



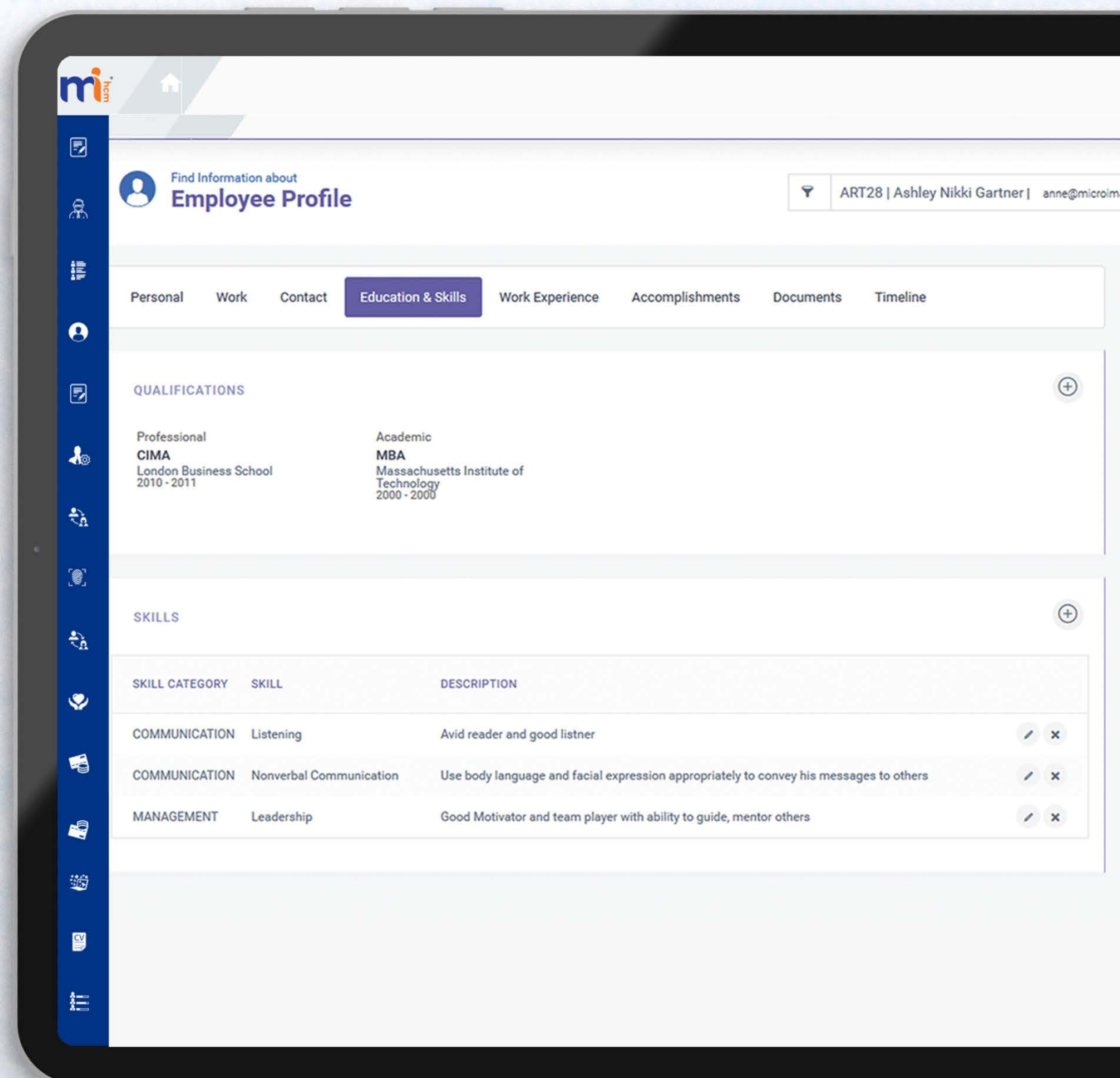
Hire, Engage, Empower & Retain Your Ideal Workforce with MiHCM

MiHCM is a modern, end-to-end HR platform built for small, medium and large organisations. It brings together core HR, payroll, talent, analytics, and AI-powered employee solutions in one connected system — helping HR teams simplify operations, strengthen compliance, and make faster, smarter decisions.

Workforce Management

MiHCM's Workforce Management pillar covers the full spectrum of core operational HR needs

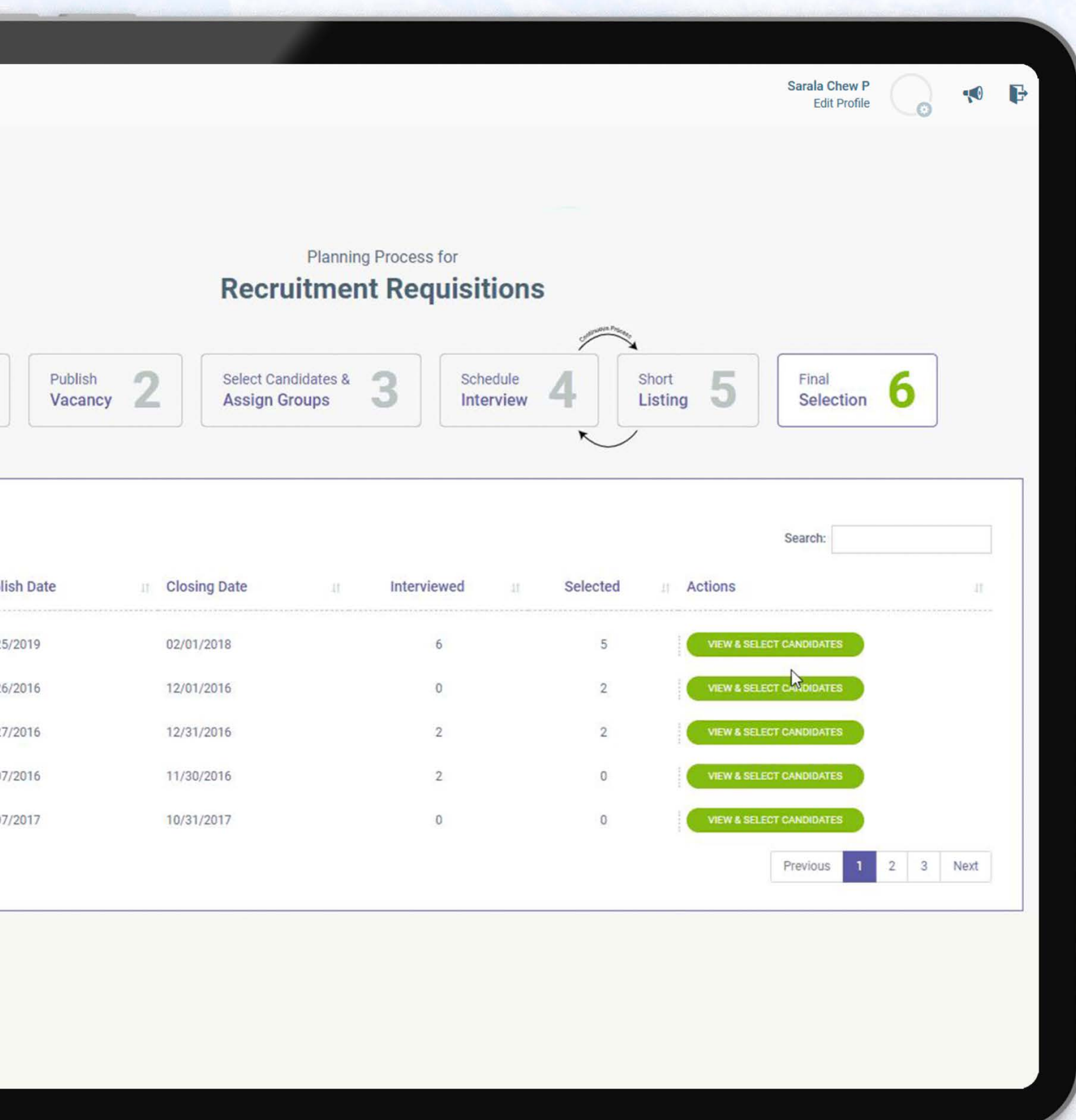
- **Core HR:** The essential foundation for managing workforce structure, accuracy, and governance — covering employee profiles, org charts, leave, absence management, and document storage across the organization
- **Time & Attendance:** Real-time workforce tracking, attendance control, and multi-location support, including biometric integrations and flexible approval workflows
- **Payroll:** Accurate, compliant pay processing with configurable pay structures, allowances, and statutory reporting across variable workforces
- **Evia Sign:** Integrated add-on for paperless, secure digital signing and HR approval workflows, cutting down manual effort and reliance on physical documentation



Talent Management

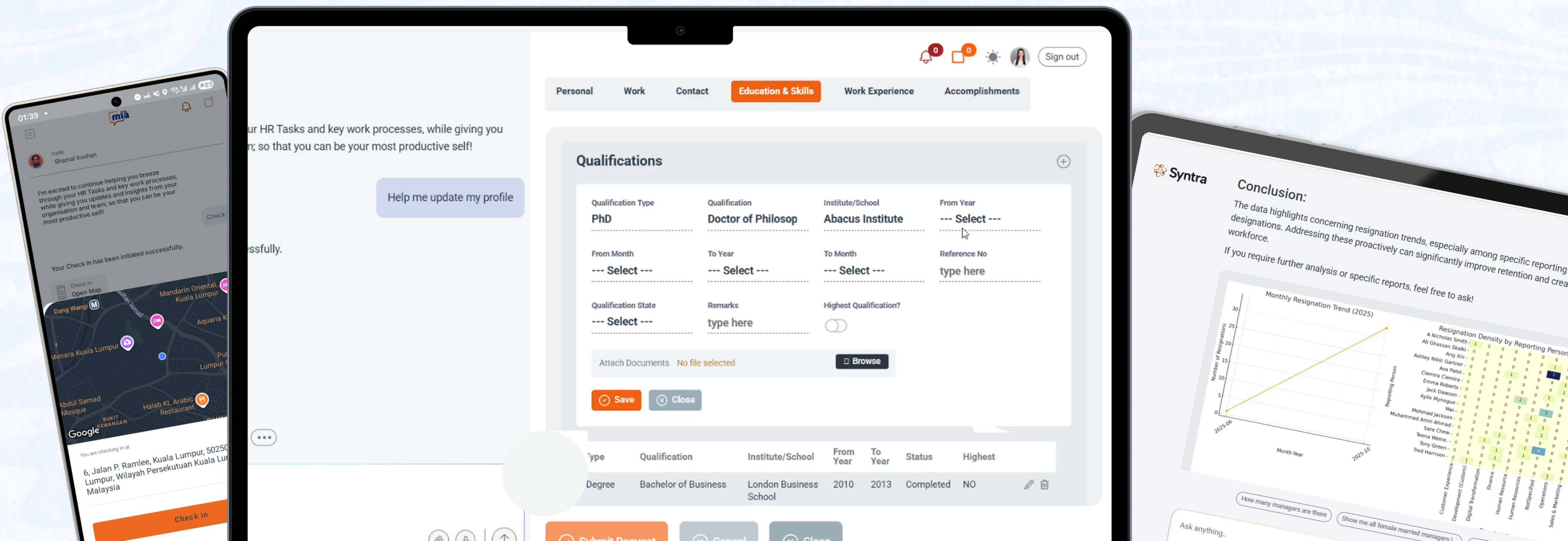
The Talent Management pillar supports the full employee lifecycle from hire to growth

- **Performance Management:** Structured reviews and goal alignment
- **Succession Planning:** Identify and prepare high-potential employees for leadership roles
- **Compensation and Benefits:** Manage transparent, consistent reward structures across employee groups
- **Talent Acquisition:** Streamline hiring and onboarding for a faster, more efficient path from candidate to employee
- **Learning Management:** Continuous, goal-aligned employee development
- **Ziksa, MiHCM's Learning Delivery Platform:** Powers content-driven learning through a knowledge base, video and text-based courses, and on-demand training for employees
- **Employee Engagement:** Measure and improve engagement through feedback and sentiment tracking





AI-Powered Offerings



SmartAssist – AI for HR Productivity

MiHCM SmartAssist is an AI-powered HR co-pilot designed to support HR and recruitment teams by automating and accelerating everyday HR tasks. It assists with creating job descriptions, drafting HR communications and letters, supporting recruitment activities, and streamlining administrative work — improving efficiency, consistency, and turnaround time across HR operations.



Syntra – AI-Powered HR Intelligence

An AI-powered insights experience that enables HR teams to interact with workforce data through a conversational interface. It helps senior leadership explore trends, ask questions, and uncover insights across HR, payroll, and talent data in real time — transforming complex workforce information into clear, meaningful understanding without manual reporting.



EMPLOYEE EXPERIENCE

MiA ONE – Personal AI Assistant for Work & HR

Designed to simplify everyday work and HR tasks. It helps employees complete actions faster, get answers instantly, and stay productive through a natural, conversational experience — reducing reliance on manual HR support.



A Complete HR Platform

Modular by Design – Start with What You Need, Scale as You Grow

Employee Experience



MiHCM
Self-Service on Web



MiA ONE



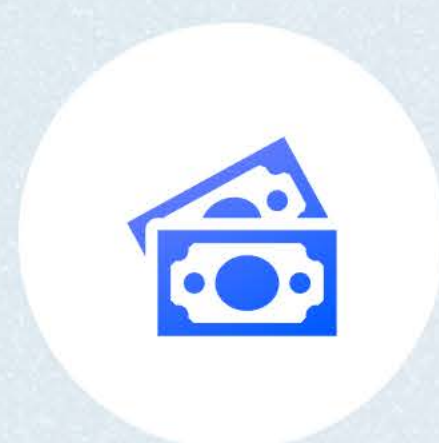
Kiosk
(Add On)

Workforce Management

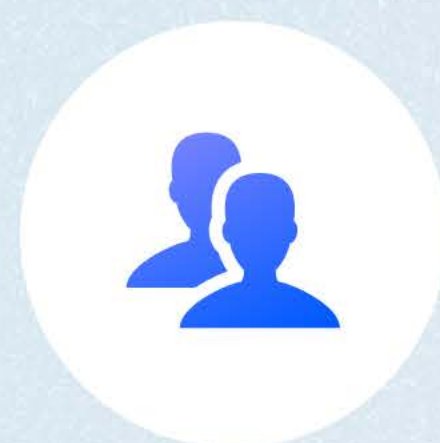
MiHCM
Core



Employee
Dynamics



Payroll



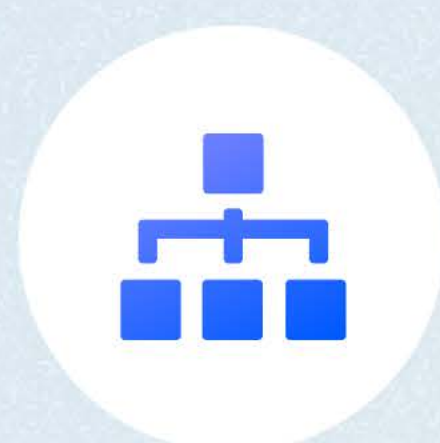
Employee
Profile



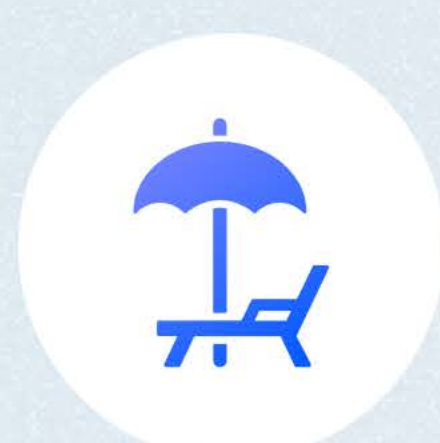
Employee
Self-Service



Time &
Attendance



Organisation
Charts



Leave and
Absence
Management



Evia Sign
(Add On)



Talent Management



Performance
Management



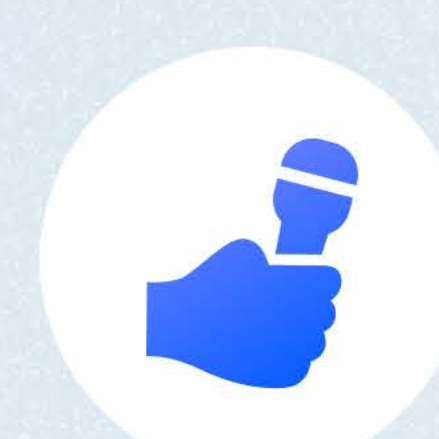
Compensation
and Benefits



Employee
Engagement



Succession
Planning



Talent
Acquisition



Learning
Management



Ziksa

Data



Standard
Reports



Advanced Query
Builder



Workforce Analytics &
Dashboards



MS Power BI
Reports

AI



MiHCM
SmartAssist



MiHCM
SmartAnalytics



Syntra



Why MiHCM?

AI-First
Platform

Built for Diverse
Work Cultures

GDPR &
PDPA Compliant

Scalable &
Flexible

Compliant with
Labour Laws in Asia

Data-Driven
Insights

ISO 27001, 27701,
9001 & SOC 2
Type 2 Certified

Powered by
Microsoft Azure

Certifications & Compliance

At MiHCM, trust is not a feature. It is a responsibility.

Every solution is designed with security, privacy, and compliance at its core, helping organisations operate with confidence in an increasingly complex regulatory landscape.

MiHCM aligns its operations, processes, and technology with internationally recognised standards, giving customers the assurance they need to meet internal governance, vendor assessment, and regulatory expectations.



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