

# HRMS HCMBYTE

### HUMAN RESOURCE MANAGEMENT SYSTEM

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



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# 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



www.byteexpo.net



#### HCM BYTE 2025

# 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.

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### KEY BENEFITS OF HCMBYTE

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



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# SMS

#### **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

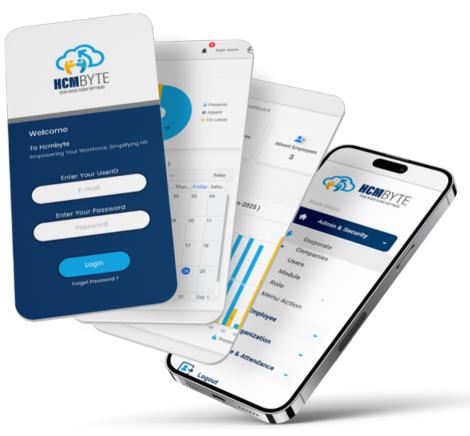
Experience the power of seamless mobile integration with our intuitive, user-friendly app designed for efficiency and convenience.

Fast & Responsive – Smooth performance across all devices

Easy Navigation – Intuitive UI for a hassle-free experience

Real-Time Sync – Stay updated anytime, anywhere

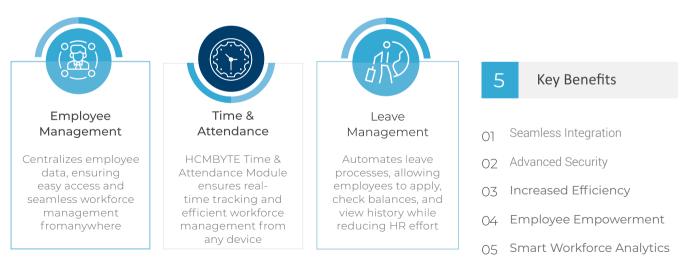
Secure & Scalable – Advanced security with future-ready scalability



# HCMBYTE CORE MODULES

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





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# FOR SMARTER HR MANAGEMENT

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EMPLOYEE MANAGEMENT

#### BYTEEXPO

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



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#### Comprehensive Employee Profile

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

#### Centralized & Decentralized Employee Management

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

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#### Employee Asset Management

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



#### Employee Transfer and Clearance

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



#### Employee Document Management

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



#### **Employee Dashboard**

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

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LEAVE MANAGEMENT

#### BYTEEXPO

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



#### Workflow-Based Leave Requests

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

#### Leave Policies

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

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#### Leave Accrual and Balances

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



#### **Compensatory Leave**

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Automatically credit compensatory leaves for overtime or holiday work.

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#### Automated Holiday Calendar

Predefined public and company holidaysfor accurate leave tracking.



#### **Trend Reports**

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





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



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#### Shift and Roster Management

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

#### **Biometric and IoT Integration**

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

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#### Penalty Rules

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



#### **Overtime Management**

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



#### Manual Attendance Upload

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



#### Attendance Reporting

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



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

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

entitlements based on employee roles, ensuring a structured and transparent

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### Allowances & Deductions

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



#### EOBI Employee Staff & Tax Compliance

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



#### **Organizational Structure**

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



# Attendance Machine & Allowed Machine Serials

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



#### Personal Profile

Update and manage personal details effortlessly.



#### Check Own Payroll

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View salary slips, deductions, and payment history.

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Check Own Time & Attendance

Monitor work hours, shifts, and absences.



#### Pending & Approved Allowances

Track allowance approvals and pending requests.





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



#### **Multi-Salary Structures**

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

#### Tax Management

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

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#### Loan and Advance Management

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



#### Salary Disbursement Automation

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



#### Adjustments and Arrears

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



#### Full and Final Settlement

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



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

#### Role-(RBA

# Role-Based Access Control (RBAC)

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

## Multi-Factor Authentication (MFA)

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

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#### Audit Logging

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



#### Company-Level Isolation

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

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#### **Dynamic Permissions**

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



#### Data Encryption

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







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#### ADDRESS

Switzerland, Head Office, 48 Ch du Pastel, 1218 Grand-Saconnex, Geneva

#### ADDRESS

Pakistan, Regional Office, Hill Trade Center, Shaheed-e-Millat Rd, P.E.C.H.S., Karachi