

HRMantra Pricing

	Features	Basic	Standard	Enterprise
General				
1	Pricing	Rs 3000 monthly for upto 50 employees. Thereafter Rs 60 PEPM (billed annually)	Rs 5000 monthly for upto 50 employees. Thereafter Rs 100 PEPM (billed annually)	Pricing as per features selected
2	Suggested for businesses having employees strength	upto 100	upto 250	> 250
3	Setup Man Days (@ Rs 10,000 cost per day)	6	9	30-160 (Based on features opted & No. of employees)
4	Number of modules	Core, HRIS, Leave & Payroll	All Basic Edition Features + Attendance & Claims	All Standard Edition Features + Project, PMS, Training, Admn (Claims+Assets+Travel+Expense mgmt) & Staffing
5	Customisation (addition of features as desired by the client)	NO	NO	YES
6	Model	SaaS	SaaS	SaaS or On-premise
7	Patch updates in a year	3	3	As needed
8	Number of FREE reports	85	110	325
9	3D Business Intelligence Dashboards	NO	NO	YES
10	Number of fields per employee	< 100	< 100	> 450
Core				
1	Org Hierarchy Creation • Creating and managing org hierarchies.	Unlimited	Unlimited	Unlimited
2	Users and Access Mgmt • User mgmt and Security mgmt and defining access rights for pages & reports and audit log tracking.	Unlimited	Unlimited	Unlimited
3	Mobile Version • Major functionality and ESS work-flows available on the go and version compatible with all kind of mobile phones which has browsers.	NO	NO	YES
4	Configurable escalation levels in workflows	Unlimited	Unlimited	Unlimited
5	GPS Tracking To track GPS location of employees through HRMantra Mobile App. This feature is recommended to be purchased only when you have lot of employees on the field & you need to monitor their movements	NO	NO	YES
6	Formula builders & auto timed triggers in Escalation matrices	NO	NO	YES
7	Event Reminders • Reminding employees of important employee events like Birthday, Anniversary, Confirmation, Exit date, Retirement, Appraisal Due, Training to be attended, training evaluation, Project time-sheet filling reminder etc. • Reminders can be through SMS, email and pop up on the screen.	5 preset triggers on Birthday, Wedding Anniversary, Retirement, Confirmation Date and Joining Date	5 preset triggers on Birthday, Wedding Anniversary, Retirement, Confirmation Date and Joining Date	All 15 preset triggers

8	Custom Event Reminders <ul style="list-style-type: none"> • Custom defined events like Medclaim expiry, Car Insurance expiry, Society Maintenance, Credit Card Repayment, Housing Loan Repayment etc. 	NO	NO	YES
9	Thought of the day <ul style="list-style-type: none"> • Clients can enjoy readymade 365 thoughts of the day. 	YES	YES	YES
10	Configurable thoughts of the day This feature is recommended to be purchased only if you want to add huge number of your own customised thoughts of the day.	NO	NO	YES
11	Inbuilt events & greeting cards	YES	YES	YES
12	Portal Mgmt. <ul style="list-style-type: none"> • Can personalise the home page as per the need. 	NO	NO	YES
13	Single Sign On (AD Integration) <ul style="list-style-type: none"> • Integrating AD or any 3rd party software with HRMantra for single sign-on facility. This feature helps all employees to log in with only one user name password across multiple softwares. This reduces hassles of remembering multiple user credentials. <p>This feature is recommended to be purchased only when you have multiple applications like ERP, accounts, CRM being accessed from a common portal like your company website with single user name & password</p>	NO	NO	YES
14	IP Locking	NO	NO	YES
15	Audit Log <ul style="list-style-type: none"> • Audit log management of every activity performed (additions/modifications/deletions) in the software including login-logout with IP trace. 	NO	YES	YES
16	Report Designer <ul style="list-style-type: none"> • A report designer to create any no of statement type of reports. 	NO	NO	YES
17	Configurable email & letter templates	NO	NO	YES
HRIS				
1	Exit Interviews Work-flow <ul style="list-style-type: none"> • Exit Interview application-approval work-flow based on configurable escalation matrix • Time-based work-flow can be defined • An email based quick approval facility for faster approval without logging-in into the application. <p>This feature is recommended to be purchased only if you want to keep record of exit interviews to take steps to reduce attrition rate</p>	NO	NO	YES
2	Employee Search Engine <ul style="list-style-type: none"> • Strong employee search engine for employees based on criteria, age, experience in the company etc. and generating any no. of MIS reports from it. • Generating "N" no of MIS for analysis and giving data to the management. 	YES	YES	YES
3	Org Chart <ul style="list-style-type: none"> • Very powerful org chart creator depicting any organization hierarchy like location, departments or designations. 	NO	NO	YES
4	Reporting Chart <ul style="list-style-type: none"> • Very powerful org chart creator depicting any organization hierarchy like location, departments or designations. 	YES	YES	YES

5	Employee Survey <ul style="list-style-type: none"> Surveys can be defined for employees belonging to any hierarchy N number of survey can be created. Objective & subjective questions can be defined with multi-select options. 	NO	NO	YES
6	Employee Information <ul style="list-style-type: none"> Dynamic employee code creation based on a combination of alphabets or serial numbers. Employee Information includes various information like Official, Personal, Financial, Address, Experience, Academic, Qualification, Medical, Family, Job Function, Languages, Check-lists, Nomination etc. Disciplinary actions like suspensions, salary cuts or terminations can be maintained as well. Employees can submit change in their information which comes for HR for approval. Over 70+ reports for quick data analysis 	12 - Official, Financial, Personal, Salary, Academic, Present Address, Family, Experience, Nomination, Checklist, Language & Group Insurance	12 - Official, Financial, Personal, Salary, Academic, Present Address, Family, Experience, Nomination, Checklist, Language & Group Insurance	All 28 pages
7	Employee Import Export <ul style="list-style-type: none"> Excel mapping based import utility. 	YES	YES	YES
8	Employee Resignations Work-flow <ul style="list-style-type: none"> Resignation application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined Handover and take over of responsibility tracking <p>This feature is recommended to be purchased only when the attrition rate is high & you need to keep record of such resignation approvals</p>	NO	NO	YES
9	Employee Transfers Work-flow <ul style="list-style-type: none"> Transfer application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined Handover and take over of responsibility tracking <ul style="list-style-type: none"> This feature is recommended to be purchased only when there are lot of employees being transferred & you need to keep record of such transfer approvals 	NO	NO	YES
10	Employee Online Tests <ul style="list-style-type: none"> Any number of test topics can be defined with randomized questions Negative marking available Based on cut-off percentage system calculates result and sends email automatically to the concerned HR. 	NO	NO	YES
11	Induction Program <ul style="list-style-type: none"> Induction program can be defined on any hierarchy basis. Employees can refer the relevant policies, company history, products it manufactures, services it offers, list of key people and locations etc. It also has the facility to verify that all employees have read the policies. You can notify existing employees if there are changes in the policy and can keep track of older policy through document versioning Induction feedback can be filled in by all employees 	Preset page to input company policies	Preset page to input company policies	Available with designer
Leave				
1	Leave Availing Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined Over 15+ reports for quick data analysis 	YES	YES	YES

2	Leave Encashment Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	NO	YES
3	Comp Offs Credit Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	YES	YES	YES
Payroll				
1	FBP Plan Work-flow <i>Employees apply for flexible benefit plan (FBP)</i> <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	NO	YES
2	Investment Declaration Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	YES	YES	YES
3	Tax Planning <ul style="list-style-type: none"> Employees can plan their investments and check tax burden by themselves. Once finalized they can submit it as an investment declaration. 	YES	YES	YES
4	Payroll Processing <ul style="list-style-type: none"> Loan, increment & arrears calculation Monthly variable component entry IT Estimation & Payroll calculation Bonus & Gratuity calculation Full & Final settlement Over 70+ repots can be generated for record keeping and analysis 	YES	YES	YES
Attendance				
1	Optional Holiday Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	NO	YES
2	Attn Regularization Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined Provision to track down "Daily Activity" in the same work-flow for the work done by an employee. 	NO	YES	YES
3	Attn Over Time Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	YES	YES
4	Attn On Duty Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined. 	NO	YES	YES
5	Attn Shift Mgmt <ul style="list-style-type: none"> Define any number of fixed / flexi and semi flexi shifts in a day. Any combination of weekly offs based on every (say) Sunday and / or 1st / 2nd / 3rd / 4th and 5th (say) Saturday or on the basis of even / odd monthly or even / odd yearly occurrences of the day of the week. Defining any no of holidays for any locations 	YES	YES	YES

6	Late Coming Rule Feature <ul style="list-style-type: none"> Slab based calculation Compensation upto certain count is provided Deduction option of either leave or salary with fixed cutting or multiple times cutting. 	NO	YES	YES
7	Combined Late-Early Feature <ul style="list-style-type: none"> Slab based calculation Compensation upto certain count is provided Deduction option of either leave or salary with fixed cutting or multiple times cutting. 	NO	YES	YES
8	Early Going Feature <ul style="list-style-type: none"> Slab based calculation Compensation upto certain count is provided Deduction option of either leave or salary with fixed cutting or multiple times cutting. 	NO	YES	YES
9	Monthly Working Hours Feature <ul style="list-style-type: none"> Daily or Monthly deficit hours can be tracked. Slab based calculation Compensation upto certain count is provided Deduction option of either leave or salary with fixed cutting or multiple times cutting. 	NO	YES	YES
10	Condonement <ul style="list-style-type: none"> HR can condone late, early, deficit minutes for all employees. 	NO	YES	YES
11	Missing Minutes Rules Feature <ul style="list-style-type: none"> Slab based calculation Deduction option of either leave or salary with fixed cutting or multiple times cutting. 	NO	YES	YES
12	ARS Card Import Export Import and export of attendance swipe cards data through excel file. This feature is recommended to be purchased only when your number of employees are in 1000s	NO	NO	YES
13	Attn Integration With Biometric system <ul style="list-style-type: none"> Integrating with 3rd party biometric system and picking up attn raw data from it. 	NO	YES	YES
14	HRMantra Webcam Attn Feature <ul style="list-style-type: none"> A separate desktop application which can be kept at reception to register attendance which captures image of the employee. Web cam is required to capture image of the employee. Ideal for office locations where the number of employees are less and where having a biometric attendance capturing system will be costly. 	NO	NO	YES
15	Public Holidays Selection <ul style="list-style-type: none"> Provision to define Public holidays basket for sets of employees the right to choose maximum holidays in a year. 	NO	NO	YES
16	Attn Processing <ul style="list-style-type: none"> Attendance methods based on monthly register, daily attendance register or thru swipe card or biometric card with provision to give grace periods. Very powerful absenteeism rules. Separate permission cards to record normal shift attendance of employees in case of riots or heavy rains or bus late. Attendance Processing using multi-threading concept to maintain the responsiveness of the process.-Over 40+ reports for quick data analysis 	NO	YES	YES
17	Master Permission Attendance Card	NO	NO	YES
Admn				
1	Reimbursements Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	YES	YES
Staffing				

1	Job Posting Integration with Naukri <i>Job Posting to Naukri.com website</i> It is recommended that you buy this feature only if you do a lot of job postings on naukri.com	NO	NO	YES
2	IJP Handling <ul style="list-style-type: none"> Vacancy application and approval from reporting managers. 	NO	NO	YES
3	Talent Requisition Work-flow <ul style="list-style-type: none"> Talent requisition application & approval process giving details of number of employees required to be filled with their experience, age band, qualifications, skills and functions. Time-based work-flow can be defined An email based quick approval facility for faster approval without logging-in into the application Publish approved requisitions on websites or to employees for internal job postings. 	NO	NO	YES
4	Candidate Online Tests <ul style="list-style-type: none"> Any number of test topics can be defined with randomized questions Negative marking available Based on cut-off percentage system calculates result and sends email automatically to the concerned HR. 	NO	NO	YES
5	Candidate Offer Letter Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	NO	YES
6	Candidate Information <ul style="list-style-type: none"> Candidate data manual entry into application or through submit resume Over 30+ reports for quick data analysis 	NO	NO	YES
7	Candidate Import Export <ul style="list-style-type: none"> Data import export utility for faster data capture 	NO	NO	YES
8	Candidate Search Engine <ul style="list-style-type: none"> Finding candidates for a position and generating N no of MIS for analysis and sending searched candidates for further screening 	NO	NO	YES
9	Resume Parsing <i>Resume parsing is a tool to add candidate CVs directly into HRMantra without manual data entry.</i> <i>Important information to be understood before you opt for this feature:</i> Resume parsing is not a perfect science. There will be mistakes. HRMantra has been integrated with a third party resume parser & is not responsible for its accuracy. It will cost you flat Rs 12500 per month irrespective of the active number of employees in your company. In case you want HRMantra to be loaded on your own server, then to use resume parsing feature, your server will have to be available on internet.	NO	NO	YES
10	Candidate Communication <ul style="list-style-type: none"> Defining various letter formats with mail merge facility for correspondence through email with the candidates 	NO	NO	YES
11	Candidate Interview Process <ul style="list-style-type: none"> Scheduling Interviews for different rounds like HR, Technical, Mgmt, Commercial etc. Provision to select external person or internal employee as interviewer. Email intimation to candidate as well as to panel about the interview Interview rating and recommendation submission. 	NO	NO	YES
12	Candidate Reference Check <ul style="list-style-type: none"> Provision to send a link along with the email to the contacts that candidates have provided for references. References can submit their feedback on the click of a link in the email. Quick analysis can be made by comparing the multiple references feedback. 	NO	NO	YES

Project				
1	Project Mgmt <ul style="list-style-type: none"> Client entry manually or through import/export. Client Assignment based on auto setting or manually Definig Project and assignning Manager & Coordinator with effective date. Over 15+ reports for quick data analysis 	NO	NO	YES
2	Project Resource Work-flow <ul style="list-style-type: none"> Resource applications can be escalated based on reporting or HOD. Provision to allocate one employee to multiple projects. Billing Type: Billable, Non-billable, Company back-fill. 	NO	NO	YES
3	Project Timesheet Work-flow <ul style="list-style-type: none"> application-approval work-flow based on configurable escalation matrix An email based quick approval facility for faster approval without logging-in into the application Time-based work-flow can be defined 	NO	NO	YES
LMS				
1	Training Requests Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix 	NO	NO	YES
2	Training Program <ul style="list-style-type: none"> Training cycles can be defined within a training year. Create any number of training topic hierarchies like category and sub-category within topics. A training program can consist of many training topics and these programs can then be set at your company, department or designation levels. -Over 25+ reports for records keeping and analysis 	NO	NO	YES
3	Training Internal Programs Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix. 	NO	NO	YES
4	Training External Programs Work-flow <ul style="list-style-type: none"> Application-approval work-flow based on configurable escalation matrix 	NO	NO	YES
5	Training Nomination <ul style="list-style-type: none"> Employees can fill up request application forms and HR can nominate employees for a training program thus from 4 different lists: by self, through appraisal, through HOD and employees not requested. Training Nomination based on TNI's received 	NO	NO	YES
6	Training Feedback <ul style="list-style-type: none"> On completion of the training program, the employees can give their feedback online and the faculty can also rate the performance of the participants. 	NO	NO	YES
7	Training Evaluation <ul style="list-style-type: none"> On completion of the training program, the employees can give their feedback online and the faculty can also rate the performance of the participants. 	NO	NO	YES
8	Training Post-Effective Evaluation <ul style="list-style-type: none"> Post effective evaluation cab be tracked once training is imparted to the employees. 	NO	NO	YES
PMS				
1	KRA/Goal Sheets <ul style="list-style-type: none"> Tasks can be defined on daily, weekly, monthly, fortnightly, yearly basis etc. Tasks targets can be defined based on Timelines, Quantity or Observations. Configurable task page layout with custom columns and in depth rating calculation. 	NO	NO	YES
2	Confirmation Forms <ul style="list-style-type: none"> Online confirmation work-flow based on configurable escalation matrix. 	NO	NO	YES
3	Appraisal Forms <ul style="list-style-type: none"> Any number of appraisal levels i.e performance appraisal by boss, subordinate, clients, peer group, HRD and the employee himself. These performance reviews are online, can be customized to each position and done whenever required. Appraisal process tracking and reminder emails to fill up form. Over 10+ reports for record tracking and analysis 	NO	NO	YES

4	Succession Planning <ul style="list-style-type: none"> • <i>Planning successor for major positions.</i> • <i>Evaluation of successor can be tracked.</i> 	NO	NO	YES
5	PIP <ul style="list-style-type: none"> • <i>Performance Improvement Plan (PIP) can be invoked any time for non-performers.</i> • <i>Evaluation tracking.</i> 	NO	NO	YES
6	Review Normalization <ul style="list-style-type: none"> • <i>Normalization of the rating given at each appraisor level.</i> • <i>Normalization of the rating at HR/ Mgmt level.</i> 	NO	NO	YES