

centra HUB
EMERGING SOLUTIONS



Human
Capital
Management

centra
hcm

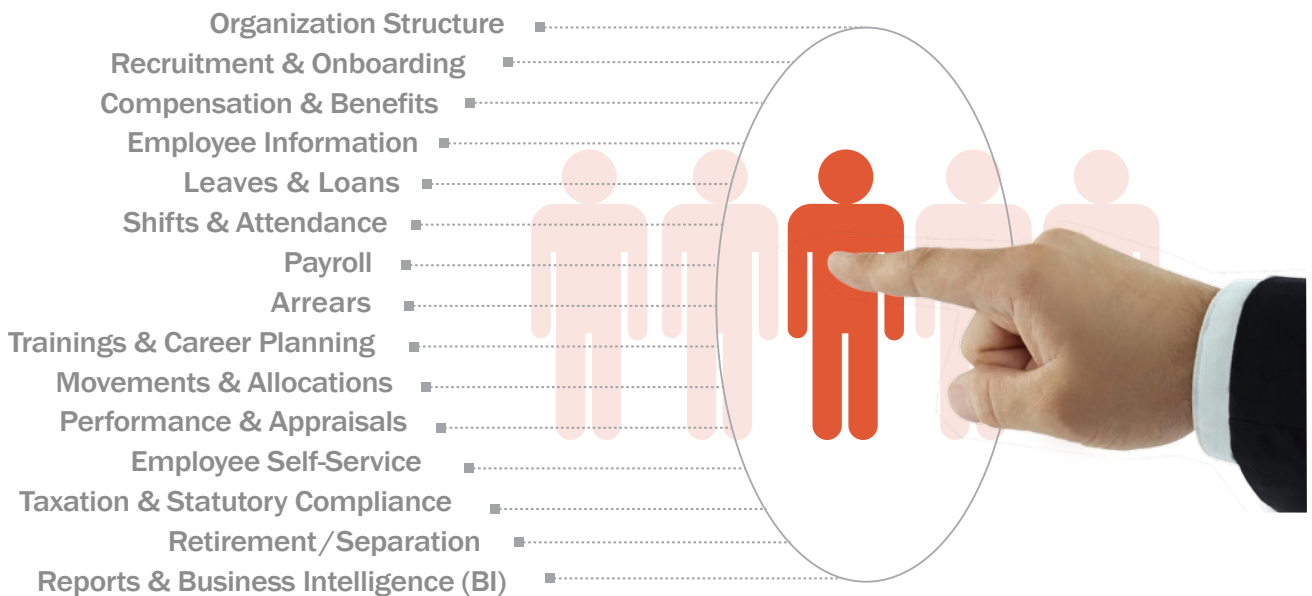


Recruit | Enhance | Elevate

Human Resources of an organization are amongst its most significant assets, making HR departments and their related software and tools an integral part of business strategies. Research has shown that by hiring the right workforce, developing them through structured training and career enhancement processes and retaining them through their career growth contributes significantly in overcoming business challenges and enhancing customer satisfaction.

Centra HCM enables your organization with crucial HCM tools that empower “Employee Lifecycle Management” ranging from recruitment through separation within a single, powerful and easy-to-use automated system.

Centra HCM Functionalities



The Centra HCM Advantage

- Comprehensive HR Lifecycle Management
- Detailed Onboarding Process Management
- Multiple Pay Groups, Tags, Batches & Frequencies
- Manage HR of Multiple Dimensions across Multiple Companies, Currencies & Locations
- Comprehensive Employee Self- Service Module
- Regional Taxation & Statutory Compliance
- Integration with Financial Systems
- Managing 100, 000+ Employee Records across 2,500 Customers Globally

Modules



Organization Structure

- Organizational Hierarchy Management
- Org-Chart Automation
- Multiple Roles & Job Responsibilities Generation
- Job Description Management



Recruitment & Onboarding

- Manpower Planning
- Resume Management
- Selection & Interview Process
- Onboarding Cycle



Compensation & Benefits

- Earnings, Deductions, Loans & Leaves Management
- Pay Tags, Groups, Batches & Frequencies
- Multi-Dimensional Compensation Computation



Employee Information

- Generic Employee Information
- Dependent Details
- Department & Job Assignment
- Passport, Insurance & Visa Details
- Expiry Date Alerts



Leaves & Loans

- Requisitions
- Approval Cycles
- Leave-Slab Management
- Loan Tenure Extension/ Early Settlement
- Leaves & Loans Balance Score Card



Shifts & Attendance

- Shifts Definition
- Multiple Shift Management
- Timesheet & Attendance Management
- Daily/Monthly/Periodic Attendance



Payroll

- Frequency-Based Payroll Processing
- Tags, Groups & Batches Payroll Processing
- Pay Sheets & Pay Slips
- Payroll Integration with Financial Accounting



Arrears

- Leaves, Accruals, Salary Adjustments
- Auto-Computation of Arrears Adjustments
- Reminders & Alerts for Arrears Adjustments
- Arrears Settlement Statements



Trainings & Career Planning

- Training Courses Definition
- Training Plans & Calendars Definition
- Web-Based Training
- Tests, Exams, Scorecards & Training Evaluations



Movements & Allocations

- Current & Proposed Salary Structures
- Authorization Workflows & Automation
- Salary Revisions & Transfer Management
- Report Builder Tools



Performance & Appraisals

- Employee KPI Definitions
- KPI Review Questionnaires
- Employee Self-Appraisals
- Goal-Sheet & Appraisal Score Rating Definitions



Employee Self-Service

- Employee Dashboard
- Training Calendar Access
- Claims & Requisitions
- Self & Subordinate Appraisals
- Pay Slip Download Access
- Leaves & Loans Management



Taxation & Statutory Compliance

- Wage Protection System (WPS)
- Automated Taxation Computations
- Regional Statutory Compliance
- Regional Taxation Compliance



Retirement/ Separation

- Automated Gratuity Calculations
- Arrear & Deductions Management
- Leave Settlement Process
- Asset Clearance Process
- Exit Interview Management



Reports & Business Intelligence (BI)

- Build, Monitor & Analyze Multi-Dimensional Reports
- On-The-Fly Smart Analysis with Color-Coding, KPI Definitions & Graphing Engines
- Customized Report Creation
- PDF, CSV & Excel Report Outputs

Why **centra** hcm

- Web-Based Thin Client Solutions
- On-Premise & Cloud Deployment
- Integration-Ready API Kits
- Regional Statutory Compliance Tools
- 100+ Man Years of Management Experience
- Swift Rollout Track Record
- Robust, Agile & Adaptive Solutions
- Interactive Dashboards & Reports
- Modular Architecture
- Login-based Secured Access
- 3 Tier System Architecture
- Mobile Application Availability
- Scalable Versions - Standard, Business Professional & Enterprise

About Us

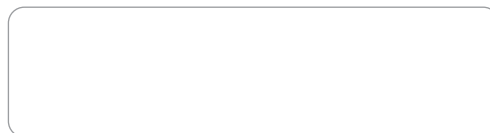
Centra has been serving HCM and CRM needs of organizations ranging from SMEs to corporates since 2004 and is armed with a core management team that boasts a collective experience of over 150 years. Centra has commissioned solutions across over 25 verticals and industries and 17 countries worldwide covering a vast and wide array of nuances across geographies, regions and domains.

Centra, with a focused approach specializes on the CRM and HCM solutions through thin-client solutions which are mobile and cloud friendly, with deployment options ranging from On-Premise to cloud solutions with billing flexibilities covering SaaS and enterprise licensing requirements.

Centra's partner-friendly ecosystem empowers clients with easy access to Centra solutions with relevant skillsets available locally.



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