

hreaasy
Plug and Pay'roll

Plug-in hreasy and get the features of

Functionality, flexibility, security
Scalability, friendliness, low cost

- > Self Service for employees, managers and back office users for HR functions
- > Web-based access, friendly interface, ease-of-use, timely alerts/emails
- > Multi-language, multi-country, multi-org, multi-policy, multi-currency
- > Validation, control, exceptions handling, transparent audit trails
 - > User defined fields, reference data, global variables
 - > Targeted announcements, published documents, links
 - > Quick Startup: Pre-setup templates, setup wizard, loader facility
 - > Advanced access control (menus, exclusions, on behalf) ; Data authority
- > Comprehensive reports with easy link to 3rd party reporting tools (excel, discoverer...)
- > Workflow: name/position approvals, notifications, consultations, delay alerts, replacing user

The power of enterprise HR solutions within the reach of SMB



Customer's Quote

"I have personally had experiences in North America with home grown systems, Datatel, and PeopleSoft. I find the hbase BSH product to be superior. I would highly recommend this company and this product to anyone who is looking for a quality human resource system..."

Jim Horn, HR Director
Zayed University - UAE

Payroll and Personnel

- > Generate/Reverse/Close Payroll, secure online pay-slip, bank transfer, multi-currency, accruals
- > Pay elements: rules-based, bulk generation, retroactive calculations, prohibitions handling
- > Payroll per group of elements and group of employees, Individual payroll, off-payroll payments
- > GL Entries: Accounts, multiple cost centers, GL Class, breakdown by employee/element, Excel Export
- > Social Insurance, company contribution elements, Taxation in applicable countries
- > Job description, work environment, Job Offer, Appointment, Query, Requests, Loans, Expense claims
- > Person File: bio-data, employment and payroll details, Presence status, Attendance, Certificates
- > Profiles: Education, Violations, Passport, skills, address, residency..., User defined fields/profiles
- > Flexible rules-based requests: EOS, Overtime, Absence, Education with support for exceptions
- > Built-in Labor law rules and taxation in applicable countries

Leave and Annual Tickets

- > Workflow-based Leave request, Cancellation, Return, Encashment, Adjustment
- > Workflow-based Ticket request, routes prices, payment mode (cash, ticket)
- > Flexible rules-based leave and ticket definitions per group of employees

Business Trips

- > Workflow-based Request, Cancellation, Change, Advance, Claim
- > Flexible rules-based per diem values per group of employees

Manpower Budget

- > Budget Calculations based on increase or cost base (average, min, max) of previous months
- > Ability to introduce new budget rules-based pay elements, Export budget to Excel
- > Online unit budget requests, Tracking of actual versus planned

..as rich as an enterprise solution... as easy as hreasy ...

competency management at the fingertips of SMB users...

e-Recruitment

- > Job seeker: Search vacancies, Create CVs, Apply for vacancy, Check status
- > Employer: Publish vacancies, Search CVs, Automatic matching, Notifications, Accept/Reject candidates
- > External recruitment agencies: View vacancies, Enter CVs, Receive notifications

Time Sheet

- > Online reporting of hourly time by activity/project, leave, holidays, weekends, exit permissions
- > Workflow-based submission of TS requests to supervisor/manager (rejection/Approval)
- > Actual vs planned time tracking by project/activity during a specific period. Export TS to Excel

Performance Evaluation

- > User defined evaluation factors, types, scores and weights per group of employees
- > Automatic notification of evaluation due dates and generation of online evaluation forms
- > Workflow evaluations, Employees self evaluation and submission of grievances

Training

- > Online submission of training budget, requests, assessment and attendance
- > Link to Business trips module to manage training trips, costs and claims

Competency Management

- > Job description, Competency profile: Skills, Languages, Education, Experience
- > Skill gap analysis, Training needs, Best fit employees/positions
- > Employee Career Path, Succession Plans, Integration with other modules: Personnel, Budget, Training



Customer's Quote

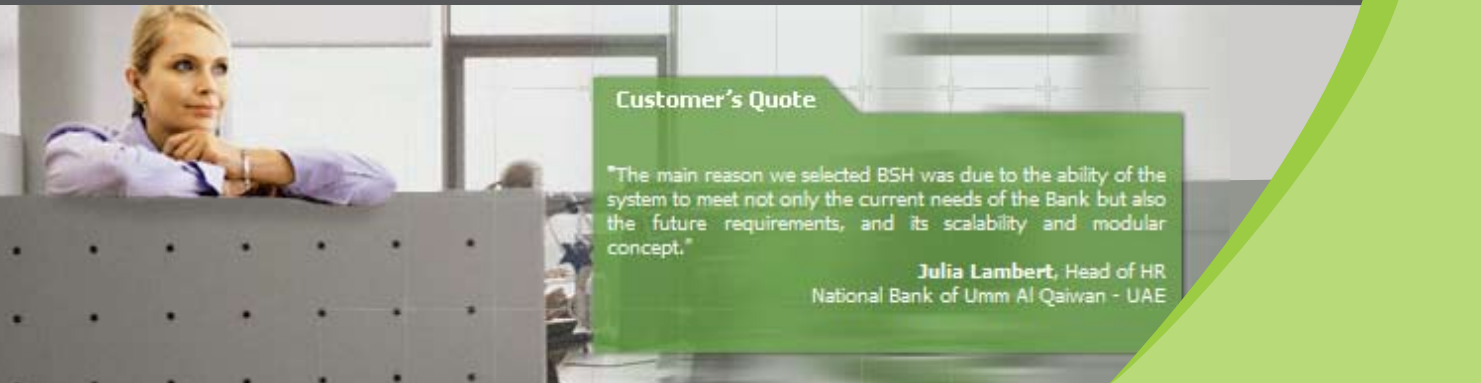
"BSH's HR and Payroll solutions for the Middle East are designed to deliver rich functionality for both enterprise and mid market organizations; BSH offerings provide a comprehensive and affordable business solutions for a wide range of organizations."

Husam Dajani, Vice President
Oracle Middle East and Africa

Plug-in hreasy and get immediate benefits of an off-the-shelf HR tool...

- > Rich functionality, flexibility, ease of use
- > Higher productivity through streamlined HR processes
- > Low capital investment, minimal running costs, modular
- > Global view; Consolidation: vertical, horizontal, geographical
- > Setup and customization by end users, no need for IT expertise
- > Global and secure access from anywhere at any time via intranet/internet

...a tool that gives you the power of setup and customization ... easily



Customer's Quote

"The main reason we selected BSH was due to the ability of the system to meet not only the current needs of the Bank but also the future requirements, and its scalability and modular concept."

Julia Lambert, Head of HR
National Bank of Umm Al Qaiwan - UAE



the experience and art of making HR easy

BSH is a specialized HR & Payroll services provider that has won the confidence of regional and multinational clients in the Middle East since 1993.

Available references in large and SMB accounts in major industries:

Government, Military, Security, Banking, Finance, Insurance, Oil, Telecommunication, Retail, Industrial, Distribution, Construction, Consulting, IT, Legal, Audit and Corporate offices.



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