / Promotion
- » Organization Chart
- » Employee Directory
- » Family Detail
- » Past Employment History
- » CTC Structure
- » Personal Detail
- » Resignation
- » Nomination
- » Qualification Detail



## Payroll

- » Salary Process
- » Payroll JV
- » Ad-hoc Payments
- » Arrears Calculation
- » Offcycle Payments
- » Final Settlement
- » Leave Encashment
- » Statutory Compliance
- » Loan Rule Configuration
- » Reimbursement Payments



## Mobile Application

- » Online Payslip
- » Online Attendance
- » Travel Application
- » Approvals
- » Online Leave
- » Reimbursement Claim
- » Online I.T Statement



## Loan

- » Auto Interest and EMI calculation
- » Multiple Loan Types
- » Loan Perquisites
- » Loan Register, Projection and Ledger Report
- » Calculation of Loan Eligibility



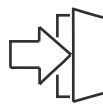
“ Version Systems is a very innovative and forward looking organization. factoHR solutions are very customer centric and user friendly. It has been very helpful to us. Also their support team is very helpful and have helped us streamline the entire payroll and HR processes. ”

Satyashis S Banerjee - Head HR - MD Retail Pvt Ltd



## Employee Self Service

- » Multiple Language Payslip
- » Leave Balance
- » Self Appraisal
- » Travel & Expanse
- » Online Check-in & Check-out
- » Investment Declaration & Proof Upload
- » Online Leave & Attendance Application



## On Boarding

- » Offer Letter
- » Appointment Letter
- » Document Tracking
- » Assets Allocation & Tracking
- » Document Collection
- » Warning / Confirmation Letter



## Attendance, Leave & Time Sheet

- » Attendance / Leave Application
- » Leave Balance
- » Comprehensive Report
- » Absent / MSP Alerts
- » Integration with Payroll
- » Project wise Timesheet
- » Multiple Shift
- » Timesheet based Cost Analysis
- » Bio-Matric Machine Integration



## Travel, Claim & Reimbursement

- » Travel Application
- » Travel Expense Claim
- » Eligibility Matrix
- » Mobile, Driver, Fuel
- » Payment through Salary / Cash / Cheque
- » Medical / LTA
- » Claim Summary
- » Approval Process for Claim and Payment
- » Email / Mobile Approval



## Dashboard & Reporting

- » Employer Dashboard
- » Employee Dashboard
- » Module wise Dashboard
- » Alerts & Notification
- » Ticketing
- » Reminders
- » Approval



## Performance Management

- » KRA / KPI Based Appraisal
- » Monthly / Quarterly / Annually Review
- » Ratings Self / Manager / HR
- » Variable Pay based on Rating
- » Reports



“ After looking for many HRMS solution we selected factoHR as it is transparent and efficient. We are impressed with the accuracy of factoHR, they proved our selection. ”

Global acturay firm



“ After trying many ERP softwares, we moved to factoHR platform for all HR process, It was very complex policy and structures to configure with 900+ people, multiple shifts with KPI's, but they proved us right. Our payroll processing time is reduced to 1 day from 5 days. ”

Gopal Snacks Pvt. Ltd.



“ We are stunned to see factoHR technology and feature. We immediately decided to select factoHR as a Platform, and it also integrate with biometric machine and capture attendance without manual intervention Amazing. ”

Kelvin Dadhaniya - Director - Kelvin Plastic Pvt. Ltd.

## Benefits of factoHR



No exit barrier



No Licensing required



No IT infrastructure required



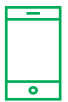
Quick implementation



Automatic disaster recovery



Affordable pricing



Directly integrated with mobile app



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factoHR Mobile App is  
now available on



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