



Absolute Solutions

Integrating IT & Minds Together

Kingdom of Saudi Arabia. Lebanon. Dubai. Pakistan. United States. Canada

HUMAN RESOURCE WORKFLOW MANAGEMENT SYSTEM

AUTOMATE HR PROCESSES TO STRATEGICALLY ALIGN HUMAN CAPITAL FOR MAXIMUM EFFICIENCY AND PROFITABILITY.

Effective management of human resources is essential for success regardless of the size or specialty of the enterprise. Processing large amounts of data required for integrated and efficient HR management becomes problematic if done manually or through stand-alone systems.

Absolute Solutions Human Resource Workflow Management System automates the entire process, from recruitment to retirement, enabling organizations to strategically align their resources for maximum profitability and operational efficiency. Backed up by HR experts and acclaimed by world's renowned enterprises, our Human Resource Solution keeps your organization right on the top with confidence to cater to all real- life scenarios.

Salient Features

Training Management

The Training Management module enables HR to track education and technical qualifications of employees. The module approves trainings per assigned budgetary and performance concentrates which can then be triggered and delegated via one point unified interface.

Goal Based Evaluation

Goal Based Performance Evaluation allows departmental heads and HR to allocate and track development goals at granular level. Interactive reporting mechanism visually highlights performance against pre-determined expectations. The system identifies need for another training or due evaluations and generates an automated recommendation. The system supports Goal based evaluation (full cycle based on one complete year).

Core Competencies & High Potential Evaluation

HR Workflow Management carries out evaluations based on specific criteria identified by management for selected candidates. High Potential Evaluation highlights automated algorithmic assessments, based on achievements, improvements, feedback and ability to

cope with challenges. 360 degree high potential evaluation (Hay model).

I-Recruitment

The I-Recruitment module provides a central repository for management of company's recruitment process. Module facilitates HR teams to attract potential candidates for available positions from inside or outside of organization. Integration with Oracle and Sharepoint Portal.

Manpower Career Planning & Budgeting

Man Power Career planning (planning, budgeting, execution, tracking, integration with HRMS)

Time Management

The Time Management module gathers information from a variety of sources to produce employee productivity and cost analysis metrics. Data may be collected from a variety of RFID and Biometric options which can be integrated with the system. Integration with HRMS with BI reporting structure integrated with the Oracle & Sharepoint Portal.

Decision Support & Reporting

All system modules are DSS based (Decision Support Systems) equipped with KPI's , graphs and dashboards to furnish the top management reporting needs and analytical requirements for timely decisions. Modules are integrated with self-services and there is a proper BI (Business Intelligence Reporting layer) This BI reporting layer provides a complete range of graphs and dimensional reporting structures for analysis and forecasting based on the trends of the data mining. The system also provides Administrative Module to manage user roles and approval hierarchies.

System Architecture

The architecture is open source based on J2EE environment using three tier architecture and Oracle at the back end. The whole system is developed in KSA and Pakistan and can be customized based on organizations approval hierarchy with immediate effects onsite, since the development team is physically there to customize and implement the changes. The details of every module can be provided in a formal presentation or upon request.

Integrate Information. Automate Processes.

Simplify Management

Contact Us

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