



HR-CM (HUMAN RESOURCES & CAPITAL MANAGEMENT)

The "Human Resources & Capital Management" platform is an essential tool for any organization, providing a comprehensive solution for managing employee data and processes. From registering missions and tracking vacation/sick leave to calculating salaries and monitoring penalties, this platform offers a streamlined approach to managing HR tasks. However, its significance goes beyond just basic HR functions as it also plays a crucial role in developing the organization's capital. Through features like employee training and performance appraisal, this platform helps organizations nurture their employees' skills and talents, ultimately contributing to the growth of the company.

People Appraisals View

People List for Appraisals					People Appraisals Items				
EmpID	Name	Photo	LastAppraisalScore	PeopleAppraisalsID	AppID	Weight	Score		
AA-0001	Medhat Zaky		9.17	ML1	Planning and Organization Skills -> Critical understanding of the requirements and scope of jobs	High	9.00		
AA-0002	Abdelrahman Medhat Zaky		0.00	ML2	Planning and Organization Skills -> Organizing people and tasks to achieve specific goals	Medium	9.00		
AA-0003	Mohsen Aly		0.00	ML3	Leadership and Management Skills -> Excellent understanding of the firm's goals and objectives	High	9.50		
AA-0004	Hesham Anwar		0.00	ML4	Professional / Technical Skills -> Able to draw work flow includes the different functionalities that affect the process aspect	Low	9.00		
AA-0005	Kamel Hanafy		0.00						
AA-0006	Mohamed Elkhashen		7.00						
AA-0007	Omar Medhat		0.00	ML11	Planning and Organization Skills -> Critical understanding of the requirements and scope of jobs	High	7.00		
AA-0008	Ahmed farag		0.00	ML12	Planning and Organization Skills -> Organizing people and tasks to achieve specific goals	Medium	7.00		
AA-0009	Hazem Ahmed		0.00	ML13	Leadership and Management Skills -> Excellent understanding of the firm's goals and objectives	High	7.00		
AA-0010	Akram Elsheick		0.00	ML14	Professional / Technical Skills -> Able to draw work flow includes the different functionalities that affect the process aspect	Low	7.00		
AA-0011	Hatem Saad		0.00						
AA-0012	Taysir Bakry		0.00	ML21	Planning and Organization Skills -> Critical understanding of the requirements and scope of jobs	High	8.00		
AB-0001	Karim Hamdy		0.00	ML22	Planning and Organization Skills -> Organizing people and tasks to achieve specific goals	Medium	8.00		
AB-0003	Shadia Islam		0.00	ML23	Leadership and Management Skills -> Excellent understanding of the firm's goals and objectives	High	8.00		
AD-001	Tamer Hussein Ahmed		0.00	ML24	Professional / Technical Skills -> Able to draw work flow includes the different functionalities that affect the process aspect	Low	8.00		

Training Category

TrainingPhoto	TrainingCategoryName	Related TrainingAttendances
	Project Management	Related TrainingAttendances (1)
	SoftSkills	Related TrainingAttendances (1)
	Site Safety	Related TrainingAttendances (0)



Management

The most valuable aspects of this platform is its ability to monitor the overall performance of the HR section. Also, it provides significant advantages for top management, enhancing decision-making, efficiency, and strategic planning. It allows reporting of the workforce performance, productivity, and HR metrics, and Identifies patterns in employee engagement, turnover, and workforce demographics. Also, monitor salary expenses, overtime, and benefits to optimize budget allocation. The platform measure employee productivity and identify high-potential employees and enhance the Talent Acquisition & Retention by Improve hiring processes and reduce turnover rates. Moreover, it improves the planning process by Forecast staffing needs and align HR strategy with business goals.

Integration with other systems : The platform is integrated with google forms for Questionnaire. Also, is it integrated with PM & Budget control and CRM platforms.

About OASN Solutions

OASN Solutions is IT technology provider in general and platform Development company specialist in Web and Mobile Applications. We identify market needs and develop state-of-the-art tools to address those needs. We focus on usability, agility and simplicity with a global vision to cover the needs of different markets.

Platform

- HR and CM is a Web application for Human resources processes based on Cloud Access (no on-premises installation, servers or database)

- is accessible by browser vis Internet and Mobiles (supporting iOS and Android)

- English Language

- Zero downtime

- Credibility of Google technology and support services

V1.0



How the HR-CM platform operates?

Requirement
Internet access

Technical Support
- Through email or direct feedback
- Reply within 48 hours
- Urgent cases within 24 hours

Contact Information
www.OASN-Solutions.com
info@OASN-Solutions.com

People absent records

Type	VacationDate	Consumed
Abdelrahman Medhat Zaky		
Late	01/06/2024	0.50
Day-off	04/05/2024	1.00
Day-off	03/05/2024	1.00
Day-off	02/05/2024	1.00
Day-off	01/05/2024	1.00

Setup

- Department hierarchy and HR records.
- Offices & sites boundary
- Training categories
- Jobs and appraisal items
- Payroll items

Operation

- Store personnel record details with photo copy of official documents
- Registering of attendance records by GPS or by attendance machines integration according to the organization request.
- Registering vacation and mission records
- Able to apply services requests and To-Do list
- Performance appraisal and evaluation
- tracking of applicant's process and on-boarding actions
- Apply punishment
- Dashboard and KPIs

Onboarding List

Electrical Dept 1

tamer.Hussein@dummy.com
AD-001

Tamer Hussein Ahmed
Junior Engineer in Electrical Dept

Job Description , Quality session , HR session

NEW HIRED - RECEIVED THE REQUIRED ITEMS/ORIENTATION

sick leave request approval

By	DeliveryDate	Status
Abdelrahman Medhat Zaky	18/10/2024	Pending
Medhat Zaky	21/10/2024	In Progress
Medhat Zaky	20/10/2024	Completed
Shadia Islam	23/10/2024	Pending



Targeting

- Human resources sectors, organization administration and management teams

Free trail

- Try the whole platform for free for 10 days

Economic

- It's a rent deal, pay as you go

AVAILABLE SERVICES

- Implementation & Training
- Data Migration
- Technical Support

