



# HRMS HCMBYTE

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HUMAN RESOURCE  
MANAGEMENT SYSTEM

To streamline HR processes and enhance operational efficiency through a comprehensive and integrated HRMS solution.



# Introduction

BYTEEXPO a Swiss-based software house with a regional office in Pakistan, delivering cutting-edge technology solutions to global businesses. Our team of experts specializes in transforming industries through innovation, efficiency, and the latest in digital technology. With years of experience across diverse sectors, we are here to help you drive growth, optimize operations, and stay ahead in a fast-paced digital world



**BYTEEXPO**  
Innovate. Integrate. Elevate  
[www.byteexpo.net](http://www.byteexpo.net)

# Table of Contents

04 ABOUT  
HCMBYTE

06 INTEGRATION  
SEAMLESS

08 MODULES  
CORE

10 EMPLOYEE  
MANAGEMENT

12 LEAVE  
MANAGEMENT

14 TIME &  
ATTENDANCE

16 EMPLOYEE  
SELF SERVICE

18 ORGANIZATIONAL  
MANAGEMENT

20 PAYROLL

22 SECURITY

# ABOUT HCMBYTE

HCMBYTE is a powerful, web-based HR Management System built on ASP.NET Core 8 Blazor, designed to revolutionize HR operations with enhanced security, efficiency, and employee engagement. Whether you are managing a growing team or a large enterprise, HCMBYTE provides a scalable and customizable platform to automate and optimize every aspect of human capital management (HCM).



## Why Choose HCMBYTE?

- » Modern Technology Stack – Developed with ASP.NET Core 8 Blazor, ensuring a fast, secure, and user-friendly experience.
- » Cloud-Based & Web-Accessible – Manage your workforce anytime, anywhere, with full remote accessibility.
- » Comprehensive HR Modules – A single platform to handle all HR functions, reducing manual workloads.
- » Scalable & Customizable – Designed to grow with your business and adapt to unique organizational needs.
- » AI-Powered Insights – Smart analytics and reporting tools to improve decision-making.
- » Compliance & Security – Built with robust security measures to protect sensitive employee data and ensure compliance with HR regulations.

## KEY BENEFITS OF HCMBYTE

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**Advanced Security** – Protect employee data with industry-leading security measures.



**Increased Efficiency** – Automate HR processes like onboarding, payroll, and time tracking.



**Employee Empowerment** – Enable self-service for personal data updates and request management.



**Smart Analytics** – Generate insightful reports for better workforce planning.



**Scalable & Customizable** – Adapt the system to fit your evolving business needs.

“



*A powerful web-based HRMS built on ASP.NET Core 8 Blazor, designed for automation, security, and efficiency.*

”



# INTEGRATIONS

Our app is designed for effortless integration with SMS, WhatsApp, and third-party machines, ensuring a connected and automated experience for businesses.

**SEAMLESS  
INTEGRATION ACROSS  
MOBILE, SMS,  
WHATSAPP, API &  
THIRD-PARTY MACHINES**



## API Integration

Easily connect with third-party software, CRMs, ERPs, and external platforms for data exchange and process automation.



## SMS Notifications

Automate alerts, reminders, and confirmations for customers and employees via secure SMS communication.



## WhatsApp Connectivity

Enable instant messaging, customer support, and automated responses through seamless WhatsApp integration.



## Third-Party Machine Integration

Connect with biometric devices, payment terminals, access control systems, and IoT-enabled hardware for real-time data processing and automation.

# SEAMLESS & USER-FRIENDLY MOBILE APP

Experience the power of seamless mobile integration with our intuitive, user-friendly app designed for efficiency and convenience.

**Fast & Responsive** – Smooth performance across all devices

**Easy Navigation** – Intuitive UI for a hassle-free experience

**Real-Time Sync** – Stay updated anytime, anywhere

**Secure & Scalable** – Advanced security with future-ready scalability



# HCMBYTE CORE MODULES

HCMBYTE offers powerful core modules designed to simplify HR processes, enhance efficiency, and drive smarter workforce management across your organization



## Employee Management

Centralizes employee data, ensuring easy access and seamless workforce management from anywhere



## Time & Attendance

HCMBYTE Time & Attendance Module ensures real-time tracking and efficient workforce management from any device



## Leave Management

Automates leave processes, allowing employees to apply, check balances, and view history while reducing HR effort



## 5

## Key Benefits

- 01 Seamless Integration
- 02 Advanced Security
- 03 Increased Efficiency
- 04 Employee Empowerment
- 05 Smart Workforce Analytics



# FOR SMARTER HR MANAGEMENT



## Organization Management

Streamlined hierarchies, reporting lines, and dynamic organizational charts



## Employee Self Service

Empowers employees with real-time access to personal records, payroll, and attendance, streamlining HR processes and boosting efficiency



## Security

CMBYTE's Payroll Module ensures compliant, accurate, and timely salary processing with seamless integration



## Payroll

HCMBYTE ensures secure & compliant payroll processing, safeguarding sensitive data while delivering accurate & timely results



## EMPLOYEE MANAGEMENT

The HCMBYTE Employee Management Module enables seamless management of your workforce by maintaining comprehensive employee profiles. Access vital personal and professional data, including qualifications, experience, company assets, dependents, and more, with ease and efficiency. This centralized solution ensures global accessibility, empowering your organization to stay connected and informed, regardless of location.

**A**

### Comprehensive Employee Profile

Store detailed information, including personal details, education, employment history, skills, and certifications.

**B**

### Centralized & Decentralized Employee Management

Allow HR departments to create or update employee profiles in bulk or individually with approval workflows.



C

### Employee Asset Management

Track assets assigned to employees (e.g., laptops, phones) with return and maintenance schedules.

D

### Employee Transfer and Clearance

Handle inter-department or inter-company employee transfers, clearance processes, and exit formalities.

E

### Employee Document Management

Upload and manage documents such as contracts, ID proofs, and certifications with expiration reminders.

F

### Employee Dashboard

Provide a visual summary of an employee's performance, attendance, leaves, and career progression.





## LEAVE MANAGEMENT

Simplify the management of leaves, absences, and vacations with ease. Our Leave Management Module automates the entire process, eliminating paperwork and reducing HR workloads. Employees can effortlessly apply for leave, view their leave balance, and access their leave history, creating a seamless and efficient leave management experience for both employees and HR teams.

**A**

### Workflow-Based Leave Requests

Allow employees to request leaves with multi-layered approval workflows and automated email notifications.

**B**

### Leave Policies

Define leave rules based on employee type, group, or gender, including paid, unpaid, and encashable leaves.



C

**Leave Accrual and Balances**

Automate leave accruals, prorated calculations, and real-time balance updates for employees.

D

**Compensatory Leave**

Automatically credit compensatory leaves for overtime or holiday work.

E

**Automated Holiday Calendar**

Predefined public and company holidays for accurate leave tracking.

F

**Trend Reports**

Analyze leave patterns, such as excessive leave usage or underutilized entitlements.





## TIME ATTENDANCE



The advanced Time & Attendance Management Module streamlines workforce monitoring to enhance productivity and efficiency. This intuitive and integrated solution provides real-time attendance tracking with precision. Employees' attendance can be conveniently managed from anywhere using mobile devices, tablets, or computers, ensuring seamless access and accurate reporting for optimized workforce management.

**A**

### Shift and Roster Management

Create and manage shifts, with flexible configurations for individual, departmental, or group-wise scheduling.

**B**

### Biometric and IoT Integration

Sync attendance with biometric devices and other IoT systems, including mobile check-ins for remote workers.

C

### Penalty Rules

Configure rule-based penalties for late arrivals, early departures, or unapproved absences.

D

### Overtime Management

Track overtime hours and allow approvals for auto or manual calculation in payroll.

E

### Manual Attendance Upload

Provide a feature for bulk upload of attendance records via 32-bit files in case of device sync issues.

F

### Attendance Reporting

Generate detailed attendance summaries, trends, and absenteeism analysis with visual dashboards.





## ORGANIZATION MANAGEMENT



Manage your workforce effortlessly with HCMBYTE's Organization Management Module—a smart, automated solution designed to streamline HR operations, compliance, and employee management with precision.

**A**

### Gazetted Holidays

Set and manage official public holidays across your organization to ensure compliance with labor regulations.

**B**

### Leave Category & Entitlement

Define multiple leave types and entitlements based on employee roles, ensuring a structured and transparent leave policy.



C

**Allowances & Deductions**

Automate salary adjustments with predefined allowances and deductions, ensuring accurate payroll processing.

D

**EOBI Employee Staff & Tax Compliance**

Track and manage EOBI-eligible employees, while automating income tax calculations and exemptions for a compliant payroll system.

E

**Organizational Structure**

Build, visualize, and manage your company's hierarchy with an intuitive structure for smooth workflow and reporting.

F

**Attendance Machine & Allowed Machine Serials**

Seamlessly integrate attendance machines, ensuring accurate tracking with approved device serial management.





## EMPLOYEE SELF SERVICE



HCMBYTE's Employee Self-Service (ESS) Portal puts employees in control of their HR needs with a user-friendly interface. With real-time access to personal records, payroll, and attendance, employees can manage their information seamlessly, reducing HR workload and improving efficiency.

**A**

### Personal Dashboard

A centralized hub for all employee information.

**B**

### Create Own Leave

Easily apply for leave with instant tracking.

C

**Personal Profile**

Update and manage personal details effortlessly.

D

**Check Own Payroll**

View salary slips, deductions, and payment history.

E

**Check Own Time & Attendance**

Monitor work hours, shifts, and absences.

F

**Pending & Approved Allowances**

Track allowance approvals and pending requests.





## PAYROLL



Simplify even the most intricate payroll processes with the HCMBYTE Payroll Module. Designed to align with local tax regulations, company policies, and statutory requirements, it enables seamless payroll preparation with just one click. Integrated with the Attendance and Leave Management modules, it ensures precise and timely salary disbursement, streamlining payroll operations for your organization.

**A**

### Multi-Salary Structures

Define multiple salary structures based on roles, departments, and regions.

**B**

### Tax Management

Automate tax slab application and generate tax reports aligned with government formats.

C

### Loan and Advance Management

Manage employee loans, calculate EMIs, and track repayments within the payroll system.

D

### Salary Disbursement Automation

Disburse salaries via bank integrations for monthly, bi-weekly, or weekly payments.

E

### Adjustments and Arrears

Handle bonuses, arrears, gratuity, and provident fund adjustments in payroll processing.

F

### Full and Final Settlement

Automate final settlements for resigned employees, including bonuses, deductions, and tax adjustments.





## SECURITY



Ensure the safety and confidentiality of your organization's data with the HCMBYTE Security Module. Designed with advanced encryption and access control features, this module protects sensitive information, prevents unauthorized access, and ensures compliance with industry standards. Safeguard your workforce and operations with a secure, reliable, and scalable solution tailored to meet your organization's unique security needs.

**A**

### Role-Based Access Control (RBAC)

Assign roles to users with specific permissions to ensure secure access to sensitive information and modules.

**C**

### Multi-Factor Authentication (MFA)

Add an extra layer of security with OTPs, email verification, or biometric authentication for user login.

C

**Audit Logging**

Track and log all user activities, such as logins, data access, or modifications, with timestamped details.

D

**Company-Level Isolation**

Maintain separate data silos for multi-company setups with fiscal year segregation.

E

**Dynamic Permissions**

Conditional access controls based on user roles, department, and location.

F

**Data Encryption**

Implement AES-based encryption for sensitive data, ensuring end-to-end security.





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