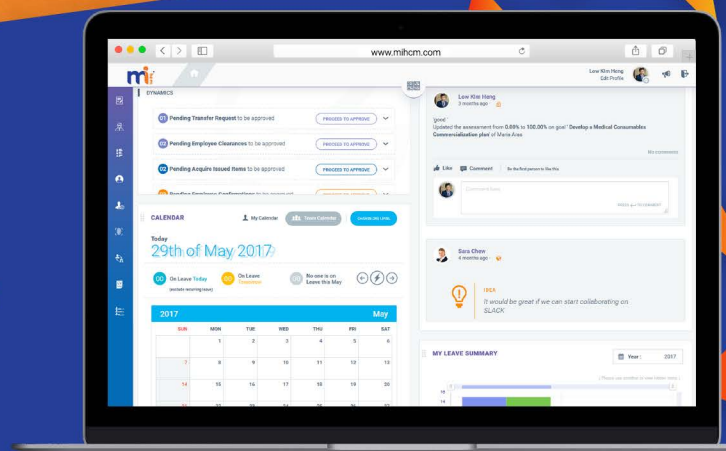
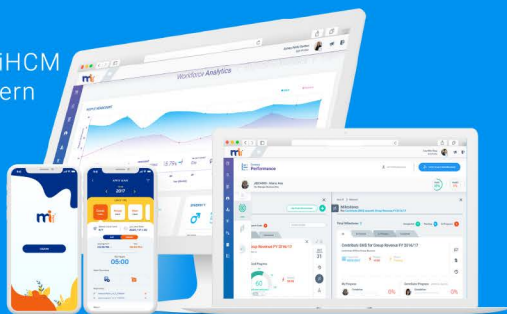


POWERING DIGITAL TRANSFORMATION OF HUMAN CAPITAL MANAGEMENT

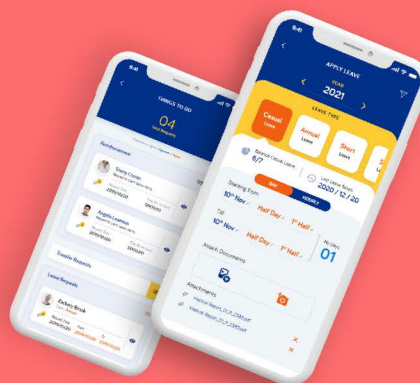


KEY HIGHLIGHTS

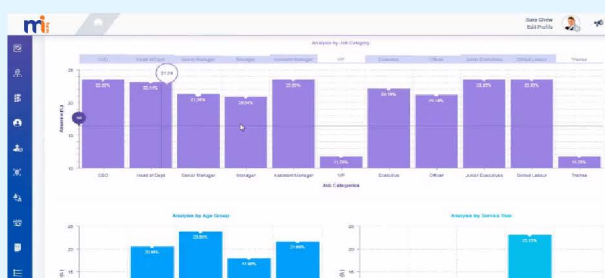
Enterprise Class MiHCM delivered with modern consumer grade User Experience



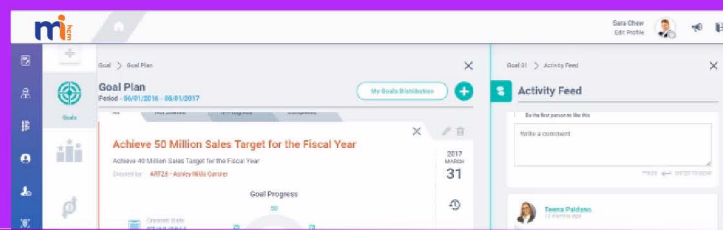
Mobile First HR service delivery



Make confident business decisions with contextualised & real-time insights.



Enhanced employee engagement powered by Social

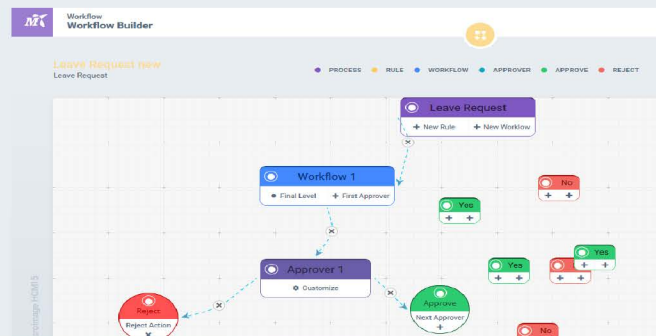


Maximum Privacy & Scalability with Microsoft Cloud Infrastructure

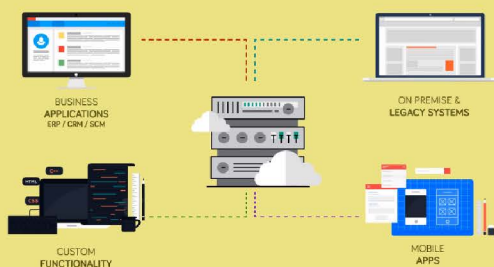
Powered By
Windows Azure



Highly configurable advanced workflow builder



Make your HR system seamlessly integrated with 3rd party applications using MiHCM API's



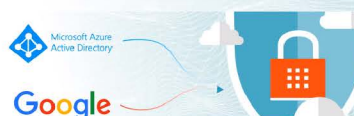
Modular Seamlessly Integrated Functionality



Gain access to new enhancements & feature updates of MiHCM



MiHCM is integrated to leading enterprise identity providers (Google, Microsoft, etc.)



MIHCM FOR ENTERPRISE

Employee Experience



MIHCM
Mobile



MIHCM
Self-Service on Web



MiA Assistant for
Microsoft Teams



Kiosk



Workforce Management

MIHCM
Core



Employee
Dynamics



Payroll



Time &
Attendance

Add On



Evia Sign



Employee
Profile



Employee
Self-Service



Organisation
Charts



Leave and Absence
Management



Talent Management



Performance
Management



Compensation
and Benefits



Employee
Engagement



Succession
Planning



Talent
Acquisition



Learning
Management



Ziksa

Data & AI

Standard



Standard
Reports



Advanced
Query Builder



Workforce Analytics
& Dashboards

Add Ons



MIHCM
SmartAssist



MIHCM
SmartAnalytics



MS Power BI
Reports

MIHCM FOR ENTERPRISE FUNCTIONALITY



MiHCM Core

MiHCM Core provides you with all essential functionality, processes and intelligence you need to manage core HR needs of your workforce. MiHCM establishes a consistent repository of workforce information across the countries your business operates in, and furnishes intuitive, self-service capabilities to manage your employees' routine HR needs.

The platform assures to maintain the latest records as changes take place with your business requirements- including changes in the organisation hierarchy, introduction of new organisation policies/legislative to other business circumstances.



Time Attendance

Configure complex time & attendance policies and gain greater visibility to employee attendance information for effective insight driven decision making.



MiHCM Mobile

Inspire a Mobile Workforce to better engage with HR through intuitive Mobile Apps. MiHCM Mobile App delivers unique mobile experiences for employees to fulfil core HR services, enhance productivity with access to team insights and improve continuous engagement through a design-centric modern user interface.



Compensation and Benefits

MiHCM lets you manage benefits and compensation plans based on your business needs. Your organisation can allocate/manage health, educational, travelling, entertainment and additional benefits from a single, unified system and enable employees to claim their benefits via employee self-service.

MiHCM helps your organisation streamline compensation planning by aligning employees' rewards with their performance and retain top talent across the organisation.



Learning Management

Build a culture of continuous learning by end to end learning management that helps organisations to identify, plan, execute and assess learning initiatives. MiHCM facilitates both structured & unstructured learning experiences.



Succession Planning

Track potentially critical leadership roles and line up high-potential employees, resulting in a pool of talented successors.



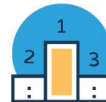
Employee Engagement

Foster true employee engagement by capturing real-time employee satisfaction, sentiments and feedback through pulse surveys and receive powerful analytics to discover an inclusive engagement picture.



MiHCM Analytics

Make smart business decisions with real-time and accurate insights on workforce dynamics, performance management, talent acquisition, learning management to other talent management processes.



Talent Acquisition

Seamlessly integrated, unified talent acquisition solution which enables recruiting & onboarding the best talent.



Performance Management

Leverage performance management technology that empowers managers to align employee performance with organisational strategy while providing continuous, meaningful feedback and gaining contextual performance insights.

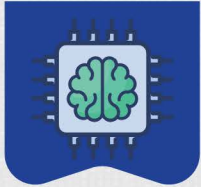


MiHCM Payroll

MiHCM Payroll can speed up the process of calculating salary, statutory information and other legislatives. You can now perform fixed & variable transactions with ease and calculate bonus within minutes. Additionally handling loans, salary advances and automated pay slip generation will ease your administrative burden with a smooth payroll process.



Assistant for Microsoft Teams



GPT AI Powered
Knowledge Base



Candidate Selection



Interactive Onboarding



Keep Tabs on
Employee Well-Being



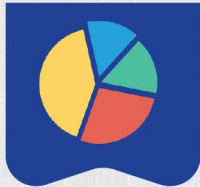
Distribute Surveys



HR Service
Requests



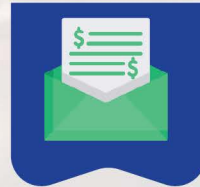
Check-In/Out



Check Leave
Balance



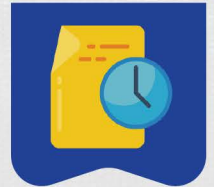
Apply / Approve
Leave



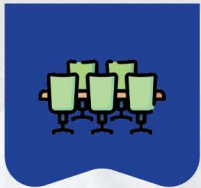
View
Payslip



Time Change
Requests



Timesheet



Reserve a Meeting
Room/ Workstation



Celebrate Birthdays
and Work
Anniversaries!



Capture/Record
Physical activity



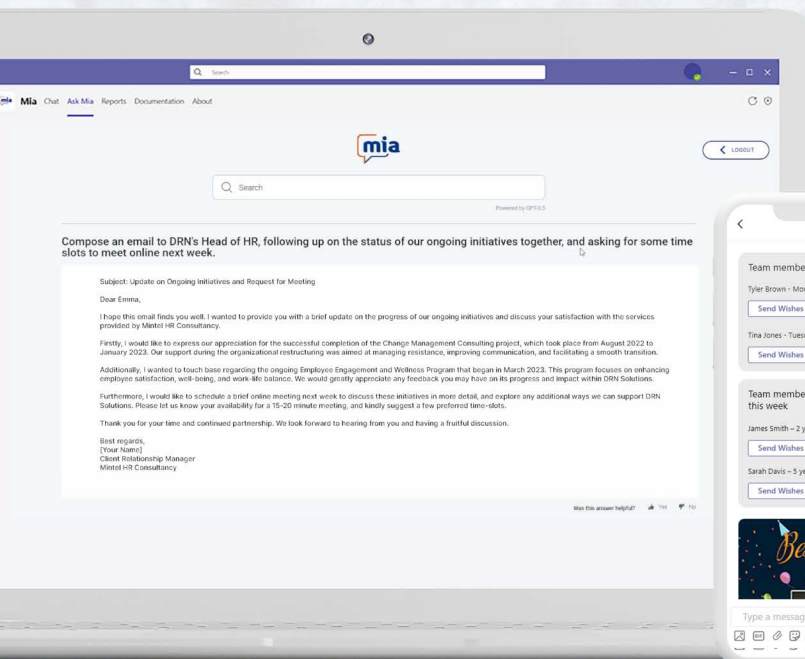
Dashboards



Daily Schedule
and Tasks



Send important
Notices / Alerts



Command through **speech** in the new **MiHCM** mobile app



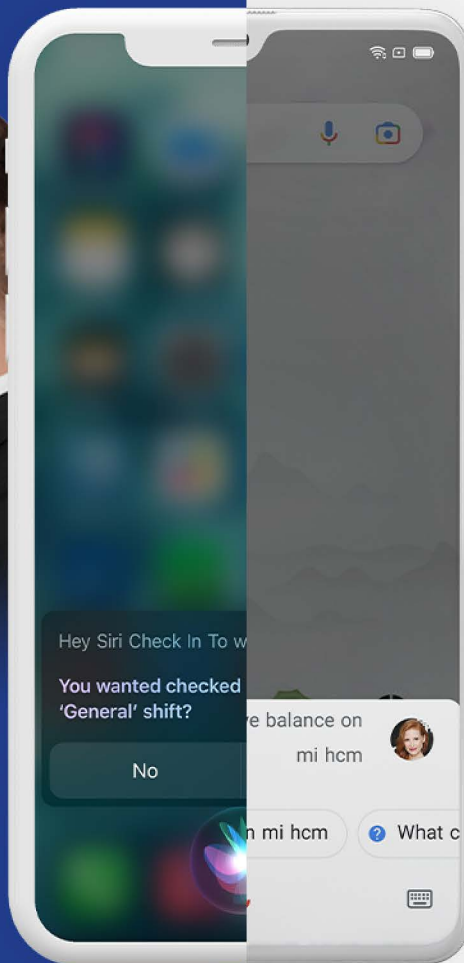
Hey Siri,
Check in
to work!

Hey Siri, Apple logo and trademark
registered/ copyright under respective owners.



Ok Google,
I need
to know my
leave balance.

Google Logo and trademark registered/copyright
under respective owners.



mobileapp.mihcm.com

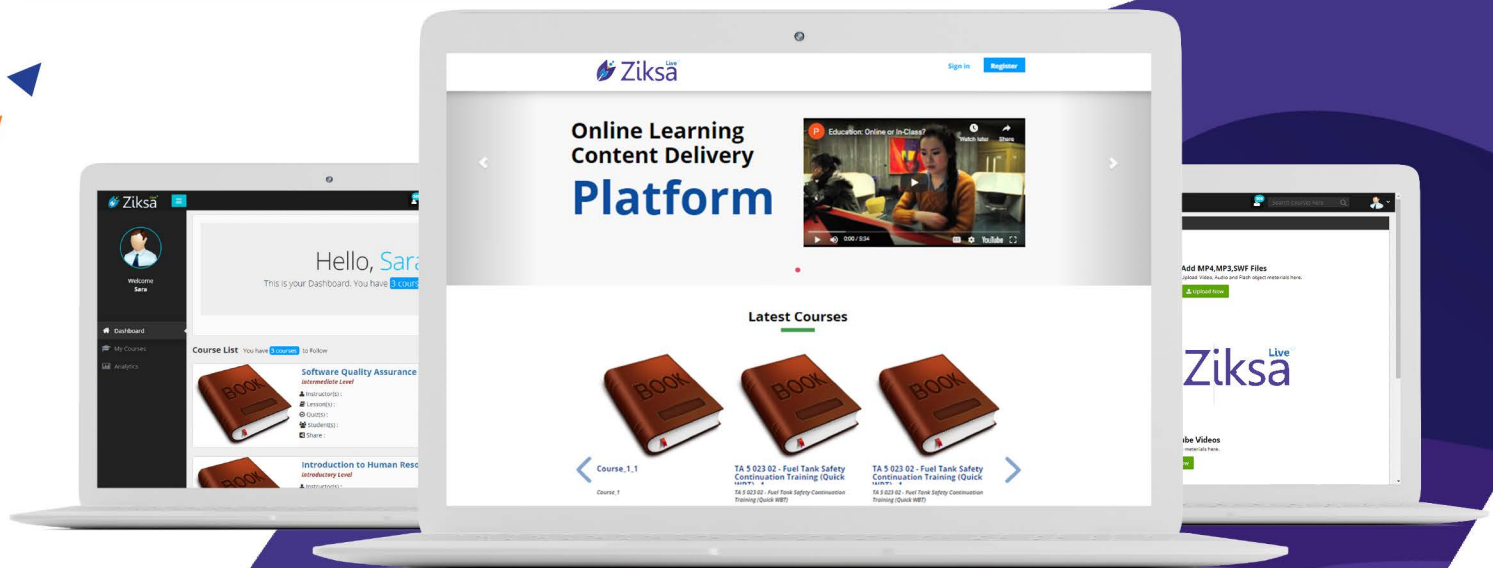


www.mihcm.com

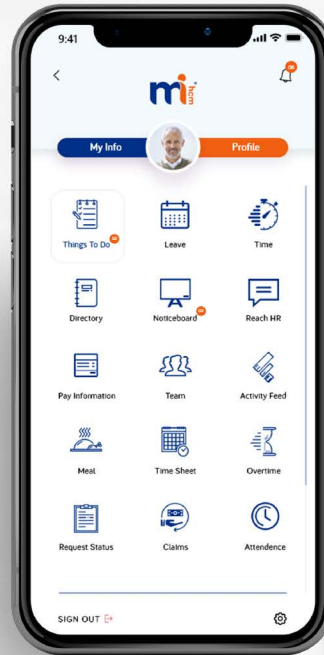


Ziksa^{Live}

Learning Delivery Platform



CONTACT US



Regional Office



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Level 6, No 192/10,
9th Lane, Nawala Road, Nawala,
Sri Lanka.

Telephone:

+(94) 11 761 1677

email:

info@mihcm.com

web:

www.mihcm.com

Local Partner



Address:

Oceanfront Tower A 5-A4,
Fitron Magu,
Hulhumale,
Maldives.

Telephone:

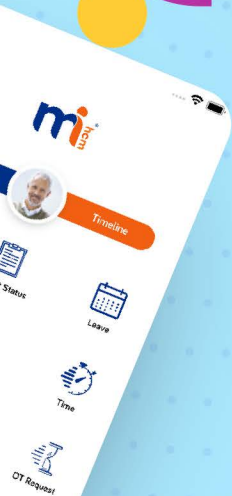
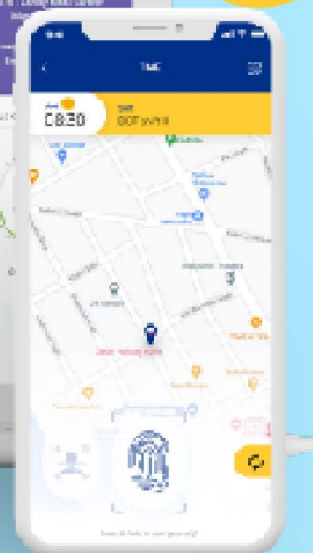
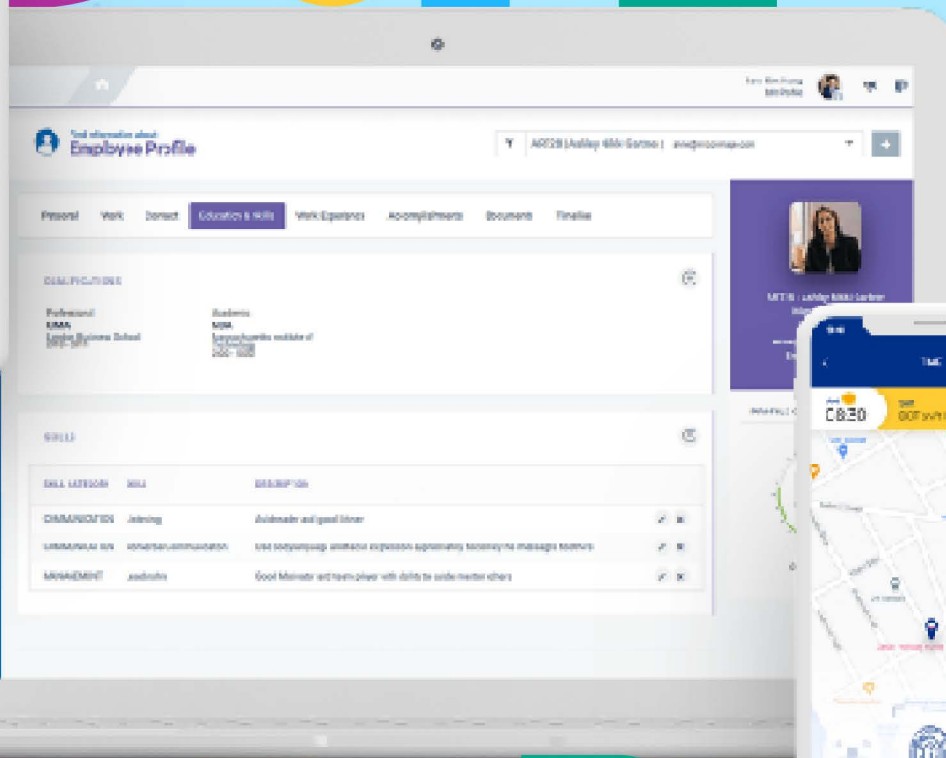
+960 777 6782 | +960 999 6782

email:

naseer@winsolutions.com.mv

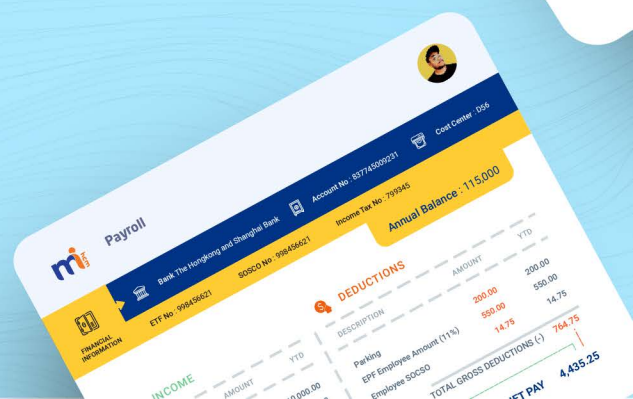
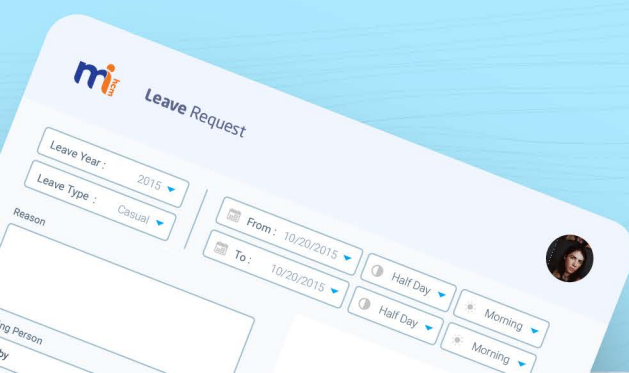
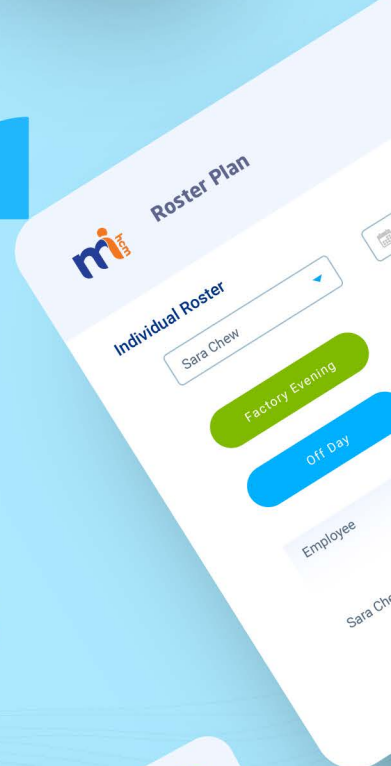
web:

www.winsolutions.com.mv



MiHCM Lite

A true Digital HR Experience tailor-made for Small Businesses



MiHCM Lite for Small Businesses




ORGANISATION
PLANNING


EMPLOYEE
PROFILE


LEAVE & ABSENCE
MANAGEMENT


EMPLOYEE
DYNAMICS


EMPLOYEE
SELF SERVICE


ORGANISATION
CHARTS

**MIHCM LITE
CORE**


PAYROLL


TIME
ATTENDANCE

**TIME
ATTENDANCE
& PAYROLL**

**EMPLOYEE
EXPERIENCE**


MIHCM LITE
MOBILE


MIHCM LITE
SELF-SERVICE
ON WEB

**DATA &
INSIGHTS**


STANDARD
REPORTS


WORKFORCE
ANALYTICS &
DASHBOARDS


ADVANCED
QUERY BUILDER

lite.mihcm.com

mi Leave Request

Leave Year: 2015

Leave Type: Casual

Reason

From: 10/20/2015 To: 10/20/2015

Half Day Morning

Half Day Morning

ing Person

by

mi Payroll

Bank The Hongkong and Shanghai Bank Account No: 63714599231 Cost Center: 006

ETV No: 998456621 B0020 No: 998456621 Income Tax No: 799945

Annual Balance: 115,000

DESCRIPTION	AMOUNT	YTD
Parking	500.00	500.00
EPF Employee Amount (11%)	500.00	500.00
Employee SSS	14.75	14.75
TOTAL GROSS DEDUCTIONS (?)	764.75	764.75
NET PAY	4,435.25	

5 reasons why you should adopt MiHCM Lite



Streamline your HR operations across the entire employee life cycle!

MiHCM Lite offers all key components required to optimize your HR operations from hiring to retirement.



Engineered with best-of-breed functional domain knowledge servicing large & mid-sized enterprises.

Decades of experience servicing large and medium scale organizations now adapted to the needs of your small business.



Go Paperless – Deliver a complete Mobile-First Experience!

Maximize the productivity and engagement of your remote workforce with our compelling Mobile-First Experience.



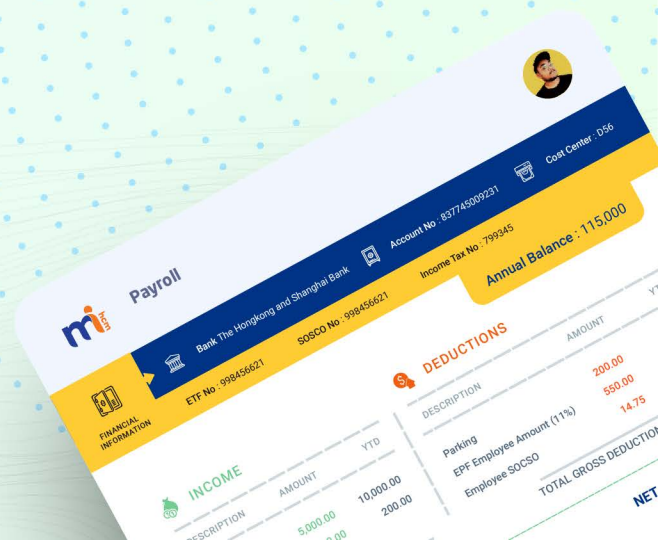
Swift Implementation to seamlessly move you away from spreadsheets.

MiHCM Lite is built intuitive and easy to deploy and use, making our implementation cycle both faster and shorter.



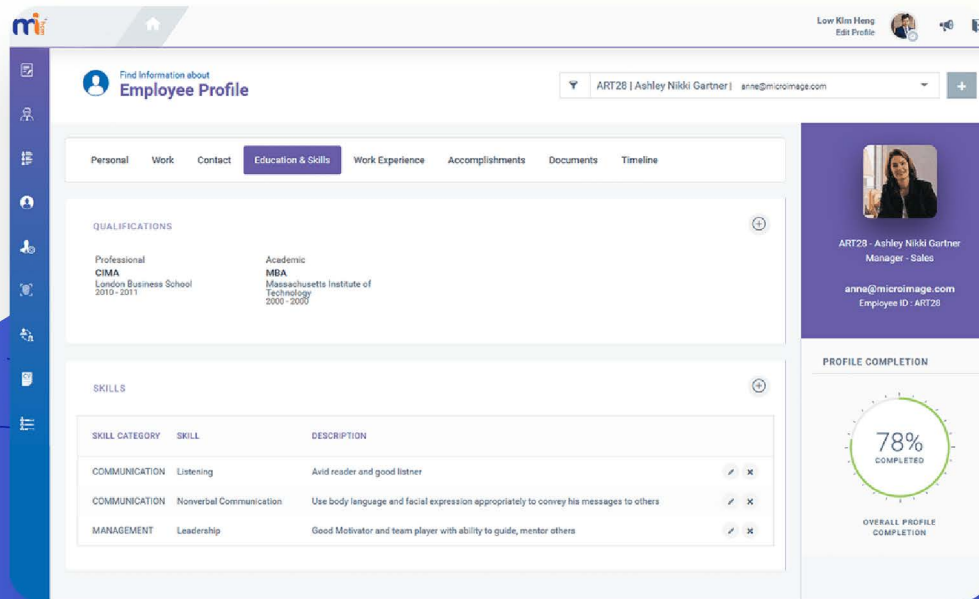
Dedicated Support Services to make your life easy.

MiHCM Lite is led by a dedicated team who listens attentively to all our clients and understands their requirements.





MiHCM Lite Core



Comprehensive Employee Profiles

All details of your workforce will be recorded on one single screen in MiHCM Lite. Administrators and employees can view, and refine employee details including qualifications, contact details, skills and work experience.

Document Creation and Maintenance made easy

Produce, make changes and maintain formal letters in your HR system. HR is given the facility to extract employee information from the MiHCM Lite employee profile to generate letters conveniently.

Timesheet for Remote Workforce

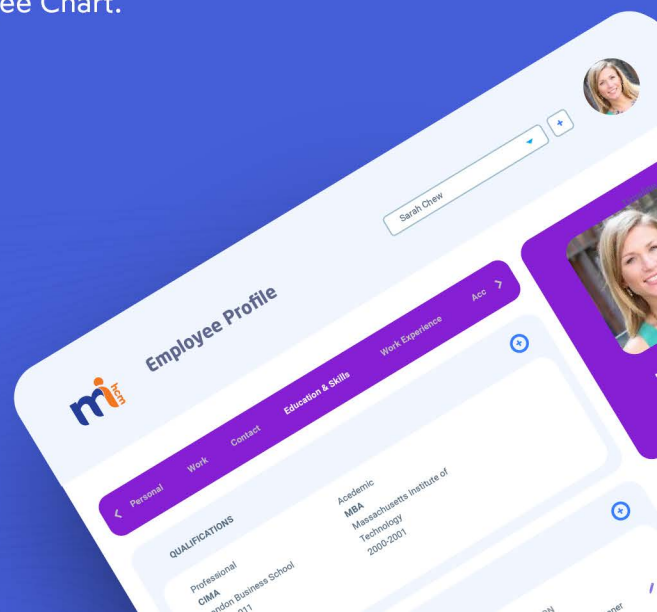
MiHCM Lite helps your remote workforce to record their daily work activities and the time spent on every task on a Timesheet that ultimately translates into powerful productivity analytics.

Visualise your Organisation Details

Illustrate and access the entire organisation chart, classifying all business entities (Companies, departments, etc.) and view direct and cross functional reporting lines across entities via the Employee Chart.

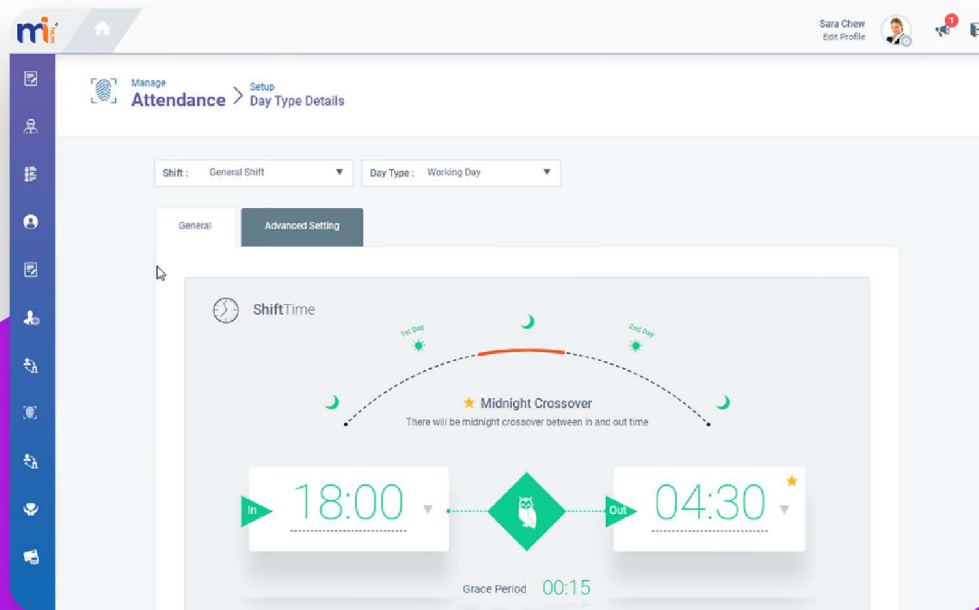
Manage Employee Movements with MiHCM Lite

Track the complete employee life cycle/employee movements within the workplace. This includes the processing of employee transfers, promotions, terminations and retirements to other movements through a simplified experience.





Time and Attendance



Efficient Time Tracking

Establish a hassle-free system for attendance tracking to manage workforce leave and absence. Draw insights for HR decisions and track attendance records for automated payroll calculations.

Rostering and Attendance Management

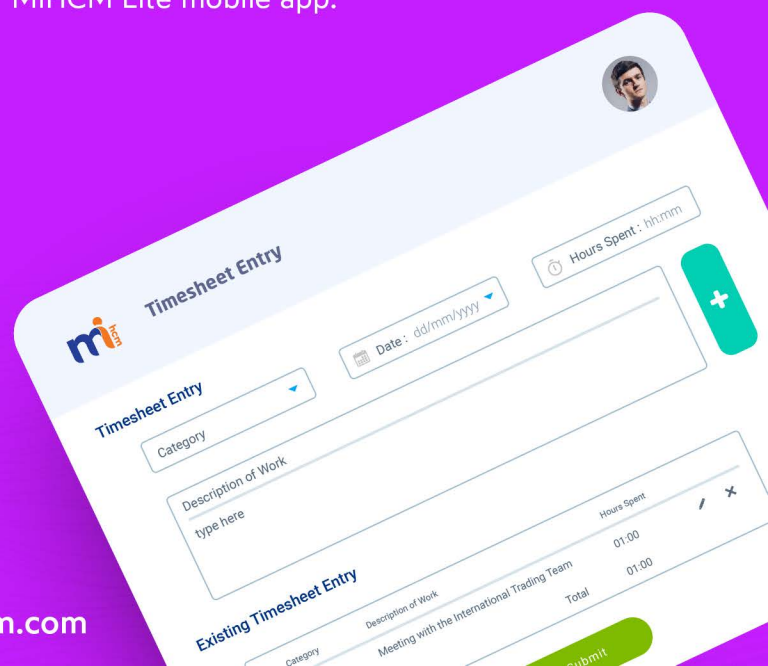
Manage complex rosters, midnight crossover shifts, overtime and other attendance records of your workforce with MiHCM Lite.

Powerful Insights for attendance related HR Decisions

Derive access to attendance records concerning employee attendance, absenteeism and late hours of a selected country/location through beautiful analytics. Analyse these trends using an interactive chart for better HR decision making. MiHCM Lite presents a broader attendance analysis based on job categories, age groups, service period and leave type/reason.

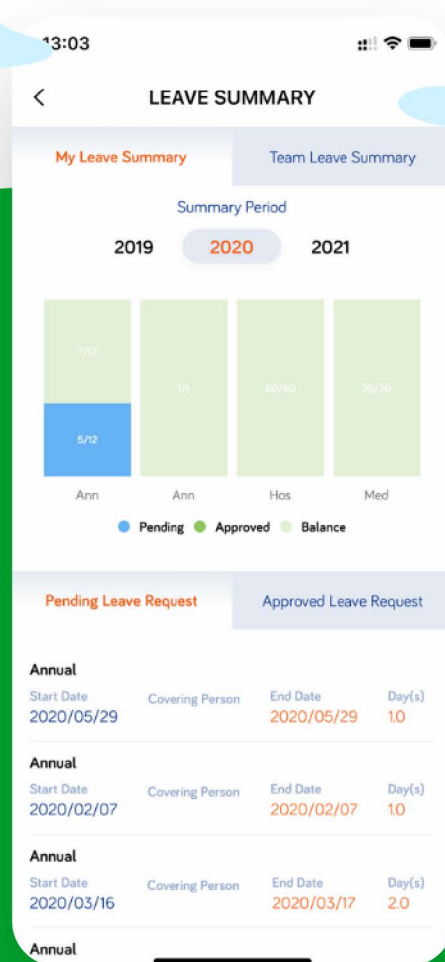
Mobile-enabled Attendance Tracking

This configurable feature can be enabled for employees to mark their attendance using the MiHCM Lite mobile app.





Leave Management



Policy based leave allocation for employees

Auto leave generation based on the probation period

Lieu leave & day off management

Attendance Bonus calculation based on punctuality

Leave Encashment (end of the year)

Short Leave Management

Leave Request

Leave Year: 2015 | Leave Type: Casual

Reason: [Text Field]

Covering Person: [Text Field]

Find by: [Text Field]

From: 10/20/2015 | To: 10/20/2015

Half Day | Morning | Morning

Allocation: 14 Days



Payroll

09) C Form

Company: ABC PVT Ltd Year: 2019
Month: 1 Cheque Number: NULL

ABC PVT Ltd
Havelock Road
Colombo 05

E.P.F REGISTRATION NO. A-19831
MONTH AND YEAR OF CONTRIBUTION January/ 2019
CONTRIBUTION 1080100.99
SURCHARGES
TOTAL REMITTANCE 1080100.99

CHEQUE NO :-
BANK NAME AND BRANCH NAME :

Employee's Name	NIC Number	Member No	Total	Employer	Employee	Total Earnings
Dalugama	785246652V	000044	17,700.00	10,620.00	7,080.00	88,500.00
A Kumari	785246652V	000051	16,500.00	9,900.00	6,600.00	82,500.00
L P K Ashtrooz	785246652V	000077	17,285.58	10,371.35	6,914.23	86,427.92
A A D S Shevan	785246652V	000087	17,100.00	10,260.00	6,840.00	85,500.00
G A Dissanayake	785246652V	000095	13,828.71	8,297.23	5,531.48	69,143.56
S Hussain	785246652V	000122	16,600.00	9,960.00	6,640.00	83,000.00
Ranasinghe	785246652V	000125	14,450.00	8,670.00	5,780.00	72,250.00
T Anand	785246652V	000128	16,626.67	9,976.00	6,650.67	83,133.33
R R K B Pandarikulam	785246652V	000133	16,707.45	10,024.47	6,682.98	83,537.29
N N Sherman	785246652V	000144	14,300.00	8,580.00	5,720.00	71,500.00

08) T10

Company: ABC PVT Ltd Number: 008046
SDate: 2/10/2021 EDate: 4/29/2021

Prescribed under Section 120 of the Inland Revenue Act

SRI LANKA INLAND REVENUE
P.A.Y.E
CERTIFICATE OF INCOME TAX DEDUCTIONS

Full Name of the Employee: _____
NIC Number: _____
Serial No. of Employee's Pay Sheet: _____ Employer's Registration No. _____
Period of Service for which Remuneration was paid From: 10/02/2021 To: 29/04/2021
Total Gross Remuneration as per Pay Sheet: Rs 0.00
Cash Benefits: 0.00 Non Cash Benefits: _____ Benefits: _____
Total Amount of Tax Deducted: Rs 211,614.00
In Words: _____

Accurate Payroll Processing with Payroll Process Launch Pad

Run through a complete payroll process checklist including employee profile, attendance and transaction checklists to be certain that you have completed all prerequisites of payroll before you process.

Convenient Payroll Processing

MiHCM Lite offers a simplified interface to have complete control over defining pay items and their statutory behaviour in payroll calculations.

Seamlessly Integrated Payroll

MiHCM Lite payroll will be seamlessly integrated with MiHCM Lite Time & Attendance. The platform is compliant with changing statutory requirements and supports HR to process numerous transactions including loans, allowances and other deductions.

Insight into Payroll through reports

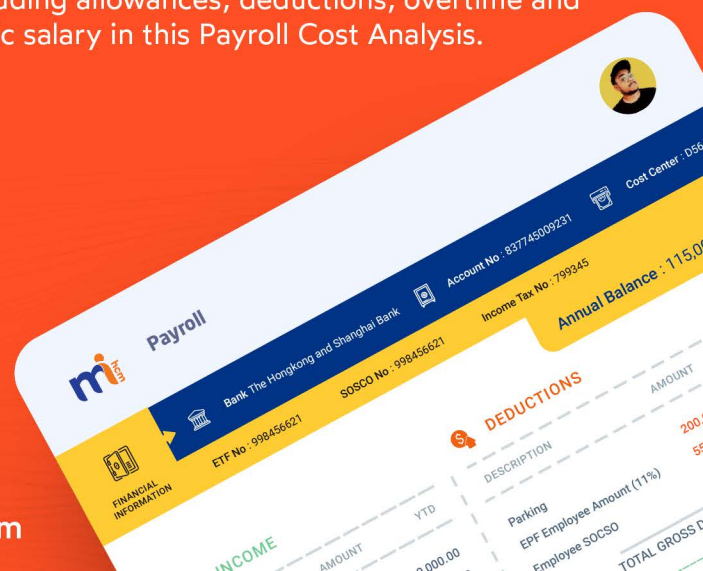
Gain access to reports including leave details, payslips, pay sheets, attendance summary, payroll summary and EPF-ETF details with MiHCM Lite.

Net Pay Analysis

Analyse your workforce payroll based on departments and job categories.

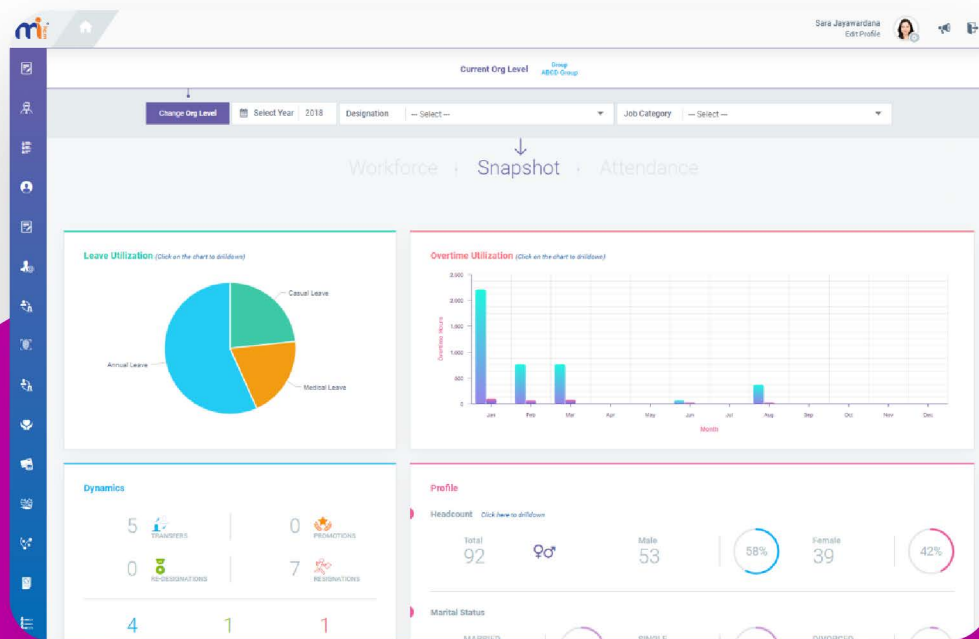
Payroll Cost Analysis

A Descriptive analysis/reconciliation of cost items related to your organisation payroll is now presented in MiHCM Lite. You can reconcile items including allowances, deductions, overtime and basic salary in this Payroll Cost Analysis.





MiHCM Lite Analytics



Workforce Analytics for HR Decisions

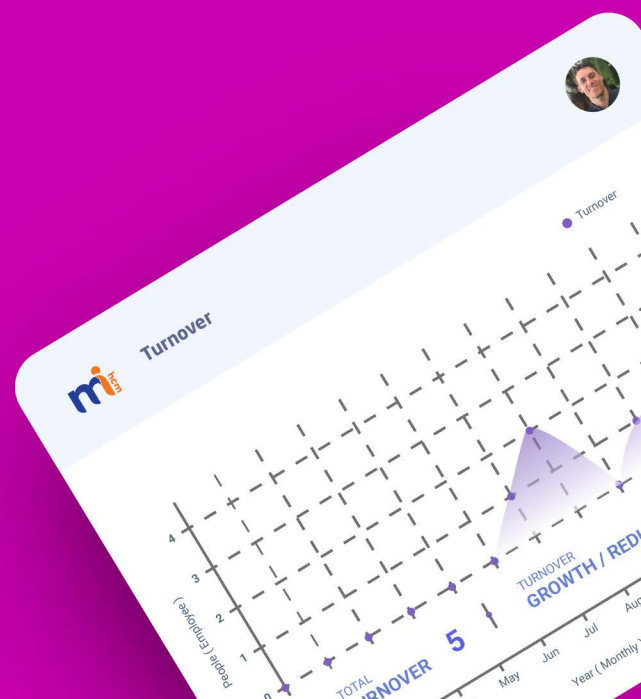
Retain a comprehensive set of employee records in MiHCM Lite employee profile. This helps to obtain real time and actionable workforce analytics that support HR decisions.

Advanced Search for Smart Decisions

Filter employee search results based on numerous conditions including work, skills, industry experience, profile data, etc. through the Advanced search facility.



lite.mihcm.com





Complete stack of Statutory Reports

Report Category
Select the category for the report you wish to generate

Monthly Reports **Statutory Reports**

Reports
Reports below are related to the category selected above

01) EPF/ETF Page Total(1st Half)	02) EPF/ETF Detail (1st Half)	03) EPF/ETF Page Total(2nd Half)			
04) EPF/ETF Detail (2nd Half)	05) T9 (NonPaye)	06) T9 (Taxable)	07) PAYE (Part A B)		
08) T10	09) C Form	10) R1 Form	11) R4 Form	12) ETF	13) Monthly EPF/ETF

[CLEAR](#) [VIEW REPORT](#)

We work hard to ensure our entire product including payroll is aligned with all government-mandated updates and regulations. Here is a gist of statutory reports we offer on employee attendance, payroll and leave.

Payroll Reports

- Pay advice
- Pay summary
- EPF/ETF (Monthly)
- C form
- T10
- T9 (taxable, non-payee)
- R4 form
- R1 form
- SCB exporter
- Monthly payee tax

Attendance Reports

- Late report
- Daily absenteeism
- Daily OT
- Attendance summary
- Employee OT analysis
- Late arrival summary
- Early departure summary
- Absent without leave

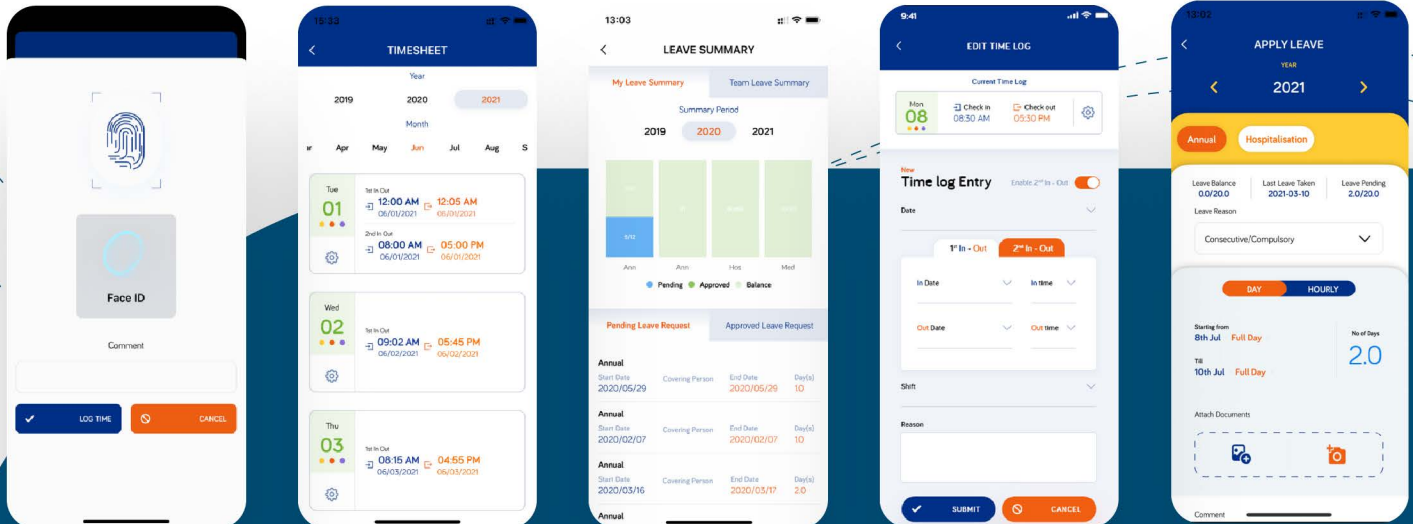
Leave Reports

- Leave allocation summary
- Leave detail report



Deliver a Mobile-first experience to your entire workforce

Powered by Siri™ and Google™ Assistant



HR Management on the move

Approve HR requests on the fly – The best tool for travelling managers to make quick and wise HR decisions.

Keep Information Current

Self-service functionality enables your workforce to update their work, personal skills, qualifications, achievements and other information, keeping it accurate and relevant.

Leave Application

Apply for leave, check leave balance, view team leaves and history on your preferred device.

Social Activity Feed

Receive updates related to work anniversaries, employee birthdays, workplace achievements and more on your mobile.

Mobile Attendance Tracking

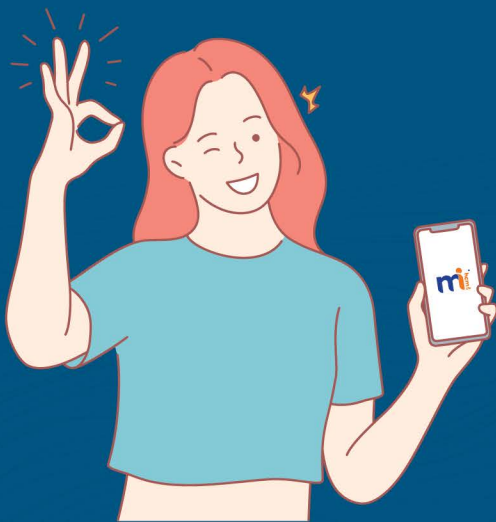
Enable employees to check in/out from any location. The mobile app uses GPS to tag locations to the check in/out times.

Notice Board

Allow your workforce to view internal job advertisements/ announcements/ company policies posted on the noticeboard, right from their mobile.

Manage your needs around Time Attendance

Leverage the MiHCM Lite Employee experience capabilities to request shift changes, time changes and shift exchanges. View your timesheet with in/out times in both web and mobile experiences.



Contact Us

Regional Office



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email:

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web:

www.mihcm.com

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Fitron Magu,
Hulhumale,
Maldives.

Telephone:

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email:

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web:

www.winsolutions.com.mv

