

Ramco SRP

A Staffing Solution

that doesn't make you run
from pillar to post...



ramco

How Ramco Can Help YOU Run your International Business



**Ramco SRP –
The Game changer!**

Power of One

- Contracts
- Skill Discovery & Onboarding
- Operations
- Time & Expense Management
- Contract Workforce Management
- Reporting & Analytics

**A full lifecycle
solution from lead
to collect**

ramco

Driving a Suite of Enterprise Applications from a single fabric



On-cloud | Scalable | Unified Data Model | Real time data sharing | Desktop to Mobile

Powered by **Ramco Virtualworks®**



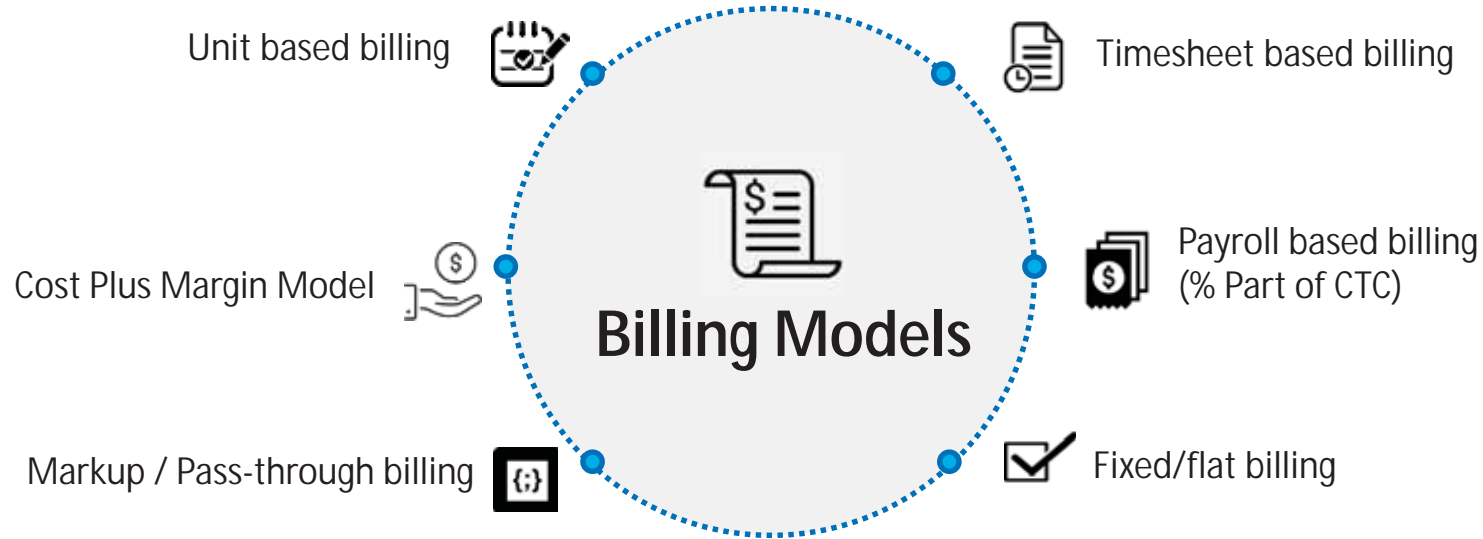
Power of One
Single source of Truth

**Ramco SRP –
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Invoice Items

Admin fee | Recruitment fee | Arrear fee | Bonus & Commission | Notice Pay | Joining bonus | Incentive | Visa fee | Travel allowance | Petrol allowance | Medical insurance, etc..

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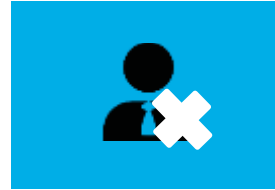
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Skill Related Challenges?

Challenges



Is identifying internal/ external skills for a billable project getting tedious



Do you end up putting wrong people on projects?



Do you struggle with onboarding your new-employees?



Do you have real-time visibility of revenue lost because of staff on bench?



Is there a need of a customer specific appraisal for your employees?



Are your employees suffering from lack of instant Gratification?



A Missed Opportunity? Get the Right Skill at the Right Place

Using **Ramco Skill Anywhere**

- ✓ On-screen real-time visibility of Skills across Internal & external sources
- ✓ Automated sourcing actions for Skill Discovery
- ✓ Realize a connected Multiple ecosystems

Experience a Better Way of Identifying Talent

Our Solution

The skill search can happen both internally and externally...

Requirement From HR: **Business Analyst**



If the Skillset does not match / or is not available

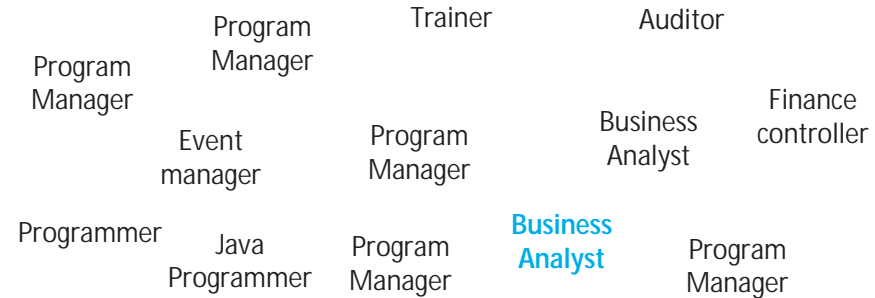


Internal employees



Skill anywhere

Information pertaining to external personnel from multiple sources



Common Pool



The screenshot displays the 'Onboarding Portal' interface. At the top, there is a breadcrumb trail: 'Default > Onboarding > Onboarding Portal'. The main content area is divided into several sections:

- Get Started:** A text block providing instructions on reviewing and updating profile information.
- Completion Status:** A circular progress indicator showing 50% completion. To the right, there is a 'Pending Tasks' section with a red triangle icon and the text 'Forms/Documents'.
- Navigation Tabs:** A row of four tabs: 'Personal Information' (highlighted in blue), 'Forms / Documents', 'Agreements / Policies', and 'Training Courses'.
- Table:** A table with columns for '#', 'Section', 'Status', and 'Remarks'. The first six rows show sections with green checkmarks in the Status column.
- Right Sidebar:** Three contact cards for 'Your HR Partner', 'Your Supervisor', and 'Your Mentor'. Each card includes a profile picture, name, title, phone number, and email address.

#	Section	Status	Remarks
1	Basic Information	✓	
2	Competencies	✓	
3	Contact Information	✓	
4	Family Information	✓	
5	Identification Information	✓	
6	Language Proficiency Information	✓	

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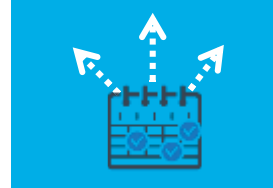
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Plan your staff Rota and schedule employees...

Challenges



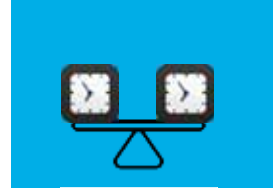
Relying on part-time, hourly staff to run your client's business?



Troubled with client specific Rota schedules (8 hours, 9 hours, 4 hours shift)?



Do you suffer with shift / communication mix-up?



Issues in providing stability in working hours?



Accessibility of ROTA from home?



Facing challenges with a complex leave system?

Plan your staff Rota and schedule employees...

Our Solution

The screenshot displays the 'ramco HCM Suite' interface for 'Schedule Planning'. The main view is a weekly staff rota for 'Oct 2015 - Week 3'. The interface includes a sidebar for 'Scheduled Staff Summary' and a main grid for 'Work View'.

Scheduled Staff Summary (Oct - Week 3):

	S	M	T	W	T	F	S
	13	14	15	16	17	18	19
EVENS (14:00 - 23:00)	1	4	6	7	4	6	8
GENL (09:00 - 18:00)	5	4	2	7	4	6	8
MORNG (06:00 - 15:00)	5	1	6	7	1	3	8
NIGHT (22:00 - 07:00)	5	0	6	7	4	6	8
AD	5	0	0	1	3	8	6
WOLFF	0	1	0	0	0	0	0

Work View (Oct 2015 - Week 3):

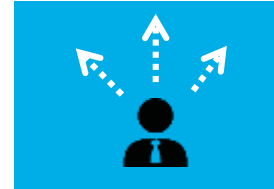
	SUN 18	MON 19	TUE 20	WED 21	THU 22	FRI 23	SAT 24
<input type="checkbox"/> Louise Walsh	EVENS 14:00-23:00	WOLFF	MORNG 06:00-15:00	MORNG 06:00-15:00	MORNG 06:00-15:00	MORNG 06:00-15:00	WOLFF
<input type="checkbox"/> Joe Ellogg	GENL 09:00-18:00	GENL 09:00-18:00	WOLFF	MORNG 06:00-15:00	MORNG 06:00-15:00	MORNG 06:00-15:00	WOLFF
<input type="checkbox"/> Tahera Esmailzadeh	MORNG 06:00-15:00	MORNG 06:00-15:00	MORNG 06:00-15:00	WOLFF	NIGHT 22:00-07:00	NIGHT 22:00-07:00	WOLFF
<input type="checkbox"/> Tynn Corne	NIGHT 22:00-07:00	NIGHT 22:00-07:00	NIGHT 22:00-07:00	POFF 07:00-22:00	WOLFF	EVENS 14:00-23:00	WOLFF
<input type="checkbox"/> Cori Julia	GENL 06:00-18:00	EVENS 14:00-23:00	EVENS 14:00-23:00	EVENS 14:00-23:00	EVENS 14:00-23:00	WOLFF	WOLFF
<input type="checkbox"/> Cori Julia	WOLFF	MORNG 06:00-15:00	NIGHT 22:00-07:00	EVENS 14:00-23:00	MORNG 06:00-15:00	MORNG 06:00-15:00	WOLFF
<input type="checkbox"/> Todd MacLean	WOLFF	MORNG 06:00-15:00	NIGHT 22:00-07:00	EVENS 14:00-23:00	MORNG 06:00-15:00	MORNG 06:00-15:00	WOLFF

Other Operational Challenges?

Challenges



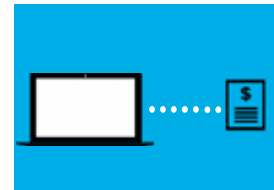
Do you have Complex rating and billing models which vary by client, by SOW?



Are you struggling with allowing personnel to work on multiple SOWs simultaneously?



Frequently facing issues with cost over-run and mis-management?



Does the system help in quote automatically based on the cost and availability

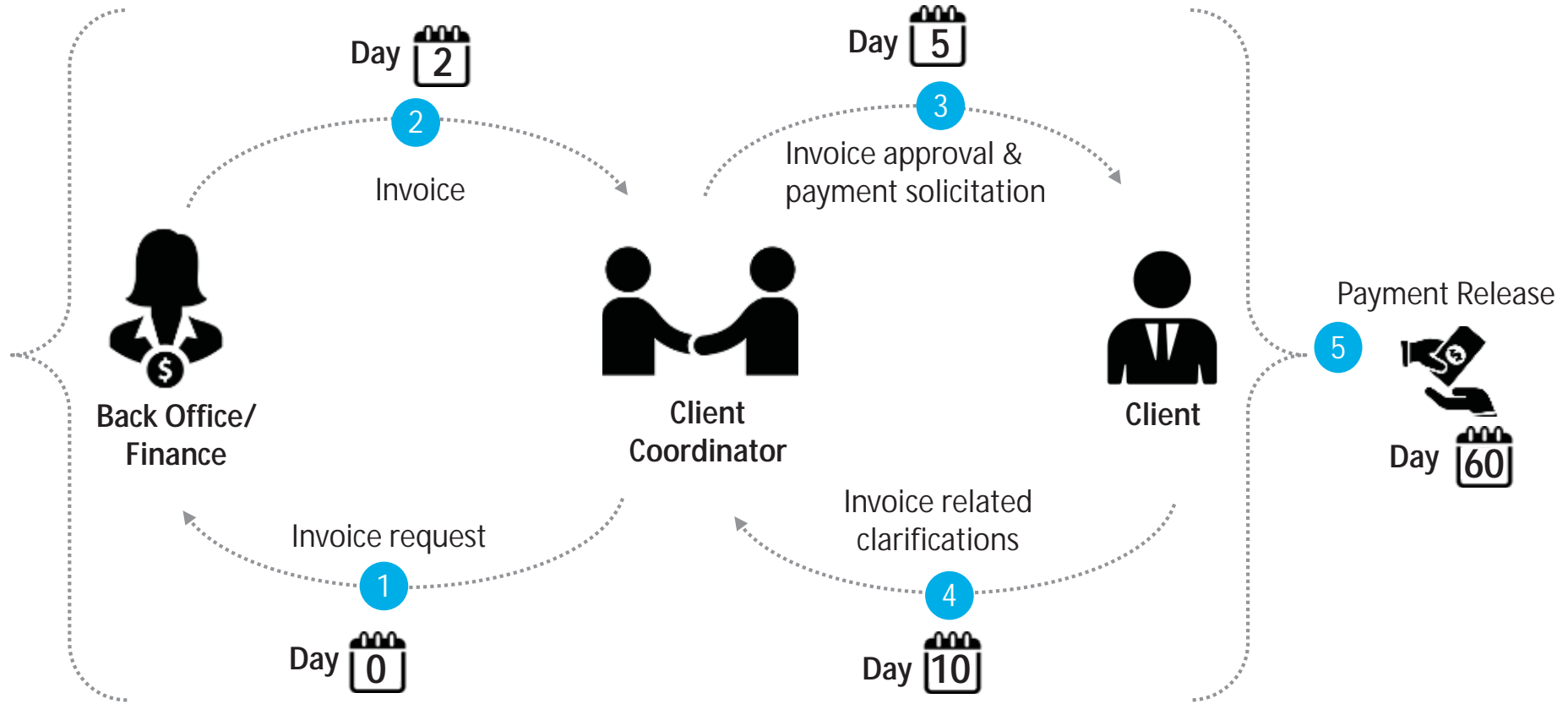


Do you face reconciliation issues with client billing (which may differ for different countries)



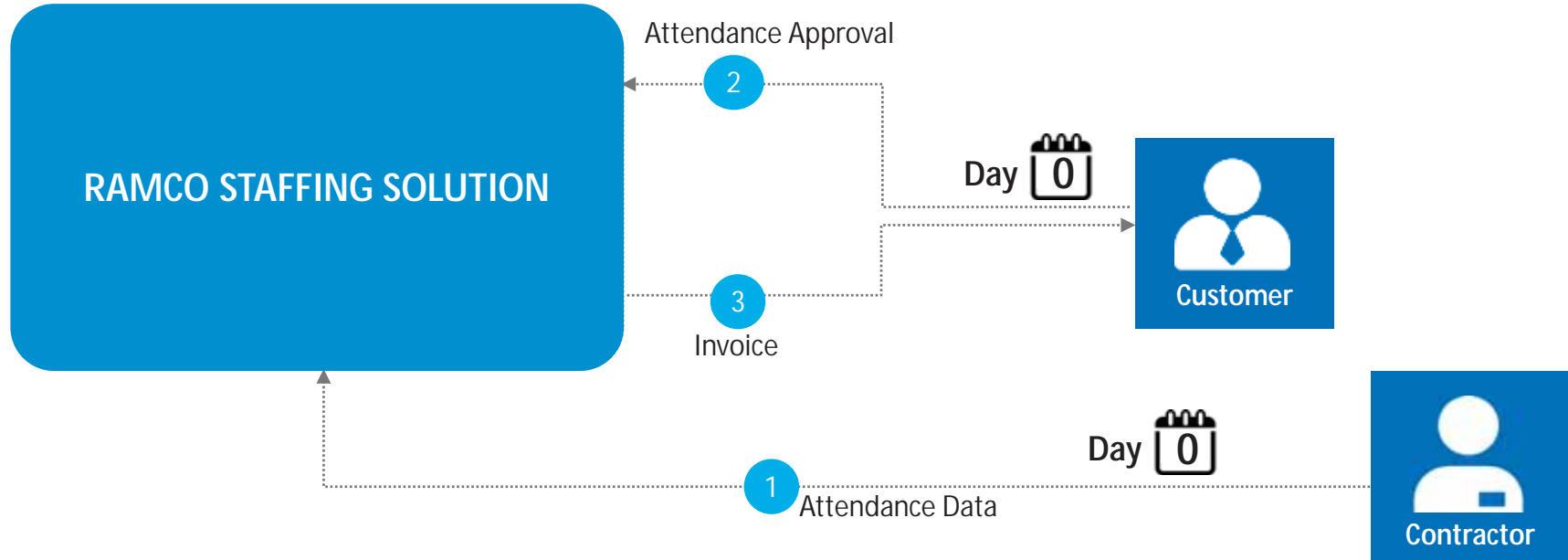
Are you struggling with numerous formats of client invoices?

Challenges



Single System for All Stakeholders

Our Solution





Varying Policies Across Clients

The system is configured to understand

**Your
Client-specific**

Organization & approval structures

Time-off, pay and benefits policies Letter templates (e.g. offer letters)

Billing cycles, billable items and terms

Unbilled Revenue tracking

Our Solution



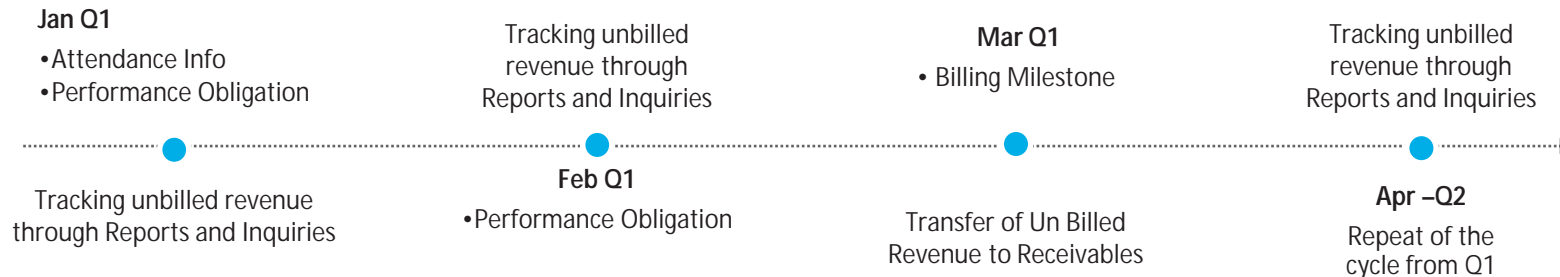
Keeps track of accrued revenue

Helps to deal with large service contracts

Aids valuation, where billing occurs after service is provided

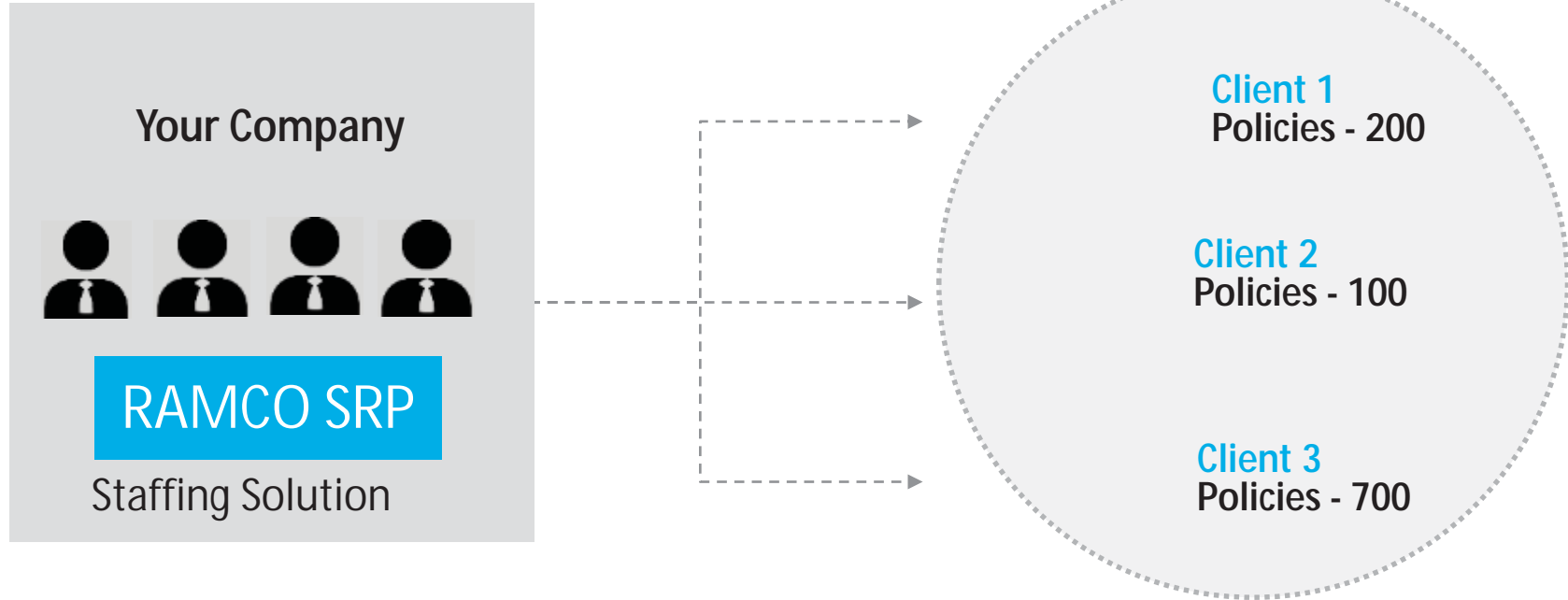
Useful to get a fair valuation of the business

Milestone based Quarterly Billing



Frictionless alignment to Client specific policies

Our Solution



Cost+ / Rate card based invoicing | **Customer specific policies apply for Leave, OT, Timesheet, Reimbursements, Insurance** | NFC & BOT based attendance | **Quicker realization of invoices**

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Operations Dashboard for Client Managers

Our Solution

Operations Dashboard

My Dashboard

Activities of the Day
16/04/2015

My Clients

Client/Service Location	Location	No. of Employees	New Joines	No. of Separations	Contact Details	Fi Details	Action
AB92L - ABS Global Limited		10	0	0			
ACC - Accenture		44	0	0			
CUS00001 - CSC - Computer S		83	1	1			
HCL - HCL Technologies		22	0	0			
IN - Infonedia		20	0	0			
BEC - Beckon Limited		20	0	0			
UNC - UNC Limited		20	0	0			

To Do List
Client & Service Location: CSC - Computer Service

- Employee ID Generation - 77
- Employee ID Authorization - 10
- Contact Extension Authorization - 2
- Separation Authorization - 2
- Leave Authorization - 1
- Attendance Authorization - 0

Alerts

- 90% about to expire in the next 30 days
- 90 Balance value is reaching 10% of the original value
- Employee contracts about to expire in next 30 days

Links

- Employee Personal Info
- Applicant Activity Information
- Applicant Information

A solution that is ready for every Region

Our Solution

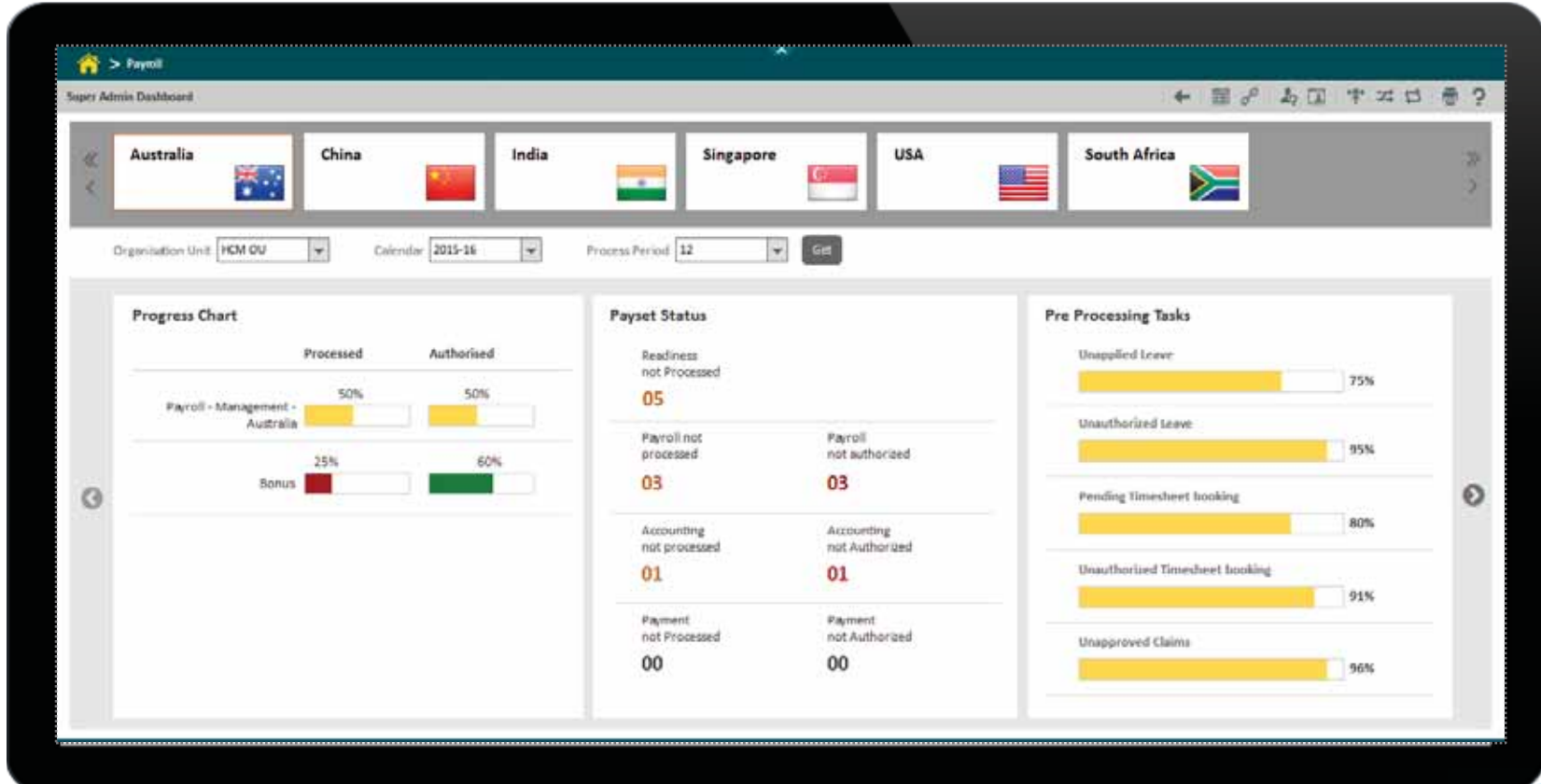


- Preconfigured solution for Multi country Payroll & Finance
- Configurable pay elements & Invoices in different currencies
- A solution supporting International clients
- Varying long term/short term assignments



Payroll Super Hub

Our Solution



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When Time Sheet is at the HEART of your business

Challenges



Do you still get Timesheet on fax/email?



Do you have people doing data entry of timesheets?



Are your staff unable to fill timesheet as they don't have internet access or access to your network from client site?



Do you face delay in entry & approval of time sheets with constant need to follow up?



Do you encounter dispute on timesheet with client vs your data?

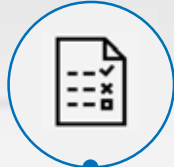


Are you working with an off-line, or dis-integrated attendance system?

Evolution of Time & Attendance

Our Solution

Attendance Register



Punch cards



Biometric devices



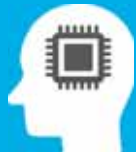
NFC Based



Welcome to the Frictionless world
of Time Management



Hassle free



Intelligent



Fool Proof



Frictionless Timesheeting

Through:

Desktop | Mobile | Voice
(*Twilio*) | Bots

Options Available:

Bulk entry | By hours |
Billable and non-billable |
Online / Offline

Status Modes:

Draft | Pending
Authorization | Authorized
| Customer Authorized
| Rejected | Reminders



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Our Solution

Amazon Alexa



Voice is the New UI

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Dashboard - Time & Attendance Hub

Our Solution



Expense Booking on the go

Our Solution

- **Expense Requests:**

- Desktop and mobile modes
- Bulk entry | Billable and non-billable expenses
- Multi-currency expenses
- Attach receipts
- Credit card integrations

- **Expense approvals:**

- Single/bulk approvals
- Rejection reasons
- Threshold based approval
- Multi-level approvals
- Expense approval email reminders

- **Expense tracking:**

- Daily, weekly, monthly view for employee and manager
- Employee expense reports



← EXPENSE ENTRY

EXPENSE APPROVAL



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A huge Workforce of contract labor?

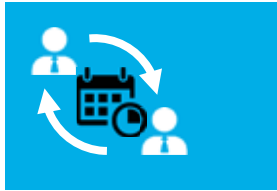
Challenges



Struggling to reconcile records with your contractor?



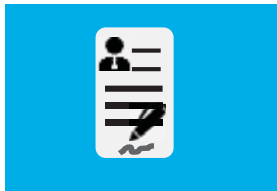
Grappling with securing the authenticity of contract labor?



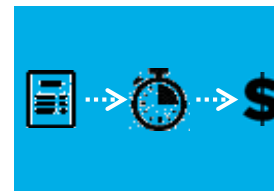
Struggling to manage the shifts, attendance and rotation?



Is bulk Contract employee creation leading to time wastage & duplication of effort?



Managing the statutory compliances of contract labor outside the system?



Facing significant delays in presentation of Contractor bills, and payouts as well?

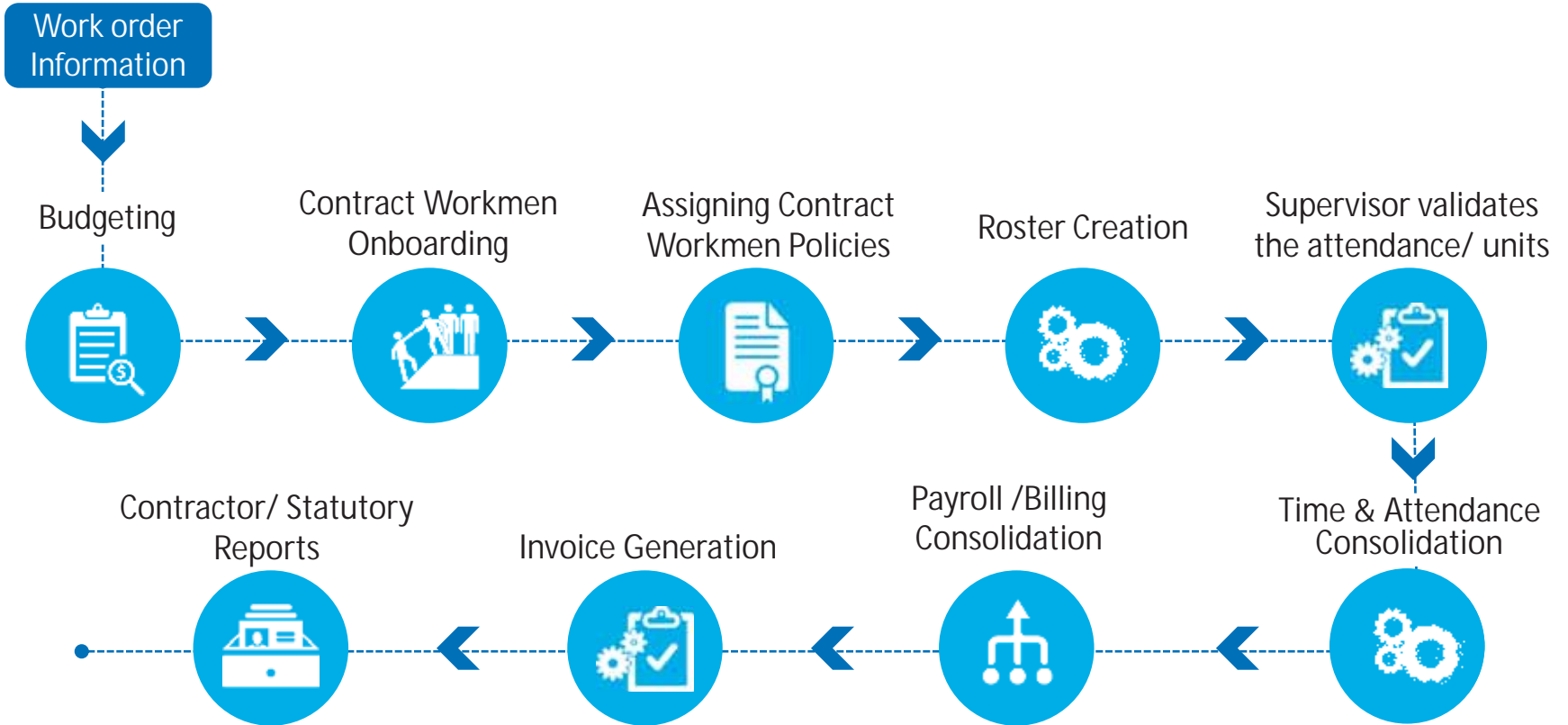
Helps

- Bulk contract workforce enrollment
- Workforce deployment matched with skillset
- Track contractors' statutory compliance
- Plug revenue leakages
- Reconciliation of contractor's bills with time recorded
- Contract Workmen Time entries and shift adherence



Contingent Workforce Management

Our Solution



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Frictionless reconciliation with Contractor - Portal

Our Solution

The screenshot displays the Contractor Portal interface with the following sections:

- Header:** Includes the Ramco HCM logo, a search bar, and user information for "Srinivas Reddy" (10679 - Senior Executive).
- Vendor Portal:** Shows the vendor name "Pravara Pathak Enterprises" and a "Quick Link" icon.
- Purchase Order Summary:** A table with columns for PO#, PO Service Type, Work Station, PO Start and End Date, Total PO Value, Balance Value, Currency, Number of Resources, and Status. The first row shows PO# VJNR/112000/50R/R/4000017500, Unit based, Vijayanagar, 07/09/2017 - 31/03/2018, 14000, 2000, USD, 2600, and a status icon.
- Employee Status Summary:** A summary table for the month of Dec 2017 with columns for Onboarded (28), Rejected (05), and Shortage (04).
- Incident Summary:** A summary table with columns for Reported (25) and Resolved (00).
- Employee Attendance Summary:** A table for the date 13/12/2017 with columns for PO#, PO Service Type, Work Station, No. of Employees Mapped, and No. of Employees Present. The first row shows PO# VJNR/112000/50R/R/4000017500, UTC, Vijayanagar, 00, and 00.
- Alerts:** A list of 8 alerts with columns for #, Alerts, and Count. The alerts include POs for which invoices are not generated, POs for which Remittance Challen are not submitted, POs for which Compliance are not met, PO Finance value is nearing 90% of the original value, Work orders about to get expired, Work orders in which workers are absent, Supplier Contribution about to get expired, and Workmen Certificates about to get expired.

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A need to analyze & invest on the right areas?

Challenges



Struggling to analyze loss making contracts?



Unable to reward the Employees / skills generating maximum revenue?



Unable to track the revenue per employee or skill?



Unable to identify / invest on your best performing Services?



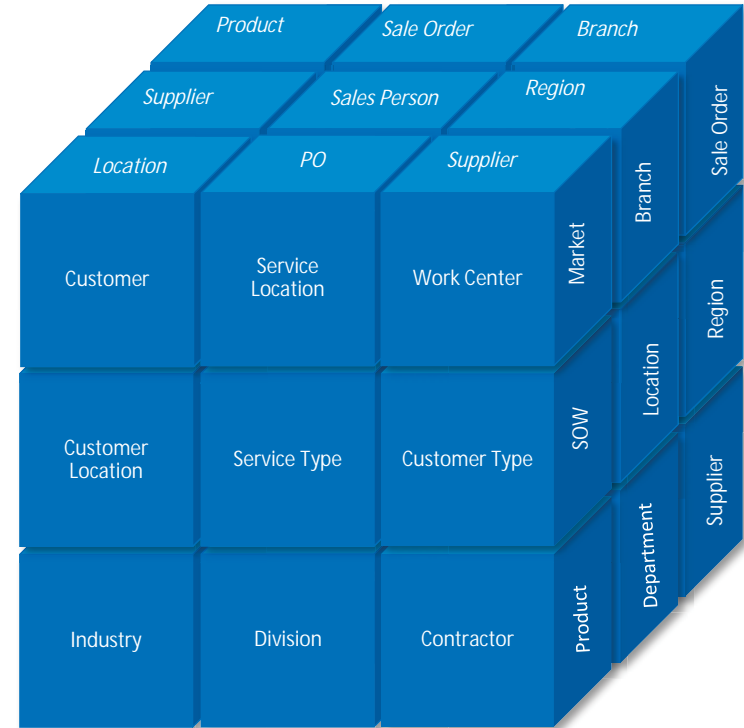
Challenging to track performance of the Sales force?



Struggling to reconcile data for effective decision making?

Ramco's Powerful Analysis Capability

Our Solution



Multi dimensional Analysis

Hierarchical view

Multi-dimensional Analysis - Examples

Our Solution



Ramco SRP – Value proposition



- Streamline Operations
- Generate un-disputable invoices improving TAT
- Get holistic Visibility of business
- Drive Profitability
- Play Global with flexibility of country specific processes

Ramco SRP – Staffing Solution Offering

HCM	Sales	Operations	Contractor Management	Finance	Procurement & Inventory
Organization Management	CRM	Customer Policies	Applicant Information	General Accounting	Procurement Administration
Personnel Management	Customer Management	Billing Configurator	Employee information	Receivables Management	Inventory Administration
Recruitment	Contract Management	Customer Billing Setup	Employee contracting	Payables Management	Sub-contracting
Talent Management	SOW/PO Management	Billing Consolidation	Employee Movements	Fixed Assets Management	
Payroll & Benefits		Invoicing	Payroll and Benefits	Management Accounting	
Paid time-off Management			Travel Information	Global Tax Solution	
Travel & Expenses			Employee timesheet		
			Contingency Workforce Management		

Advanced Reporting Wizard Interface Embedded Workflow Data Uploads

Enterprise Add-ons

- Analytics
- Mobility
- Extension Toolkit
- eSignature
- Device Integration
- SOA Integration / Collaboration
- In Memory Planning & Optimization



Flexibility of Deployment Models

On-Premise

Private Instance
on a Public Cloud

Public Instance
on a Public Cloud
(Each Client as a separate
SQL instance)

True Multi-tenanted,
“Shared Database Arch”
(Each Client setup as
a separate OU
on a SINGLE dB)



Server(s) in Client's

Server(s) in Public Cloud

Ramco Impact

Significant operational/financial gains by Ramco customers*

**CUSTOMER
SERVICE LEVEL**

30%

Improvement

SKILL AVAILABILITY

60%

improvement with
centralized DB

**BILLABLE
EMPLOYEES**

10%

improvement

REVENUE PER EMPLOYEE

15%

improvement

**RESOURCE
MANAGEMENT**

15%

Productivity
improvement

**TIMESHEET TO
BILLING TAT**

60%

Reduction in delay

**CONTRACT
MANAGEMENT**

10%

Reduction in
revenue leakages

BILLING ERRORS

40%

Reduction

*Based on RAMCO customer testimonials

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Recognitions

Ramco wins
PARAGON AWARD
for Innovation &
Imagination

Paragon™
2015 Awards

FROST
&
SULLIVAN

APAC TALENT
MANAGEMENT SOLUTIONS
Enabling Technology Leadership
Award

Leader in NELSONHALL
NEAT MATRIX for GLOBAL
PAYROLL



Everest Group
From insight to action.

Ranked ACHIEVER in Everest's
MULTI-COUNTRY PAYROLL
Platform Report

BEST PAYROLL & TALENT
MANAGEMENT SOFTWARE
AWARD in Singapore, Malaysia
and Hong Kong



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Recognitions

Ramco makes it into the Gartner Magic Quadrant for Cloud Core Financials, Cloud HCM & EAM suites

The Gartner logo, featuring the word "Gartner" in a bold, blue, sans-serif font with a registered trademark symbol.The Forrester logo, featuring the word "FORRESTER" in a bold, green, serif font with a registered trademark symbol.

Ramco enters The Forrester Wave™; SaaS Human Resource Management Systems

Ramco makes its way into the IDC Market Scope: Worldwide SaaS and Applications 2017 Vendor Assessment

The IDC logo, featuring a stylized globe icon to the left of the text "IDC" and the tagline "Analyze the Future" below it.The GPA logo, featuring a stylized globe icon to the left of the text "GPA" and "global payroll association" below it.

Global Payroll Association confers Ramco with 'Highly Recommended Payroll Software Supplier of the Year 2017' Award

A photograph of three business professionals in a meeting. On the left, a Black man in a light grey suit jacket is seen from the back, looking towards the center. In the center, a man with a beard and glasses, wearing a dark suit and tie, is smiling and looking towards the right. On the right, a woman with blonde hair tied back is seen in profile, looking towards the center. The background is a bright, out-of-focus office interior with large windows.

Adecco

- World's top Staffing service provider , Adecco India is headquartered in Bangalore with 60 branches across India and client base of 1000+ customers
- Deal with Executive Search, Recruitment, Learning and Temporary Staffing across various industry segments
- Part of Adecco Group, a Fortune 500 company headquartered in Switzerland

Key Business needs


- Reduce revenue leakage due to disconnect between operations, payroll & Invoicing
- Robust contract management
- Payroll run at multiple levels viz., Customer, Contract, Site, Employee

Solution offered

- Ramco SRP including Contract Management, Staffing, Finance, Procurement, HCM & Payroll
- Robust Payroll and Global Tax engine
- Wage registers and contract labor reports

Key Business benefits

- ROI was achieved in less than a year
- 40% reduction in invoicing errors
- 90% reduction in Invoice TAT
- Onboarding process is 80% faster

- 
- Leading Talent Management company licensed by Federal Government of UAE
 - With a resource base of 3000 professionals, from over 47 countries, TASC Outsourcing is the partner of choice to more than 200 companies
 - Staff employees across diverse verticals such as IT, Oil & Gas, Retail, Administration & Support, Sales & Marketing, and Customer Service

Key Business needs


- Integrated solution that will replace multiple disparate systems and manual database of employees
- Manual tracking of Visa Application
- Flexible system that manages client specific attendance and billing rules

Solution offered

- Ramco SRP including Onboarding, Contract Management, Visa tracking, Staffing, HCM and Finance

Key Business benefits

- Centralized database of all the associates
- Auto generation of invoice
- Online Visa tracking and automatic financial posting

- 
- Sydney based IT Staffing company based out of Australia
 - Serving customers such as Commonwealth Bank, Optus and over a dozen others
 - With a resource base of 800+ professionals, PayPartners provides end to end contingent workforce management solutions to clients ranging from corporates to government entities

Key Business needs

- Integrated solution that will link contractor attendance with payroll and invoicing
- Self service portal for contractors
- Automated payroll processing covering statutory compliances

Solution offered

- Ramco SRP including Onboarding, Contract Management, Staffing, HCM and Payroll

Key Business benefits

- Timesheet inputs to invoicing fully automated thereby reducing invoice processing time from 2 days to 5.5 hrs
- Automatic arrears calculation + correct PAYG
- RTCI invoice generation through system

Part of the \$1
Billion Ramco
Group

12 patents in
enterprise
applications space in
last 2 decades

24 Offices
Worldwide,
1600+ Employees

One of the first IP
led companies in
APAC

Backed by Investments
from Goldman Sachs,
Johambro among
others



Thank you

contact@ramco.com

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