



Human Capital Management

The Future Of Work

Organizations today operate in increasingly complex and unpredictable global work environments.

The ability to make faster, smarter decisions for stronger business performance is critical to outpace competition – Driving your workforce to acquire new capabilities from digital fluency, data literacy and increasingly agile ways of working.

Designed with intelligent automation, **O360 Human Capital Management** is a highly engaging platform that takes employee engagement and personalization to new heights.

This intuitive HCM Software refines your end-to-end Human Resource strategy and fosters a connected culture across the organization, for greater workforce productivity and creativity throughout the employee lifecycle

O360 Human Capital Management – Solutions Overview

Enhanced Employee Experience

Personalize user experiences from onboarding, and at every step of the employee journey, with configurable workflows that offer scalability and localization.



Enhanced HR Insights

Gain a single view of all your business units for real-time insights and trends to improve workforce planning.



Advanced Data Management

Deploy a paperless system for easy accessibility and visibility of employee data, for increasingly diverse and complex workforce structures



Timesheet Tracking Controls

Replace manual processes with automated labor allocations, seamless timesheet tracking and direct data uploads; anytime, anywhere



Expense Management Controls

Automate claims submission and approval of expenses, on a highly configurable platform, for significant time savings and zero reimbursement errors



Travel Management Controls

Put your employee's mind at ease while travelling with a comprehensive corporate travel management platform and flexible self-service tools.



Learning Management System

Manage talent's career development and succession planning with personalized, role-based training.



Advanced Learning Tools

Complement employee's career objectives, learning history and engagement data with high-quality digital content and insights for continuous improvement.



Workforce Development

Upskill your workforce to respond to changing business needs with renewed agility, adaptability and digital empowerment



Certifications

Digitally recognize and reward your most valuable players while managing certification compliance, expiration and renewals with ease



Performance Reviews

Drive self-directed growth for more constructive appraisal management cycles



Performance Analytics

Make performance reviews more meaningful with visual, valuable and real-time feedback



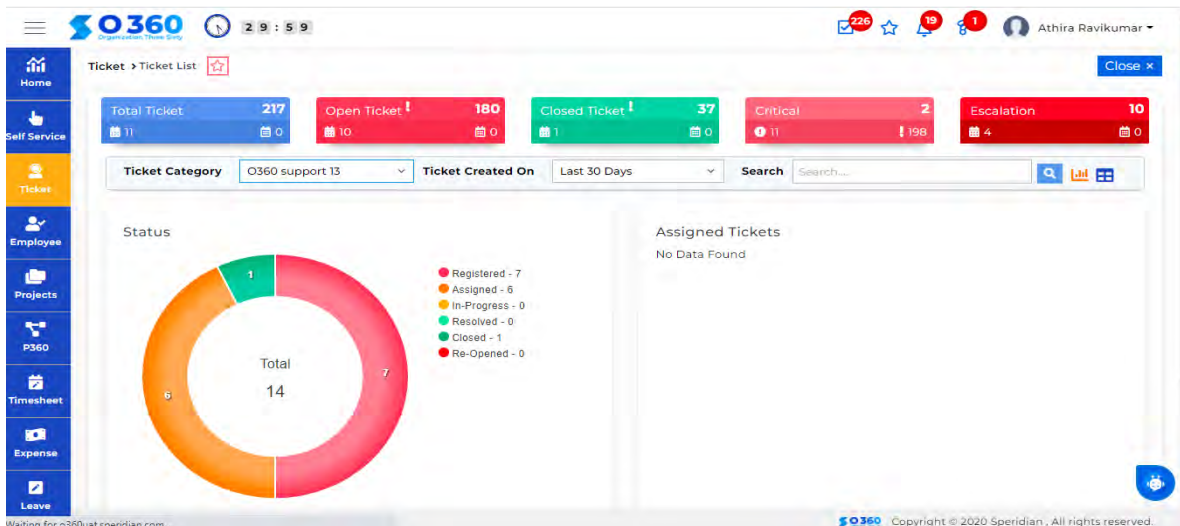
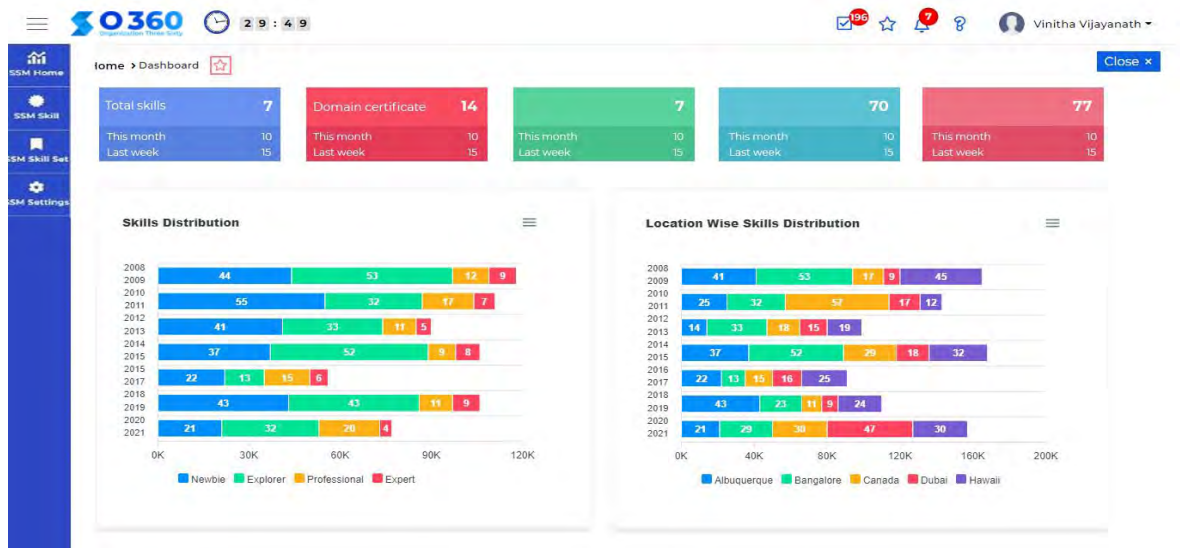
AI-Driven HR Bot

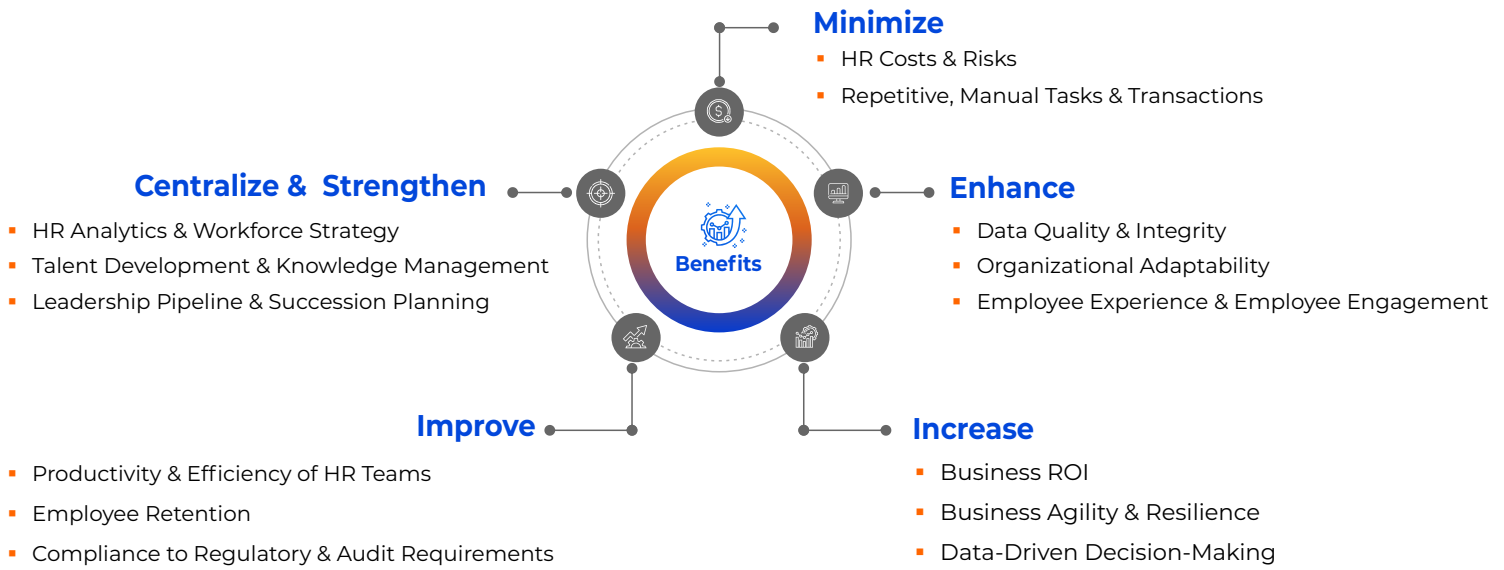
Save time with instant responses, complete tasks faster with next-action prompts and strategically employ Machine Learning & Conversational AI to improve employee efficiency



Helpdesk

Provide internal support teams a more synchronized way to address employee queries, manage requests from multiple channels, identify recurring problems & resolve complaints transparently





O360 Human Capital Management – Designed for employees, to perform at their peak

Employee Management

- Virtual Onboarding to Offboarding
- Employee Centralized Database
- Enhanced Security – E-Signatures
- Multiple BU/Company Management
- Employee Asset Management

Leave Management

- Biometric Integration
- Configurable Leave Policy
- Track External Duty, Work From Home, Client Holiday & Overtime.
- Shift Management

Expense Management

- Track Expense Life Cycle
- Streamline Expense Cash Advances
- Multi-Currency Conversion Rates
- Mileage Calculation

Skill Set & Certification

- Track Employee Skill Set with Manager Rating
- Monitor Certification Validity
- Resource & Skill Management

Employee Performance Management

- Multilevel Reviewers
- Configurable Appraisal Cycles
- Role-wise KPI Weightages & Curve Setting

Employee Timesheet Management

- Periodic Timesheet Submission (Daily, Weekly, Monthly)
- Time Log Management linked to Invoicing & Billing
- Auto-Sync Assigned Leave & Paid Time-Offs

Travel Management

- Travel Booking to Settlement
- Track Per Diem & Advance Request
- Admin. Privilege – Best Quote Selection
- Corporate Credit Card Management

Learning Management System

- Integrated Training with Course Calendar
- Certification & Score-Transcripts Display
- E-Learning Content Libraries

Helpdesk

- Configurable Business Rules & SLAs
- Issue Resolution by Priority
- Email Ticketing (Ticket Creation, Add Comments via Email Replies, Tag Observer)
- New Ticket Notification & Automated Assignment
- Ticket Closure Rating