

The background features a dark blue-grey color with a subtle hexagonal grid pattern. Various HR-related icons are faintly visible, including a magnifying glass, a person with a speech bubble, a lightbulb, a clock, a document, and a person icon. A large, semi-transparent 'HR' logo is positioned in the upper left quadrant.

# INSTILL

## HR & Payroll Management System



## Business Challenge

Key element of Human Resource Management is to identify what level of human resources the business needs. This includes the skills and knowledge that will be required by the organization both now and in the future. This is an integrated process as it involves looking at every area within an organization.



## Solution for Key Study

An internet/intranet based HR Software for SMEs. An application that facilitates all functions of the Human Resource Department that deals with recruitment, employees' management, payroll, performance, training etc.



# Application Description

Instill will act as a bridge between human resource management and information technology. It allows enterprises to automate many aspects of human resource management, with the dual benefits of reducing the workload of the HR department as well as increasing the efficiency of the department by standardizing HR processes.

**HR Management** consists the following modules in ready to use stage:

- Employee entry process
- Employee attendance
- Leave setup
- Employee leave request
- Employee relocation
- Reimbursement management
- Employee promotion
- Employee achievement information
- Issue of warnings and memos to employee(s)
- Employee training information
- Evaluation process of employee(s)
- Exit process of employee



**HR Management** pluggable modules are:

- Admin dashboards – Calendar, Alerts, Events etc.
- Organization profile – Locations, Departments, Directors etc.
- Bank details
- Work-shift
- Announcements
- Job post requisitions
- Job candidates
- Short list candidates

**Payroll Management** consists the following modules in ready to use stage:

- Pay structure setup
- Wage setup
- Bonus offers
- Commission Information
- Advance Salary Information
- Loan Information
- Adjustment Details
- Pay-slip generation

A dark, textured background on the left side of the slide, featuring several light-colored silhouettes of people in business attire (suits and dresses) arranged in a grid-like pattern.

## Business Advantage

- Feature Rich HR
- Complete Recruitment Solution
- Employees Self Service
- Extremely User Friendly
- Effortless Payroll
- Employees Attendance / Biometrics
- Comprehensive Reports
- Extensive Employee Profile
- Documents Management

# Technologies used

## Presentation Layer:

→ HTML 5, JSP, Javascript, Ajax, JQuery with lightweight images.

## Business Logic Layer:

→ JAVA/J2EE

→ Struts

→ Spring Bean management

→ IBATIS for persistence layer

→ Tiles Screens Layout Framework

→ Quartz for scheduled jobs

## Database Layer:

→ MySQL

## Application/web servers:

→ Apache Tomcat




# TechTamma

DELIVERING EXCELLENCE

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