

## KUNDALI:

It is the only all-in-one, cloud-based HR suite that adapts to the way you work. Built on a single database, Kundali features Human Resource Management, Payroll, Benefits, Talent Management, Time & Labour Management, Learning and Analytics, and Return to Office capabilities. Managing your people has never been easier. Kundali equips you with the tools not just to track HR information, but to help you manage your workforce and make data-driven decisions. And, as you grow, you can add the functionality you need. Empower all levels of your organization with tools and capabilities designed specifically to provide an engaging experience for business leaders, managers, and workers. Many organizations in India struggle with manual and inefficient HR processes, such as employee data management, leave and attendance tracking, performance evaluations, payroll management, and compliance with labour laws. These outdated methods often lead to errors, time-consuming administrative tasks, lack of real-time data, and difficulties in maintaining accurate employee records. Additionally, manual HR processes limit scalability, hinder decision-making, and impede employee engagement and productivity.

**Solutions:** An HRMS offers an integrated software solution to automate and streamline various HR processes. Here are some key solutions an HRMS can provide:

**Centralized Employee Database:** An HRMS provides a centralized database to store and manage employee information, including personal details, employment history, performance records, and documents, eliminating the need for manual record-keeping and reducing the risk of data errors.

**Employee Self-Service Portal:** With an HRMS, employees can access a self-service portal to update personal information, view pay stubs, apply for leaves, track attendance, and access company policies and documents. This empowers employees and reduces HR's administrative burden.

**Leave and Attendance Management:** HRMS automates leave management, allowing employees to apply for leaves online, managers to approve or reject requests, and the system to calculate leave balances and accruals accurately. It also tracks attendance data, overtime, and enables seamless integration with attendance devices.

**Performance Management:** An HRMS facilitates performance evaluations, goal setting, feedback, and performance tracking. It enables managers and employees to track progress, provide continuous feedback, and streamline the appraisal process, leading to improved performance and employee development.

**Payroll and Compliance:** HRMS automates payroll processing, including salary calculations, tax deductions, statutory compliance, and generating accurate payslips. It ensures compliance with labor laws, tax regulations, and reporting requirements, reducing the risk of errors and penalties.

**Analytics and Reporting:** An HRMS provides data analytics and reporting features, offering insights into workforce trends, turnover rates, performance metrics, and other key HR indicators. It enables data-driven decision-making, identifies areas for improvement, and supports strategic workforce planning.

**India Market Opportunity:** The Indian market offers a significant opportunity for HRMS providers due to the following factors:

**Growing Business Landscape:** India has a thriving business ecosystem, with a large number of small, medium, and large enterprises across various industries. These organizations are increasingly realizing the need for efficient HR processes to manage their expanding workforce and remain competitive.

**Shift towards Digitalization:** India's digital transformation journey has accelerated in recent years, and businesses are embracing technology solutions for streamlined operations. This presents an opportune environment for HRMS providers to offer their solutions and help organizations modernize their HR practices.

**Complex Labour Laws:** India has a complex regulatory framework regarding labour laws, including compliance with payroll, taxation, and reporting requirements. An HRMS that automates and ensures compliance can be highly valuable for organizations seeking to navigate these complexities effectively.

**Focus on Workforce Productivity:** Indian companies are recognizing the importance of employee engagement, productivity, and talent management for business success. An HRMS that offers performance management tools, employee self-service features, and analytics can contribute to enhanced workforce effectiveness.

**Scalability and Growth Potential:** With India's vast and diverse business landscape, HRMS providers have opportunities to cater to organizations of various sizes and industries. As businesses expand and require scalable HR solutions, the demand for efficient HRMS platforms will continue to grow.

Live & currently being used internally by the company.