



# visualHRMS.net

B u s i n e s s   S o f t w a r e   S o l u t i o n

*PAYROLL & HUMAN RESOURCES MANAGEMENT*

*“Today there is no magic formula for business success. All it requires is vision, execution and a proven integrated yet flexible Business Software Solution, supported by a reliable and established Software Company.”*

**bluechip**  
Business Software

Celebrating  
25 years

Solutions

*Setting standards in Business Software...*

## About Us

We are a leading ISO 9001 : 2008 Certified Software Products and Consultancy Company, catering to a wide spectrum of Information and Management Technology, with a focus on Desktop, Web enabled, Knowledge Management and Mobile Technologies.

Established in 1990, we are based in Dubai, UAE and have developed and successfully delivered a wide range of Software Solutions, on a variety of platforms, for a cross section of customers across the UAE, Middle East, Africa, Europe and USA.

At our facilities in Dubai, UAE we have a core team of Computer & Information Management Professionals, having man-years of relevant experience.

That's why more and more companies are relying on **Blue Chip Business Software Solutions**. We enable organizations reduce time to market, get closer to customers and achieve long-term, profitable growth.

Small and Midsize Businesses (SMB's) have unique needs. They require a cost-effective Business Software Solution that can be up and running quickly -- and that will continue to meet their needs as their business grows.

For SMB's eager to emerge as their industries' new leaders, taking that next step in business evolution is a critical decision. Their new Business Software must be quick to implement, easy to use, and make the best use of their current IT infrastructure.

And while it must be sufficiently powerful to manage their business through its future growth, it has to be affordable enough to represent a reasonable investment today.

That's why we created **visualENTERPRISE.net** – a New Age ERP Business Software Suite, specifically designed for companies in the SMB business space.

Designed to meet the needs of SMB's today. Yet scalable to fuel their growth for tomorrow.

**visualENTERPRISE.net** has been developed with the involvement of Chartered Accountants, Business Analysts, Management Consultants and Information Technology experts. Although being functionally mature and stable, it is constantly being reengineered and enhanced.

**visualENTERPRISE.net** is suited for all types of Companies including General Trading, Contracting, Construction, Manufacturing, Distribution, Real Estate, Retail, Restaurants, etc.

**visualENTERPRISE.net** meets a variety of functional requirements of Companies including System Security & Administration, Workflow Management & Audit Trail, Financials, Post Dated Cheque Management, Order Processing, Procurement, Material Receipts & Costing, Distribution, Sales & Invoicing, Material Issues, Transfers & Adjustments, BOQ & Job Costing, Stores & Inventory Management, Project Control, Fixed Assets Management, Inquiry & Quotation Management, Payroll & Human Resource Management, Manufacturing & Production Management, Retail Point-of-Sale, Restaurant Point-of-Sale, etc.

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B u s i n e s s   S o f t w a r e   S u i t e

*The Power to Empower*

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## PAYROLL & HUMAN RESOURCES MANAGEMENT

**visualHRMS.net** is a comprehensive Business Software solution designed to meet the Payroll and Human resources requirements of organizations in the Middle East. It addresses and handles all processes related to employees Payroll and Human Resources and generates useful management reports, which help manage the company's employees more effectively.

Whatever your line of business, if Payroll and Human Resources activities are a nightmare, **visualHRMS.net** will meet all your requirements. **visualHRMS.net** can be integrated to **visualeNTERPRISE.net** - our New Age ERP Application Software Suite as well as other international ERP Application Softwares.

**visualHRMS.net** needs the following Core modules of **visualeNTERPRISE.net** - our New Age ERP Application Software Suite, to work seamlessly:

**visualSYSADMIN.net** –SYSTEM ADMINISTRATION & AUDIT TRAIL Management.

Our Payroll and Human Resources Management Software Solution, comprises of the following modules:

**visualHRMS.net** – PAYROLL & HUMAN RESOURCES Management

**visualWPS.net** – EMPLOYEES WAGES PROTECTION SYSTEM Management (OPTIONAL)

**e-HRMS.net** – HUMAN RESOURCES – EMPLOYEE SELF SERVICE Portal (OPTIONAL)

**visualHRMS.net** comes ready to meet the human resource requirements of your organization -- and can be fine-tuned to perform for any industry.

The Data Base maintains valuable information of employee personal data, qualifications, experience, salary, etc. The Transaction Files cater to information of monthly days worked, leave, loans, salary received, etc.

Comprehensive information of employees and company administration are maintained, the events of which are user defined. Different business rules can be maintained for multi-Entities, including definitions for earning / deduction heads, government rules & regulations on gratuity, etc.



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## PAYROLL & HUMAN RESOURCES MANAGEMENT

The system is graphical in terms of user interface and easy to navigate. The look and feel to the user is similar to other Microsoft products. This greatly reduces user learning curve and facilitates an early implementation. This provides better ROI to customers in terms of their primary objective.

Other facilities like user created event related communications, user defined parameters for processing data, user defined data extraction and reporting facilities, interface with popular Microsoft Office products, etc. make **visualHRMS.net** an effective management tool.

**visualHRMS.net** is built on the Total Cost of Ownership (TCO) model. It builds a foundation for managing manpower costs of your business enterprise. It introduces business processes that reduce costs while improving business agility by utilizing the same best practices as a well-managed enterprises.

**visualHRMS.net** is easy to use. Its easy-to-use interface helps increase employee efficiency, keeping down training and operating costs. Featuring a familiar Microsoft Windows environment and multiple data / reporting tools. It's also easy to deploy and maintain with fast implementation, high performance and scalability, robust security, and the ability to evolve into more sophisticated solutions.

Using industry standards, **visualHRMS.net** easily integrates with other software products. Its export feature allows users to throw information from disparate data stores to standard desktop products – Word, Excel, etc.

This close integration opens up new dimensions to other business management systems. It also shortens the learning curve, since users don't have to study new tools to handle analysis and management tasks.

Most important, **visualHRMS.net** is powerful. It has the Power to Empower. Its sophisticated data analysis tools (OLAP) give management full control on a company's human resources information and activities.

**visualHRMS.net** is the ultimate Business Software Solution for controlling all human resources of your

company. By allowing all employee related information to be closely controlled by the human resources department, this powerful software ensures company growth and a better bottom line.

Enhanced productivity -- The easy-to-understand user interface makes it possible to work quickly and efficiently. Faster and better human resource related decisions -- To make the best decisions, managers can quickly and effectively get strategic information on every aspect of human resources of their enterprise.

Robust scalability – Standard yet Flexible technology makes it possible to change & adapt as your human resources grow.

Global reach -- transactions can be conducted and reported globally.

Cost control -- Maximum cost control is ensured by increasing employee productivity, enhancing communication with employees, and improving efficiency of human resources.

Quick implementation – **visualHRMS.net** comes ready to install and is based on best practices and industry knowledge gained at over many customers in the Middle East across industries.

Predictable costs -- Rapid implementation means up to 30% less time and 40% lower cost than traditional Enterprise solution approaches. While scalability means you invest once, and the solution grows with you.

Reliable performance -- We deliver **visualHRMS.net** directly and through qualified Resellers that know the challenges you face and can tailor **visualHRMS.net** to meet your needs. So you get the performance you need to control human resources quickly -- and profitably.

Industry focus – **visualHRMS.net** is delivered directly and through qualified Resellers -- partners who know your business and your industry. Each installation goes thru a stringent qualification process to ensure a complete, cost-effective & scalable solution.

**visualHRMS.net** allows managers and employees process and access information more effectively -- so they can make sound decisions.

## A Broad Flow

### MASTERS

Additions \ Deductions Master  
Air Routes Master  
Bank Master  
Category Master  
Company Master  
Company Information  
Company Document Master  
Cost Centre / Outlet / location wise visa &  
Guarantee Money Details

Country Master  
Currency Master  
Department Master  
Designation Master  
Employee Document Master  
Employee Status Master  
Employee Type Master  
Entity Master  
Grade Master  
Holiday Master  
Leave Type Master  
Personal Item Master  
Projects Master  
Publication Master  
Religion Master  
Staff Accommodation Master  
Training Program Master

### TRANSACTIONS

Employee Information Entry

Application Information (Recruitment  
Process till employment)

General Details  
Resume Details  
Personal Item Details  
Document Details  
Salary Details  
Accrual Details  
Comments & Training  
Leave Details  
Loans & Advances Details  
Other Information  
Appraisal

Payroll Inputs

General Details  
Payroll Additions\ Deductions  
Non Payroll Additions\ Deductions  
Projectwise Input Details  
Daily Input Details

Generic Entry Screen  
Employee Letters & Queries  
User Defined Reports

### ADMINISTRATION

Month Closing  
Change Period  
Upload JV to Finance Module

### REPORTS

Master Checklists

Entity Master  
Cost Centre Master  
Category Master  
Additions\ Deductions Master  
Bank Master  
Classification Master  
Projects Master  
Air Route Master  
Company Documents Master  
Country Mater  
Currency Master  
Department Mater  
Designation Master  
Employee Document Master  
Personal Items Master  
Religion Master  
Holiday Master  
Training Program Master  
Staff Accommodation Master  
Competency Master  
Recruitment Details Master

### Transaction Checklists

Employee Master  
Employee Listing  
Resume Report  
Document Report  
Change History Report  
Other Additions/ Deductions Report

### Salary Payment Reports

Payslip Printing  
Payroll Printing  
Payroll Summary  
Coinage Analysis  
Payment Summary  
Bank Statement  
Bank Letter  
Salary Certificate  
Pay Slip Graph

# visualHRMS.net

Business Software Solution

*PAYROLL & HUMAN RESOURCES MANAGEMENT*

*A Broad Flow...*

## **TIME SHEET REPORTS**

Monthly Time Sheet  
Payroll Time Sheet Summary

## **Accrual Reports**

Leave Report  
Gratuity report  
Air Ticket Report

Leave History  
Loans & Advances Report  
Advance Outstanding Report  
Company Document Expiry Report  
Cost Centre Document Expiry Report



# visualHRMS.net

Business Software Solution

## PAYROLL & HUMAN RESOURCES MANAGEMENT

**visualWPS.net** is the ultimate Software Solution for Wages Protection System (WPS) requirements of the human resource needs of your organization. By allowing all employee related information to be closely controlled by the human resources department, this powerful software ensures company growth and a better bottom line.

Whatever your business, **visualWPS.net** will meet your Wages Protection System (WPS) requirements.

Our solution comes ready to meet the Wages Protection System (WPS) requirements of the human resource needs of your organization -- and can be fine-tuned to meet your specific requirements. Wages Protection System (WPS) is a legal requirement for all private sector companies operating in UAE. WPS is an initiative of the UAE Government.

**visualWPS.net** is integrated with **visualHRMS.net** - our Payroll & Human Resources Management Software Solution. It is mandatory to have a software license for **visualHRMS.net** so that **visualWPS.net** can be implemented.

**visualWPS.net** broadly comprises of the following:

### MASTERS

- WPS Company/WPS Entity Master
- WPS Bank Master
- WPS Employee Master

### ADMINISTRATION

- SIF File Generation

### REPORTS

- SIF Details Report

**e-HRMS.net** is a web browser based Application Software, which facilitates the process for individual employee's application for personal profile, request for expenses incurred for the company, personal items, leave, standard letters and formats etc. and view the approval status against each request.

In this Application Software, an employee, as a Functional or Administrative Manager, can view the profile of employees reporting to him / her as well as Approve or Reject the various request for approvals put up to him by employees reporting to him / her, which is communicated electronically.

This Application Software can be conveniently used by all employees of the Company who have access to the Company Intranet.

**e-HRMS.net** is integrated with **visualHRMS.net** - our Payroll & Human Resources Management Software Solution. It is mandatory to have a software license for **visualHRMS.net** so that **e-HRMS.net** can be implemented.

**e-HRMS.net** broadly comprises of the following:

**My Profile-** To view basic personnel details and also update certain information pertaining to the individual employee.

**My Requisitions-** To record employee's Requisitions for variety of official items, consumables, etc. and show its approval status. Also, history of previous Requisition requests is available to the employee. If the employee is responsible for approval of other employees Requisition requests - as per defined WorkFlow rules, he can Approve or Reject the other employees Requisition requests, which is communicated to the responsible employee electronically.

**My Leave-** To record employee's Leave request and show its approval status. Also, history of previous Leave requests is available to the employee. If the employee is responsible for approval of other employees Leave requests - as per defined WorkFlow rules, he can Approve or Reject the other employees Leave requests, which is communicated to the responsible employee electronically.

**My Expenses-** To record employee's Expense request and show its approval status. Also, history of previous Expense requests is available to the employee. If the employee is responsible for approval of other employees Expense requests - as per defined WorkFlow rules, he can Approve or Reject the other employees Expense requests, which is communicated to the responsible employee electronically.

**My Letters-** To record employee's request for standard Company Letters and show its approval status.

**My Travel Plan-** To record employee's Travel request and show its approval status. Also, history of previous Travel requests is available to the employee. If the employee is responsible for approval of other employees Travel requests - as per defined Workflow rules, he can Approve or Reject the other employees Travel requests, which is communicated to the responsible employee electronically.

**Online Assessment** - To assess and finalize Employee's Yearly Performance based on the Company's Assessment parameters set to achieve the Goals.

**Administration** - Administration option to set the Templates, Workflow levels for approvals, Alerts, Masters, Report and Report wizard.

# visualHRMS.net

Business Software Solution

PAYROLL & HUMAN RESOURCES MANAGEMENT

## Technical highlights

- ◆ Built on latest Microsoft architecture Framework



- ◆ Developed on latest Microsoft platform



- ◆ Supports the latest Microsoft RDBMS Platform



- ◆ Supports the latest Microsoft Server platform



- ◆ Supports the latest Microsoft Desktop platform

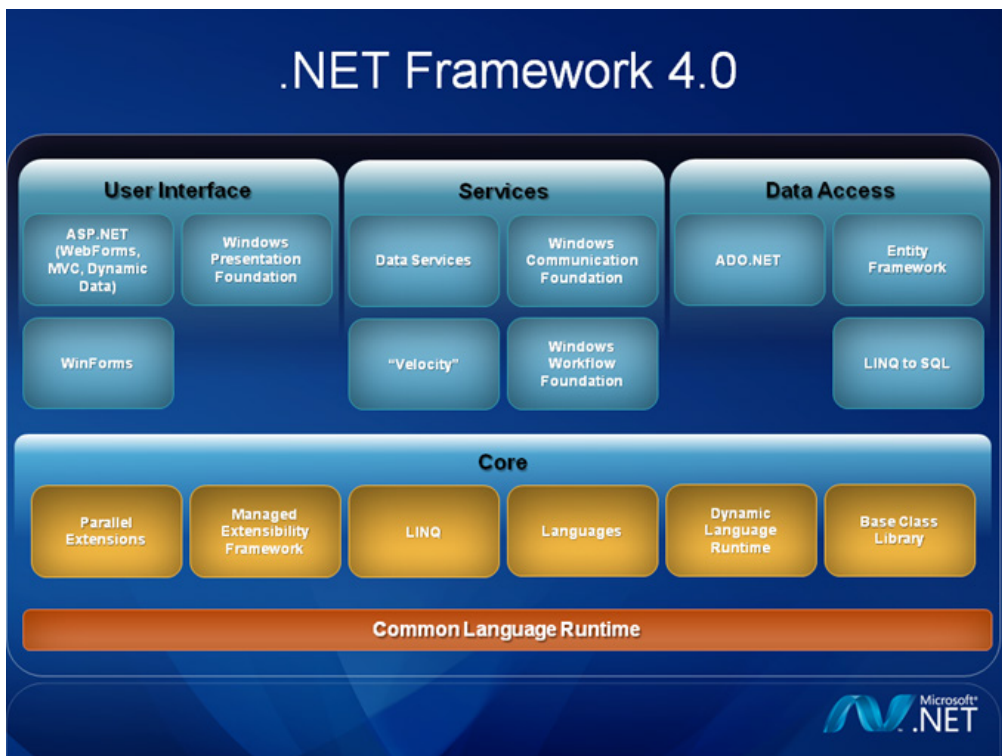


- ◆ The web version supports latest Microsoft Browser



- ◆ Supports the world's most popular Reporting tool **crystalreports**

from



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## Functional Highlights

- ◆ Multi Entity / Cost Centre functionality
- ◆ All business rules can be user defined.
- ◆ Business rules can be defined at Company level, Cost Centre level and Employee level.
- ◆ Parameterised installation addressing a cross section of industry and environments.
- ◆ Workflow definition and control for transaction approvals.
- ◆ Dynamic reminder system for transactions awaiting approval.
- ◆ User customized Report/Menu headings with dynamic Menu display.
- ◆ User define Reports and Graphs using Crystal Reports.
- ◆ Data / Report export capability to Microsoft Word, Excel, email, etc.
- ◆ Defined Data Cubes for adhoc reporting.
- ◆ On-line Transaction Processing (OLTP) & on-line Analytical Processing (OLAP) functionality.
- ◆ Complete Data Security by controlling user access via System Administration layer.
- ◆ Detailed User Profile creation with access rights control capability.
- ◆ Integration with Attendance Recording equipment possible.
- ◆ Integration with popular ERP Software possible.
- ◆ Fully menu-driven and user-friendly.
- ◆ Built-in Audit Trail facility.



# visualSYSADMIN.net

Business Software Solution

SYSTEM ADMINISTRATION & AUDIT TRAIL MANAGEMENT

In any enterprise-wide Business Software Solution installation, security control & administration is of paramount importance.

**visualSYSADMIN.net** meets the Security Administration and Audit trail requirements of such Organisations, operating in a 7 / 24 uptime environment.

It is a sophisticated module which performs core functionality and generates a variety of reports designed to give management effective control in this area.

**visualSYSADMIN.net** covers the following major operational areas :

- Setup of Company Parameters (business rules) for all modules
- Managing Module Captions
- Users Definition & Changing Password
- Role & Access Rights
- Work Flow Authorisation

Whatever your business, **visualSYSADMIN.net**-module is key to maintain a fool proof environment. The data base maintains valuable information of Company Profiles, Users, Access Rights, etc.

It controls access to individual options in each module, be it Insert, Amend, Delete, View or Print. It provides for upto 9 levels of workflow authorization.

The Audit Trail feature of **visualSYSADMIN.net**-module provides activity reports for each user right from the time he logs into the system to the time he logs out of the system.

In between, it tracks the modules the user has accessed along with the various options. Any unauthorised access is also logged.

**visualSYSADMIN.net** module includes powerful functions that handle the administrative aspects of your company's installation, including:

System setup -- gives you an easy, step-by-step list that shows you how to set up all company data and preferences in a few quick steps.

Definition -- allows you to define and identify your users, access rights, ageing slabs, base currency, financial period, and much more.

Permissions -- keeps your business information secure with comprehensive user validation that makes sure only the right people have access to your data.

Rates tables -- allow you to define your base currency which is reflected in reports and data entry.

Utilities -- enable you to back up your data, make corrections, and run automatic, predefined processes.

## *A Broad Flow*

### SET UP

- Parameters Setting
- Managing Module Captions
- Role Definitions
- Access Rights Definition
- Work Flow Authorization
- Manage Users

### ADMINISTRATION

- Price Change with (%) Cost
- Weighted Average Re-Calculation
- Month Closing (Operations)
- Inter Division / Location Difference Entry
- Month Closing (Finance)
- Year Closing
- Yearly Transfer of Balance
- UnApproved Transactions

### REPORTS

- Audit Report - Action-wise
- Audit Report – User-wise
- Audit Report – Module-wise

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## *PAYROLL & HUMAN RESOURCES MANAGEMENT*

**DESIGNED BY PROFESSIONALS** - Designed by Chartered Accountants, Business Analysts, Management Consultants and Information Technology experts in the General Trading, Contracting, Construction, Manufacturing, Distribution, Real Estate, Retail, Restaurants, etc. industry, a wealth of business experience has been invested to develop **visualHRMS.net**. The results are fast and precise control on every aspect of your business.

**SUPPORTED BY AUTHORS** - **visualHRMS.net** is developed by Blue Chip Computers LLC - a leading international Software Consulting Company with operations in UAE, Africa, Europe and USA. As authors, you are assured of local training & support.

**NO COMPUTER EXPERIENCE REQUIRED**- Nor, is it Necessary. It has been designed with an accent on ease of use, yet it provides the degree of sophistication that you demand.

**YOURS TO CONTROL**- Access to any part of **visualHRMS.net** is available simply by selection of the appropriate options displayed on the menu.

**IMMEDIATELY IDENTIFIES ERRORS** - Any invalid entry is politely pointed out to you. Correction is a simple matter of overtyping.

**FULL DATA SECURITY** - **visualHRMS.net** has in built password facilities, which restrict unauthorized access and meets office confidentiality norms.

**IT IS FLEXIBLE** - The data management and filing are taken care automatically.

**COST-EFFECTIVE SOLUTION** - **visualHRMS.net** is reasonably priced licensed Business Software Package. It relieves you of routine Information Management activities. Any support is just a phone call away.



# CONTACT US

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