

**GLOBAL PAYROLL**  
**INTEGRATED WITH**  
**TIME & ATTENDANCE**



# Need for Smarter Payroll

Expanding Global Footprint



Demand Stagnation in developed markets vs Huge Demand Potential in **Emerging Economies**

**Workforce Mobility** across Global Markets with the rise of **contingent workers**



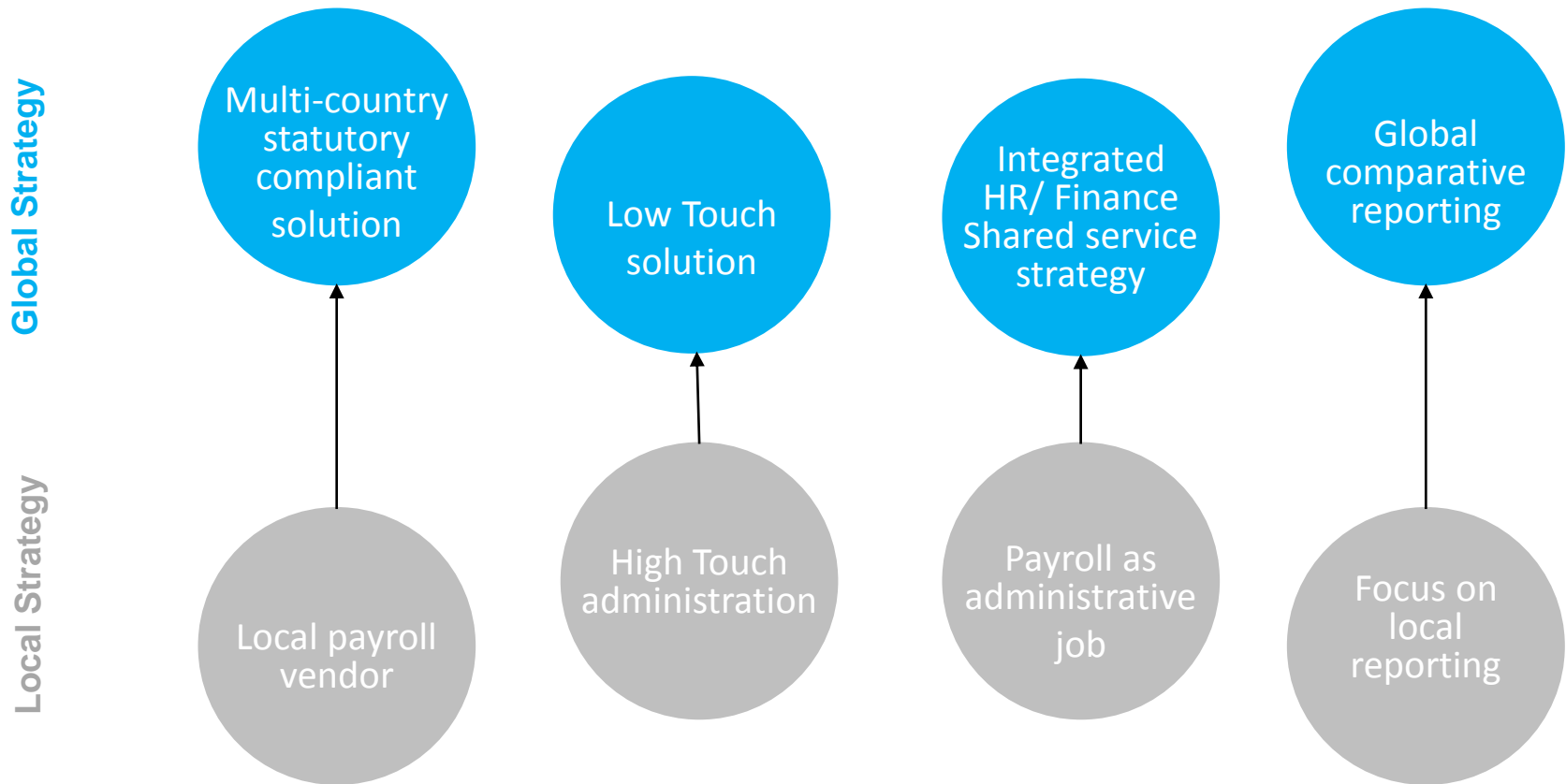
Business Risks aligned with **ever-changing regulatory compliances** and their impact on market expansion



Complexities in outsourcing to **multiple payroll vendors** and challenges in monitoring compliance risks



# Shift from Local towards Global Payroll Strategy...



# Are you trying to stitch point solutions?



# Ramco's Suite of Enterprise Applications is made from a Single Fabric

On cloud

Multi tenant

Unified reporting

Real time analytics

Phone to desktop

Minimal Programming

Intelligence embedded



Leveraging the latest 

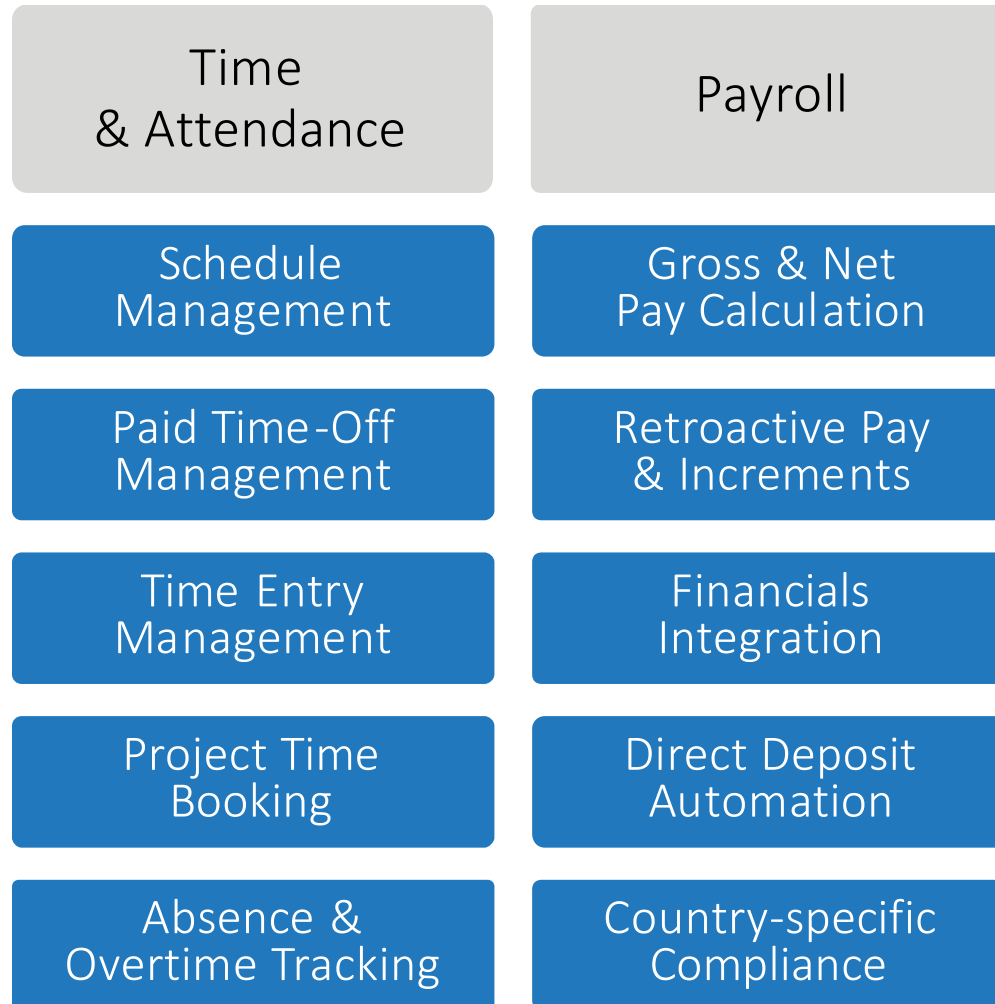
 Sencha Ext JS 2.0

powered by  
**Ramco Virtualworks®**

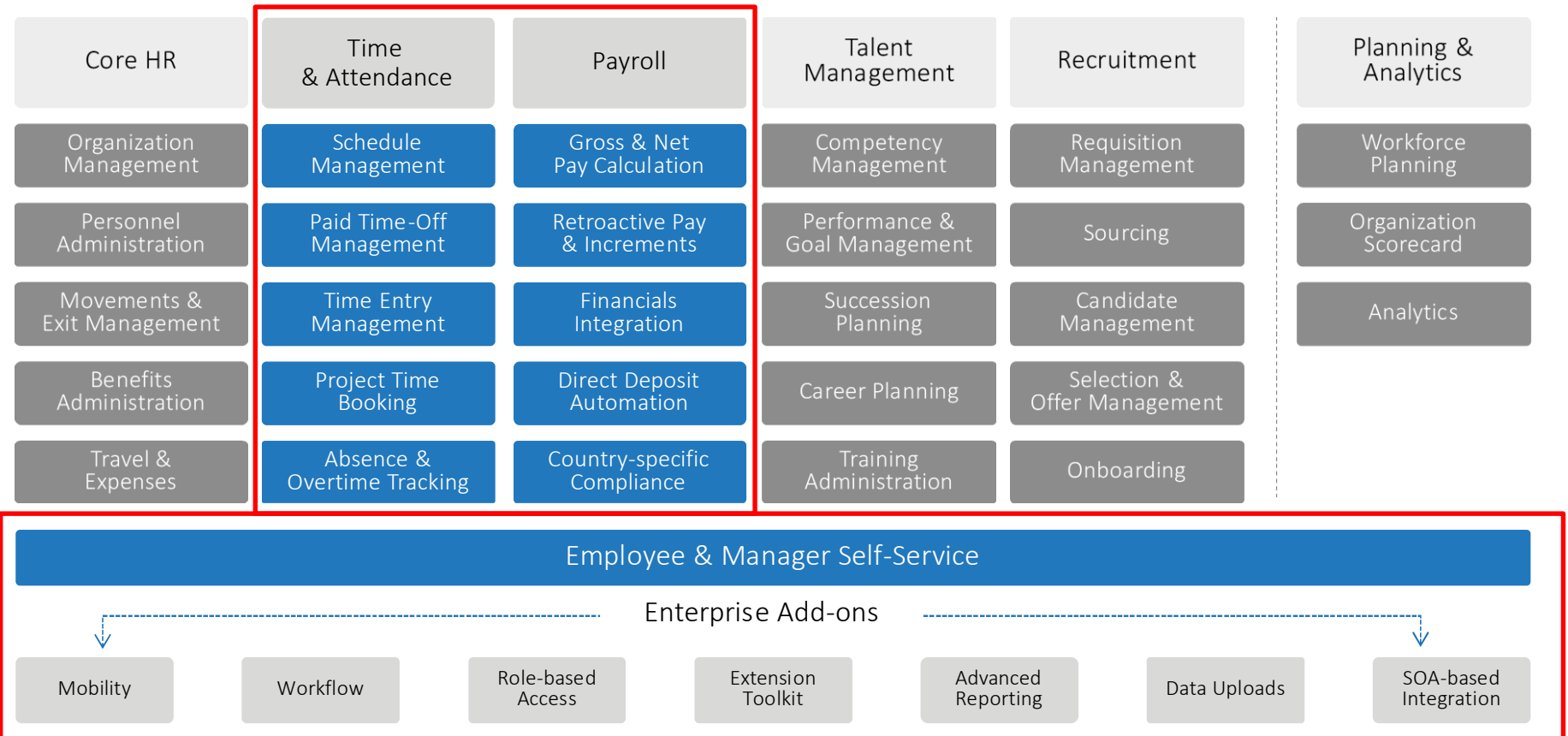


Unified Solution on a  
common platform

# Solution Map - Global Payroll / Time & Attendance

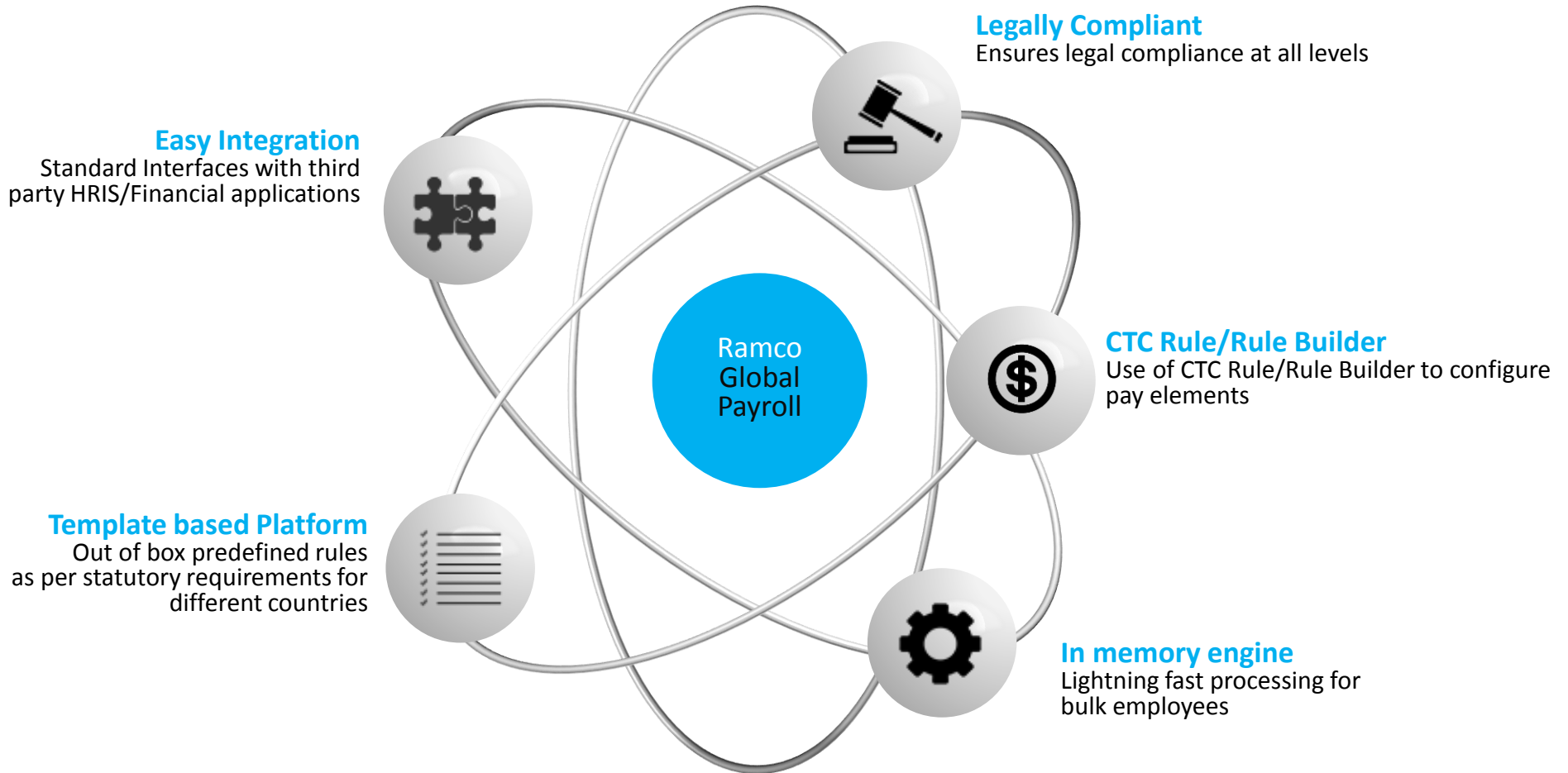


# Solution Map - Global Payroll / Time & Attendance





# Salient aspects of Ramco Global Payroll



# Global Payroll with local compliance across 40+ countries



# Payroll Bureau

- Partner with Taxation service providers
- Regular monthly updates w.r.t to Payroll related Statutory changes
- Services availed for specific assignments / projects
- Kept on minimum retention to ensure continuity
- Updates Cover entire ASEAN, ANZ

**Country based  
Independent  
Consultants**

**Payroll  
Bureau**

- Researching on Payroll rules and regulations for all the focus countries
- Managing other Service Providers
- Manage collaterals and information repository

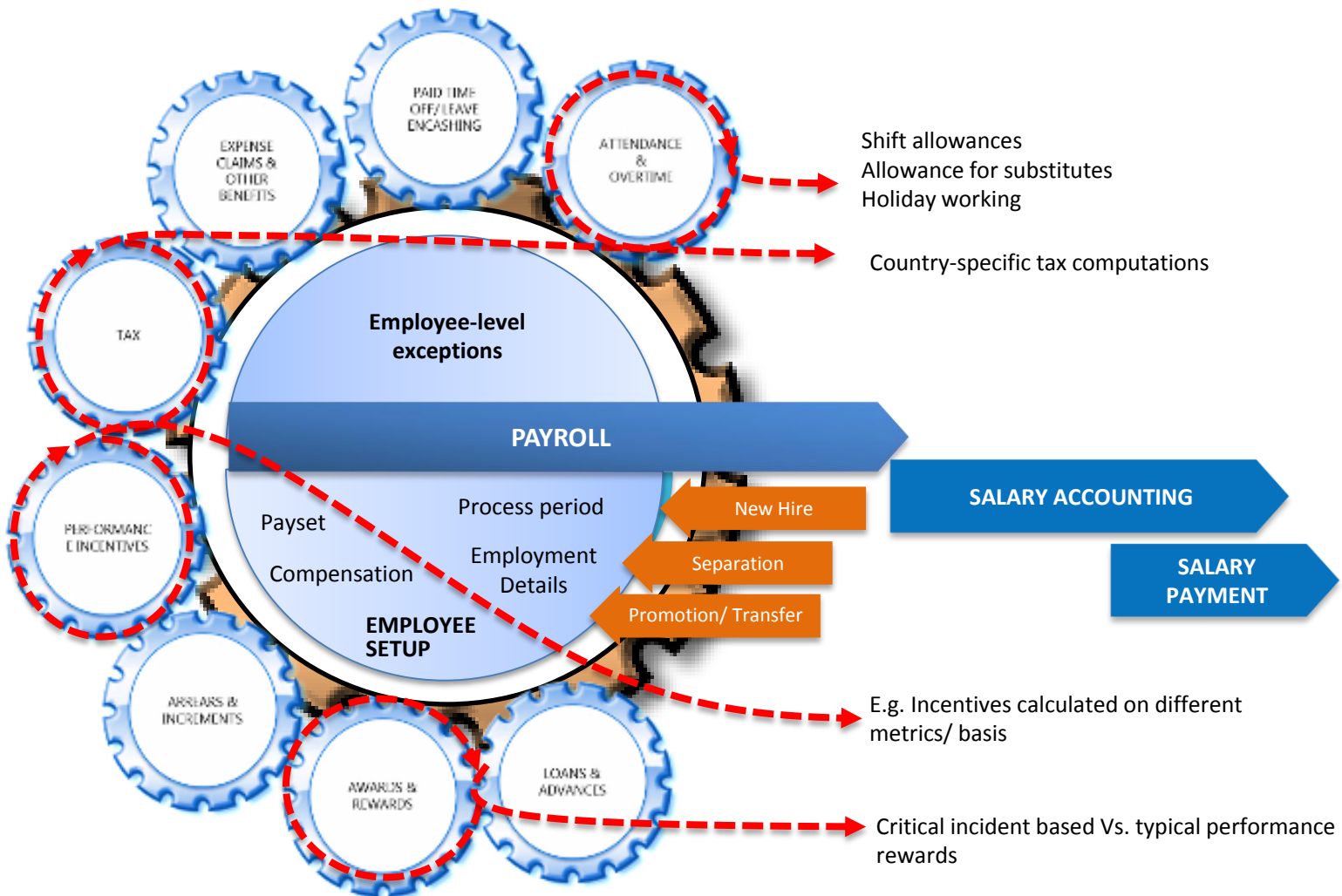
- Validation of Payroll rules for countries with complex taxation regulations
- Inputs when developing payroll for new countries
- Advisory services on demand

**Own Research**

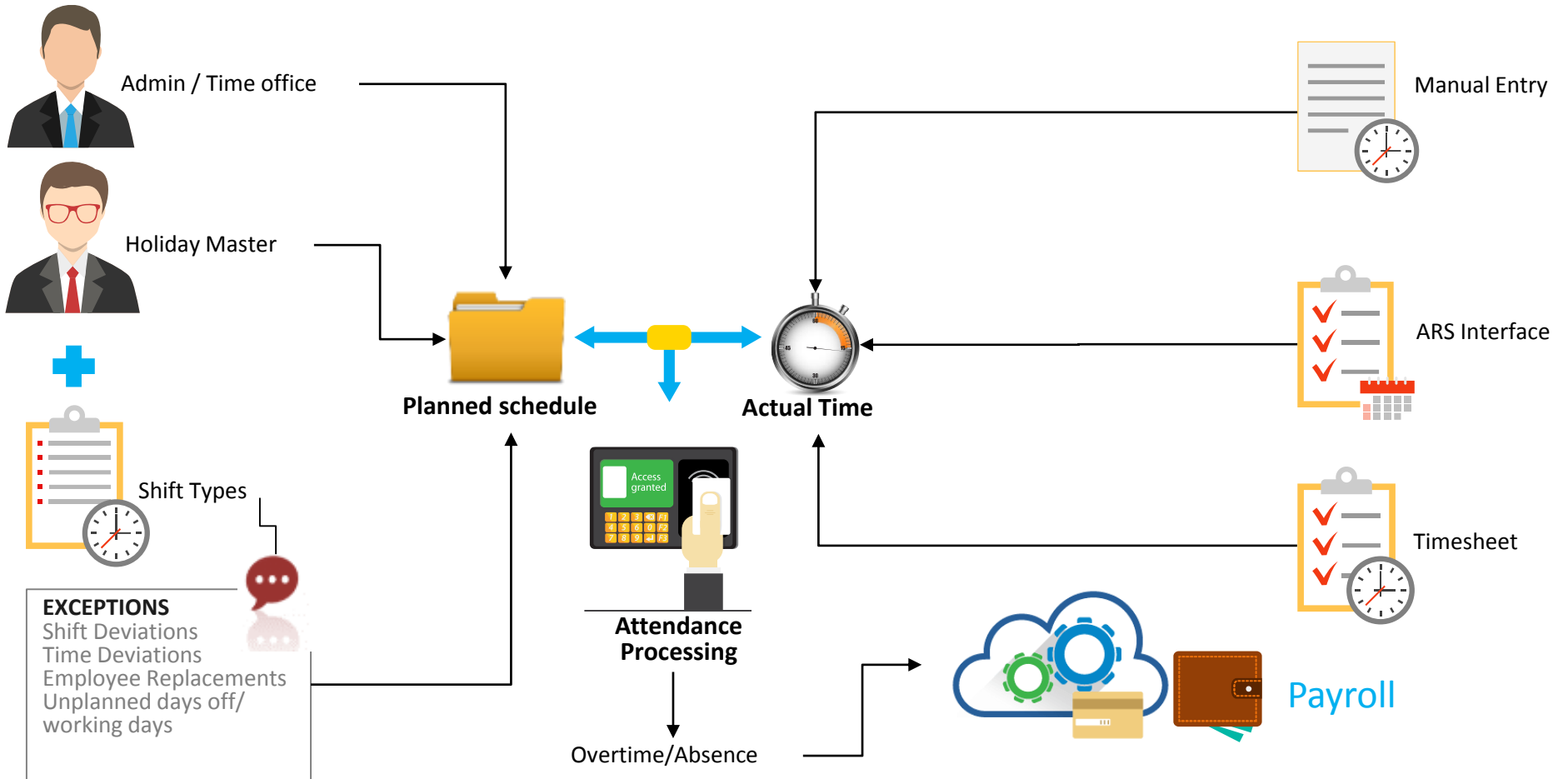
**Top Tier Consultancy  
Firms- E&Y, PwC, Deloitte**

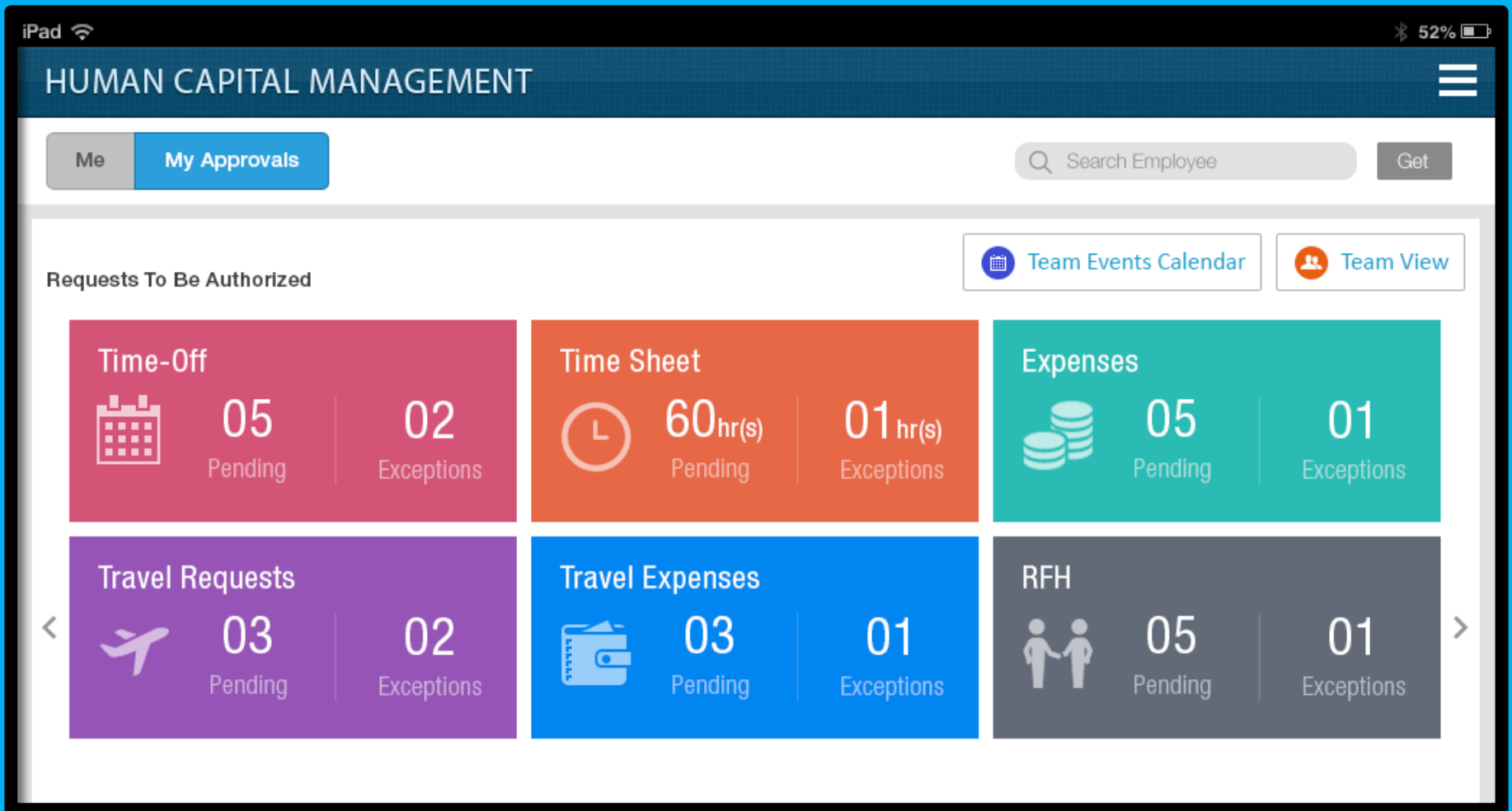
# Simplifying Payroll

Geared Up for your Global Demands



# Time Management



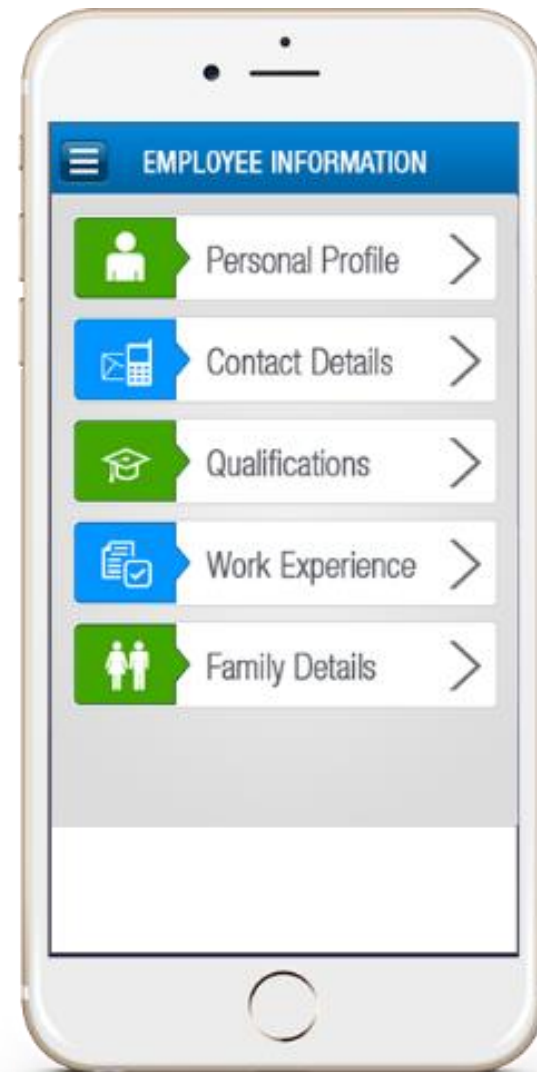


Low Touch Solution  
Simplification at core

# Simplify Access

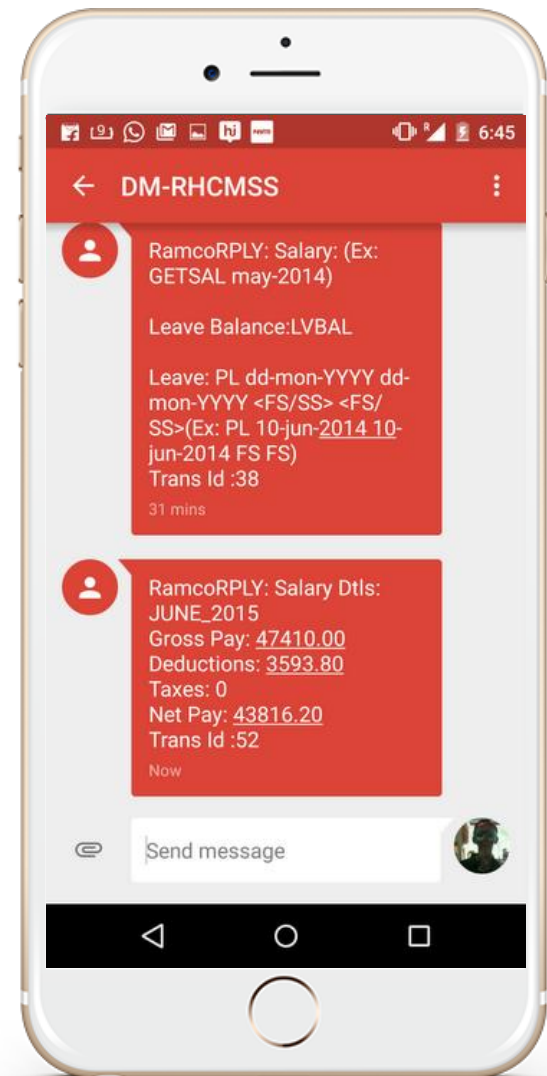
**Employees and managers can carryout their most frequent, transactions such as requests and approvals through mobile phones, including:**

- Personal information
- Time Off
- Timesheet
- Paystubs
- Expenses
- Training requests
- Hire requisitions



# Not everything needs a smartphone

Ramco supports SMS-based interactions for applying time-off and getting salary information

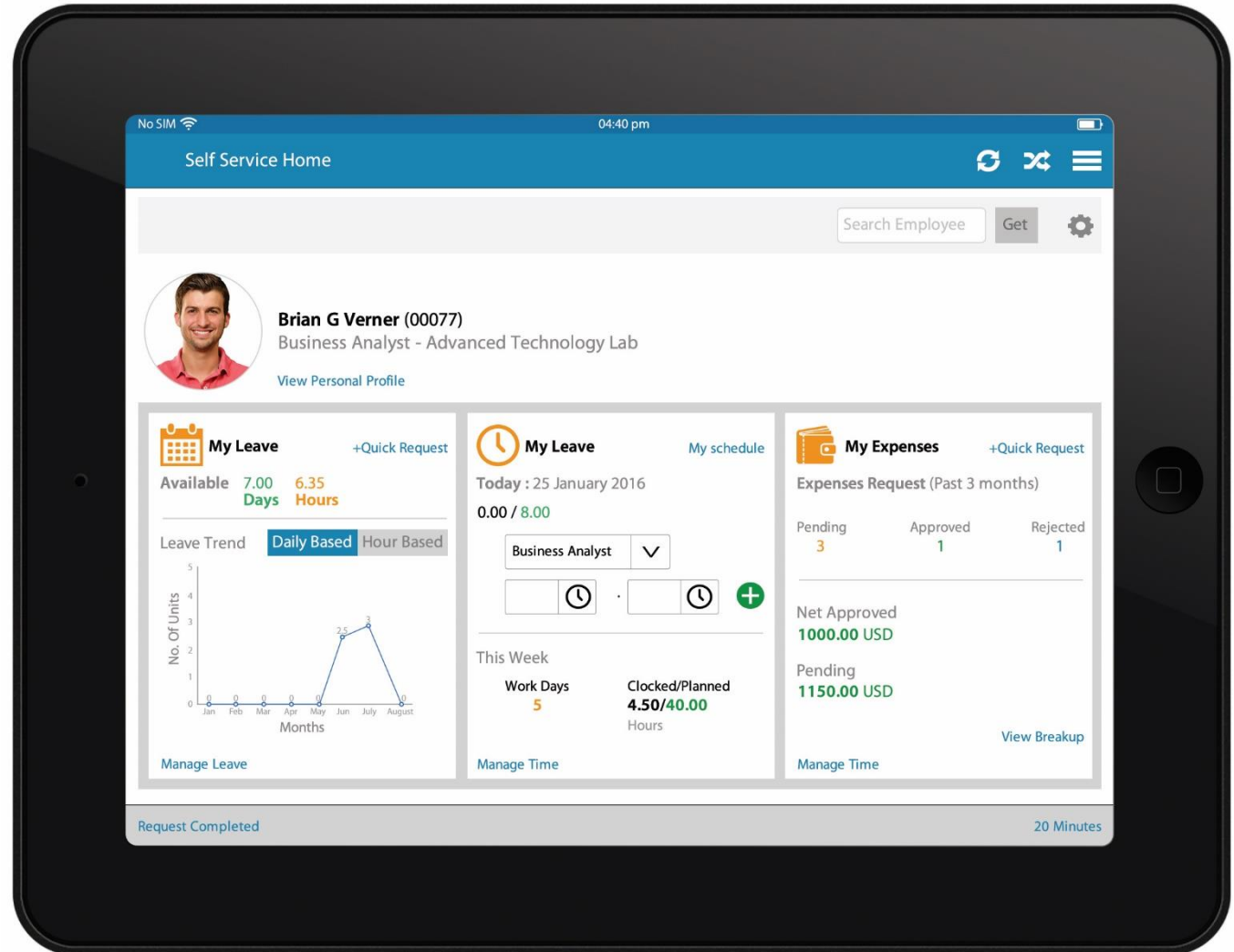




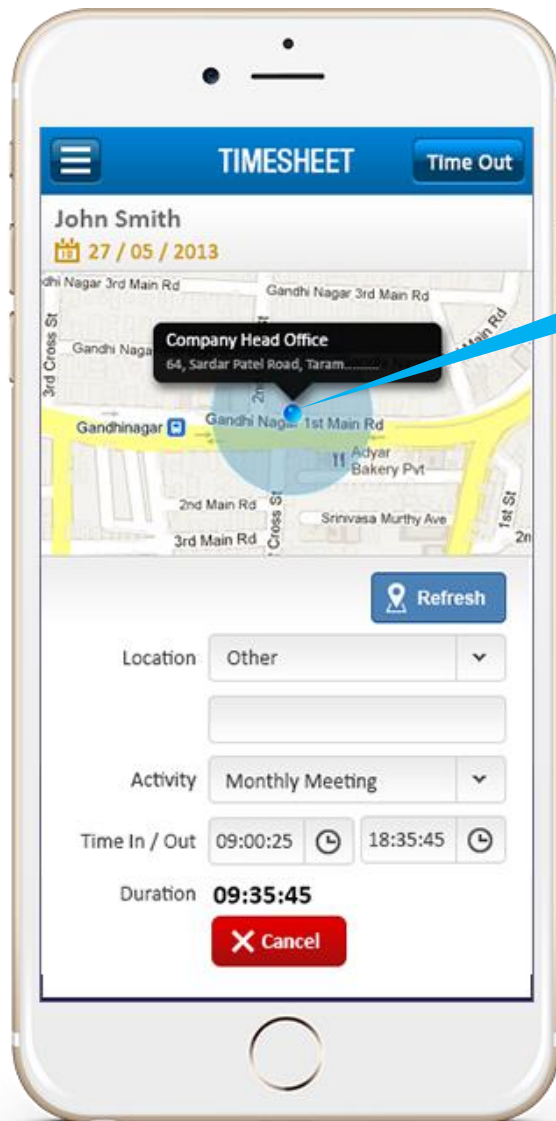
# Contextualize for the User

Your screen, your way

Organize your homepage the way it works for you



# Contextualize for Time/Location



Location marked  
Time Clock

## Geo-Tagged Timesheets

Enable organizations to accurately determine and tag employee timesheets with their locations – e.g. project/ client locations

# Contextualize for Time/Location



## Scan NFC ID Cards

### **NFC-based Mobile Attendance Kiosks**

Enable disparately located employees to record attendance by scanning their NFC-based ID cards on a centrally-governed mobile device

# No login. No Apps. Just MAIL IT

Natural language processing to converse directly with your HCM system

From: HCM Mail it  
To: Naveen Amola  
Cc:  
Subject: Re:LB

**Leave Balance As On Date (Oct 26, 2015):**

Type	Available Units
CL	3.00 - ( DAYS )
PL	7.50 - ( DAYS )

From: HCM Mail it  
To: Naveen Amola  
Cc:  
Subject: Re:lopd

**Loss of pay days in current calendar year(2015):**

From	To	Units
2015-04-22	2015-04-22	0.50 - ( DAYS )
2015-10-12	2015-10-12	1.00 - ( DAYS )

--\*\* This is an automated mailer, do not reply \*\*--



# Simplify Processes- Global Payroll HUB

ramco Enterprise Suite

Daniel E. Pinto  
10679 - Senior Executive

> Payroll

Super Admin Dashboard

Australia China India Singapore USA South Africa

Organisation Unit: HCM OU | Calendar: 2015-2016 | Process Period: 12 | Get

**Progress Chart**

	Processed	Authorised
Payroll - Management - Australia	50%	50%
Bonus	25%	60%

**Payset Status**

Readiness not processed <b>05</b>	
Payroll not processed <b>03</b>	Payroll not authorised <b>03</b>
Accounting not processed <b>01</b>	Accounting not authorised <b>01</b>
Payment not processed <b>00</b>	Payment not authorised <b>00</b>

**Pre Processing Tasks**

Unapplied Leave	75%
Unauthorized Leave	95%
Pending Timesheet Booking	80%
Unauthorized Timesheet Booking	91%
Unapproved Claims	95%

30 minute(s) | 6:30 PM

Payroll process progress indicators

Stage-wise progress indicators

Click on a status link to open the payroll dashboard

# Awards & Industry Recognitions

Ramco wins  
**ISG PARAGON AWARD**  
for Innovation



Ramco wins  
**BEST HR MANAGEMENT  
& PAYROLL SOFTWARE** Award



NelsonHall recognizes Ramco as a  
**LEADER IN GLOBAL PAYROLL**  
in their Leadership Quadrant



CIO Choice recognizes Ramco with  
**BEST HR & PAYROLL SOFTWARE**  
in India



With over 1600  
entrepreneurs

We are a 20  
year old startup

Innovating at a  
crazy pace

Growing with a  
+ve bottomline



**RAMCO HCM**  
**SO COMPLETE, YET**  
**REFRESHINGLY SIMPLE**



 [contact@ramco.com](mailto:contact@ramco.com)  [ramco.com/hcm](http://ramco.com/hcm)

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