

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

Powered by **Ramco Virtualworks®**



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

**Power of One
Single source of Truth**

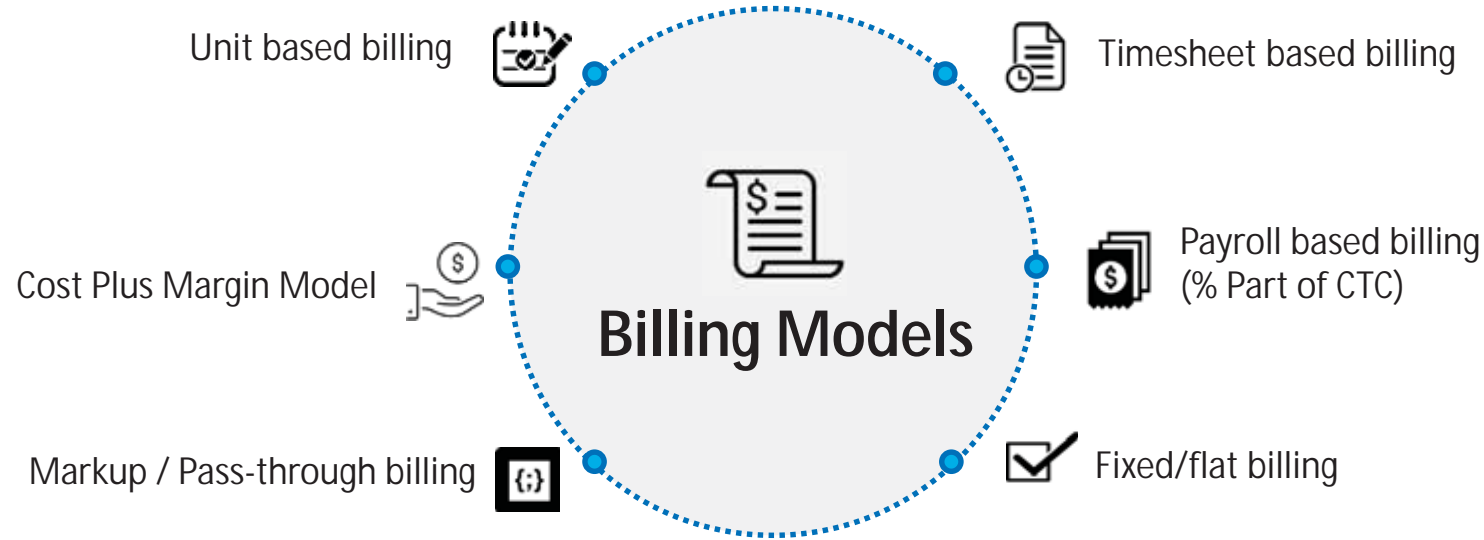
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Invoice Items

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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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

Diagram illustrating external personnel sources. Roles listed include: Program Manager, Trainer, Auditor, Event manager, Program Manager, Business Analyst, Finance controller, Programmer, Java Programmer, Program Manager, and Program Manager. The role **Business Analyst** is highlighted in blue.



Common Pool

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Onboard now – with Ease

Our Solution

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

- Get Started:** A text block explaining that users need to review information and provide additional details where required. It mentions that some profile details might already be filled up and that users should review and update them if necessary. It also states that this page is designed so users do not have to complete all information in one go.
- Completion Status:** A circular progress indicator showing 50% completion. A 'Pending Tasks' section lists 'Forms/Documents' with a red triangle icon.
- Navigation Tabs:** Four tabs are visible: 'Personal Information' (active), 'Forms / Documents', 'Agreements / Policies', and 'Training Courses'.
- Table:** A table with columns '#', 'Section', 'Status', and 'Remarks'. It lists six sections, all with a green checkmark in the Status column.
- Right Sidebar:** Three sections for 'Your HR Partner', 'Your Supervisor', and 'Your Mentor'. Each section includes a profile picture, name, title, contact number, and email address. The HR Partner and Mentor sections also include a 'read more' link.

#	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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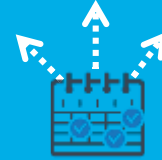
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Plan your staff Rota and schedule employees...

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?



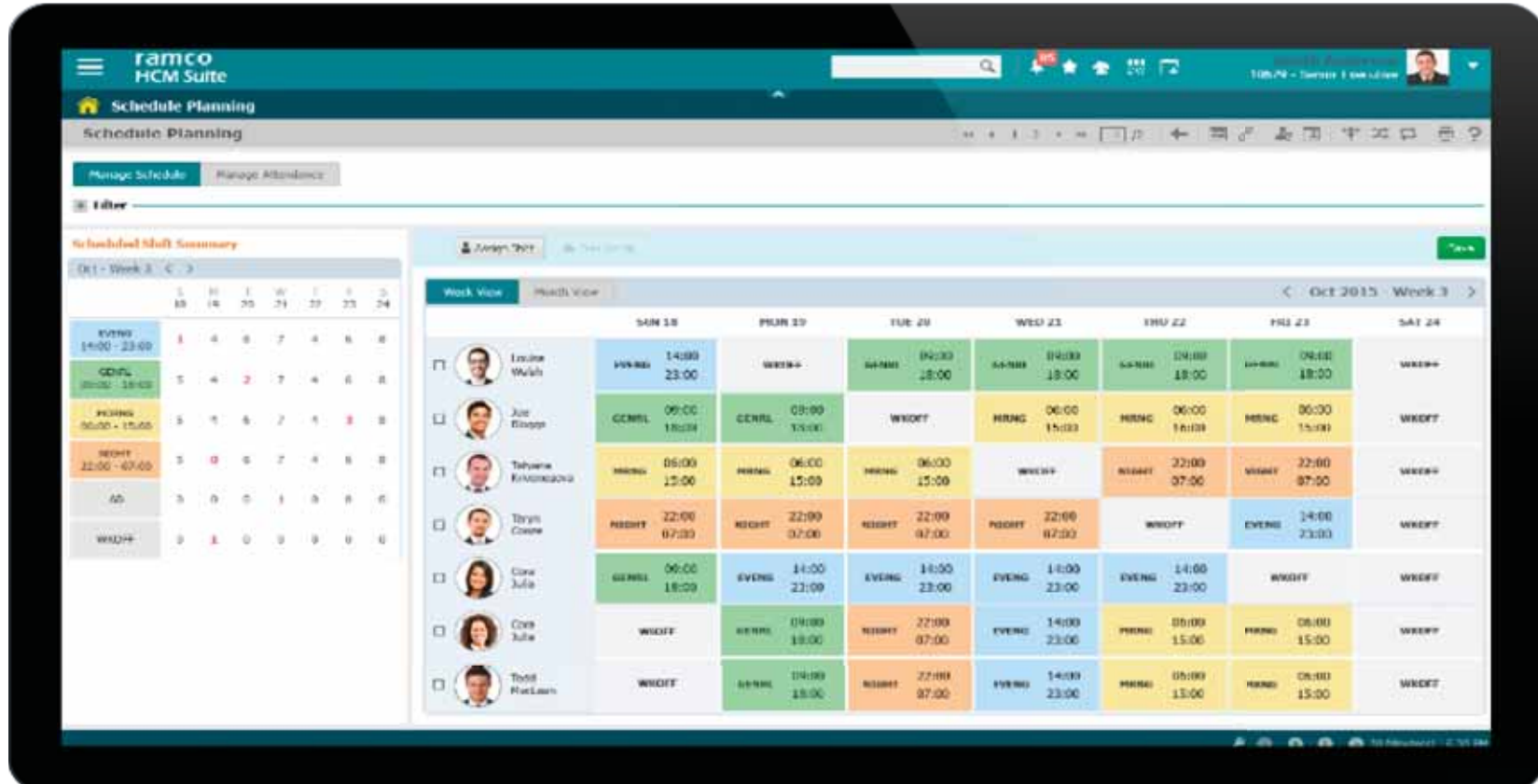
Accessibility of ROTA from home?



Facing challenges with a complex leave system?

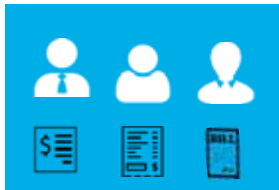
Plan your staff Rota and schedule employees...

Our Solution



Other Operational Challenges?

Challenges



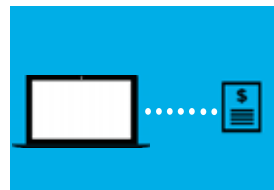
Do you have Complex rating and billing models which vary by client, by SOW?



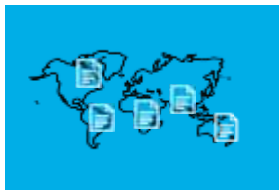
Are you struggling with allowing personnel to work on multiple SOWs simultaneously?



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



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

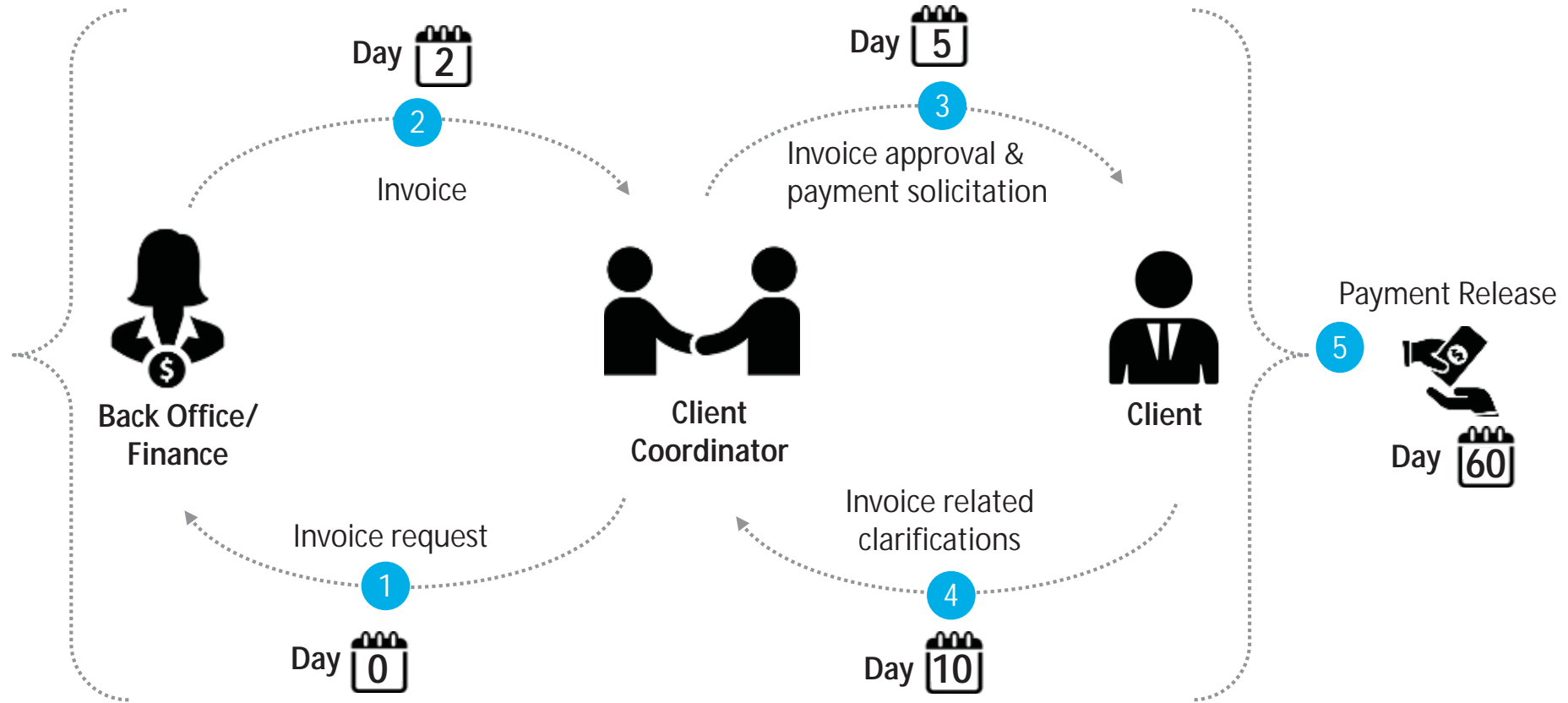


Do you face reconciliation issues with client billing (which may differ for different countries)



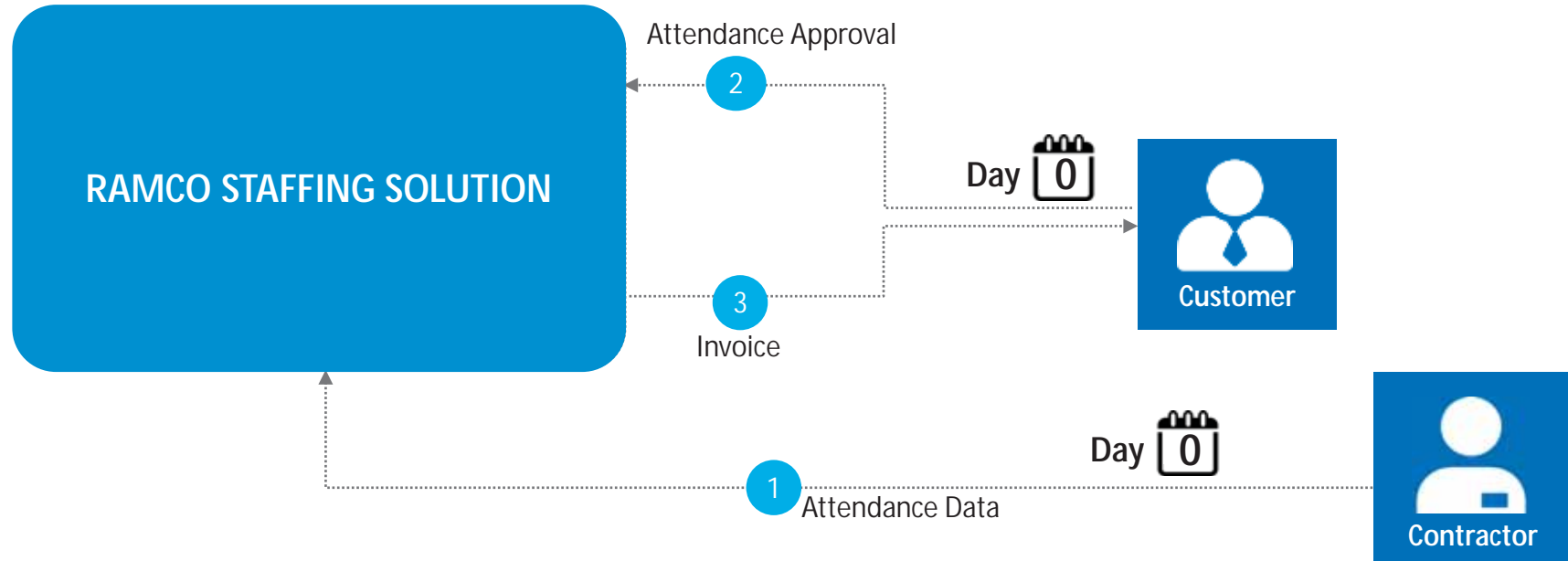
Are you struggling with numerous formats of client invoices?

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



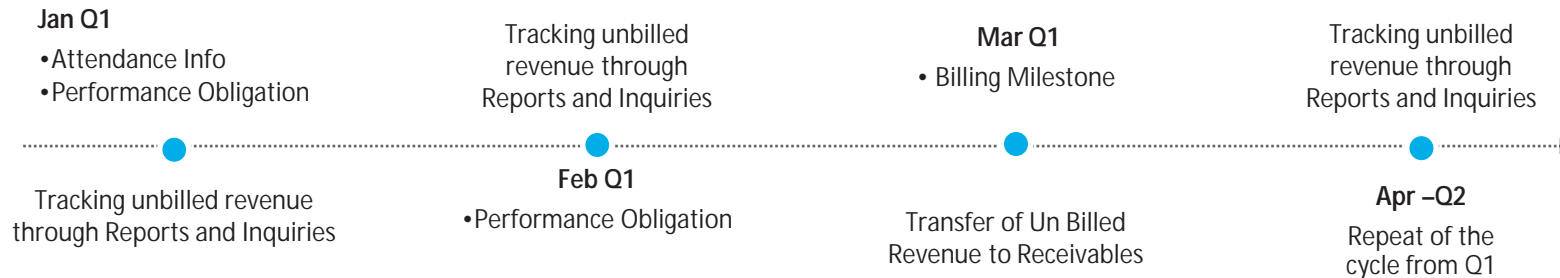
Keeps track of accrued revenue

Helps to deal with large service contracts

Aids valuation, where billing occurs after service is provided

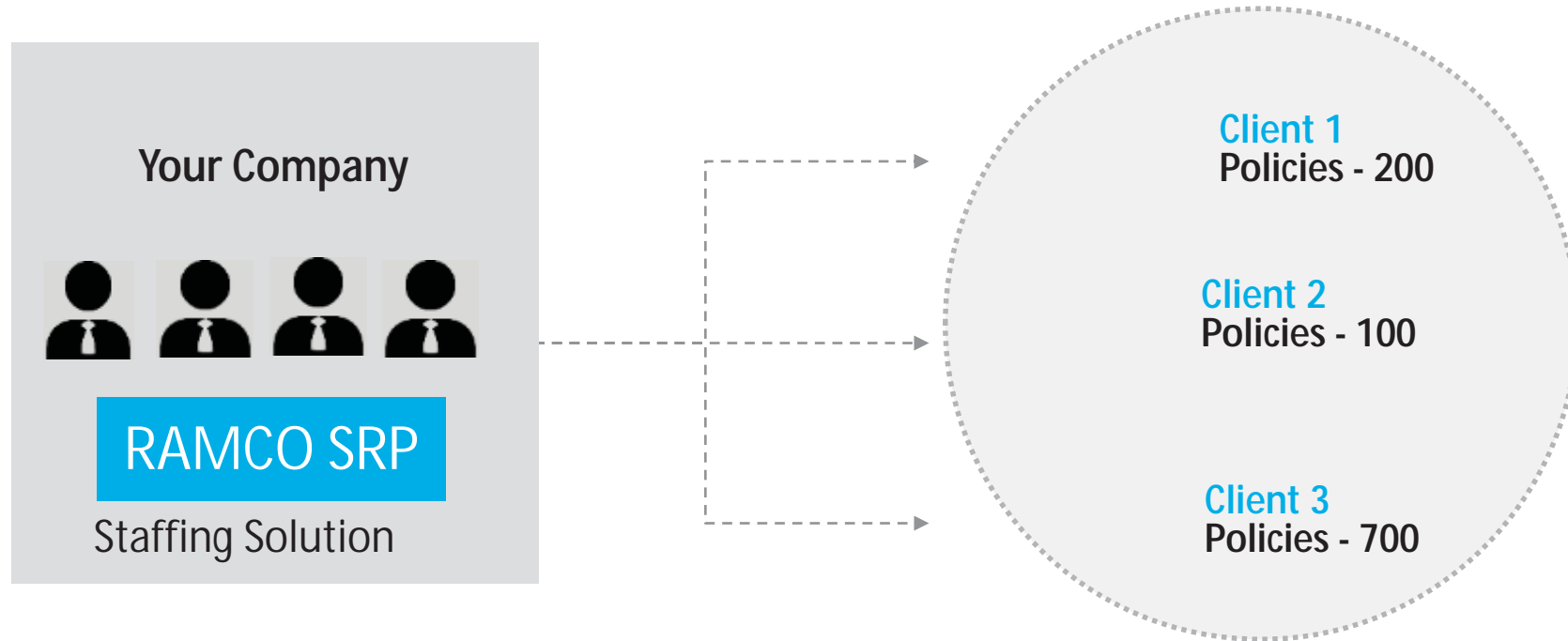
Useful to get a fair valuation of the business

Milestone based Quarterly Billing



Frictionless alignment to Client specific policies

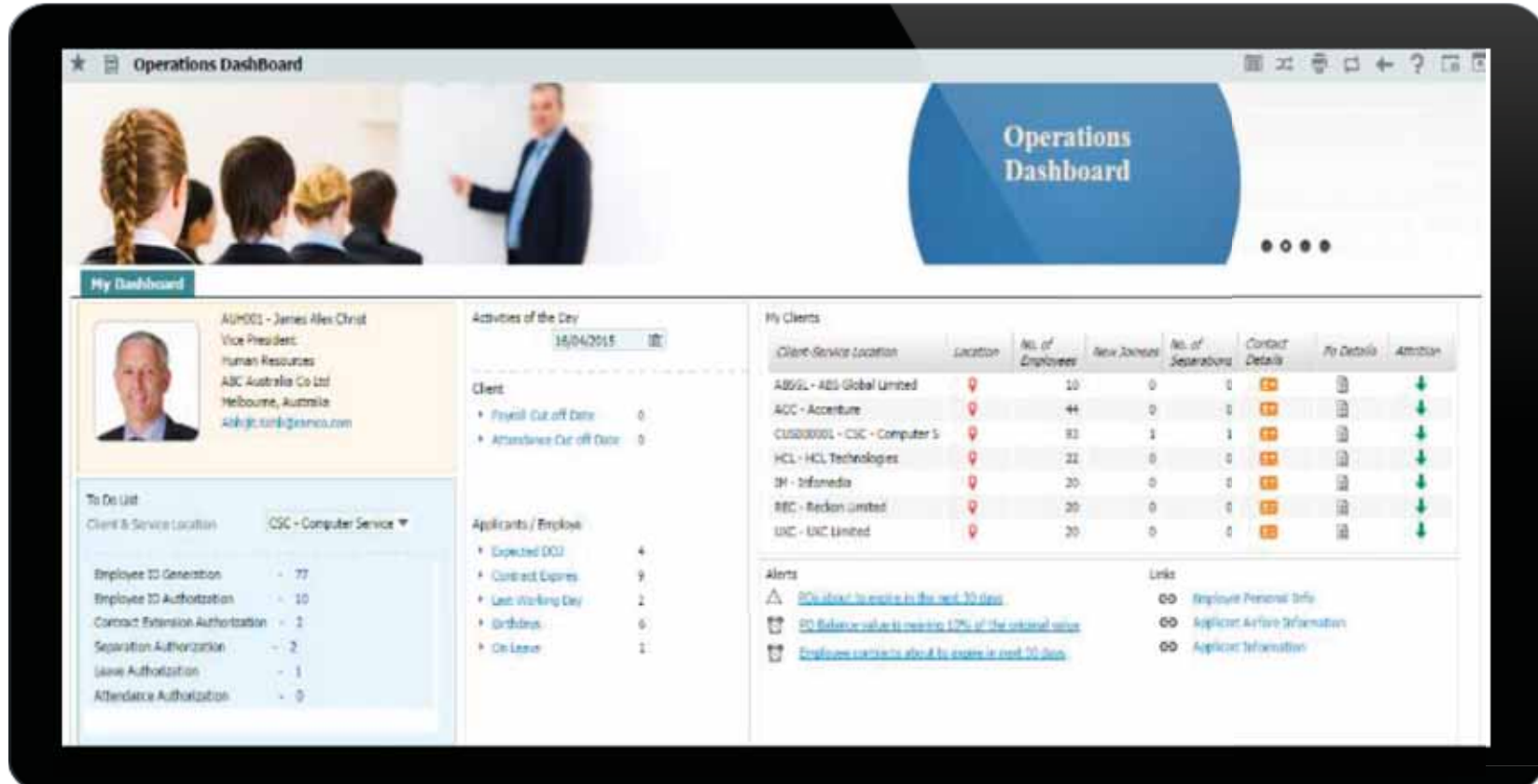
Our Solution



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

Operations Dashboard for Client Managers

Our Solution



A solution that is ready for every Region

Our Solution

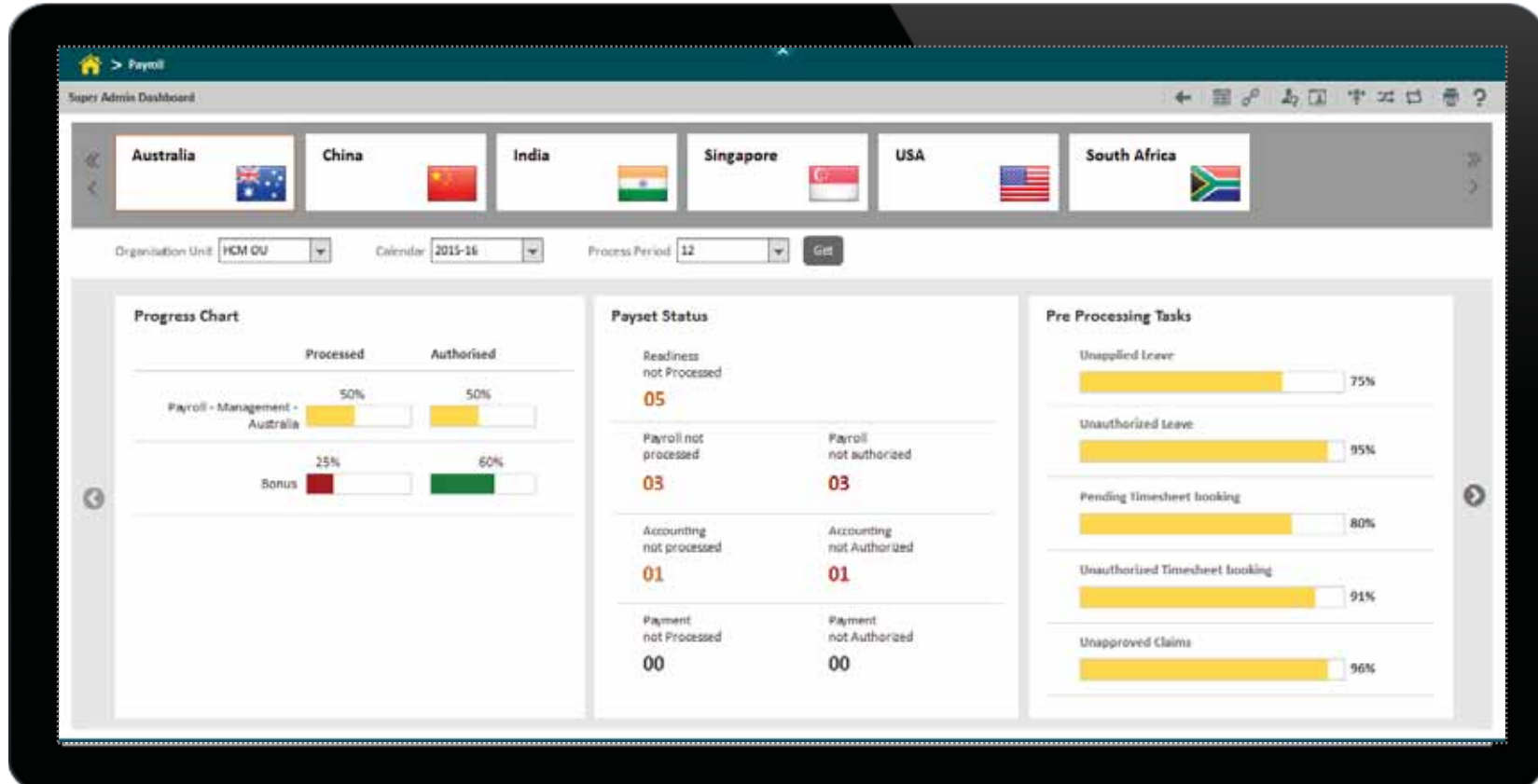


- Preconfigured solution for Multi country Payroll & Finance
- Configurable pay elements & Invoices in different currencies
- A solution supporting International clients
- Varying long term/short term assignments



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



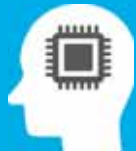
NFC Based



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

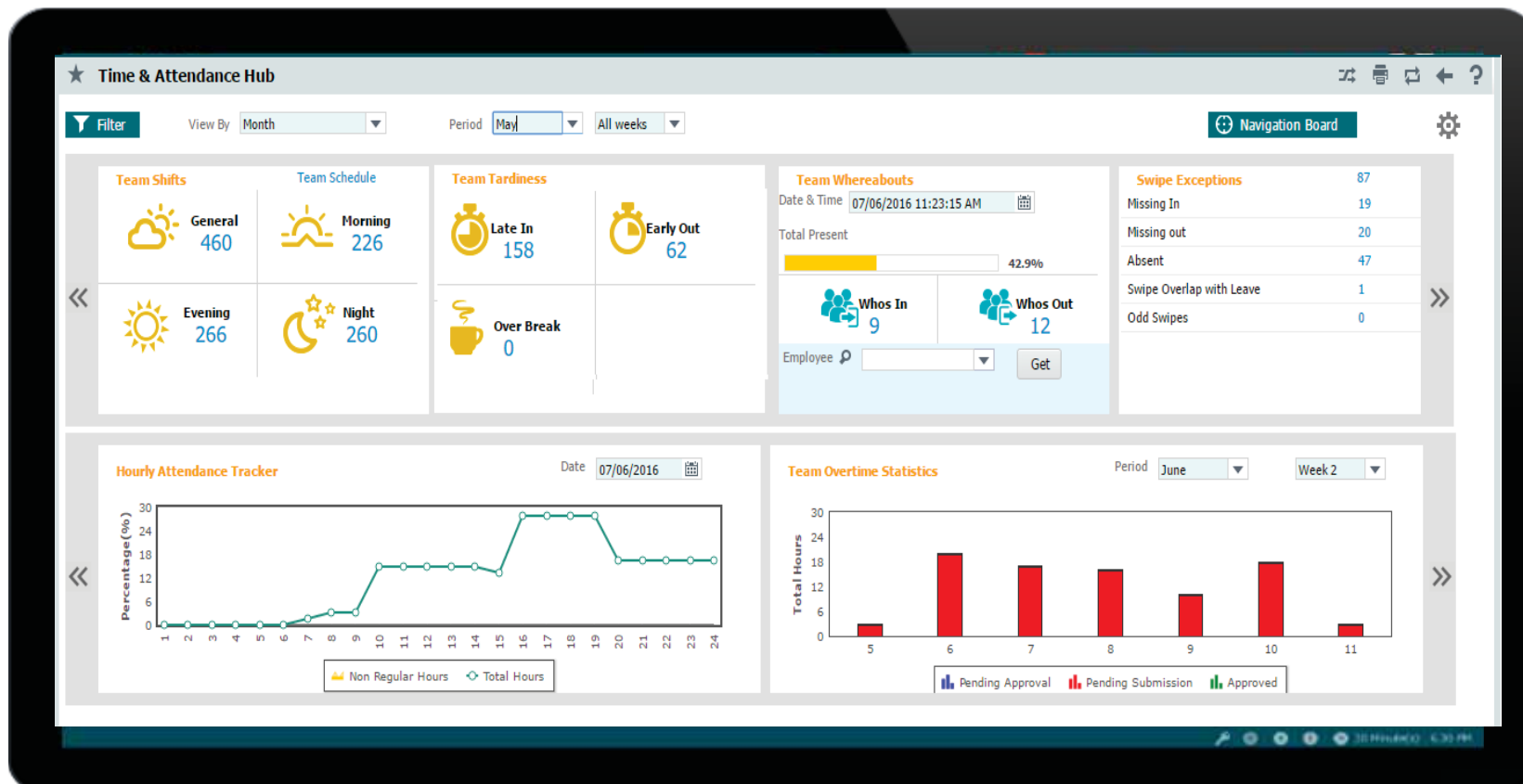


Voice is the New UI

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Dashboard - Time & Attendance Hub

Our Solution



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Expense Booking on the go

Our Solution

- **Expense Requests:**

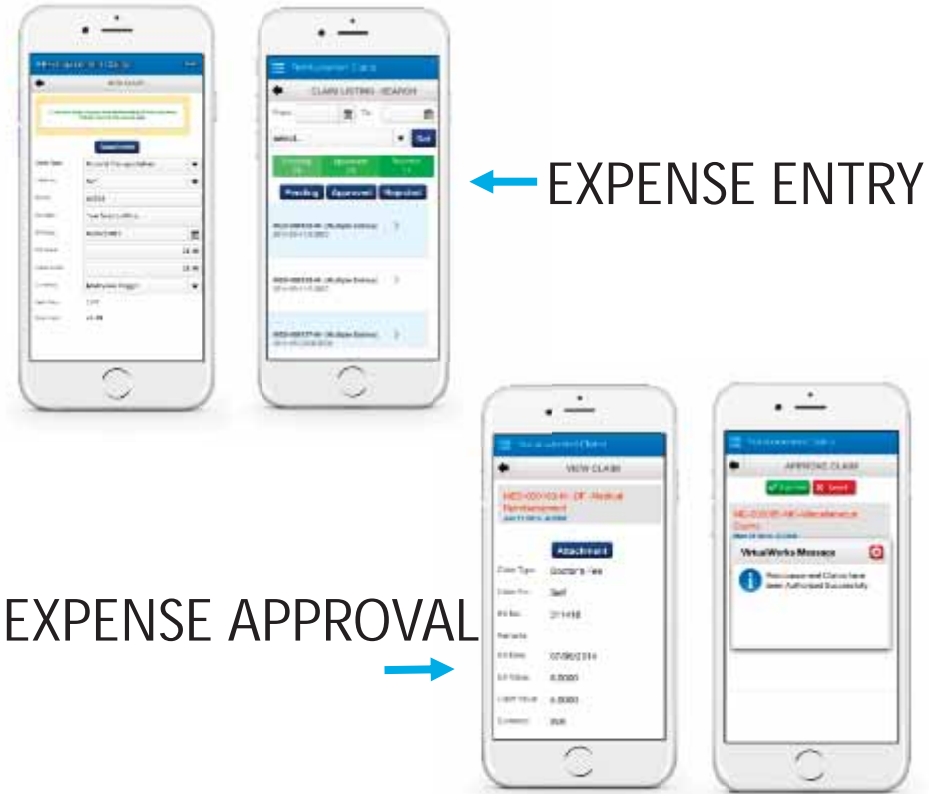
- Desktop and mobile modes
- Bulk entry | Billable and non-billable expenses
- Multi-currency expenses
- Attach receipts
- Credit card integrations

- **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



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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?

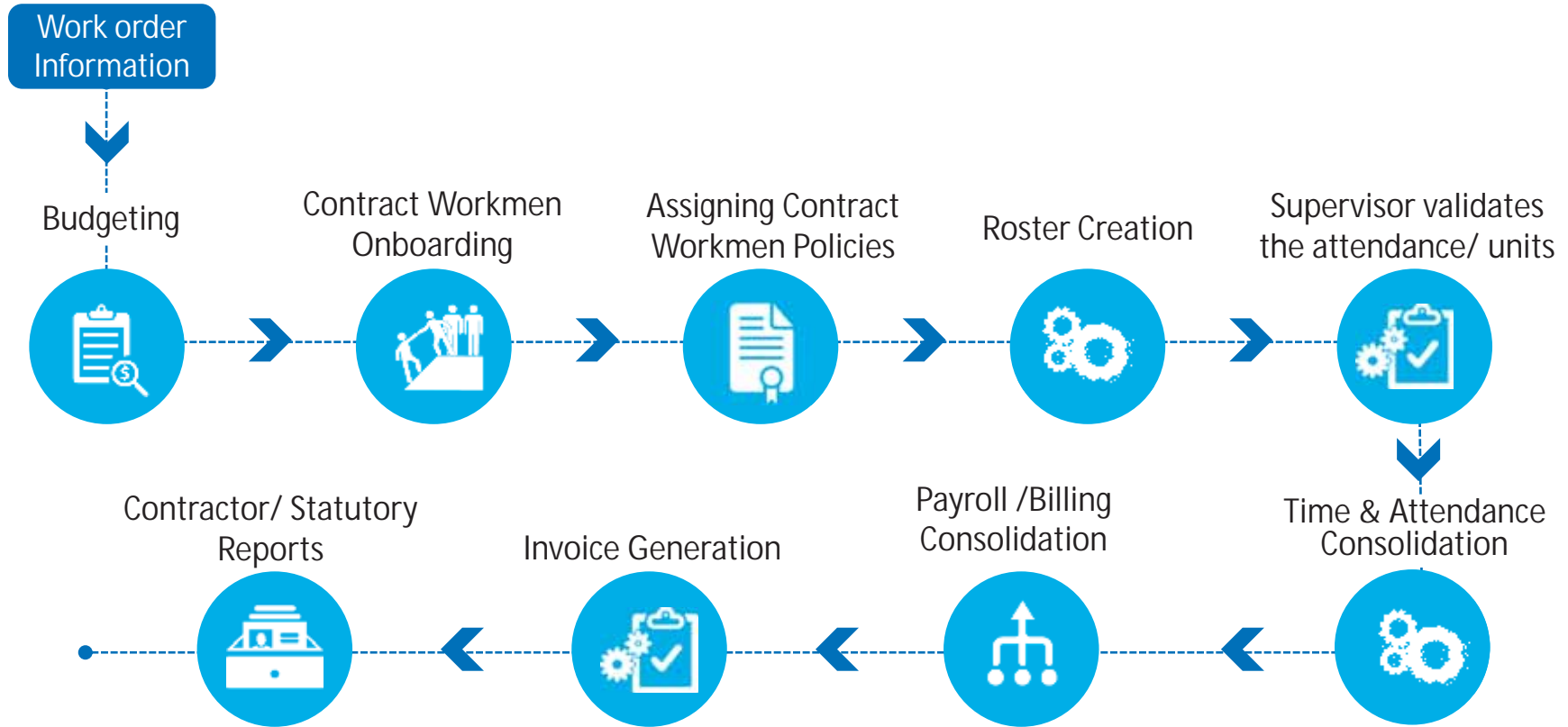
Helps

- 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 Ramco HCM Vendor Portal interface. The top navigation bar includes the Ramco HCM logo, a search bar, and user information for 'Sushil Kumar' (10679 - Senior Executive). The main content area is divided into several sections:

- Purchase Order Summary:** Includes filters for Currency (All) and Period (As On Date). The table below shows a single entry for PO# VJMR/17000/5078/R/450007900.
- Employee Status Summary:** Includes a filter for Period (Month) and a date selector (Dec 2017). It contains sub-sections for Onboarded Employees and Incident Summary.
- Employee Attendance Summary:** Includes a date selector (31/12/2017). The table below shows attendance data for the same PO#.
- Alerts:** A list of 8 alerts regarding POs, compliance, and work orders.

Purchase Order Summary Table:

#	PO#	PO Service Type	Work Station	PO Start and End Date	Total PO Value	Balance Value	Currency	Number of Resources	Statistio
1	VJMR/17000/5078/R/450007900	Unit based	Vijayanagar	07/04/2017 - 31/03/2018	145000	2000	USD	2000	

Employee Attendance Summary Table:

#	PO#	PO Service Type	Work Station	No. of Employees Mapped	No. of Employees Present
1	VJMR/17000/5078/R/450007900	UDC	Vijayanagar	00	00

Alerts Table:

#	Alerts	Count
1	POs for which Invoice not generated	00
2	POs for which Remittance Challan not submitted	00
3	POs for which Compliance not met	00
4	PO Finance value is nearing 95 % of the original value	00
5	Work orders about to get expired (No. of days to be decided)	00
6	Work orders in the worker's absence etc	00
7	Supplier Contribution about to get expired (No. of days to be decided)	00
8	Workmen Certificates about to get expired (No. of days to be decided)	00

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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?

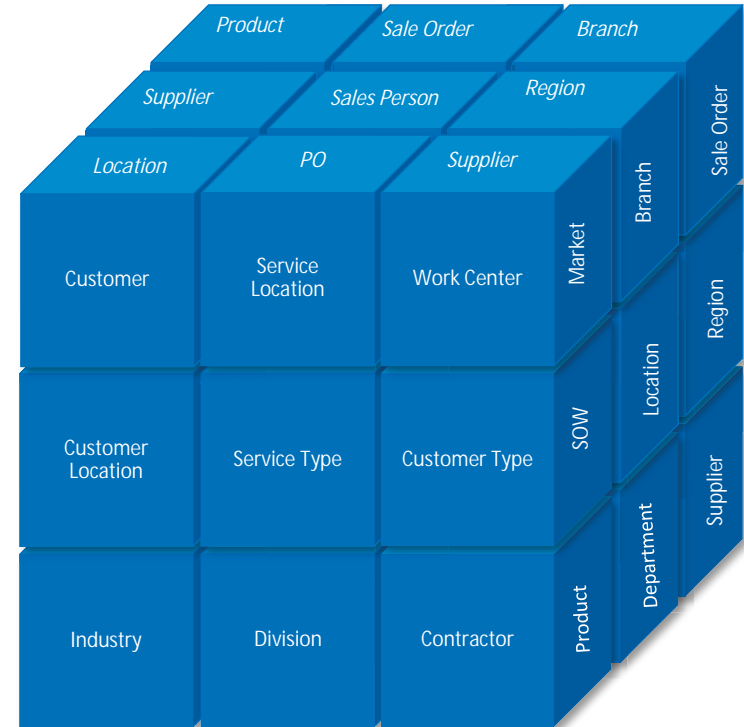
Ramco's Powerful Analysis Capability

Our Solution



Multi dimensional Analysis

Hierarchical view

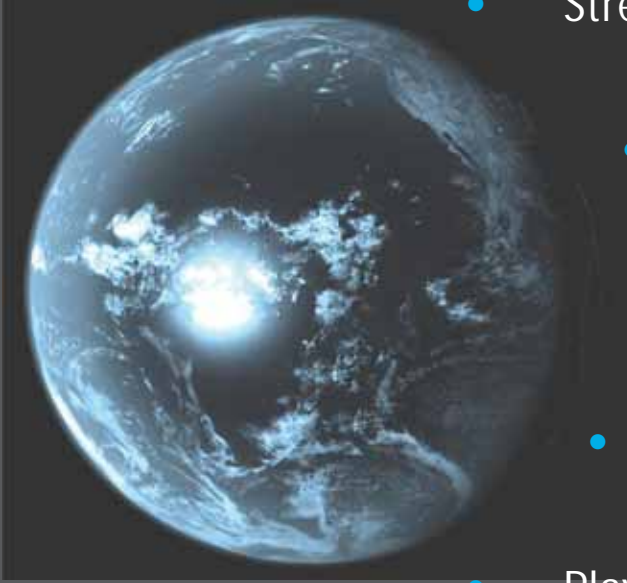


Multi-dimensional Analysis - Examples

Our Solution



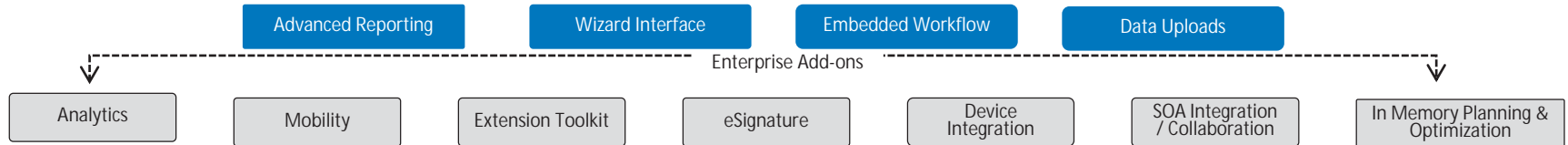
Ramco SRP – Value proposition



- 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		



Flexibility of Deployment Models

On-Premise



Server(s) in Client's

Private Instance
on a Public Cloud



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



Server(s) in Public Cloud

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



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



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

HumanResources
HR VENDOR
OF THE YEAR
2017

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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 Scape: Worldwide SaaS and
Cloud-Enabled Midmarket ERP
Applications 2017 Vendor

The IDC logo, featuring a stylized blue globe icon to the left of the text "IDC" in a bold, blue, sans-serif font, with the tagline "Analyze the Future" in a smaller, italicized font below it.The GPA logo, featuring a stylized blue globe icon to the left of the text "GPA" in a bold, blue, sans-serif font, with "global payroll association" in a smaller, lowercase font below it.

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

The ramco logo, featuring the word "ramco" in a lowercase, blue, sans-serif font.

The Adecco logo is a red rectangle with the word "Adecco" in white sans-serif font.A background image showing three business professionals in an office setting. On the left, a Black man in a light grey suit is seen from the side, 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 from the side, looking towards the center. The background is a bright, out-of-focus office interior with large windows.

- 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



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