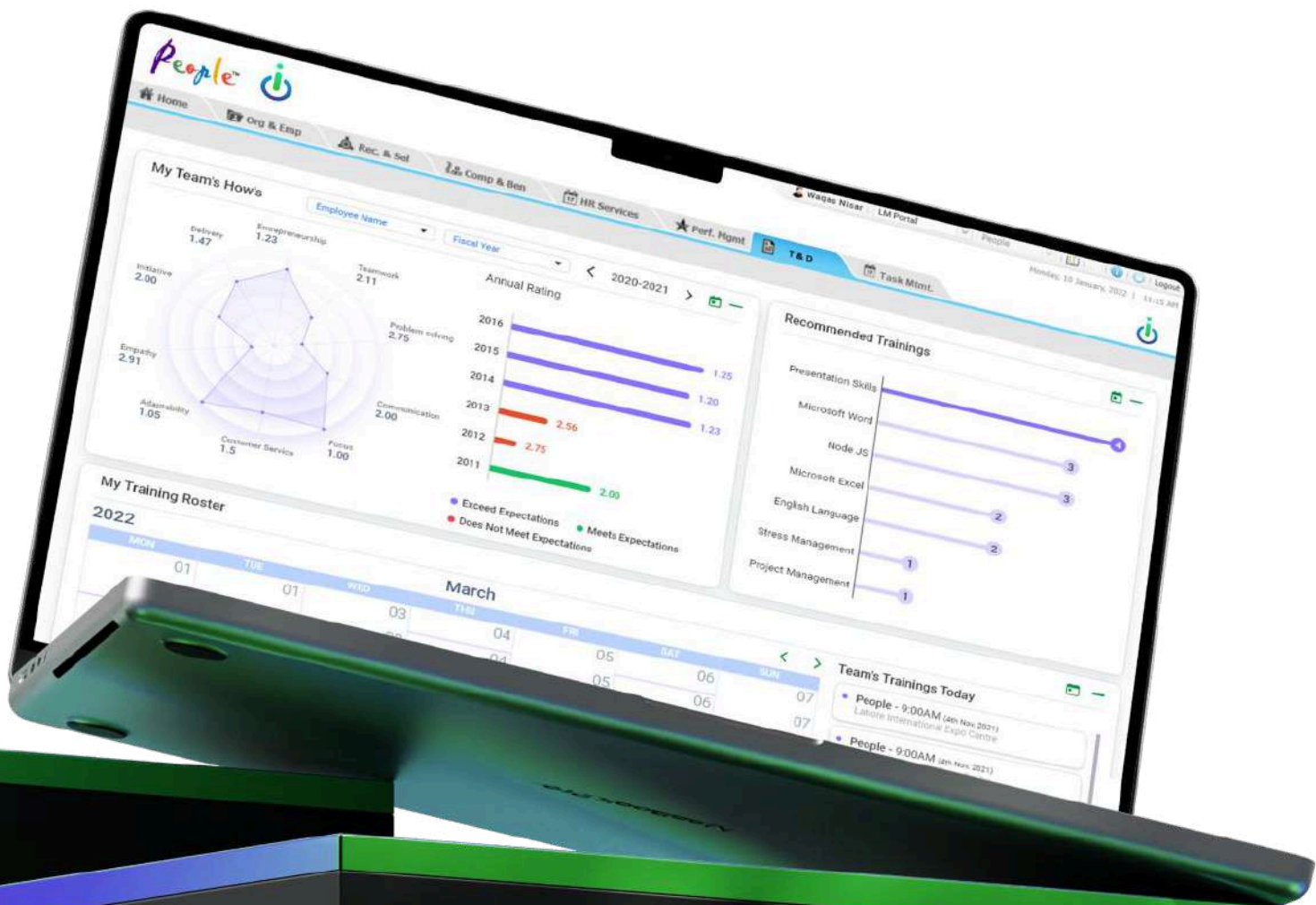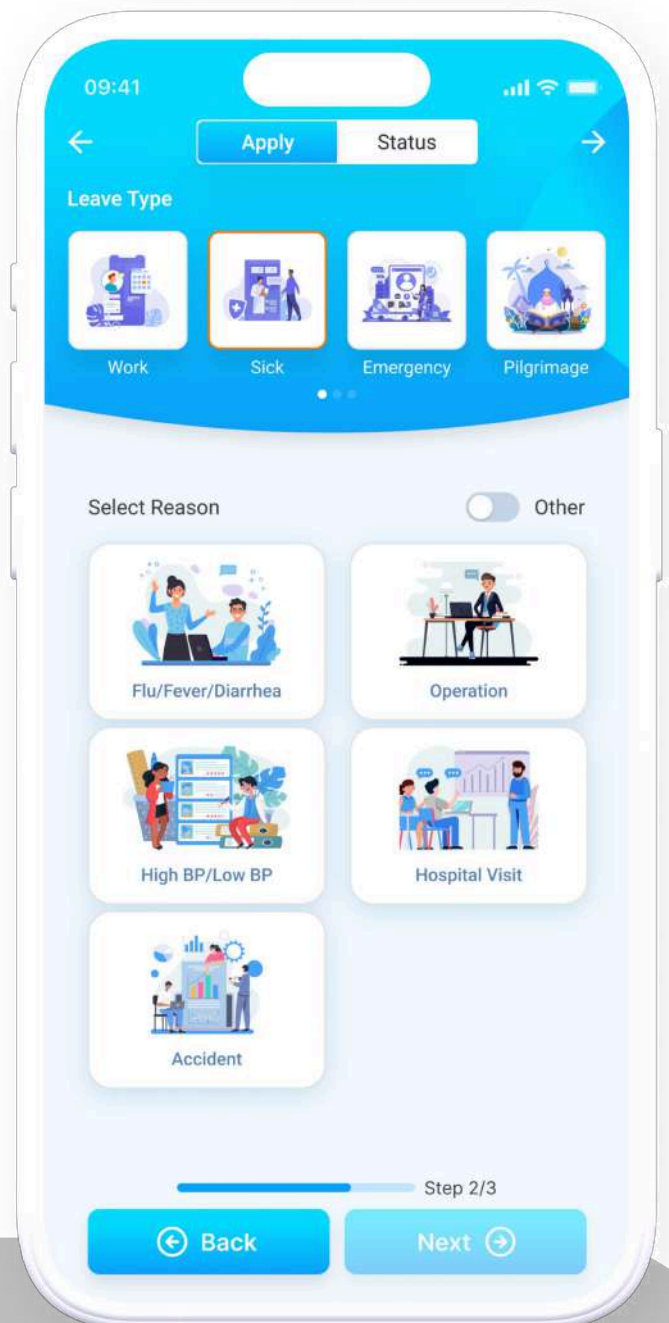# people

PEOPLE + Ai = PEOPLE-i

COMPILE
CALCULATE
DISBURSE

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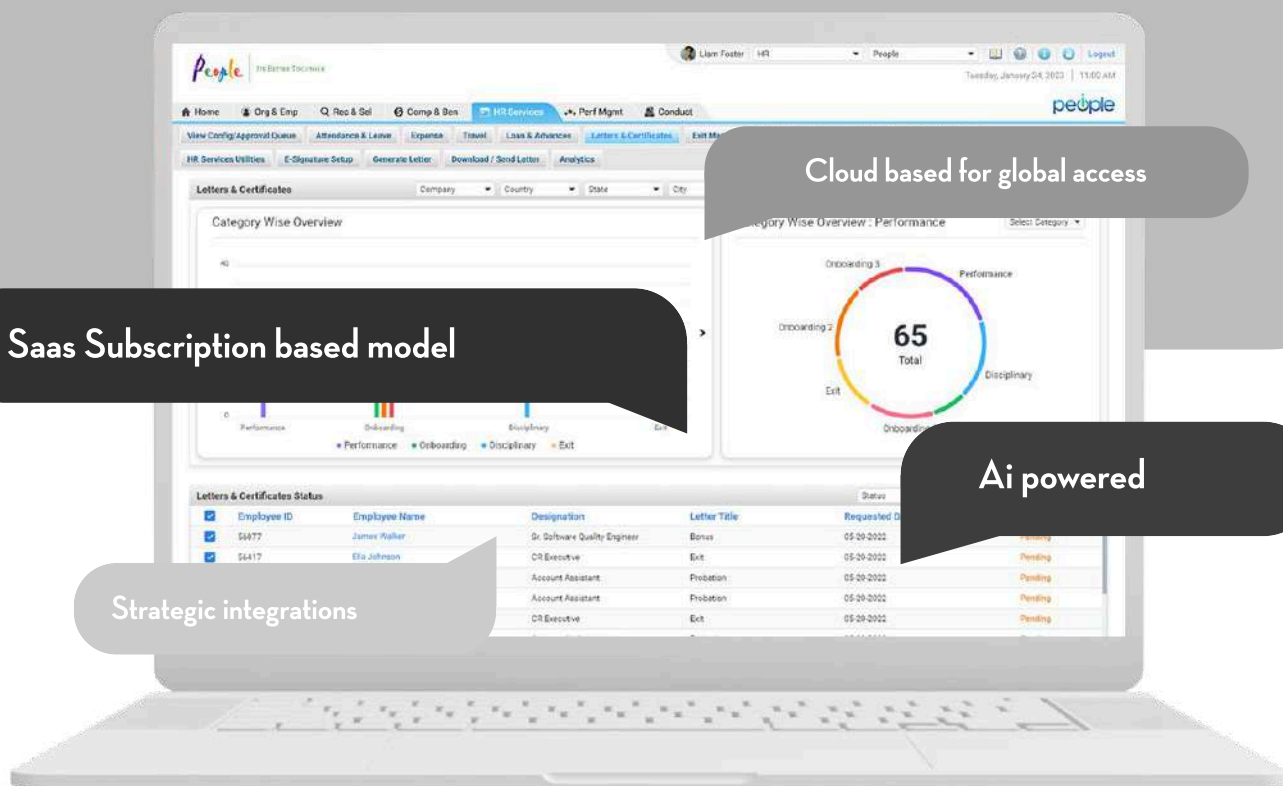
The world's first HR software that actually disburses salaries to employee accounts.

Contents

Cloud based for global access

Saas Subscription based model

Ai powered

Strategic integrations

this is

people

People-i is an HR software centered around the needs of employees and HR managers. A comprehensive suite of digitalized HR functions with the power to give structure to and stream line your business processes.

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

REAL VALUE FOR REAL BUSINESSES

Unilever manages attendance and payroll of 3,500+ of its distributors' staff through People-i

UNICEF's 7,000+ Polio workers across Pakistan mark their attendance using GEO-Location in the People-i mobile app

Ghani Group uses People-i Performance Management Module calculate increments based on employee performance throughout the year

The Nielsen Company uses People-i to manage Leaves & Payroll of their staff in more than 18 countries

PARCO captures and tracks daily attendance of more than 1,800 employees through People-i

More than 1,300 administrative employees of **UBL** access their Salary Slips through People-i every month

People-i 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. A larger list of customers can be found on page 20
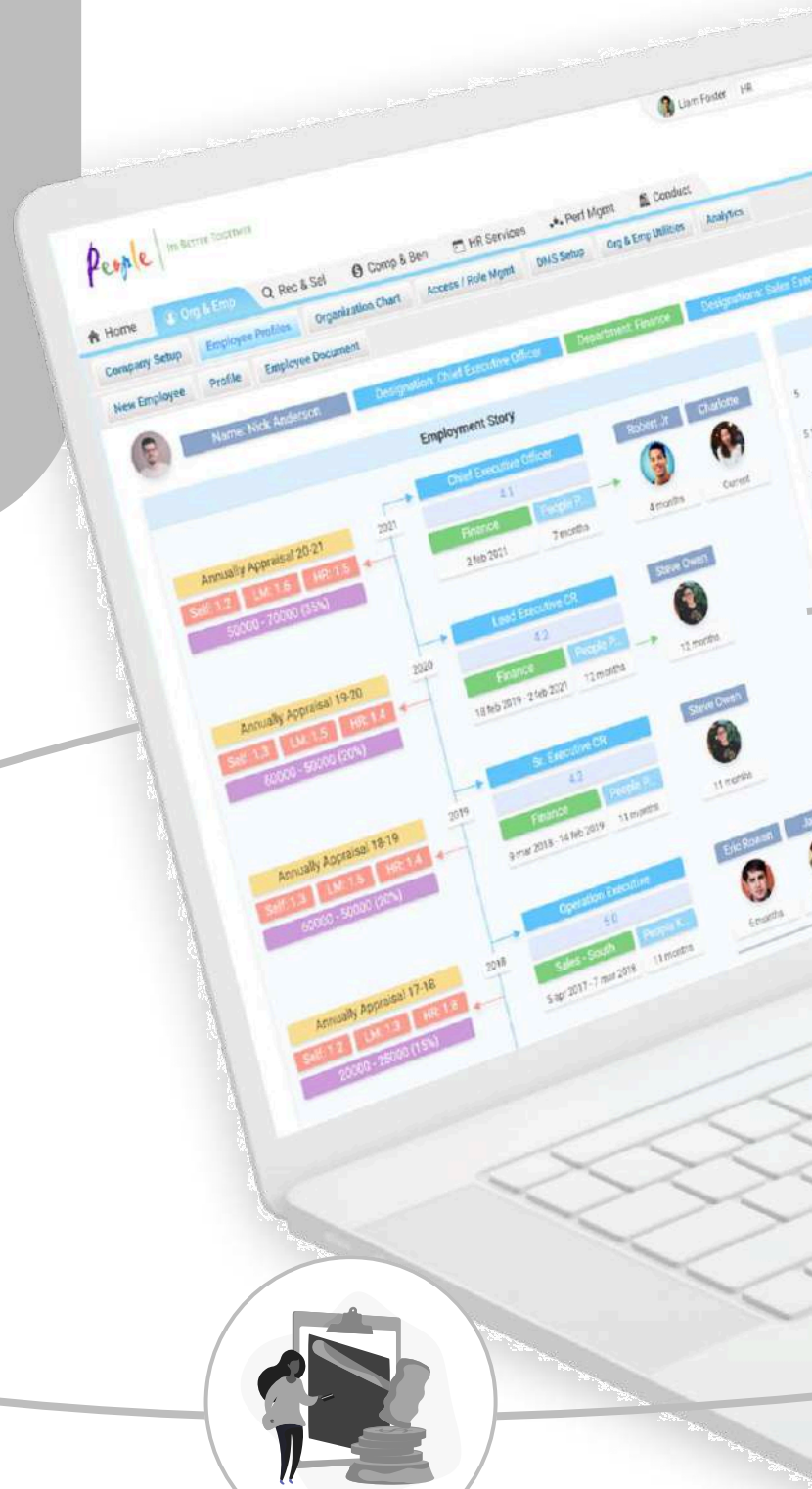
ACCESS TO 7 DIVERSE Modules

ORGANIZATION & EMPLOYEE

COMPENSATION & BENEFITS

CONDUCT

People-i is a vast, robust and comprehensive system. Built on a series of expertly designed modules, People-i captures all stages of the employee life cycle and all aspects of HR management. Ensuring that People-i will be the last HR system you ever need. Besides that, it is integrated with a series of third party softwares to give you additional convenience. See more on page 18

RECRUITMENT & SELECTION
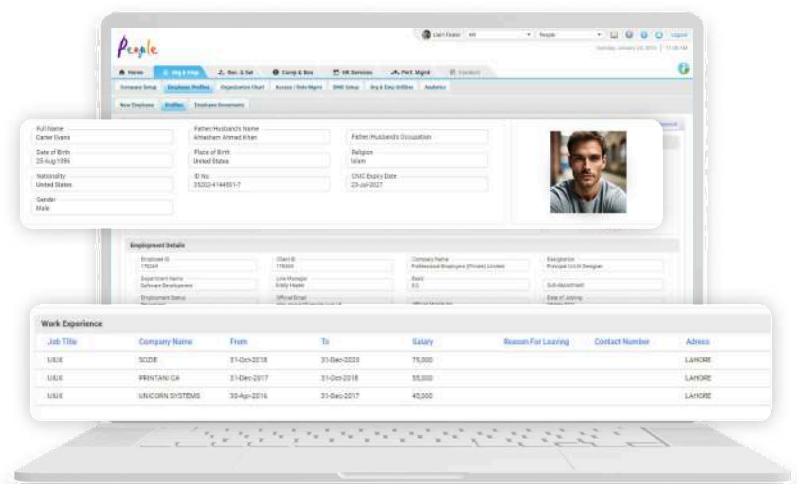
PERFORMANCE MANAGEMENT

HR SERVICES

**ANALYTICS**

ORGANIZATION & EMPLOYEE

ORG 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 ORG CHART

- Birds-Eye View of your Organisation reflecting real-time data.
- Administrative VS Functional Reporting Views
- Location, Branch & Department-Wise Org Charts
- Position-Wise Headcount View of Org Chart
- Drag & Drop Interactive Interface
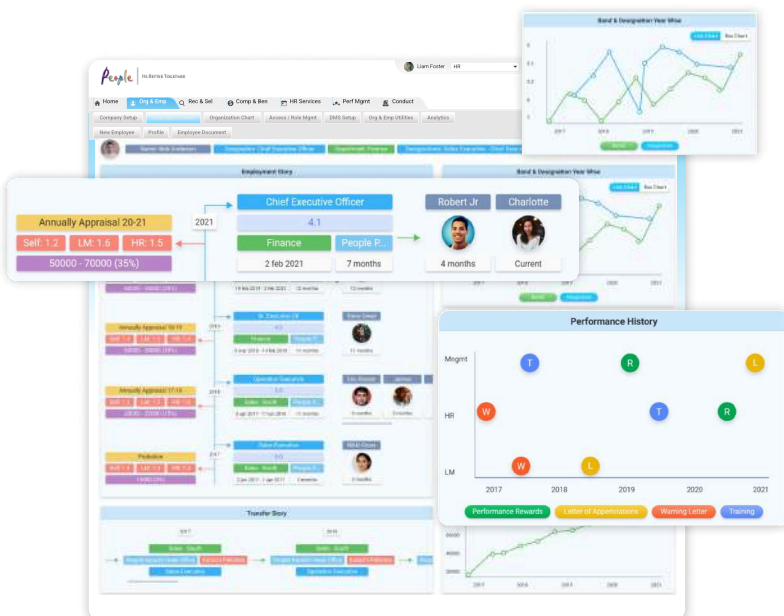
EMPLOYEE PROFILE

- Extensive Database of Employee information
- Graphical Employee History Report illustrating all changes during course of 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
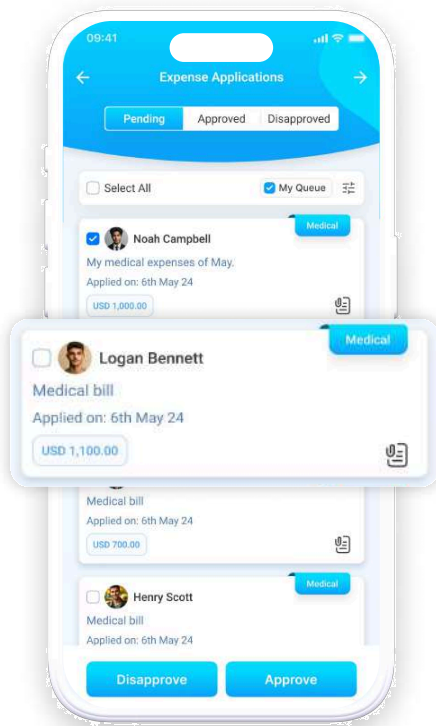
PAYROLL PROCESSING

- 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
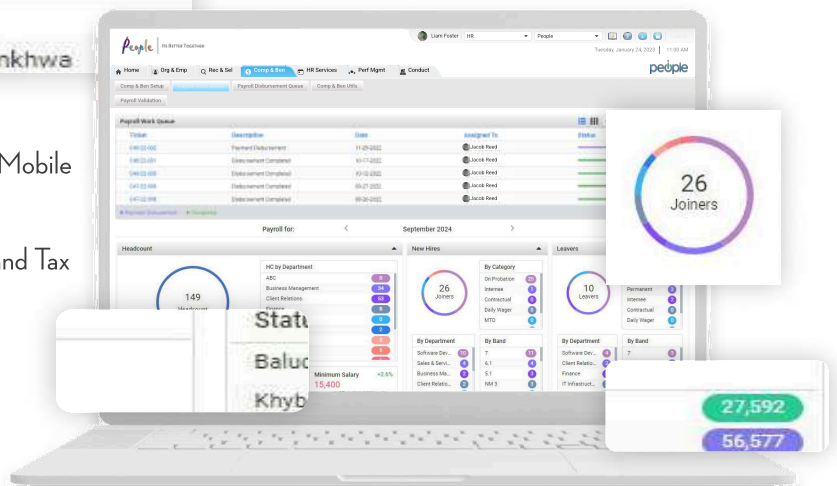
DISBURSEMENT

- Select Source Bank & Destination Bank to Disburse Payroll After approval
- No need to extract Payroll Sheet and upload to banking portal - Disburse directly from People-i
- Built-In Mobile Wallet for employees to receive their Salaries and make transactions

HR SERVICES

ATTENDANCE & LEAVE

- Geo-Location 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
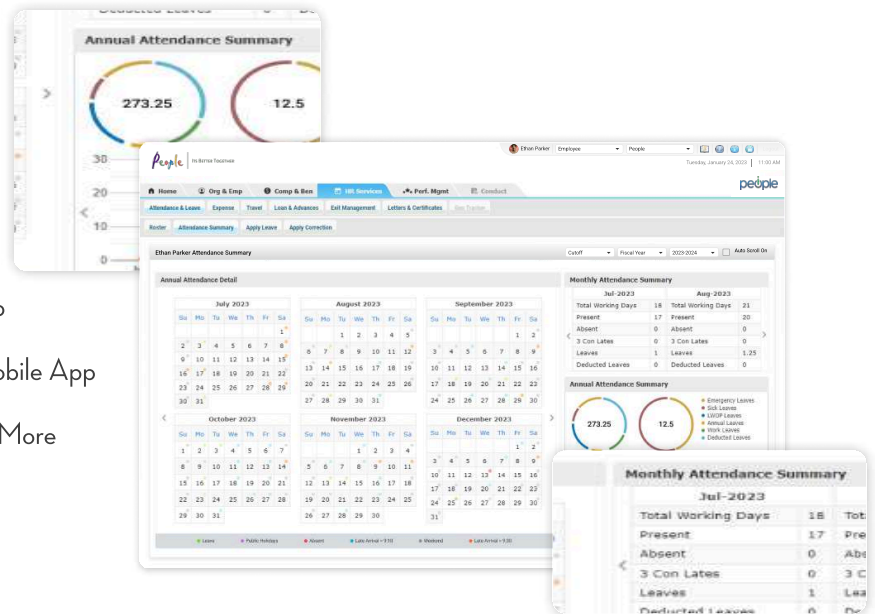
ROSTER

- Create & Allocate shifts through Drag & Drop
- Allocate & Approve Overtime as per policy
- Exchange Overtime hours for Compensatory Leaves
- Quick & Easy Shift Changes
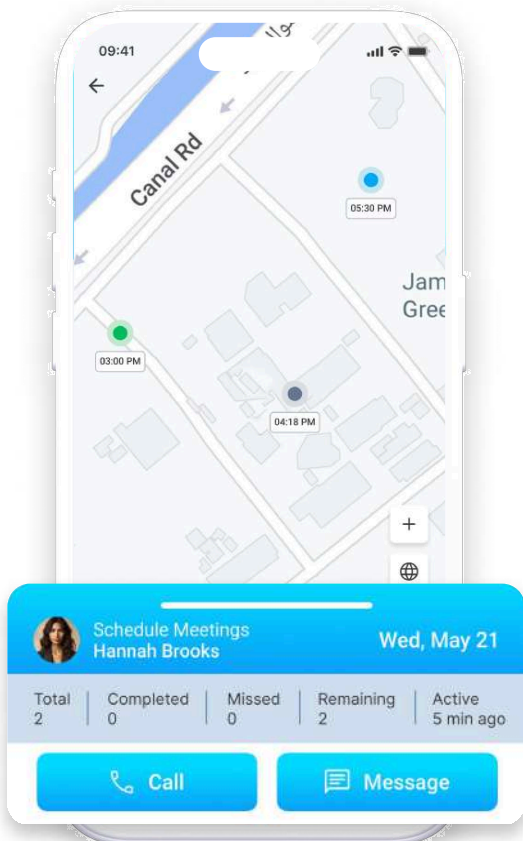
GEO-TRACKING

- 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 company Expense Policy along with Entitlements, Pro-Rated, Application Parameters and more
- Slab-Based Entitlements
- Travel Advances & Hotel Bookings

LETTERS & CERTIFICATES

- 30+ Pre-defined HR Letter Templates along with option to create custom templates
- Generate Letters on bulk for the entire organization or certain groups
- Create & Approve Employee Letter or Certificate Requests
- E-Signature and Letterheads set-up

LOANS & ADVANCES

- Create Detailed Loan Policy with limits and exceptions
- Generate Amortization 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 and more

NOTIFICATION MANAGEMENT

- Create Employee Announcements and notifications
- Email, SMS and Push Notifications
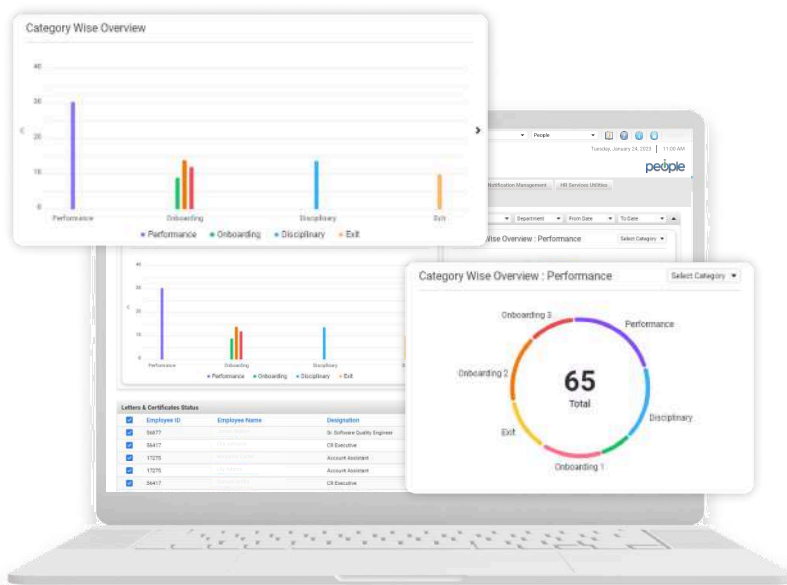
PERFORMANCE MANAGEMENT

JD'S & GOAL SETTING

- Define Structured Job Descriptions including Key Accountability Areas and their respective Weightage's
- Define Goals based on Job Descriptions
- Convert Qualitative Goals into Quantitative Targetsthrough People-i globally renowned PerformanceManagement Mechanism

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

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
- Interactive Reports based on Performance History, Top Performers, Performance Profile & More
- Integrated with People-i signature Learning Management System
- Auto-Recommendation of Training Programs for areas where the employee has received a negative rating
- Recommend Awards, Promotions, Increments and More

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

INCREMENT BUDGET

- Define Increment Budget based on Industry Trends, National Trends and Inflation Rate
- Access Industry & National Trends through People-i built-in statistics
- Define Budget as percentage of Payroll, Operating Profit,Net Revenue or any other parameters
- Submit to CEO for approvals
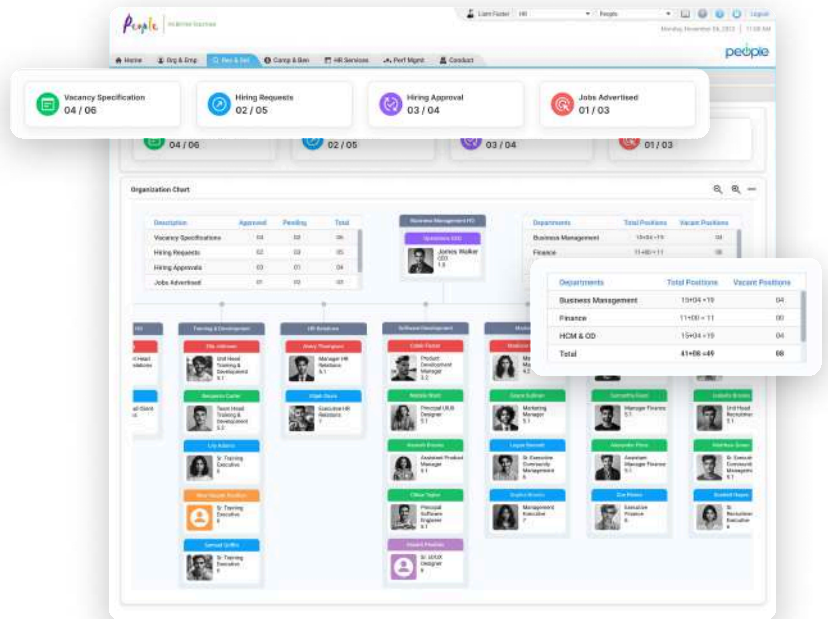
INCREMENT DISTRIBUTION

- 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

People-i is developed by a team of experts that 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 optimize your staff's performance and get them on the right track
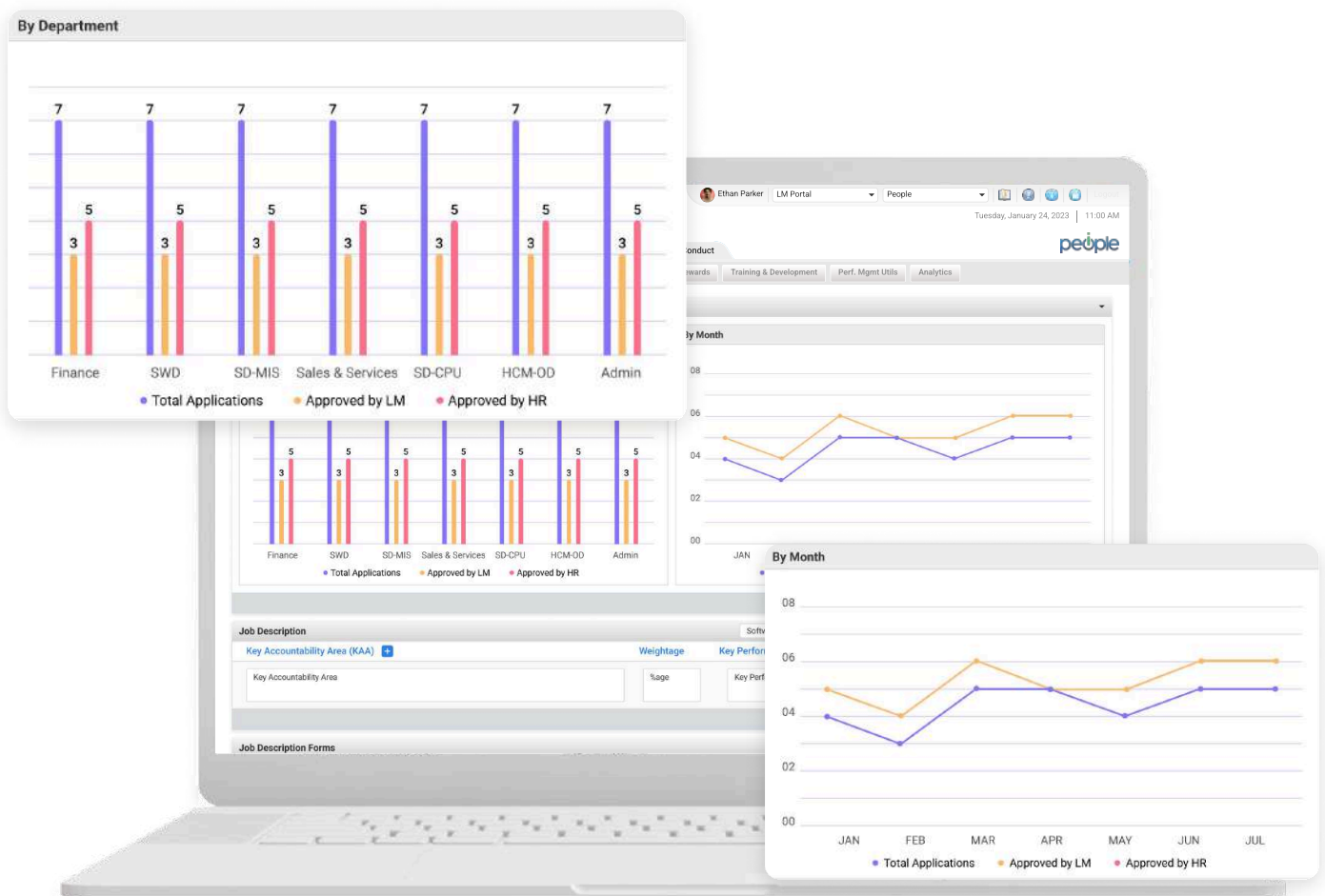
RECRUITMENT & SELECTION

- 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 CV's to populate recruitment reports
- Easy Integration with your company website for posting jobs
- Integrated with all major Job Boards
- Auto Generate job ad's 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 and decision makers
- Prepare Incident Investigation document online with Photo, Video, Audio attachments
- Allow multiple stakeholders to access investigation information
- Finalize and enforce decisions through online interface
- Integrated with "Letters & Certificates" module for Warning, Show-Cause and Disciplinary Letter generation

TRAINING & DEVELOPMENT

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

- 100+ Training Videos in Urdu and 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
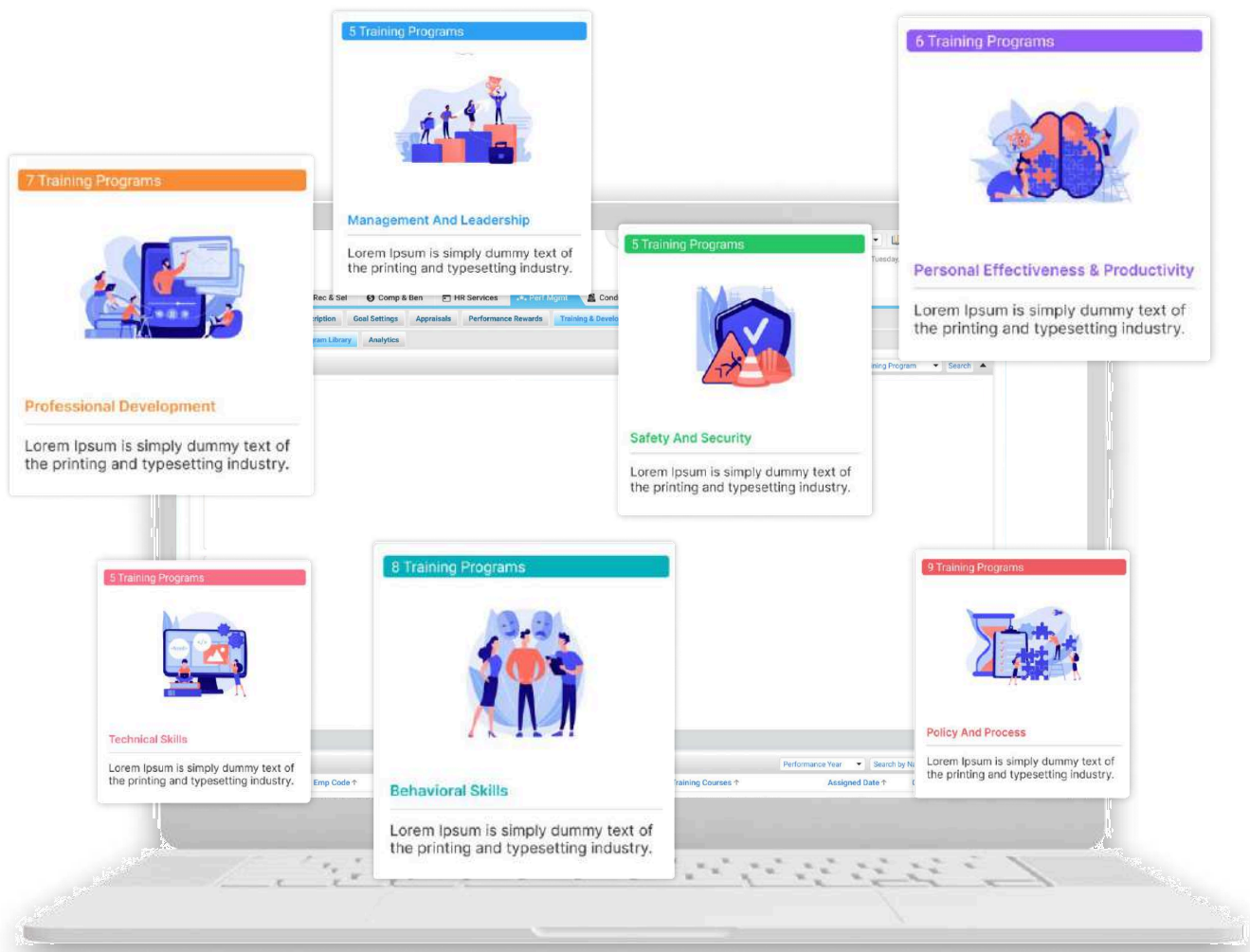
ACCESS TO
7 DIVERSE
Portals

CEO PORTAL

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

EMPLOYEE PORTAL

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

FINANCE PORTAL

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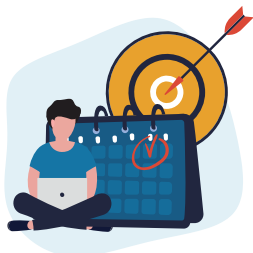- Disburse Salaries
- Manage Loans & Repayments

LINE MANGER 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
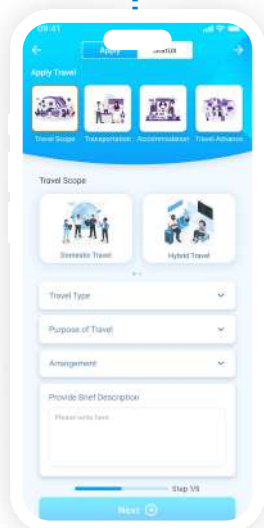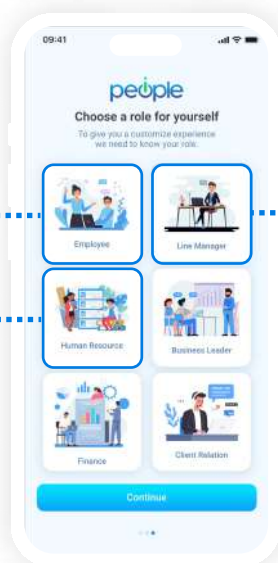- Arrange Assets

HR PORTAL

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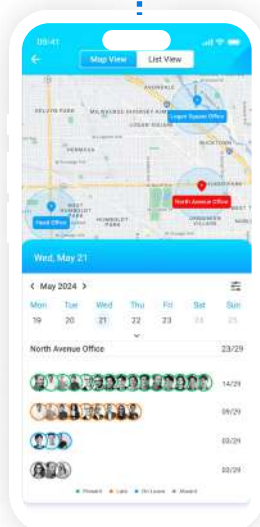- Generate Payroll

BUSINESS LEADER PORTAL

- View Individual. Commercia and Strategic Reports
- Provide Special Approvals
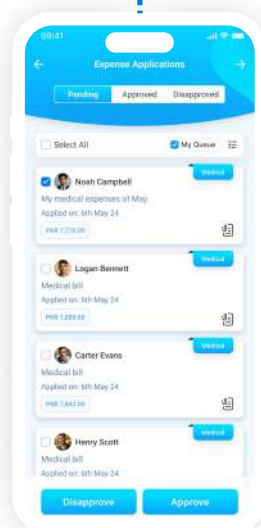
HOW DO THEY WORK?

EMPLOYEE

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

HR

If an authorised user wants to Update the company's Leave Policy, they will log into the HR Portal

LINE MANAGER

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

DISBURSEMENT

People-i has disrupted the way traditional Payroll Software is viewed - because it is the first Payroll Processing Software that actually 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 People-i, and click disburse.

1.
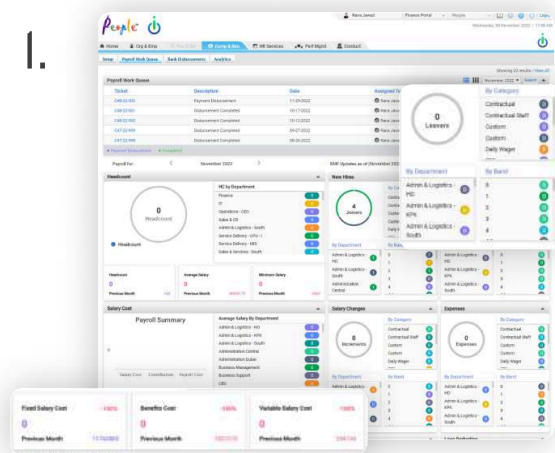
Compile Data

2.
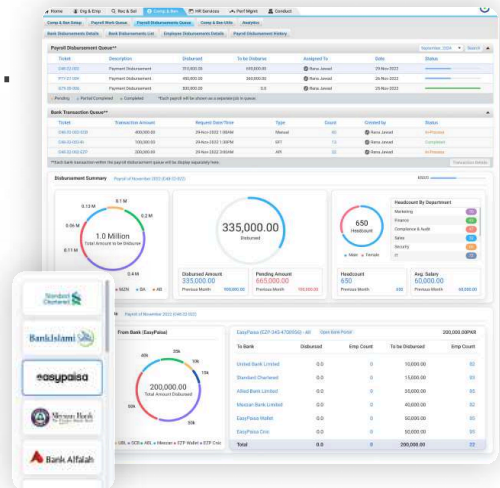
Calculate Payroll

Select Source Bank

3.

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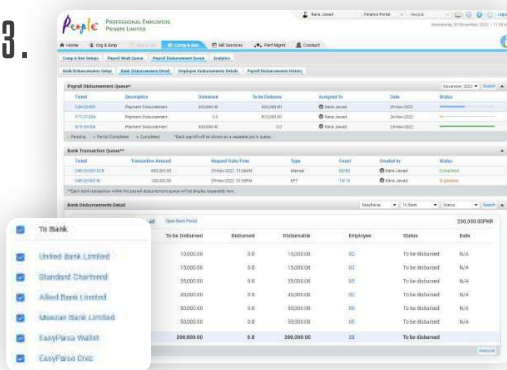
People-i's integration with online banking systems is what makes this possible. Every month, we are adding new banks onto our panel to give our clients a wide choice of options to choose from.


Bank Alfalah   easypaisa   BankIslami   Digitt+

PerfectPay™

PerfectPay is a modern branch-less banking solution, utilisingcutting edge technology to optimise employee's banking and salaryexperience.

Bank	PerfectPay
15 minutes	2 minutes

Besides that, PerfectPay integration with People-i gives employers evenfurther control of their Payroll process by moving the banking componentin-house

Employees can access their salaries & use the wallet for all kinds of transactions
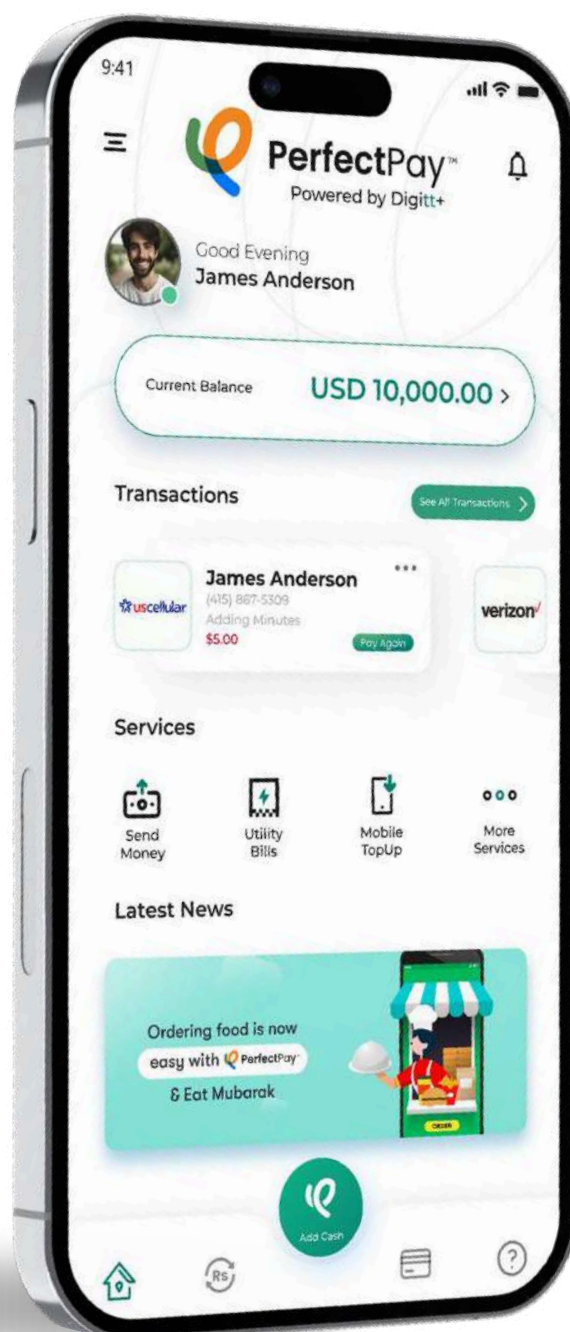
CROSS PLATFORM ACCESSIBILITY

People-i seamlessly integrates with external attendance and time management hardware to ensure a direct Flow of information. populating your reports in real time. Supported hardware types are:

 Biometric Thumb Scanners
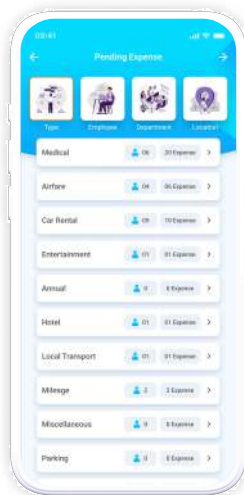
 Facial Recognition Machines

 Eye Recognition Machines

 RFID Readers

MOBILE APP

The People-i app enables users to execute all functions from the palm of their hand. Incuding the additional facility of geo-location based attendance

TABLET APP

The People-i 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.
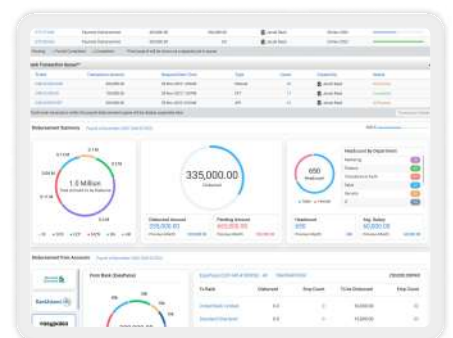
DESKTOP APP

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

INTEGRATIONS

People-i 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 People-i to post Payroll Journal Entries, creating further enhancement in the payroll processing journey. Even after payrolls have been processed and disbursed

AVanz SCREEN — This integration allows us to run background checks on candidates that are being considered for Recruitment by our client

M Manatal AI Based Recruitment — Integration with Thailand's leading AI-Based Recruitment Platform in 2022 marked People-i as the first AI Enabled Software to come out of Pakistan.

intervu.ai The Hiring Revolution — Increase your hiring efficiency and enhance the candidate experience with our AI-powered video interviewing solution.

CLIENTS

The world's biggest companies have already made the
switch to Augmented Outsourcing Technology

UNDP ACCA mashreq ELTEK ZONG 4G

DyStar CRSC 中国通号 IBM faysalbank

KRONES UNFPA Infinix The future is Now! IOM UN MIGRATION

hemmersbach TECNO nielsen PHILIPS

itel veda COPHC Transfar 传化 UBL where you come first

IOM·OIM 中国电建 POWERCHINA THE PENTAGON FOOD GROUP PMIC TECNO

BRITISH COUNCIL HERITAGE LUXURY SUITES ZTE中兴 DAMAC

Due to its enriched feature set and detailed configuration capability.
People-i is currently being used in more than 20 countries across the globe.

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