

Visual ACE

enterprise

HUMAN CAPITAL MANAGEMENT SOFTWARE

www.visualace.com

- Affordable
- Modular
- Customisable
- Scalable

Details? Demos? Deals? Contact Us!

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- Online Recruitment
- Employee Master Data
- Organization Chart
- Payroll Management
- Employee Self-Service
- Performance Appraisal
- Training & Development
- Wage-Protection System
- Expiring Documents
- Document Archive
- Employee Forms/Notices
- Customised Solutions



- Employee Name & Contact Details
- Local & Permanent Address
- Picture, Signature
- Qualification, Experience, Languages
- Nationality, Gender, Date-of-Birth
- Designation, Reporting To
- Job-Description, Requirements, Competency, KPIs
- Company, Branch, Location, Department, and other Groups
- Document Details, Expiry, Attachmts. (Passport, Visa, ID, Driving Lic, etc)
- Payroll Details, Leave Entitlements
- Assets & Documents Issued
- Many More Employee Details...



- Define Basic Salary, Allowances, Deductions, Leave Salary, Air-Tickets
- Temporary Allowances/Deductions
- Normal & Holiday Overtime factors
- Define Roaster for Employee Groups
- Time & Attendance Automation
- Auto Leave with or Without Pay
- Automatic Overtime / Under-time
- Loan/Advances, Deduction Schedules & Auto-deductions
- Wage-Protection System Interface
- Monthly Payroll & Salary Register
- Pay Slip Generation & Printing
- Automatic Provision for Gratuity, Leave Salary, Air-Tickets *More...*



- Define Complete Recruitment Process: Recruitment Requisition, Approval, Advertisement, Agency Hiring, Job Applications, Shortlisting, Interviews Process, Rejection, Selection, etc, fully definable
- Online Job Applications for each Job
- Candidate Master Data, CV
- Automatic Shortlisting of Candidates based on Criteria/Competency
- Define Candidate Evaluation Checklists for each Process
- Convert selected Candidate Data to Employee Master Data
- Many more Recruitment features...



- Define Employee Performance Evaluation/Appraisal Process (PA)
- Link each PA to Job Position with Schedule (Induction, 3-Month, 6 Month, Annual, Renewal, etc.)
- PA Allotment, Execution, Approval
- Allot need-based Appraisals
- Define PA Criteria/Checklist with minimum Qualification Marks and Weightages, automatic overall result
- Link Multiple PA to arrive at Overall Performance of an Employee
- PA Calendar & Reminder, Mobile-link
- Link PA with Contract Renewals
- Many more PA features...



- Define Complete Human Resource Training & Development Process: Requisition > Approval > Schedule > Conduct > Attendee Assessment > Trainer Feedback, etc...
- Allot Training from PA or need-based
- Define Training Courses/Topics and link with each Training Document
- Conduct Post-Training Improvement Assessment & Approvals
- Trainer Feedback and Ratings
- Training History for each Employee
- Training Calendar & Reminder, linked to Mobile Calendar
- Many more Training/HRD features...



- Define ESS Flow for each Service, e.g. Application for Loan, Leave, Increment, Transfers, Complaints & Suggestions, Other Requests, etc.
- Web-based Employee Log-In and Application Entry
- Definable Process: E.g. Application>HR Approval>HOD Approval>Finance Approval>Final Approval (or Rejection)
- Define Checklist for each Process, with mandatory requirements
- Applctn. Status Check by Employee
- Pending Documents Dashboard
- Many more features...



- Define Key Employee Documents, Details, Expiry Dates, Reminders
- Attach any Employee Document in any format with Employee Master and retrieve anytime digitally
- Detailed Document Archive Module
- Define Employee Form Formats, e.g. Applications, Notices, Certificates, Warnings, Checklists, Questionnaires, Feedback, etc., and define applicable Fields in each Form, fill-it up digitally, Store digitally and Print or Save to Word/PDF and Email
- Many more Document features...



- Comprehensive Integrated HR Solution
- Standalone or can be linked with ERP
- Flexible, Definable and Customizable



Backed by 25 years' Experience with thousands of clients worldwide