Workrig - Human Capital Management

A competitive market, with growing pressures to grow businesses globally has forced organizations to look at Workforce more closely than ever before.

Shortage of Talent & higher attrition rates have pushed organizations to rethink employee motivation and retaining strategies.

Workrig, allows organizations to be able to manage all of this and more. Beginning from a Workforce plan to, Hiring, Onboarding, Learning, Performance reviewing, to the Offboarding of an employee; Workrig has the ability to handle and efficiently manage all the processes involved.

Manage a Global Workforce
Setup a Global Organization and monitor the workforce from all parts of the world. Setup localized policies however maintain an organizational culture.

Intuitive Self Service
Self service for not only the employee, but also service for the Supervisor, HRM and the Global HR. Specific information both in terms of handling requests along with tools for Decision Making.

Intelligent Talent Management
Plan your Workforce, Acquire the best talent, engage your people, appraise and monitor goals, plan for career development, execute with options.

Guide and Retain your Workforce
Goals allow for employees to be involved, self reviews and appraisal systems provide round the year feedback about employees, succession plans are developed to ensure organizational objectives are achieved.

Comprehensive Pay and Statutory Compliance
Starting from Policies to Statutory Challans, a most comprehensive system. Configurable to the extent, easy to use and updated to the date.

Key Product Areas

- Human Resource Management
- Talent Management
- Career Development & Planning
- Recruitment Management
- Payroll
- Integrated Attendance Management
- Comprehensive Statutory Compliance
- Analytics for HR Insights

Key Benefits

- A global picture of your Workforce
- Understand your strengths & weaknesses with respect to Workforce
- Empower your staff with Self Service
- Easily configure for your business needs
- Take action based on available insights
- Gain knowledge about your people costs
- Available on Cloud with lower Total Cost of Ownership (TCO)

Recruitment & On-boarding Management

Comprehensive Workforce to On-boarding Management system that provides the full circle of recruitment. Planning, Job Requisitions, Candidate Tracking, Application Tracking, Offer & Appointment letters make it a comprehensive system.

Learning Management

A career development plan for every employee from the date of joining to the last day at office, integrated with Succession and Performance management. The plans can be executed using Classroom, Content or Hybrid systems. Learning Gaps are system created based on data from performance and review systems.

Performance Management

From Goal Alignments to Review programs allows for harnessing data throughout the year. Look back at the development of a resource and act upon shortfalls.

- Goal Alignments
- KRAs & Targets
- Comprehensive & Configurable Appraisal
- Competencies and Attributes management
- HR Analytics to act decisively

Succession Planning

Having successors in place for strategic positions is the key to a successful organization.

- Plan for Positions, add Selection criteria
- Configure Readiness
- Identify parameters for a successor's requirement
- Monitor the resource strengths and developments
- Nurture Resources for gaps found

Human Resource Management

Every organization maintains a certain form of Organizational Structure. Organizations also operate out of SBU's, Departments and Work locations. The spread of the organization is also managed with custom Notifications and communication based on the specific culture of the org, Workflow specific to the organization that can be extended to policies.

Payroll Management

A fully configurable Payroll Management system that allows for configuration of Salary Structure, Allowances, Loans, Perks, Incentives etc. Other benefits and custom features such as Auto Increment and Fitment embedded in the system.

Time & Attendance Management

The module, allows for mobile, web or desktop driven "clock in" and "clock off", for each employee. This improves the time management system, at the same time provides necessary inputs for daily attendance administration.

Scheduling & Rostering

Roster means "list of resources and their time of duty", an old fashioned way to ask resources to report in the given time period. Workrig has taken Roster to the next level, by allowing managers of all levels to be able to generate a list of resources who need to be rostered to work within the time period specified.

Absence Management

Every organization is driven by their individual culture that also ensures that each organization pursues individual leave policies. Policies vary from types such as Paid, Casual or Earned leaves other than usual holidays & complex policies such as Prefix, Suffix, Sandwich and Ultra Sandwich.

Tax & Statutory Compliance

Yearend Tax management module, allows for the printing of Form 16 for each employee. Starting for e-TDS filing to EPF, ESIC, PT, LWF etc, the software allows for configuration, based on the Indian Statutory requirements, that allows for monthly, yearly submission of challans and statements to the government.

Integrated with
Project & Timesheet Management
www.taskrig.com

TasKrig™
Planning Perfected