



Comprehensive HRMS Solution

for Medium to Large-Scale
Organizations

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A Detailed Feature Overview and Competitive Comparison

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Open-Source Flexibility:

Being open-source, Dexciss HRMS allows for extensive customization and flexibility. Organizations can tailor the system to meet their specific needs without being constrained by vendor-imposed limitations.



Cost-Effectiveness:

Dexciss HRMS: As an open-source solution, Dexciss HRMS is generally more cost-effective, eliminating high licensing fees and reducing overall expenditure. It is ideal for organizations looking to optimize their HRMS budget without compromising on features.



Transparency and Security:

Dexciss HRMS: Offers complete transparency with its source code, allowing organizations to thoroughly vet the system for security vulnerabilities and implement their own security measures.



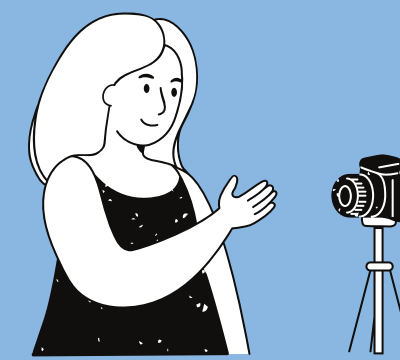
Feature-Packed Functionality:

Dexciss HRMS: Offers a comprehensive suite of features comparable to mainstream HRMS solutions like PeopleSoft. It includes modules for payroll management, performance tracking, recruitment, employee self-service, attendance, and more, ensuring all HR processes are covered efficiently.



Scalability and Integration:

Dexciss HRMS: Easily scalable and can integrate with a wide range of third-party applications due to its open-source nature. This ensures it can grow with the organization and adapt to changing technological landscapes.



Advanced Automation Capabilities:

Dexciss HRMS: Includes advanced automation features that streamline repetitive HR tasks such as employee onboarding, leave approvals, payroll processing, and performance evaluations. This automation reduces manual workload, minimizes errors, and improves overall efficiency.

What makes Dexciss
HRMS

SPECIAL



Modules & Sub-Modules

These modules and sub-modules highlight the comprehensive capabilities of Dexciss HRMS, designed to address various aspects of HR management efficiently and effectively.

04.

Performance Management

- Goal Setting: Individual and team goals, KPIs.
- Performance Reviews: Self-assessments, peer reviews, manager evaluations.
- Appraisal Management: Appraisal cycles, performance ratings, feedback.

01.

Employee Management

- Employee Information: Personal details, contact information, emergency contacts.
- Employee Onboarding: New hire orientation, document verification, onboarding checklists.
- Employee Offboarding: Exit interviews, clearance processes, document collection.

02.

Attendance Management

- Time Tracking: Clock-in/clock-out, work hours tracking.
- Leave Management: Leave requests, leave balances, approval workflows.
- Shift Management: Shift scheduling, shift swaps, overtime tracking.

03.

Payroll Management

- Salary Structure: Salary components, deductions, allowances.
- Payroll Processing: Salary calculations, payslip generation, payroll summaries.
- Compliance Management: Tax calculations, statutory compliance, filings.

05.

Recruitment Management

- Job Posting: Job requisitions, job descriptions, posting to job boards.
- Applicant Tracking: Candidate applications, resume parsing, interview scheduling.
- Onboarding: New hire setup, onboarding tasks, welcome emails.

06.

Training and Development

- Training Programs: Course creation, training schedules, enrollment.
- Learning Management: Online courses, training materials, progress tracking.
- Certification Management: Certification tracking, renewal reminders, skill assessments.

07.

Employee Self-Service

- Self-Service Portal: Personal information updates, document uploads.
- Request Management: Leave requests, travel requests, expense claims.
- Notifications and Alerts: Announcements, policy updates, reminders.

08.

Benefits Administration

- Benefits Enrollment: Health insurance, retirement plans, other benefits.
- Benefit Tracking: Benefit usage, eligibility, claims processing.
- Wellness Programs: Employee wellness initiatives, participation tracking.

09.

Time and Project Management

- Project Tracking: Project assignments, progress tracking, deadlines.
- Timesheet Management: Timesheet entries, approval workflows, project hours.
- Resource Allocation: Resource planning, workload management, utilization reports.

10.

Reporting and Analytics

- Standard Reports: Attendance reports, payroll summaries, performance reports.
- Custom Reports: Customizable report templates, data export options.
- Dashboard Analytics: Real-time HR metrics, graphical dashboards, trend analysis.

Key Features

Employee Self-Service Portal:

Employees can view and update their personal information, apply for leaves, submit timesheets, and access payslips, enhancing transparency and reducing HR administrative tasks.

Automated Payroll Processing:

Seamless payroll management with automatic calculation of salaries, taxes, and deductions. Generates detailed payslips and ensures compliance with statutory regulations.

Attendance and Leave Management:

Efficient tracking of employee attendance through multiple methods (biometric, RFID, web-based clock-in/out). Comprehensive leave management system with customizable leave types and approval workflows.

Performance Management:

Tools for setting employee goals, conducting regular performance reviews, and managing appraisals. Includes 360-degree feedback and performance analytics to aid in employee development.

Recruitment and Applicant Tracking:

Streamlined recruitment process from job posting to hiring. Features resume parsing, candidate screening, interview scheduling, and onboarding workflows.

Training and Development:

Manages employee training programs, tracks progress, and maintains training records. Supports online learning modules and certification tracking.



Key Features

Advanced Reporting and Analytics:

Generates insightful HR reports and dashboards. Customizable analytics provide a comprehensive view of HR metrics, aiding in strategic decision-making.

Compliance Management:

Ensures adherence to local labor laws and regulations. Automates compliance-related tasks such as tax filings, statutory reports, and audit trails.

Shift and Schedule Management:

Manages employee shifts, schedules, and rosters. Supports shift swapping, overtime tracking, and ensures optimal workforce allocation.

Document Management:

Centralized storage for employee documents with secure access. Facilitates easy retrieval, sharing, and management of HR-related documents.

Mobile Accessibility:

Mobile-friendly interface allowing employees and managers to access HRMS functionalities on the go. Enhances convenience and productivity.

Custom Workflows and Approvals:

Allows customization of HR workflows to match organizational processes. Automates approval processes for various HR tasks, ensuring consistency and efficiency.

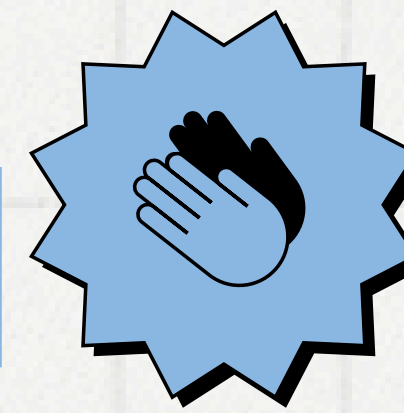
Integration Capabilities:

Seamless integration with other enterprise systems such as ERP, CRM, and third-party applications. Enhances data flow and operational efficiency across the organization.

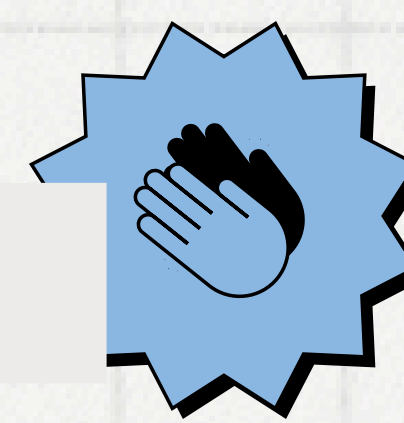


Comparision

Feature	PeopleSoft HRMS	Dexciss HRMS (Custom Frappe HRMS)
Deployment Options	On-Premise, Cloud	Cloud, On-Premise
User Interface	Traditional, Complex	Modern, User-Friendly
Customization	High customization potential, Requires technical expertise	Highly customizable, Low-code development
Integration	Seamless integration with only Oracle products	Seamless integration with other Frappe + 3rd party apps
Modules	Comprehensive (HR, Payroll, Benefits, Talent Management, etc.)	Comprehensive (Employee Management, Payroll, Recruitment, etc.)
Scalability	Highly scalable for large enterprises	Scalable for SMEs and large enterprises



Comparision



Cost

Higher total cost of ownership (TCO)

Lower total cost of ownership (TCO)

Implementation Time

Longer implementation cycle

Upto 4x Faster implementation

Support and Maintenance

Extensive support from Oracle, Third-party vendors

Active community support, Dexciss support options

Mobile Access

Available at extra charge

Bundeled

User Community

Declining user community

Growing user community

Security Features

Robust security features, compliance with various standards

Strong security features, compliance with GDPR, etc.

Reporting and Analytics

Advanced reporting and analytics capabilities

Built-in reporting tools, customizable reports

Training and Documentation

Extensive training resources, certification programs

Comprehensive documentation, online training resources



Comparision



Updates and Upgrades	Regular updates from Oracle	Regular updates, Community-driven improvements
Industry Adoption	Limited because of limited customization options	Growing adoption, particularly in tech-savvy sectors
AI and Automation	Advanced AI and automation features	Integrates with Frappe's AI and automation tools
Workflow Management	Complex workflow capabilities	Flexible workflow management
Data Migration	Extensive data migration tools available	Smooth data migration process with built-in tools

95%

Success cases

Dexciss HRMS has more success rate than any other main-stream propriety HRMS application.



Contact Us for Streamlining your HR Operations



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