



Smart H.R
Management system
Technical Offer

Salaries

Smart HR System has a characterized of the flexibility of calculate salaries with more than one w Smart HR System can processing and find solution for the unlimited and complicated salaries variables The work law is already defined in Smart HR System which helps to calculate taxes and insurance percentages with the possibility of make changes in it

Administrators can set payroll templates with unlimited numbers of maturities and deductions

There is a possibility of create a mathematical equations to calculate the maturities and deductions

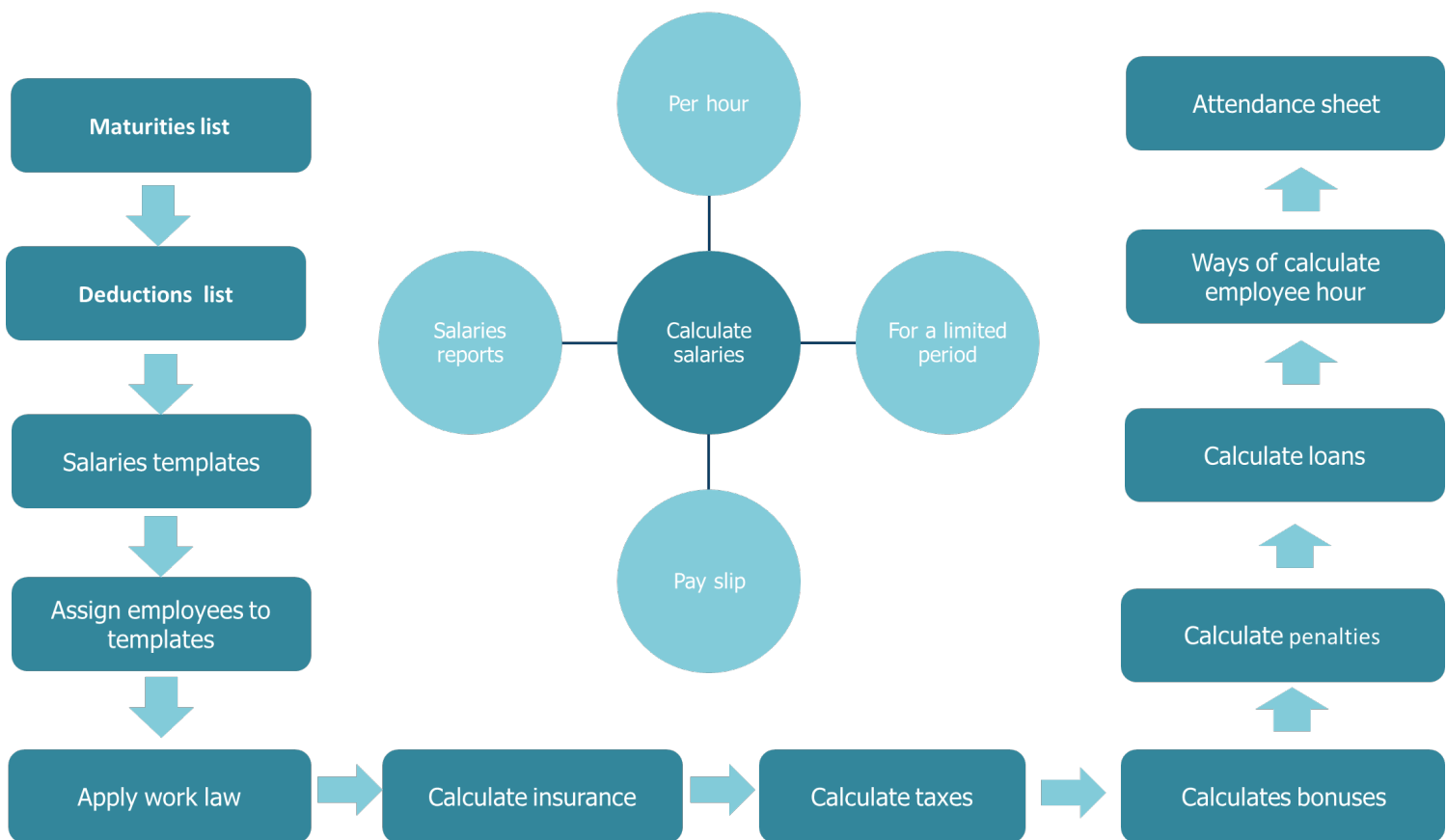
Administrators can review net and gross employees' salaries with a comprehensive and detailed reports about the calculations

There is a section for saving monthly bonuses and penalties with possibility of edit, review or print it

There is a section for saving monthly loans with define payment methods

After calculate salaries variables the system can analyses and calculate the effects of attendance operations

There is a possibility of calculate salaries per hours with a comprehensive and detailed reports about it



Bonuses

- Save monthly bonuses
- Calculate it in salaries
- Bonuses rules
- Bonuses history

Penalties

- Save monthly penalties
- Calculate it in salaries
- penalties rules
- penalties history

Loans

- Save monthly Loans
- Calculate it in salaries
- Loans rules
- Loans history
- define payment methods

Maturities and deductions

- Maturities list
- Deductions list
- Assign it to salaries templates
- Calculate insurance
- Calculate Taxes

Mathematical equations

There is a possibility of create a mathematical equations to calculate the maturities and deductions

Salaries templates

Administrators can set payroll templates with unlimited numbers of maturities and deductions

Employees hour

There is a possibility of calculate employee hour from gross salary or net salary with choose a way to calculate arrive late, over time and all attendance effects

Work Law

The work law is already define in Smart HR System to calculate taxes and insurance percentages, it based on age, nationality and marital status

Salaries data

- Assign employees to salaries templates
- Gross salary
- Net salary
- Basic salary
- Variable salary
- Smart HR System automatically calculate taxes and insurance values based on Work law
- Smart HR system automatically calculate total maturities and deductions

Attendance calculations

The last step to calculate salaries is send attendance sheet to salaries to calculate overtime, late, work in weekends and holydays and left early after applying attendance rules to employees



Reports

Salaries

- Insurance
- Taxes
- Bounces
- Penalties
- Maturities
- Deductions
- Loans
- Salaries details
- Salaries history

Attendance

- Attendance reports
- All logs details
- Overtime
- Work in weekends
- Absence
- Single log
- Late arrival
- Left early
- Vacations
- Permissions
- All operations details
- Daily reports
- Departments attendance
- Working hours
- Employees with FB
- Single logs

Personnel

- Work shifts
- Employees address
- Contracts
- Employee Jobs & Locations
- Departments employees
- Missions
- Users records
- Interviews
- Archived files
- Employees Documents
- Employees Notes
- Contract Details
- Candidates CV's
- Job levels
- Religious
- Birthdays
- Appraisal

our customers

