Smart

HRM

Redefining the Future of Work.

Trusted By

500+ Organization

& Counting....

Smart
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Easy & Smart solution

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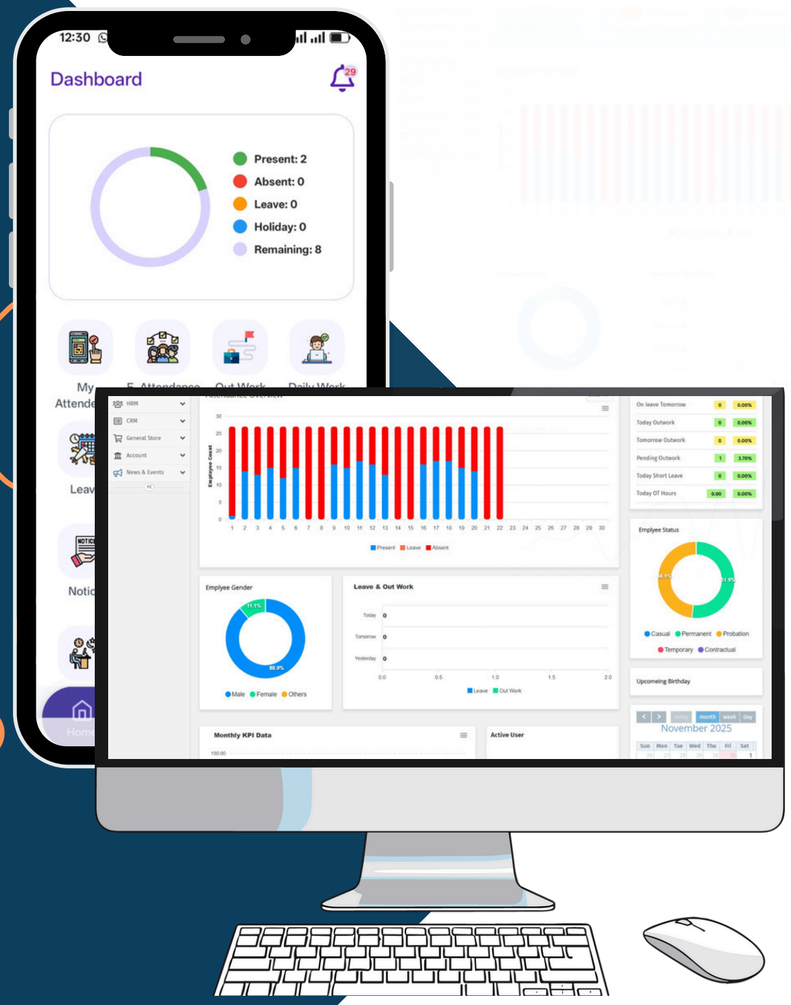
INTRODUCTION



SMART HRM — THE SMARTER WAY TO MANAGE YOUR WORKFORCE

Smart HRM is a modern HR & payroll system for PC and mobile apps that simplifies workforce management. With live location tracking, geo-fencing, and selfie attendance, it ensures accurate monitoring of both office and field employees.

Designed to be mobile-first yet fully optimized for desktop use, Smart HRM streamlines attendance, payroll, leave management, and daily HR tasks—boosting efficiency, transparency, and overall team performance.

Smart HRM — smarter, faster, and more reliable workforce management across PC and mobile.

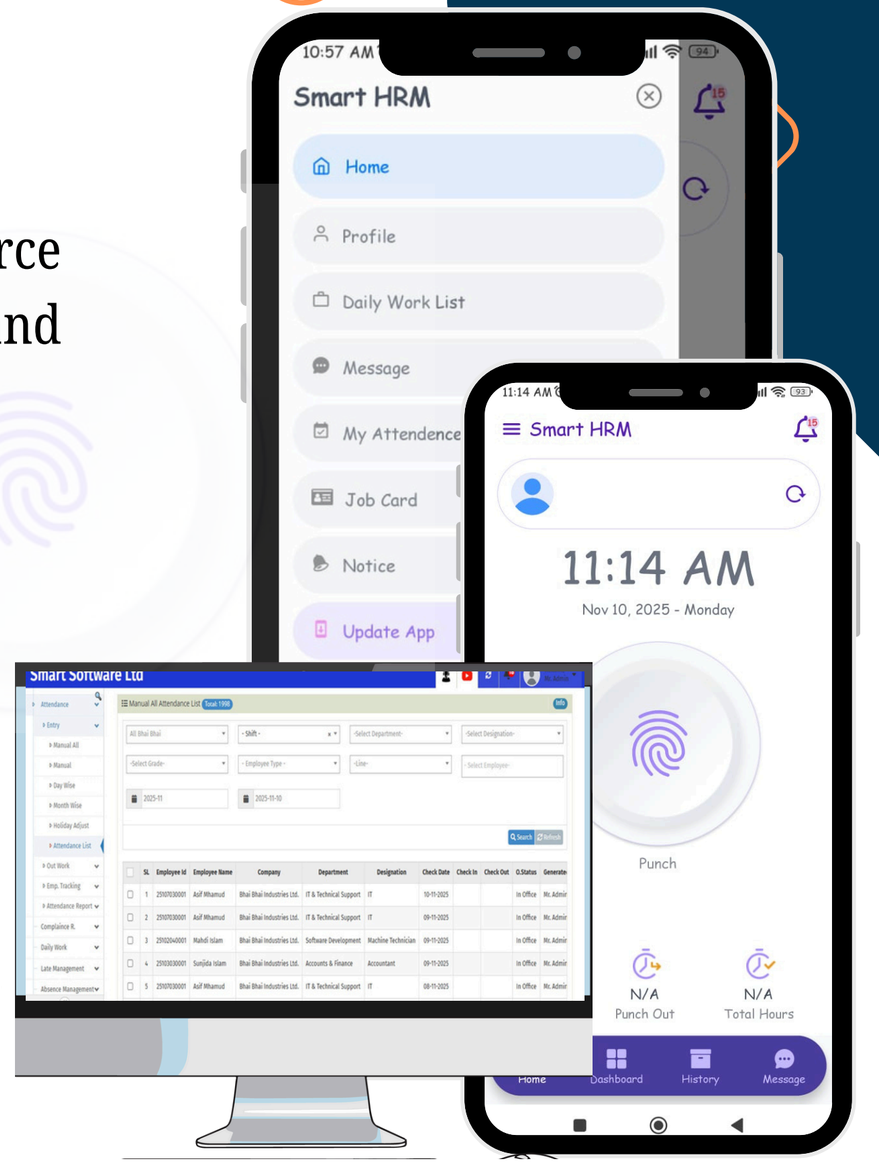
READ MORE

PRODUCT INTRODUCTION

Smart HRM is a modern HR platform that simplifies workforce management, from attendance and payroll to performance and compliance—fast, accurate, and automated.

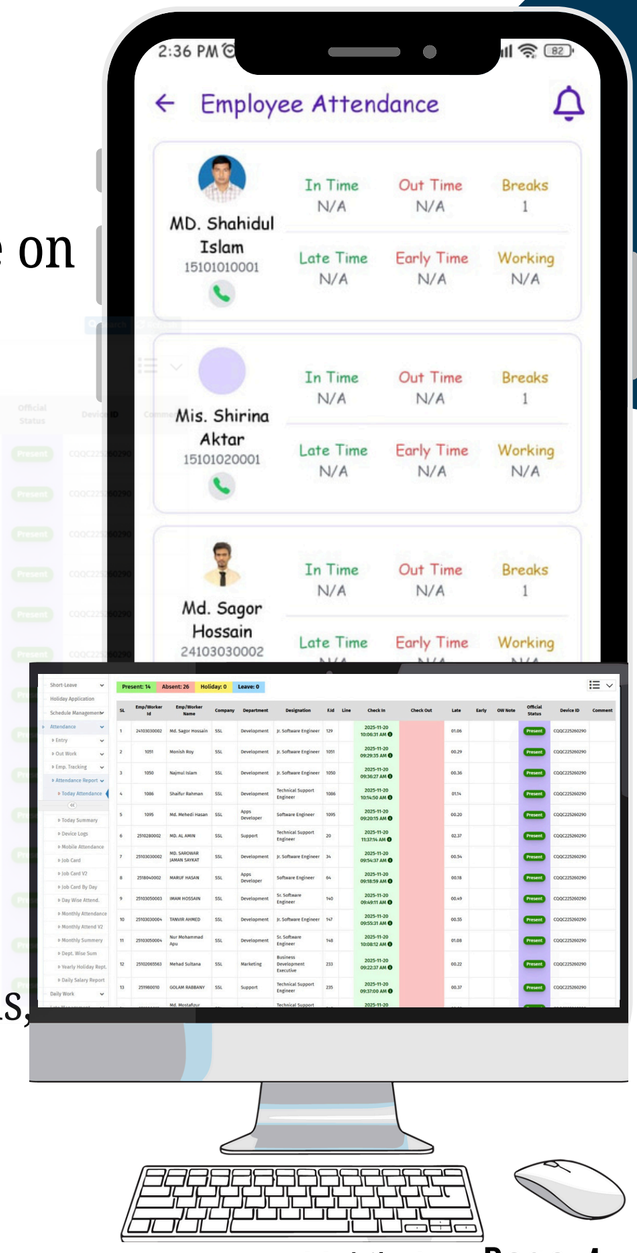
KEY ADVANTAGES

- **Efficiency:** Automate tasks and reduce errors
- **Productivity:** Boost engagement and coordination
- **Compliance:** Stay up-to-date with labor laws
- **Innovation:** Make smarter HR decisions
- **Scalability & Customization:** Grow and adapt with ease
- **Security & Integration:** Protect data and connect seamlessly



MOBILE APP

Manage your workforce anytime, anywhere with Smart HRM—available on PC, Android, and iOS. Perfect for both office and field teams, it simplifies attendance, scheduling, communication, and daily HR tasks with ease.

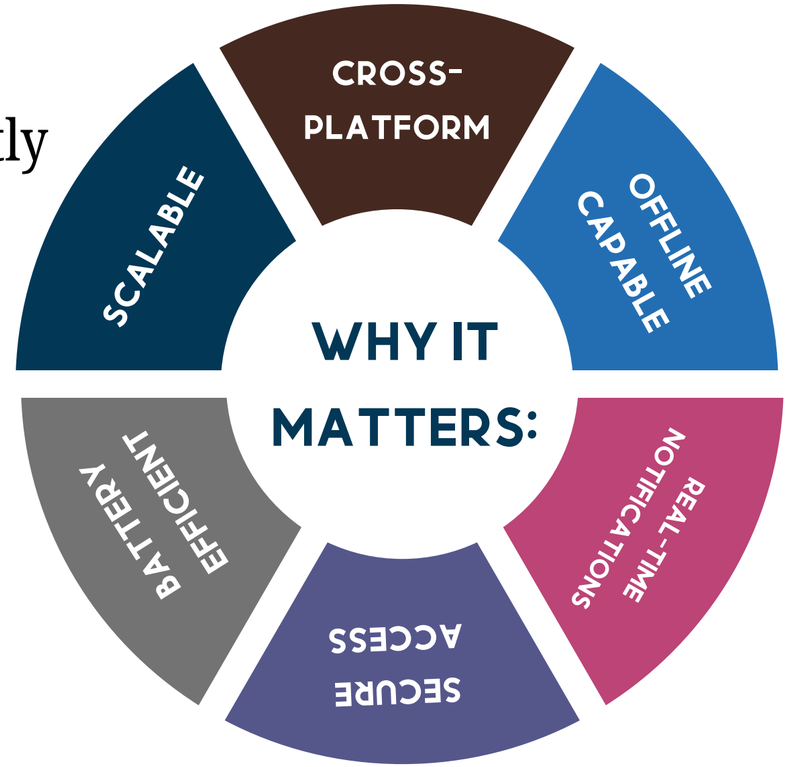


APP FEATURES:

- **GPS-Enabled Attendance** – Accurate check-in/out and real-time location tracking for both office and field staff.
- **Daily Work Reports** – Get instant insights into employee tasks, productivity, and performance.
- **Leave Management & Approvals** – Streamline leave requests, recommendations, and approvals effortlessly.
- **Payslip & Salary Access** – Employees can securely view payslips, salary status, and payment history anytime.

MOBILE APP (CONT.):

- GPS check-in/out and live attendance tracking
- View current/upcoming shifts and duty status
- Submit and approve leave requests; check balances instantly
- Access payslips, overtime, and earnings securely
- Get real-time notifications and alerts
- Track field staff locations
- View personal attendance and leave history

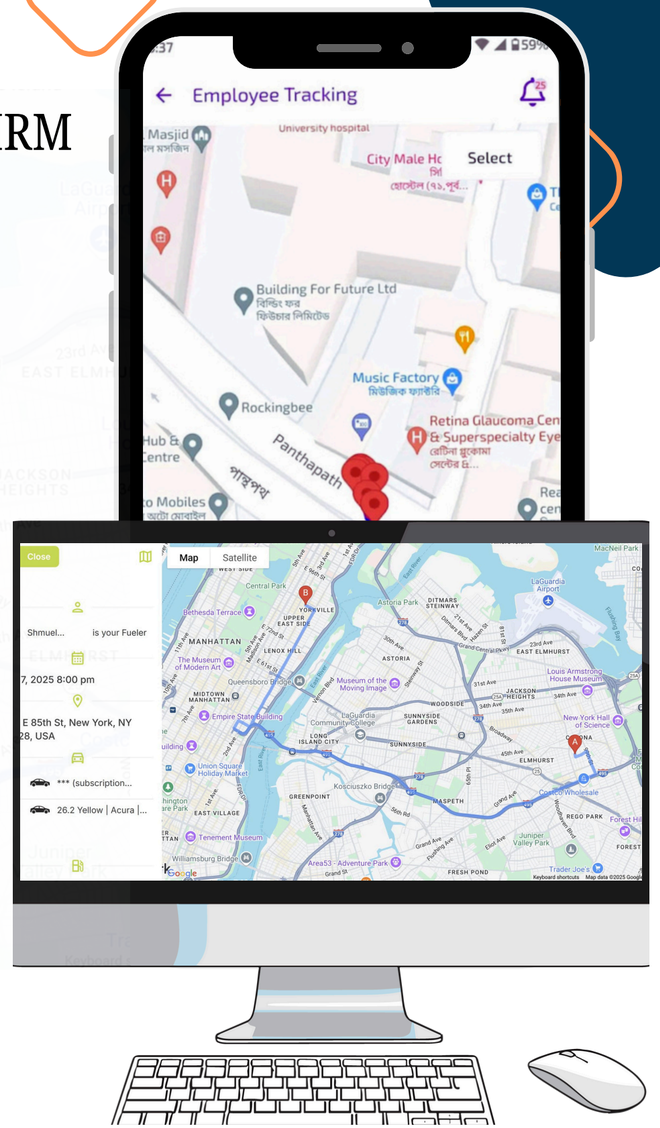


LIVE LOCATION TRACKING

Track field staff in real time with full visibility and accountability. Smart HRM lets you monitor on-duty employees via live maps, travel history logs, and duty-time tracking while respecting privacy outside work hours.

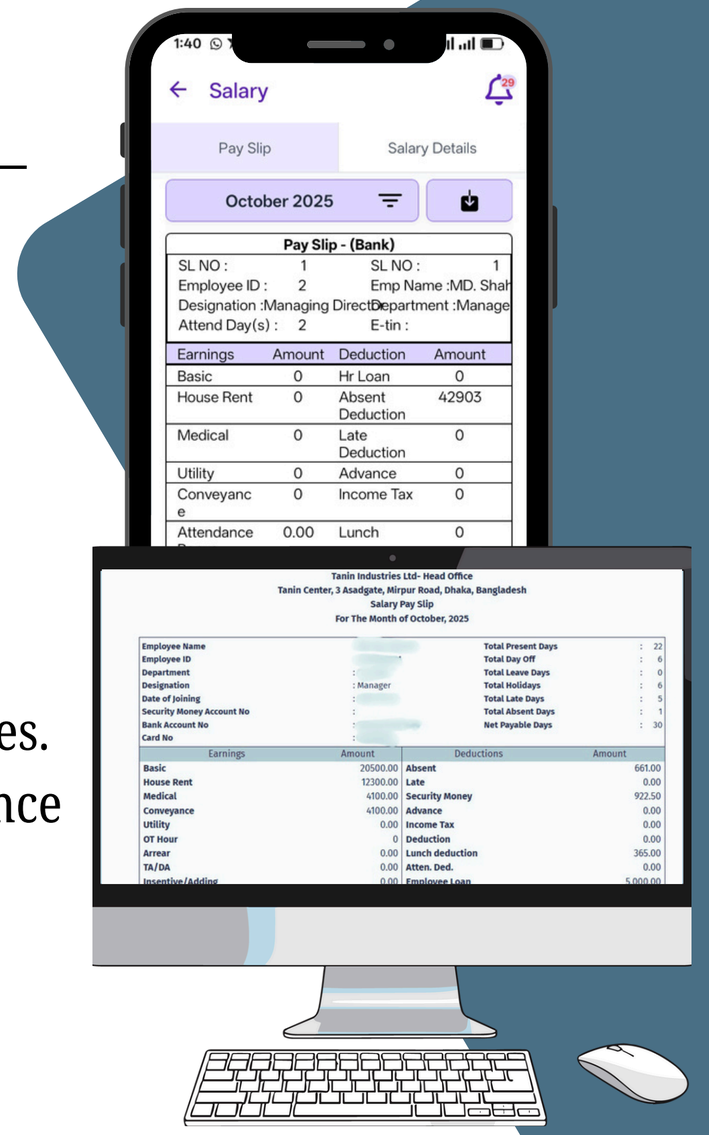
KEY FEATURES:

- **Live Map Monitoring:** See employee locations in real time
- **Travel History Logs**: View routes with timestamps
- **Duty-Time Tracking**: Only tracks during work hours
- **Offline Sync**: Caches data and syncs when online
- **Geo-Fencing & Mobile Integration**: Trigger alerts and check-ins, optimized for low battery



PAYROLL MANAGEMENT

Rysenova simplifies payroll with accurate, automated processing—ensuring your team gets paid correctly and on time.



KEY FEATURES:

- **Automated Payroll**: Automatically calculate salaries, taxes, and benefits with reduced errors.
- **Built-In Compliance**: Stay aligned with updated tax rules and labor laws—no manual updates needed.
- **Flexible Pay Schedules**: Set monthly, weekly, or custom payroll cycles.
- **Overtime Management**: Track and calculate overtime from attendance data, apply custom rules, and let employees view OT details through the self-service portal.

PAYROLL MANAGEMENT (CONT.)

Smart HRM simplifies payroll with accurate, automated processing—ensuring your team gets paid correctly and on time.

KEY FEATURES:

- **Secure & Transparent**: Safe payroll data with clear breakdowns accessible via the Employee Self-Service portal.
- **Seamless Integration**: Payroll connects with attendance and leave data for accurate, real-time calculations.
- **Customizable Pay Schedules**: Support for multiple currencies and global payroll requirements.
- **Reports & Analytics**: Generate detailed payroll insights to manage costs and align payroll with business goals.

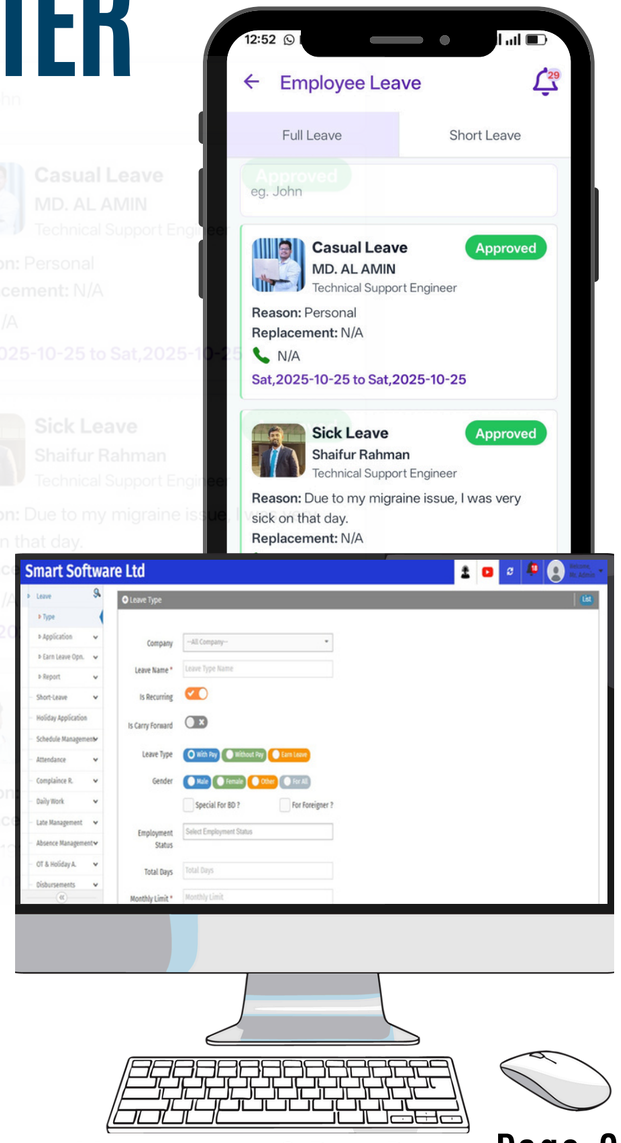
LEAVE MANAGEMENT & DUTY ROSTER

LEAVE MANAGEMENT:

Employees can submit leave requests directly through the app, while managers approve them instantly. Leave balances update automatically, ensuring full transparency and reducing conflicts.

DUTY ROSTER:

Easily assign shifts by department or location. Whether it's day–night shifts or rotating schedules, duty rosters help maintain smooth operations with proper staffing and coverage.

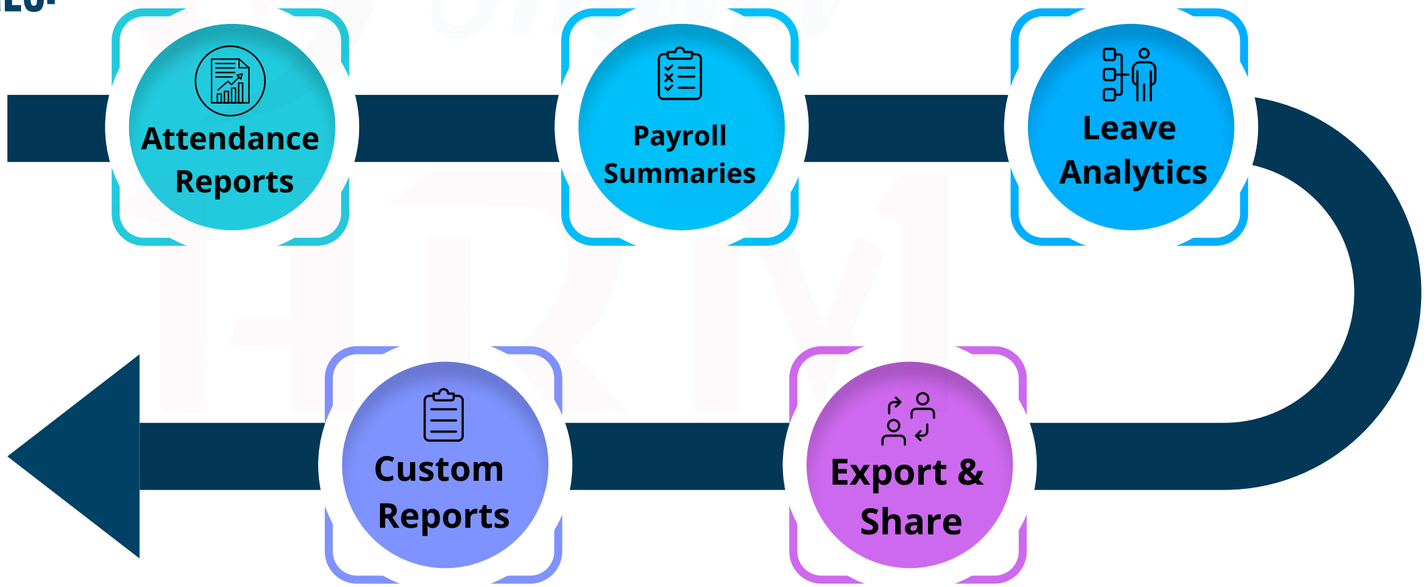


ADVANCED REPORTING

MAKE BETTER DECISIONS WITH REAL-TIME HR INSIGHTS

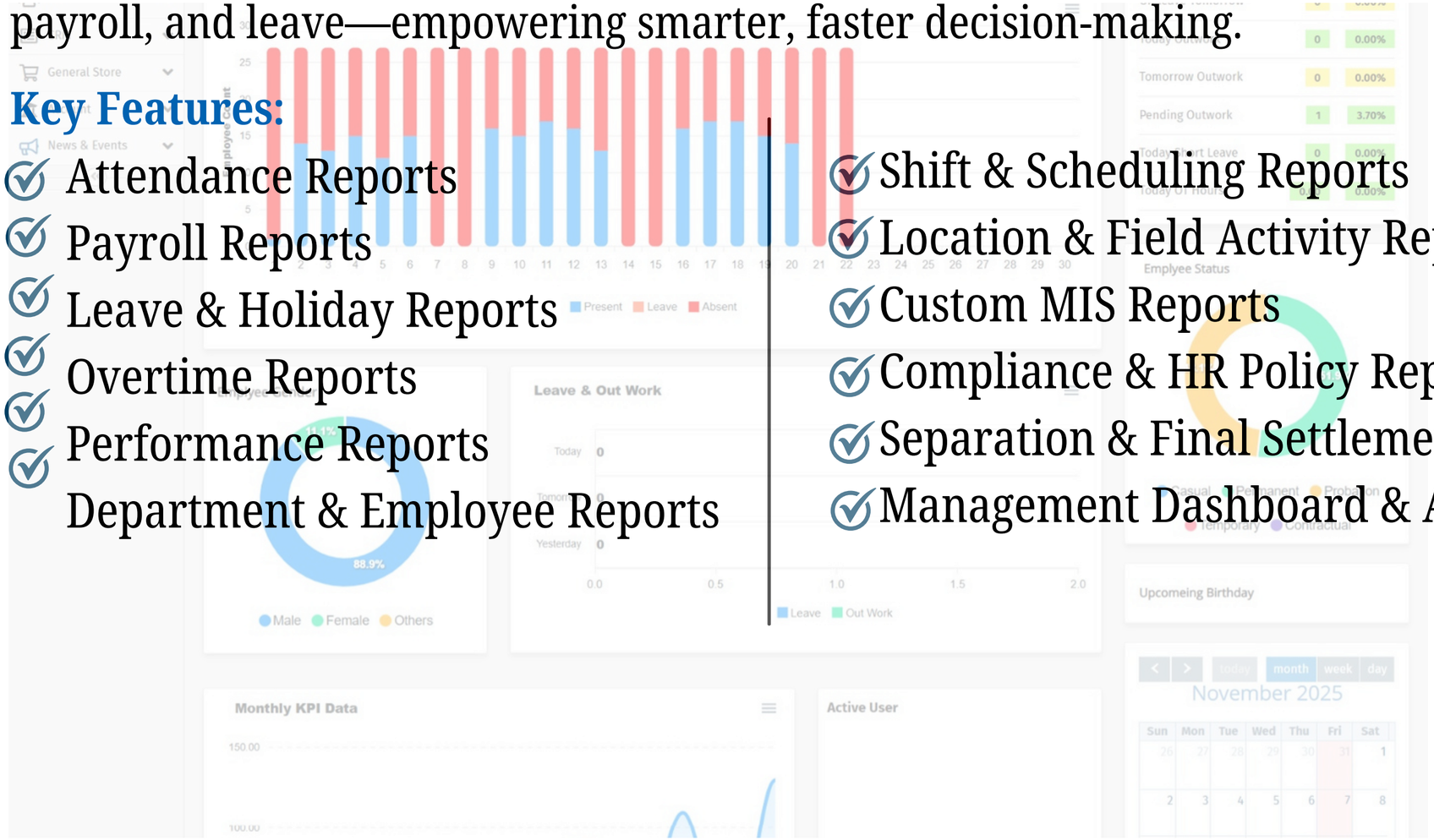
Smart HRM Advanced Reporting gives you real-time, accurate insights across attendance, payroll, and leave—empowering smarter, faster decision-making.

KEY REPORTING FEATURES:



MIS REPORTING

Smart HRM Advanced Reporting gives you real-time, accurate insights across attendance, payroll, and leave—empowering smarter, faster decision-making.



Key Features:

- Attendance Reports
- Payroll Reports
- Leave & Holiday Reports
- Overtime Reports
- Performance Reports
- Department & Employee Reports
- Shift & Scheduling Reports
- Location & Field Activity Reports
- Custom MIS Reports
- Compliance & HR Policy Reports
- Separation & Final Settlement Reports
- Management Dashboard & Analytics

SECURITY

Smart HRM ensures top-tier protection for all HR operations through multi-layered, industry-standard security measures.

KEY SECURITY HIGHLIGHTS:

- **High Availability**: Primary and backup servers ensure continuous uptime.
- **Disaster Recovery**: Robust DR systems protect data and keep business running during emergencies.
- **Server Security**: Encryption, firewalls, and controlled access safeguard critical data.
- **Application Security**: Secure coding prevents vulnerabilities and unauthorized access.
- **Cybersecurity**: Real-time protection from malware, phishing, and external threats.
- **OWASP Compliance**: Defends against major web risks like SQL injection and XSS.
- **User Authentication**: MFA ensures only authorized users can access the system.
- **Audit Trails**: Comprehensive logs enable tracking, transparency, and accountability.

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UNLOCK A SMARTER WAY TO MANAGE YOUR WORKFORCE

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