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COMPILE, CALCULATE, DISBURSE

Peoplei is the HRMS used by the world's biggest organisations to streamline their HR function. The world's first HR software that actually disburses salaries to employee accounts.

Peoplei is an HR software centered around the needs of employees and HR managers. A comprehensive suite of digitalised HR functions with the power to give structure to and streamline your business processes.

SAAS Subscription-based Model
AI Powered | Strategic Integrations
Cloud-based for Global Access



REAL VALUE FOR REAL BUSINESSES



UNICEF's 7,000-plus polio workers mark their attendance using Geolocation in the Peoplei mobile app.



Unilever manages the attendance and payroll of 3,500-plus of its distributors' staff through Peoplei.



UBL has outsourced more than 1,200 janitorial staff for 800-plus branches to People Perfect™.



Ghani Group uses Peoplei Performance Management Module to calculate increments based on employee performance throughout the year.



The Nielsen Company uses Peoplei to manage the leaves of Nielsen's staff and payroll of their staff in more than 18 countries.



PARCO captures and tracks daily attendance of more than 1,800 employees through Peoplei.

A larger list of customers can be found on page 19.

ACCESS TO SEVEN DIVERSE MODELS

Peoplei is the tool of choice for the world's largest companies, that are aiming to optimize their HR and Payroll processes. Listed here are some specific examples of the value we are creating for our customers.



Recruitment & Selection



Performance Management



HR Services



Organization & Employee



Conduct



Analytics



Compensation & Benefits

ORGANISATION & EMPLOYEE

ORGANISATION STRUCTURE

- Define job families, designations, departments.
- Create a salary grading structure to base your policies on.
- Restrict specific designations to specific departments.
- Create various groups of employees for reporting.

INTERACTIVE ORGANISATION CHART

- Birds-eye view of your organisation reflecting real-time data.
- Administrative vs functional reporting views.
- Location, branch & department-wise organisation charts.
- Position-wise headcount view of organisation chart.
- Drag & drop interactive interface.

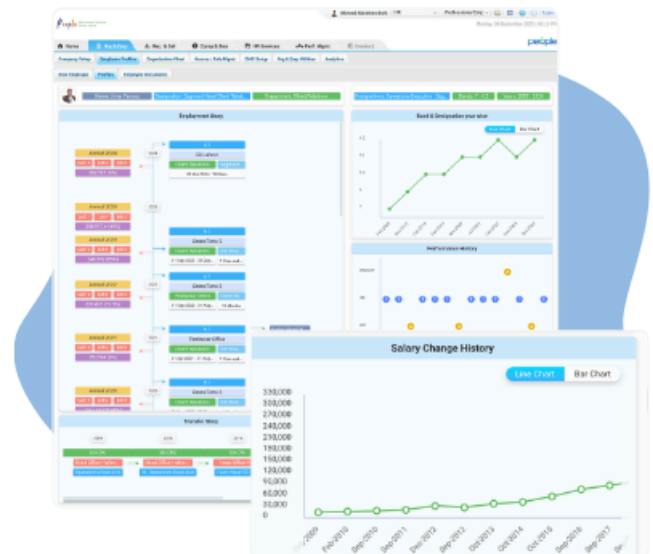


EMPLOYEE PROFILE

- Extensive database of employee information.
- Graphical employee history report illustrating all changes during employment.
- Personal, contact, work experience, references, education & more.
- Limited editing rights and audit trail.

DOCUMENT MANAGEMENT

- Comprehensive documentation database for personal & official documents in pdf, word & more.
- Version history & expiry alerts.
- Onboarding kit with document templates.
- Document status report.



COMPENSATION & BENEFITS

PAYROLL PROCESSING

- Generate payroll in seconds using real-time data.
- Run multiple payrolls per month.
- Identify makers, checkers and approvers.
- Fully compliant with regulations for more than 20 countries.
- Detailed payroll setup with audit trail.



PAYROLL REPORTS

- Interactive dashboards and trends on desktop and mobile app.
- More than 100 interactive payroll reports for HR.
- Employees can access salary slips, salary reports and tax certificates through their mobile app.
- Download pdf & excel formats.

DISBURSEMENT

- Select the Source Bank and Destination Bank to disburse payroll after approval.
- No need to extract the payroll sheet and upload to banking portal – disburse directly from Peoplei.
- Built-in mobile wallet for employees to receive their salaries and make transactions.



HR SERVICES

ATTENDANCE & LEAVE

- Geolocation based mobile attendance.
- Biometric machine attendance.
- Apply & approve leaves through mobile app.
- Most diverse leave policy setup in the world.
- Access leave & attendance reports from mobile app.
- Weekly, monthly & yearly attendance trends.
- Carry forward, pro-rated, earned leaves & more.

ROSTER MANAGEMENT

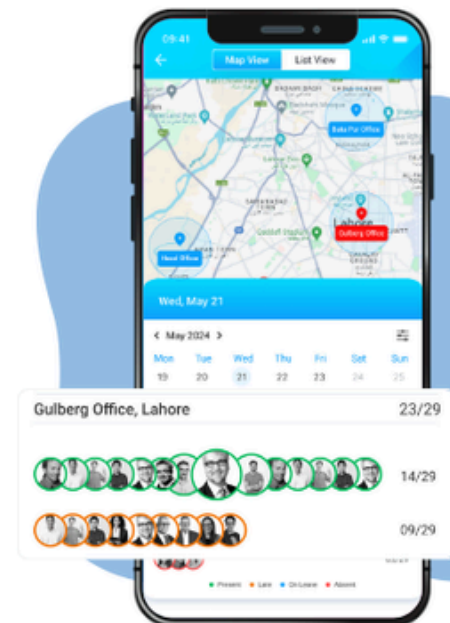
- Create & allocate shifts through drag & drop.
- Allocate & approve overtime as per policy.
- Exchange overtime hours for compensatory leaves.
- Quick & easy shift changes.

GEO-TRACKING

- Define your field staff's route for the day with multiple check-ins.
- Live tracking of field staff location.
- Check-in & check-out at different locations for meetings.
- Schedule & re-schedule tasks.

EXPENSE & TRAVEL

- Apply & approve expense or travel applications through your mobile app.
- Set up the company expense policy along with entitlements, pro-rated, application parameters & more.
- Slab-based entitlements.
- Travel advances & hotel bookings.



LETTERS & CERTIFICATES

- 30+ pre-defined HR letter templates along with an option to create custom templates.
- Generate letters in bulk for the entire organisation or certain groups.
- Create & approve employee letter or certificate requests.
- E-signature & letterheads set-up.

LOANS & ADVANCES

- Create a detailed loan policy with limits & exceptions.
- Generate amortisation schedule before applying for loan, auto-deduction of instalments from payroll.
- Special approval workflow for exceptional cases.
- Salary advances.

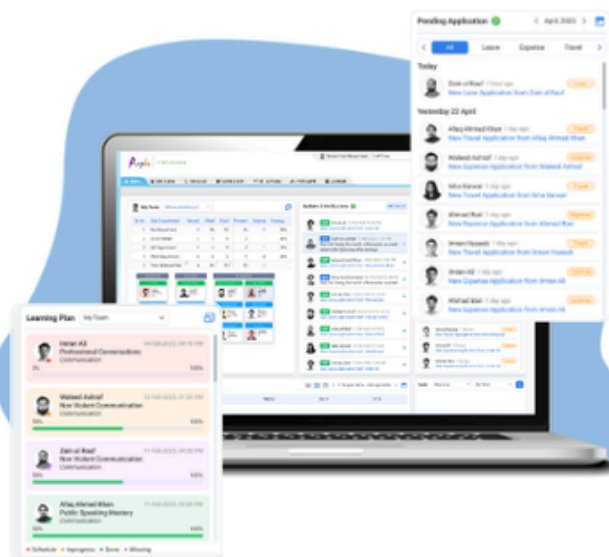


EXIT MANAGEMENT

- Paperless resignations, terminations & release.
- Manage your entire final settlement process online.
- Responsibility handover, asset handover, deductions, exit interviews etc.
- Input from finance, admin, IT, line manager & more.

NOTIFICATION MANAGEMENT

- Create employee announcements and notifications.
- Email, sms & push notifications.



PERFORMANCE MANAGEMENT

JD'S & GOAL SETTING

- Define structured job descriptions, including key accountability areas and their respective weightages
- Define goals based on job descriptions
- Convert qualitative goals into quantitative targets through Peoplei's globally renowned Performance Management mechanism

PERFORMANCE REWARDS

- Line managers can recommend cash awards, bonuses and promotions
- View trends and history related to performance rewards
- Approval mechanism for rewards as per policy

COMPETENCY FRAMEWORK

- Access pre-defined, world-class competency framework for your industry
- Define different competencies based on band, job families and more
- Built-in mechanism for evaluation of competencies

INCREMENT BUDGET

- Define increment budget based on industry trends, national trends and inflation rate
- Access industry & national trends through Peoplei built-in statistics
- Define budget as percentage of payroll, operating profit, net revenue or any other parameters
- Submit to CEO for approvals

PERFORMANCE APPRAISAL

- Conduct appraisal based on goals & competencies
- Launch monthly, quarterly, semi-annual, or annual appraisals
- Determine quantitative rating based on performance in all areas
- Integrated with Peoplei signature learning management system
- Recommend awards, promotions, increments and more

INCREMENT DISTRIBUTION

- Define increment percentage for each employee based on the results of the performance evaluation
- Define different increment percentage based on salary bracket
- Create multiple proposed distributions and submit options to CEO for approval

Peoplei is developed by a team of experts who have helped set up the Performance Management function of some of the world's largest companies. Years of experience and expertise have gone into developing the most reliable, transparent and unbiased Performance Management software to date. Guaranteed to significantly optimise your staff's performance and get them on the right track.



RECRUITMENT & SELECTION

- AI-powered applicant tracking system.
- Move candidates through different stages of the recruitment process with drag & drop interface.
- AI-powered CV parsing. Automatically extract information from candidates' CVs to populate recruitment reports.
- Easy integration with your company website for posting jobs.
- Integrated with all major job boards.
- Auto generate job ads for vacant positions after an employee has resigned.
- Budgeted headcount vs actual headcount.
- Built-in vacancy specification form & hiring request form with customizable workflow for approval.



CONDUCT

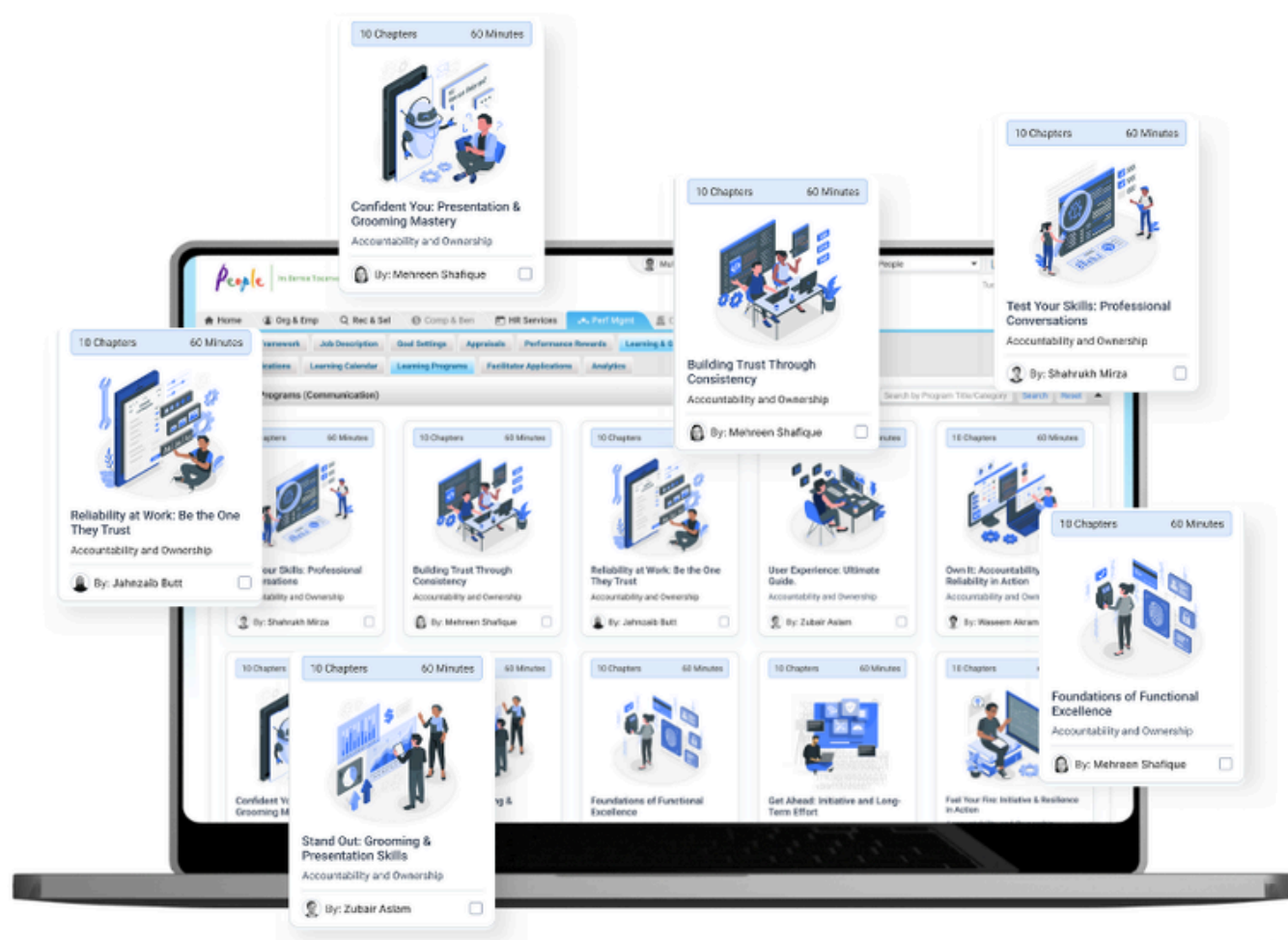
- Grievance reporting through online form.
- Anonymous reporting functionality.
- Set up disciplinary committee including plaintiff, defendant, investigators & decision makers.
- Prepare incident investigation document online with photo, video, audio attachments.
- Allow multiple stakeholders to access investigation information.
- Finalize & enforce decisions through online interface.
- Integrated with "letters & certificates" module for warning, show-cause and disciplinary letter generation.

Sr#	Employee ID	Grievance Against	Application Date	From	To	Status	Investigation Status
90	160100	Irregular Complaint	09-09-2022	09-09-2022	09-09-2022	Pending	N/A
97	174700	Logan Bennett	09-09-2022	09-09-2022	09-09-2022	Approved	Completed
76	014500	Chief Clerk	09-09-2022	09-09-2022	09-09-2022	Disagreement	Reported

TRAINING & DEVELOPMENT

Peoplei is a product of People Perfect™, a global HR Service Provider that has been conducting training programme internationally for more than 20 years. Subscribers of the Peoplei Training & Development Module can gain access to more than 100 training programs conducted by People Perfect™ for the world's largest companies like the United Nations, Australian Aid, Huawei, Zong, Foodpanda & more. This includes:

- 100+ training videos in Urdu & English.
- Cinema quality video production for a premium learning experience.
- Training need assessments and training reports.
- Direct link with performance appraisals for training of weak areas.
- Training calendar & progress.
- Create custom training programs in seconds.



ACCESS TO SEVEN DIVERSE PORTALS



EMPLOYEE PORTAL

- Mark Attendance
- Apply Leave
- Apply Expense
- View Salary Slip
- Manage Info



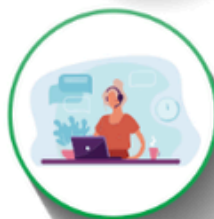
FINANCE PORTAL

- Approve Payroll
- Access Payroll Reports
- Disburse Salaries
- Manage Loans & Repayments



LINE MANAGER PORTAL

- Monitor Attendance
- Approve Leaves
- Approve Expenses
- Approve Loans
- View Team Info
- View Team Reports



ADMIN PORTAL

- Access Travel Data
- Access Onboarding Data
- Arrange Flights
- Arrange Assets



HR PORTAL

- Configure HR Policy
- Approve Applications
- Manage Employee Info
- Conduct Appraisals
- Generate HR Reports
- Issue Letters & Certificates
- Draft Budgets
- Generate Payroll



BUSINESS LEADER PORTAL

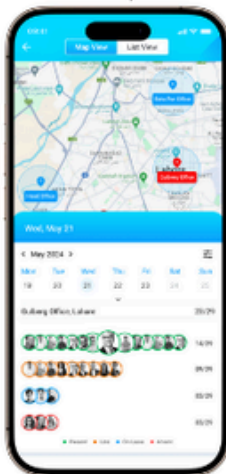
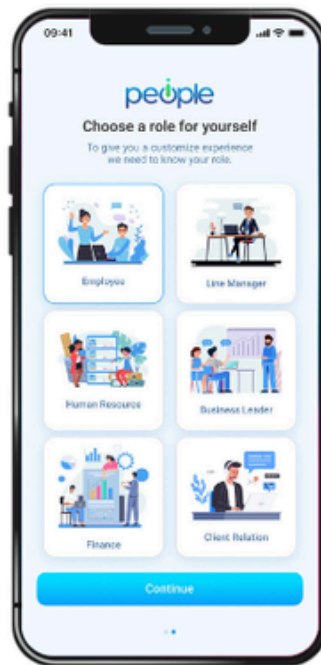
- View Individual, Commercial and Strategic Reports
- Provide Special Approvals



CEO PORTAL

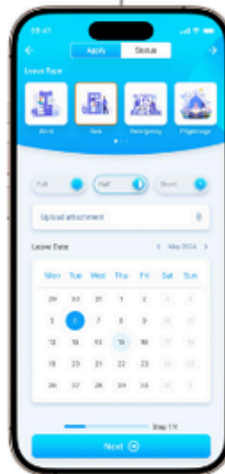
- Access Consolidated Report
- Provide Special Approvals
- Approve Budgets
- Adjust Policies
- Approve Payroll

PORTALS AND ACCESS MANAGEMENT



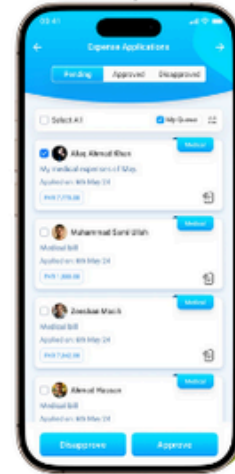
HR

If an authorised user wants to update the company's Leave Policy, they will log in to the HR Portal.



EMPLOYEE

If a user wants to create a Leave Application, they will log into their Employee Portal.



LINE MANAGER

If a user wants to approve a Leave Application from someone in their team, they will log into HR the Line Manager Portal.

DISBURSEMENT OF FUNDS

Peoplei has disrupted the way traditional payroll software is viewed because it is the first payroll processing software that disburses the funds to your employees accounts. You no longer have to extract a payroll sheet from your HRMS and upload it to your online banking portal or submit it to your bank. You simply choose the employees to whom you would like to disburse the salary in Peoplei, and click on 'Disburse'.



Calculate Payroll



Select Source Bank



Select Destination Bank

Peoplei's integration with online banking systems is what makes this possible. Every month, we are adding new banks to our panel to give our clients a wide choice of options to choose from.





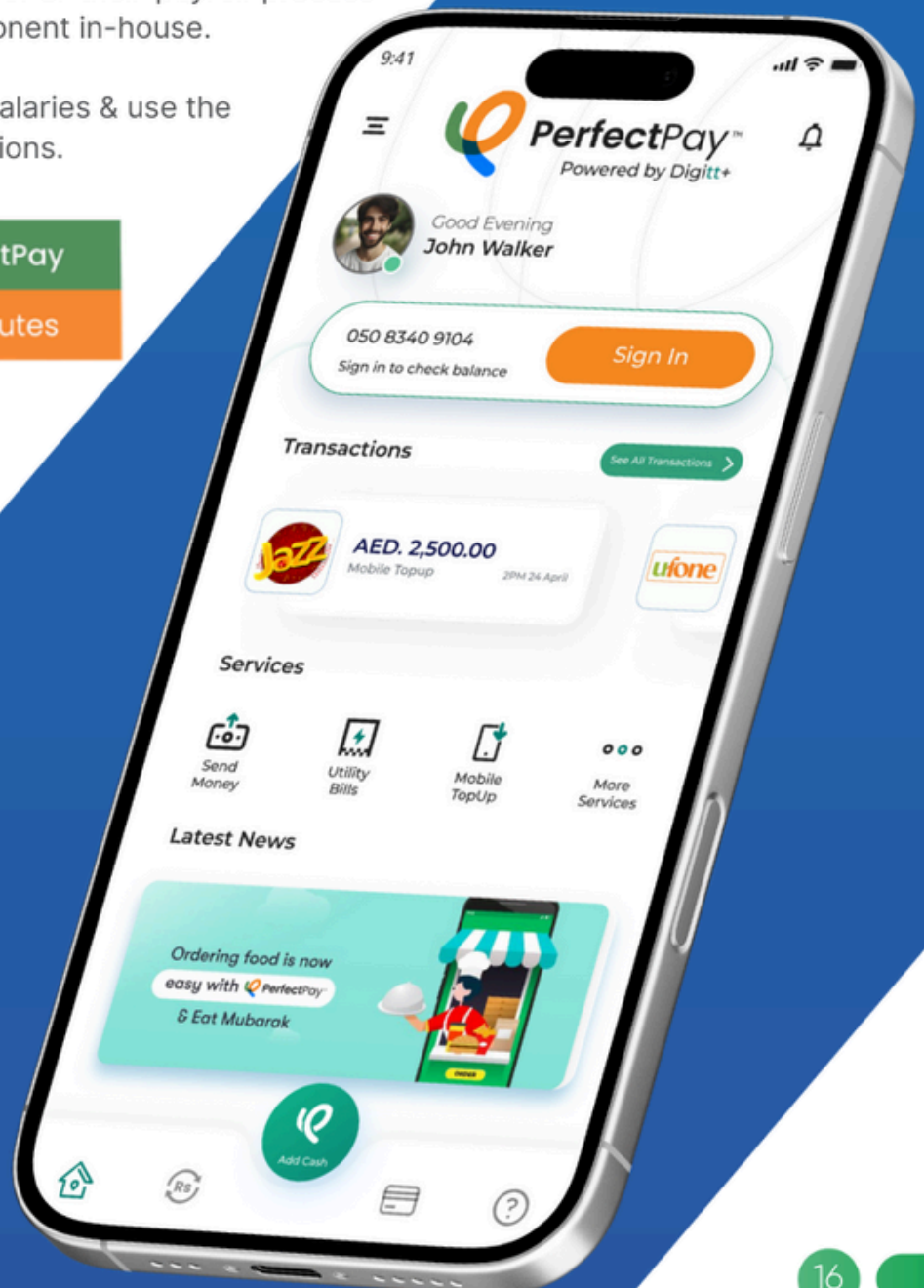
PerfectPay

PerfectPay is a modern branch-less banking solution, utilising cutting-edge technology to optimise employee's banking and salary experience.

Besides that, PerfectPay integration with Peoplei gives employers even further control of their payroll process by moving the banking component in-house.

Employees can access their salaries & use the wallet for all kinds of transactions.

Bank	PerfectPay
15 minutes	2 minutes



CROSS-PLATFORM ACCESSIBILITY

Peoplei is a self-service HR platform with the power to give structure to, and streamline all your HR processes. It also allows People Perfect™ to provide support and services to your staff to ensure employees of all capabilities can benefit from HR technology.



Biometric Thumb
Scanners



Facial Recognition
Machines



Eye Recognition
Machines



RFID Read
leaders



MOBILE APP

The Peoplei app enables users to execute all functions from the palm of their hand, including the additional facility of Geolocation based attendance.



TABLET APP The Peoplei tablet can be installed in office spaces to enable users that do not have access to smart phones or laptops to fully benefit from the software.



DESKTOP APP

The Peoplei desktop interface can be accessed through any browser. It acts as a comprehensive suite of all functionalities Peoplei has to offer along with powerful tools and dashboards for full organisational control.

INTEGRATIONS

Peoplei seamlessly integrates with a variety of softwares to give its users a one-window experience for all their HR administration needs. Listed below are some of the popular built-in integrations opted by our clients:



Odoo

Allows Peoplei to post payroll journal entries, creating further enhancement in the payroll processing journey. Even after payrolls have been processed and disbursed.



Priority Bridge

Priority Bridge is an AI-based cultural benchmarking tool. It used AI to understand the culture of your organisation as a whole as well as the cultural qualities of individual employees.



Manatal

Integration with Thailand's leading AI-based recruitment platform in 2022 marked Peoplei as the first AI-enabled software to come out of Pakistan.

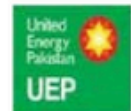


Avvanz

This integration allows us to run background checks on candidates that are being considered for recruitment by our client.

OUR CLIENTS

The world's biggest companies have already made the switch to Augmented Outsourcing Technology. Due to its enriched feature set and detailed configuration capability. Peoplei is currently being used in more than 20 countries across the globe.



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