



EMPulse HRIS: The Complete package of your *Workforce Management*

A highly customizable SaaS solution designed by HR professionals to automate organizations and empower global workforces.

Kazi Md. Shakawat Hossain
Managing Director
HR Automation



EMPulse Human Resources Information System

Overview of Key Features, Development & Maintenance

A hospitality-based HRIS software certified by Marriott International, designed and maintained by HR Automation Ltd.



Comprehensive HR Management

End-to-end HR processes in one integrated platform.



Data-Driven Insights

Powerful reporting and analytics for smarter decisions.



Secure & Scalable Platform

Built for reliability, security, and future growth.



Bridging the gap between HR strategy and *IT efficiency*

EMPulse was born from the practical needs of HR veterans to eliminate paperwork and foster systematic growth.



Mission-Driven Automation

Provides technical assistance to Human Resources divisions, meeting all data, record, and information management needs.



Expert Foundations

Developed by HR Automation Ltd (est. 2005), a team combining academic HR excellence with professional IT expertise.



Strategic Focus

Moves HR teams away from shuffling paperwork and toward empowering employees and creating long-term organizational visions.



Eco-Friendly Initiative

Built on a "Paperless Concept" that supports green world initiatives by digitizing traditionally manual processes.

The only HRIS certified by *Marriott International*

Rigorous international audits confirm that EMPulse meets the highest global standards for security and functional integrity.

1. **Unrivaled Security**

Passed a rigorous system security and functionality audit by Marriott's international IT team.

2. **Proven in Hospitality**

Currently operating in renowned hotels, production facilities, and manufacturing industries worldwide.

3. **Professional Recognition**

Awarded the BSHRM member management system project, representing the peak of HR associations.

4. **Trust & Support**

Backed by positive feedback regarding after-sales service and support via Anydesk, Skype, and phone.

VALUE PROPOSITION

Why Industry Leaders Choose *EMPulse HRIS* Above Others

Combining international security certifications with seamless integration to deliver a robust, bug-free, and fully customized HR experience.

1.

Global Security Standards

The only software certified by Marriott International following a rigorous system security and functionality audit.

2.

Integrated Ecosystem

All modules are interconnected to eliminate data duplication and repetitive manual work across departments.

3.

Zero Infrastructure Cost

Cloud-based hosting in Texas, USA, means no local server setup is required—just purchase and start operating.

4.

Unrivalled Support

Real-time assistance via phone, Anydesk, and physical presence, backed by a team that converts your legacy data for you.

Infrastructure: *Cloud-Based* Global Accessibility

Leveraging internationally renowned secure cloud servers in Texas, USA, for high-speed, 24/7 operations from any device.



USA-Based Hosting

All source files and databases are hosted in a secure, world-class data center environment.



Freedom of Accessibility

Operate the full suite from desktop, tablet, or smartphone without software installation.



Security Protocols

Built using PHP, CodeIgniter framework, and SQL Server with advanced password protection.



Operational Uptime

Cloud hosting ensures zero local server downtime and eliminates internal IT maintenance.

A Modular Approach to *Full-Spectrum* HR Management

EMPulse scales with your needs, offering a professional suite of tools that cover everything from recruitment to retirement.

Administrative Core

Robust access controls with menu, sub-menu, and pop-up menu levels for secure data handling.

Operational Excellence

Integrated modules for Leave, Attendance, and Payroll that talk to each other in real-time.

Analytics & Planning

Built-in tools for HR budget forecasting, attrition tracking, and comprehensive MIS reporting.

Specialized Functions

Custom modules for hospitality like Uniform Management, Staff Cafeteria, and Employee Medical Centres.

CORE FEATURES

Centralized management with the *Employee Master*

The core engine of EMPulse tracks every detail of the employee journey with digital precision, disciplinary and employee life cycle.



Employee Profiles

Stores personal, contact, financial, training, and employment history alongside family and dependent info.



Digital Filing System

All documents are kept on the server with auto-indexing, allowing for instant retrieval, viewing, and re-printing.



Organizational Visibility

Features a dynamic HR dashboard, organization charts, and reporting relationships across divisions and sections.



MIS & Reporting

Generates essential reports for joining, separation, confirmation, and monthly birthdays with multi-location filters.

Talent Management: Streamlining the *Acquisition Journey*

Empower your recruitment team with automated approval workflows, CV banks, and instant document generation.

Requisition Workflow

Create and approve recruitment, transfer, and promotion requests entirely online.

Document Automation

One-click generation of Offer Letters, Appointment Letters, and Joining Reports to save administrative time.

CV Bank & Search

Build a searchable database of candidates with multi-level filters to find the right talent faster.

Position Control

Monitor Manpower Budget vs. Actual figures with automated variance reporting to manage headcount effectively.

Building future skills with *Talent Development*

Transform training from a routine task into a strategic asset with automated reminders and efficiency checks.

Training Needs Assessment

Conduct TNA based on performance management data to identify and close individual skill gaps.

Logistics Management

Manage training rooms, venues, and participant registrations through a centralized yearly calendar.

Automated Invitations

Send invitations and reminders via email automatically, ensuring high attendance and engagement.

Impact Analysis

Collect training feedback and perform efficiency checks to ensure your L&D budget delivers a return.

Precise *Attendance Tracking* and time office control

Integrate with biometric hardware or use mobile geofencing to ensure accurate workforce presence.

Biometric Integration

Seamlessly interfaces with RFID, fingerprint, and barcode readers to import attendance data instantly.

Mobile Geofencing

Collects punch-in/out data with precise longitude and latitude, representing real-time location on Google Maps.

Shift & Roster Management

Create complex duty rosters, manage night shifts, and handle multiple locations with ease.

Automated Compliance

Calculates overtime, late arrivals, and early leavers automatically to ensure labor law compliance.

Leave Management: Paperless Approvals in a Single Click

Eliminate manual paper trails with a rule-based system that handles everything from casual leave to encashments.



Automated Rules
Setup custom leave names, amounts, carry-forward rules, and suffix/prefix options for annual/sick leave.



One-Click Approval
Employees apply online; supervisors and HR approve with a single click, updating balance records.



Real-Time Visibility
View present leave status (Current month, YTD, Balance) for all employees at a glance.



Financial Accuracy
Prepares leave journals and manages deductions for late attendance automatically to keep payroll in sync.

Payroll Management: Accurate, *Compliant*

Reduce repetitive tasks and ensure tax compliance with a payroll system integrated directly into HR records.

1.

Complex Calculations

Handles Arrears, Overtime (as per labor law), Festival bonuses, Incentives, and

2.

Tax & Compliance

Automated Income Tax setup, plus management of Provident Funds, Gratuity, and End of

3.

Financial Control

Generate Journal Vouchers, Salary Sheets, and bank advice reports with reconciliation against

4.

Loan Management

Automated scheduling of loans and advances with direct deduction from monthly

5.

Journals

Payroll Journals are now just a click away. Supports export in different formats.

6.

OT & Allowances

OT, Holiday, Night, Shift allowance, Performance incentives, Bonus, Reimbursements apply in payroll

7.

PF Management

Provident Fund deduction, statement for employee, yearly profit distribution etc

8.

Payroll Audit

Handles audit, reconcillation, varriance report, historical data comparison etc.

PMDS: Driving Performance through *KPI Excellence*

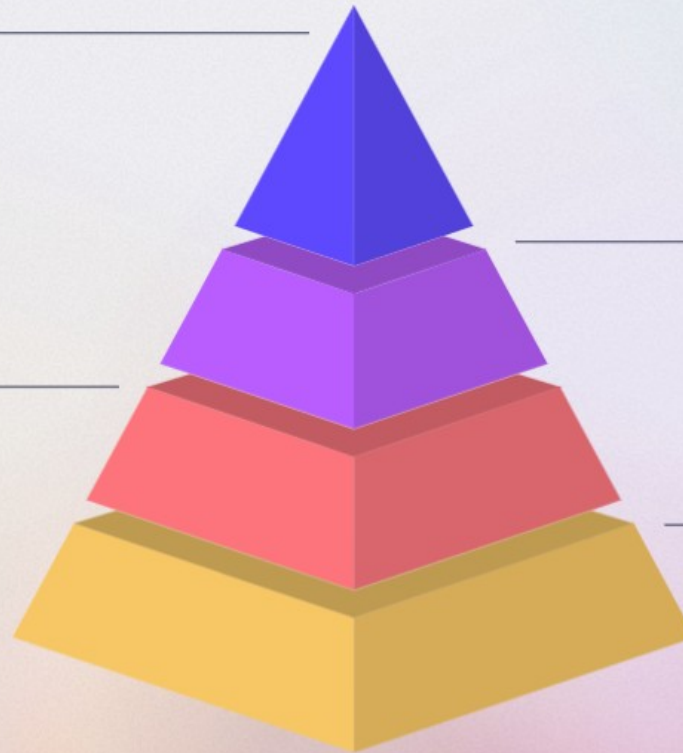
Align employee goals with organizational vision using a systematic evaluation process and rating benchmark tools.

KPI Evaluation

Define goals based on
Functional and Behavioral
competencies.

Bell Curve Mgmt

Automated rating
distribution to ensure
fair assessment.



Multi-Level Review

Systematic appraisal from
self to supervisor and
Dept Head.

Financial Impact

Run "What-If"
scenarios before final
management approval.

Staff Clinic: Prioritizing *Employee Health* and Wellness

Manage internal medical centers with drug inventory tracking and prescription history for better associate care.

1.

Inventory Control

Register drug names, manage purchase records, and track expiry dates for medical safety.

2.

Prescription Mgmt

Create digital prescriptions and record drug issuance within medical bill limits.

3.

Sick Leave

Issue and track sick leaves directly through the module to monitor health trends.

4.

Financial Tracking

Settle medical bills and process payments within the system for transparent spending.

EMPLOYEE EXPERIENCES

Self-Service (ESS): Empowering the *Independent* Employee

Reduce HR's burden by giving employees direct access to their own data and common tasks.



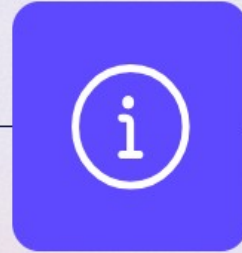
Personal Portal

Employees can view their own CV, digital pay slips, attendance history, and duty schedules 24/7.



Application Center

Apply for leave, send requests for info changes, and track the status of applications in real-time.



Information Hub

Read HR policies, view notice boards, and register for upcoming training events.



Secure Access

Password management and real-time help features to minimize physical visits to HR.

Manager's Board:

Operational Oversight

Give your leaders the tools they need to approve tasks, monitor attendance, and manage their teams effectively.



Task Control

Centralized board to approve/reject tasks, oversee rosters, and initiate manual attendance.



Live Monitoring

Track subordinate attendance, late arrivals, and absent days from a single high-level dashboard.



Appraisal Readiness

Directly setup performance reviews and enter training info conducted at the departmental level.



Resource Management

Upload training plans and send nominations for courses or events for the entire team.

Total security with *Administrator Functions*

The HR Manager maintains full control over the system's access levels, approval flows, and data integrity.

1.

Granular Permissions

Set location-wise authority and user groups with specific menu and action access.

2.

Audit Trails

Monitor access and email logs to ensure system security and organizational accountability.

3.

Delegation of Authority

Transfer approval rights during staff absence to prevent process bottlenecks.

4.

Disaster Recovery

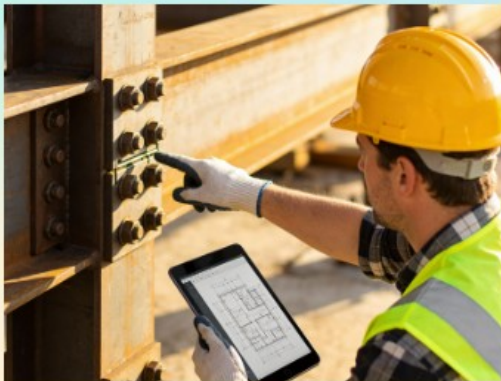
Manage scheduled and manual database backups for system testing and training.

Quantifiable **Bottom Line** Benefits

EMPulse isn't just software; it is a tool to enhance business portfolio value by reducing costs and time.

Man-Hour Recovery

Reduces loss of productive time by providing information access anywhere, reducing the need for HR visits.



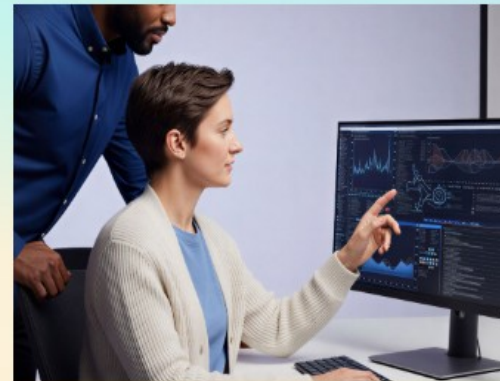
Cost Avoidance

Prevents food wastage in staff cafeterias and excessive drug issuing in medical centers via system limits.



Accuracy Gains

Eliminates repetitive manual data entry, ensuring payroll and financial journals are 100% accurate.



Operational Speed

Online approval and digital signing systems protect against lost paperwork and speed up HR functions.



OPERATIONAL EXCELLENCE

Efficiency Gains: The *Impact* of Integrated HRIS

Automated EMPulse reporting transforms the speed and accuracy of your HR division.



Eliminate Repetition of work

Integration between attendance, leave, and payroll eliminates the need for double-entry of data.



Audit & Compliance

Historical data and approval logs will help your system audit process, ensure compliances.



Time Reclaimed

Digital filing and ESS allow HR staff to focus on employee relations and strategic vision over paperwork.

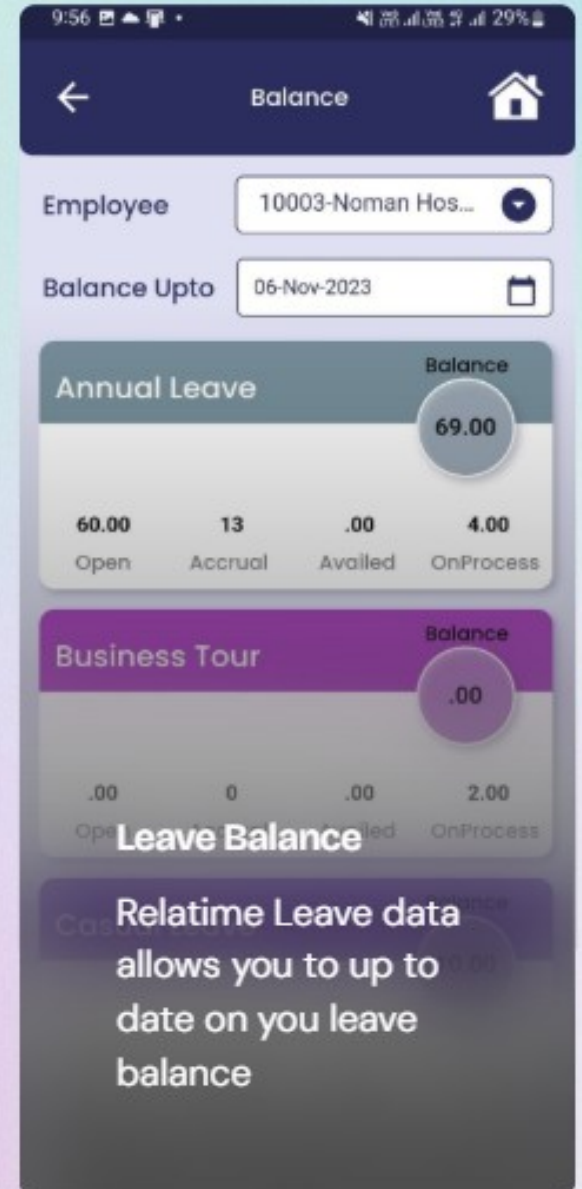
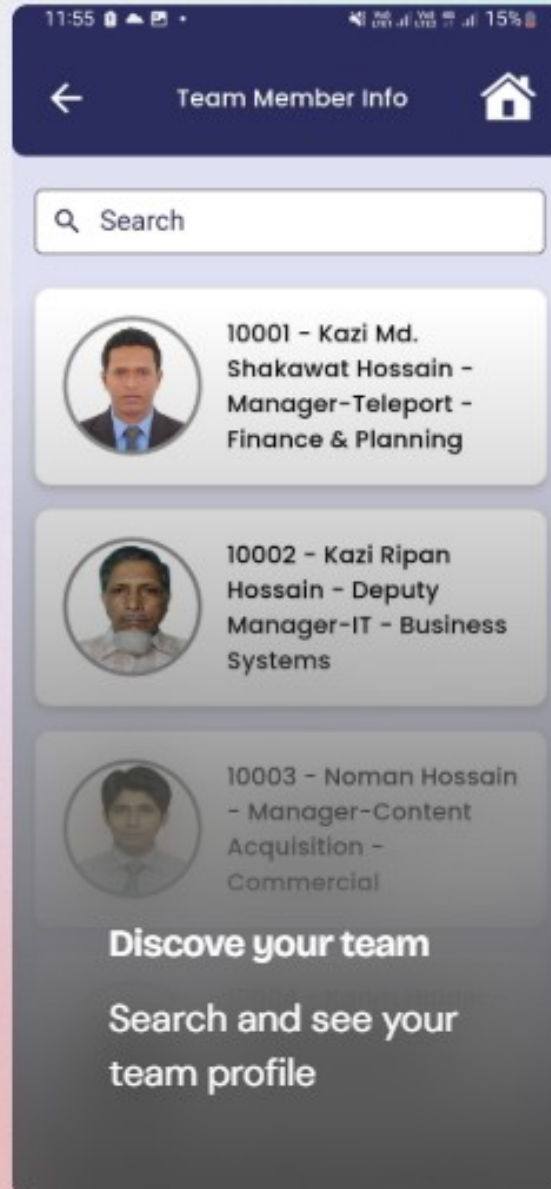
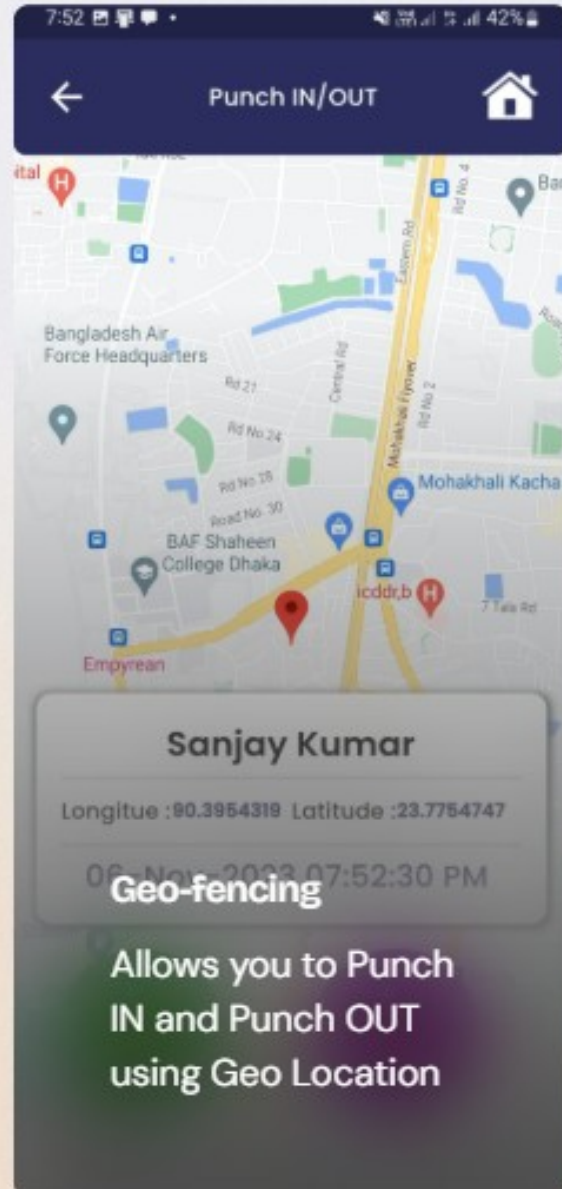
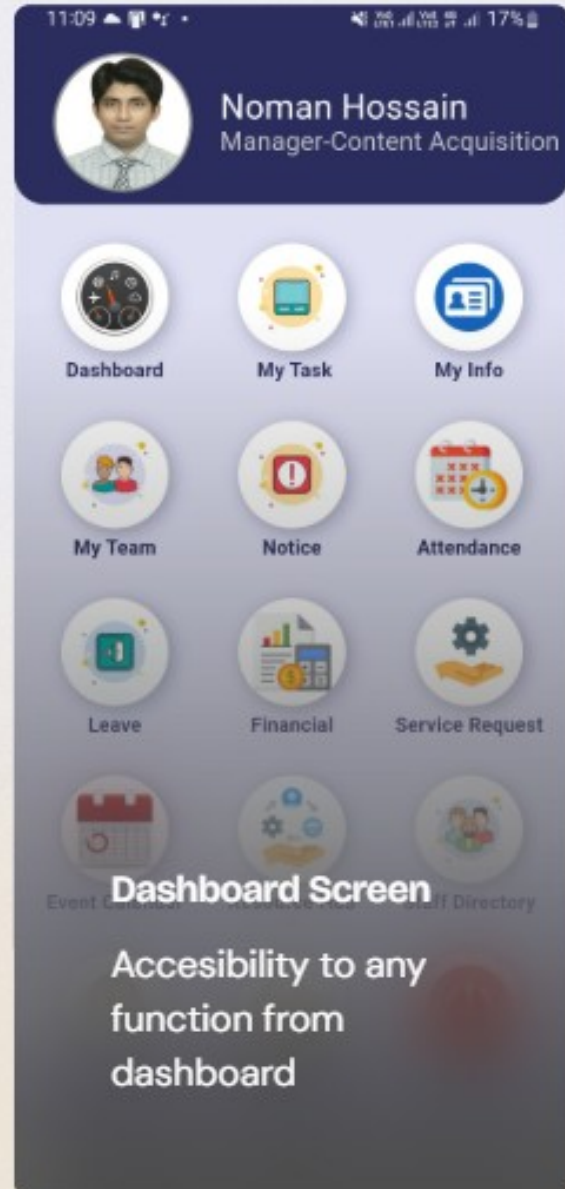


Decision Support

Real-time access to MIS reports ensures management has accurate data for manpower planning and budgeting.

Mobile Version: everything at your fingertip

No matter where you are, our mobile version allows you to use EMPulse HRIS while roaming...



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No matter where you are, our mobile version allows you to use EMPulse HRIS while roaming...

12:26

Overtime Statement

Employee: 10003

Salary Month: May-2023

20.00 OT Hours

52.40 OT Rate

1048.08 OT Amount

Paid Payment Status

Test Remark

OT Hours and Pay

Automated OT Calculation system

12:19

PaySlip

Salary Month: December-2022

Business Communications Ltd (Abash BTH)

Pay Slip for month of December-2022

Employee ID	10003	Employee Name	Kazi Hader
Designation	Area Sales Manager	Function	Finance
Joining Date	01 December 2014	Employee Category	Permanent
Bank Name	The City Bank Limited	Account No	10345
ETRN	0780	Monthly Salary	8007.5.00
Post Salary Slip	01	Salary Date	December 26, 2022

Earnings	Amount	Deductions	Amount
Basic Pay	1.00	Income Tax	0.00
House Rent	2.00	Salary Advance	0.00
Conveyance	3.00	Excess Mobile Bill	0.00
Medical	4.00	Carpeted Bill	0.00
Monthly Allowance	7.00	Other Deduction	0.00
Area Addition	0.00		
Insurance	10.000.00		
High Staff Allowance	0.00		
Taxi	10.000.00		
Provision Bonus	0.00		
Retention Allowance	0.00		
Postponed Allowance	0.00		
Other Earnings	0.00		
Total Earnings	0.00	Total Deductions	0.00

Net Payable: 8007.5.00

Remarks:

View your payslip from anywhere

12:31

My Tasks

Deselect All

Annual Leave from 09 Sep 2025 to 09 Sep 2025 for 1.00 day(s)

Remarks : Task ID: 210

Pending To : 100001 - Kazi Md. Shakawat Hossain

Approve Preview Reject

Task Review

100003 - Md. Barek Paik

Leave Application

Annual Leave from 22 Sep 2025 to 22 Sep 2025 for 1.00 day(s)

Remarks : Task ID: 211

Pending To : 100001 - Kazi Md. Shakawat Hossain

Approve, view, reject tasks awaiting at your taskbar

8:17

EMPulse HRIS

Empowering People :: Streamlining HR

100001

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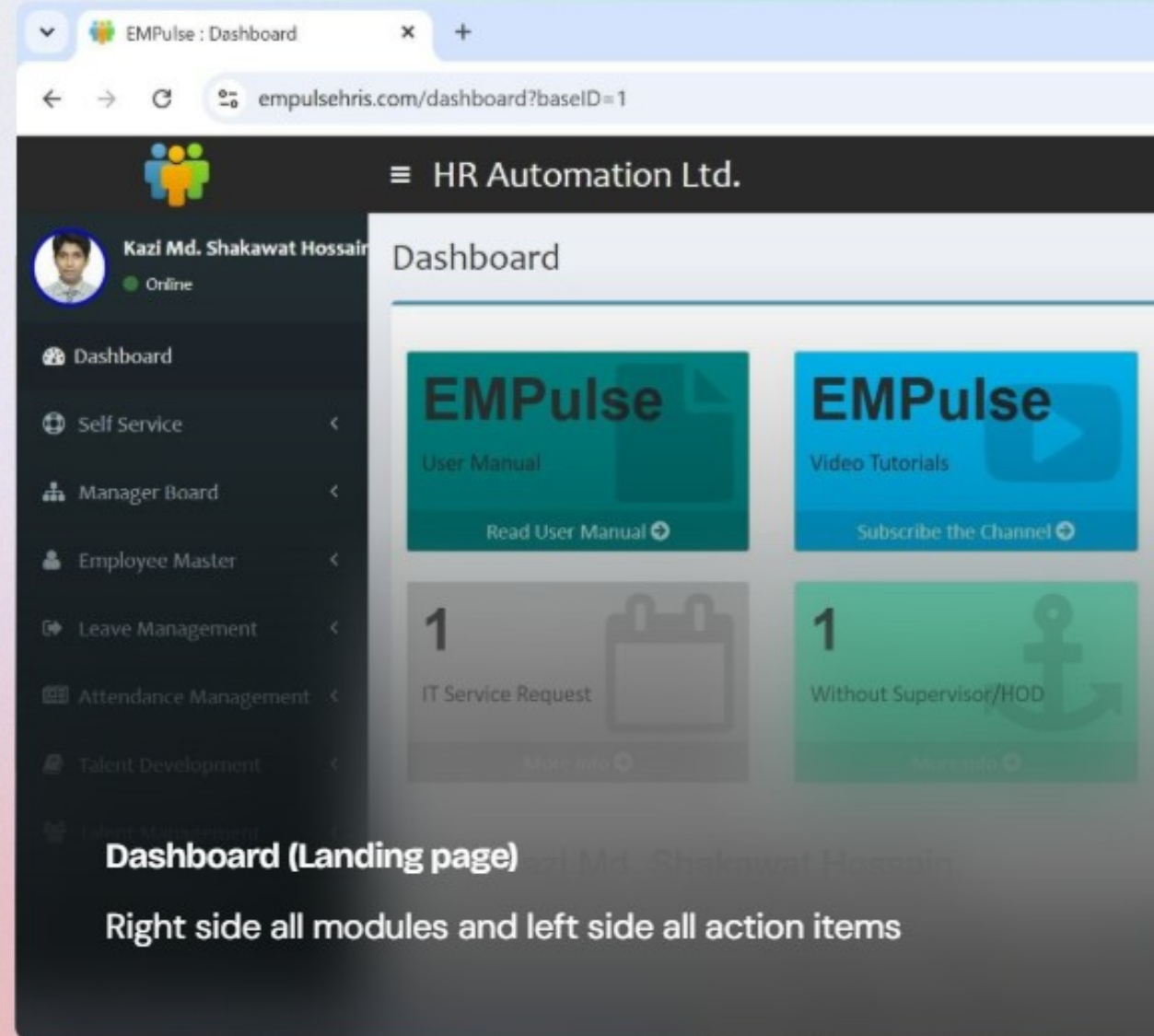
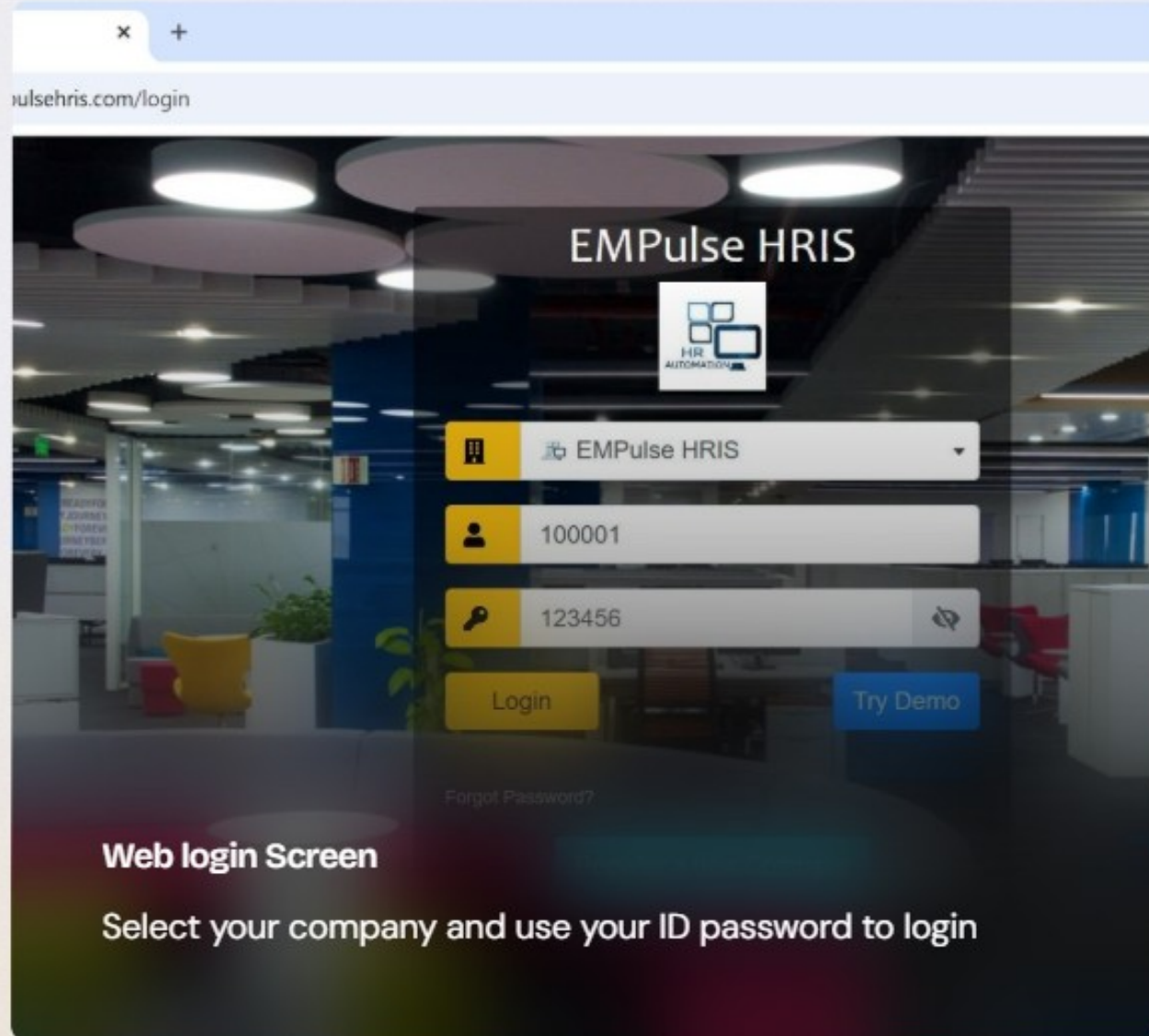
Forgot password

Login Screen

Use your User ID and Password to access in the system

Web Version: responsive user interfaces (UI)

Cloud based web version hosting allows you to use EMPulse HRIS through any browsers



Experience EMPulse with a *live demonstration*

Connect with our expert team to see how
EMPulse HRIS can be fully customized to your
business needs.



Head Office

548, Shaheenbagh,
Tejgaon, Dhaka,
Bangladesh.



Direct Contacts

+88 01716 017 126 | +88
01717 061 355



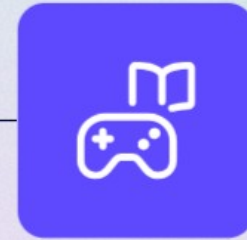
Digital Channels

info@empulsehris.com |
www.empulsehris.com



Mobile Access

Apps available on Google
Play Store and Apple App
Store for real-time
geofencing.



Try it Now

Use Demo User ID
100001 and Password
123456 at
empulsehris.com.

Enterprise *System Requirements*

A scalable infrastructure designed to perform optimally across various hardware configurations.

Component	Server Requirement	Client PC Requirement
OS	Windows Server 2022+	Windows 10 or higher
Processor	16+ Quad Core (3.5 GHz+)	3.5 GHz Core i5+
Memory	64 GB RAM minimum	8 GB Recommended
Storage	2 TB+ NVMe	540 GB available
Network	1000 Ethernet / 10Mbps	10/100/1000 LAN

Thank YOU

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