

Over 150 reasons to opt for HRMantra over SAP SF

#	Feature	HRMantra	SAP SF
1	Is the software 100% Responsive	Entire software can be used from any devices like smartphones, Ipad, laptops or desktops	Most of the features are non-responsive.
2	Has the vendor been able to successfully migrate technologies every few years to keep the HR software state of the art and your investment safe?	From 1999 to 2020, there has been 7 major technological innovations in HRMantra. Starting with Clipper then we migrated to Java and then to VB 6 to ASP, then ASP.NET with VB.net and then using C#. The latest multilingual global version has been developed using Angular 7.3. So you can be rest assured that your investment in HRMantra will never get wasted as we always keep it updated state of the art.	Some of the configurations are XML driven which only implementers can set up
3	Dashboards	HRMantra has customizable 3 D real time updatable Business Intelligence dashboards in each module. It has over 35 chart types and 16 color palletes.	Not all Dashboards are configurable
4	Escalations	It has fully flexible escalation matrices in all modules using powerful formulae builders with time based triggering features.You can send email, SMS & notifications to select approvers. In case the escalation flow is changed, you can redistribute it in 1 click.	Escalations are not based on data. For e.g. based on leave days or based on expense amount if we want to send for special approver it is not possible. But this is very much possible in HRMantra
5	Organizational Hierarchies / org units / employee categories	In HRMantra, you can create any number of hierarchies helping you to create any kind of analysis on employee groups like company, location, department, division, grade, designation, SBU, profit center etc basis	They do not have open hierarchy creation to define organization units like company, location, department, category, subcategory, business unit, levels, grades etc. They have fixed org units - Legal Entity,Business Unit, Department, Division, Cost Center. They can create org unit separately without parent child relation but this may lead to wrong selection of org units at the time of employee creation or any other record creation and data may get wrongly interpreted
6	Does software allow master data to be deleted even if there are transaction data available connected to that master data. For e.g. If a Mumbai city is defined in employee addresses and a user deletes Mumbai city from master it should restrict it.	No. HRMantra follows strict RDBMS rules to ensure user does not delete master data inadvertently following a strict parent child relationship	Allows to delete data which is dangerous
7	Employee, managers & HR self service Portal	From the common homepage, you can easily set the ESS, MSS & HR self service. So the employees need to look at just 1 page for all their ESS functions.	Approval of requests is not grouped on the basis of work-flows and neither all requests can be approve in single click. So, it wastes lot of time for approver to go one by one
8	Is the HR & Payroll software completely web based?	Yes thereby giving tremendous benefits and cost benefits. Thus there is no headache on client PCs. No reloading of exes when the package is updated	Payroll is not fully web-based. They have created an integration and an interface with the SAP payroll to give command to process the salary.
9	How easy is it to go to your desired form?	You are able to reach all your pages in 1 click -a dream for any web based software.	Admin Panel interface design is not neat and color theme is bad UI is not latest nor appealing
10	Number of free reports provided	500+ pre-configured phenomenally detailed editable reports. Users can add N number of extra reports or change existing reports themselves without extra cost	Only few ready made reports. Standard reports provided are not much of use
11	Event reminders on the main portal page?	over 18+ types of event reminders like birthday / wedding anniversary / retirement / confirmation dates etc. with provision to remind x number of days, months or years before it is due. It comes by way of Email, SMS or Popup alerts.	Few reminders
12	Value added features in the mobile version	Calling and sending emails & SMSs to employees, discussion board, buy & sell, volunteering, blogs,jokes, image gallery, Ideas, blow whistle, leave, OD, OT, Attendance applications and approvals, viewing payslips,chat, dashboards, helpdesk, suggestion box, opinion poll,planner etc	Few features can be accessed from mobile
13	Activity rules setting based on employee groups (hierarchies). Rules setting remapping is easy?	Grouping can be done on 100+ activities like payroll, leave, attendance, salary etc. Remapping can be done in seconds.	Holiday handling is group-wise. They create holiday calendar and attach it to employee. Similarly leave and most of the other activities whereas in HRMantra it is hierarchy-wise which is a very important plus point for HRMantra.

14	Number of preformatted letter purpose templates	HRMantra has over 125 such templates across all modules thereby giving the users a personalised response	Only few letter templates available
15	GPS tracking feature	You can monitor on real time the position of your employees using GPS on their smartphones &&&&&& also use it for their attendance time-in &&&&&& time-out features.	Not available so far
16	Homepage	HRMantra's homepage can be fully configured by all users to personalize to their liking. For e.g. they can decide the placing of the sections (tiles); expand or collapse each section and how they would like to be welcomed	Missing
17	How many types of data can be imported?	HRMantra has a phenomenal 75 types of data that can be imported to reduce time in entering such info-it is a great time saver	Only few data can be imported from excel
18	Can employees create their own custom event reminders with provision to remind x number of days, months or years before it is due?	Yes. Employees can create N number of custom date triggers like their insurance policy expiry dates with. It comes by way of Email, SMS or Popup alerts.	No
19	Mobile version features	Employees can do their main self service functions like applying leave, OD, OT, attendance regularisation and all kinds of helpdesk thru their cell phones. This frees the employee from being depended on using a PC for HR work and thus truly any and all employees including workers become truly online. Available in Android and IOS	Few features can be accessed from mobile
20	Does it have the Geo tagging features	Yes	NOT AVAILABLE
21	Does it have the Geo fencing features	Yes	NOT AVAILABLE
22	Does it have 9 box grid analysis	Yes	NOT AVAILABLE
23	Number of predefined fields per employee-more the fields better and more powerful will be your HRIS	More than 450 fields for query purposes making Employee related decision making process quite fast.It is virtually like a complete Kundli in your hands thereby helping you understand your employees better.	All fields are not readily available. You need to create fields which is time consuming and may involve extra cost. Most of the Page fields are defined in the form of XML templates and to be uploaded in Provisioning access which is very complex, tedious, error prone and time consuming Multiple data handling (like academic records, experience records or any such records) is not that easy and user friendly.
24	Is there a maker checker facility?	Yes.All the employees can keep updating their information as & when required thereby reducing data entry job of the HRD and also maintaining a clean and validated database.	Not readily available. You need to create rule and configure it to make it happen which is very time consuming, tedious, error prone and involves cost.
25	Does it have employee transfer workflow?	Yes	Work-flow can be configured. However it does not do transferring of major data (like leave data, investment data, reimbursement data etc.) automatically. When an employee is transferred, HR needs to remap their groups again which is a pain as the HRD has to remember from the list of groups created.
26	My task, opinion poll, suggestion box, contacts, home page message etc	Yes-handled from the main portal page	Not all available
27	Can a list of employees be automatically assigned to a user for e.g. can a head of a dept see only his subordinates data?	In HRMantra, you can do auto assignment of all employees based on various hierarchies like company, department, designation, location etc to be able to speedily manage HRIS. You can also do manual assignment as also import assignment data	NOT AVAILABLE
28	Can it handle inter company transfers and maintain the same emp code. So as to provide a complete career history of an employee.	Yes making the HRIS process very easy. Seamless automatic leave, attendance,claims, payroll, investment etc data transfer when an employee is transferred from 1 company to another. You can decide whether you want to keep the old employee code or assign the new employee code to the employee. All the rules of the new position automatically gets set to this employee	NOT AVAILABLE
29	Does it have various employee networking features	HRMantra has employee , image gallery -private and public,SMS grouping and address group (to be used for calling or sending emails),	They have a separate application to handle all social activities that is to be purchased separately.
30	Can a lady file a complaint against someone harassing her or can a person inform the management about any kind of fraud without worrying about his identity disclosed?	Yes in HRMantra any employee can air his thoughts on any topic by making his feedback on anonymous basis also	So far not available
31	When an employee's reporting manager changes, does it allow import thru excel	Yes	Reporting import with history not available

32	Employee code pattern	Available. Based on hierarchy any permutation combination you can create to create an employee pattern	Code pattern creation is through "Manage Sequence" where only number sequence can be used to define code
33	Does it have awards and recognition with facility to gamify and nominate employees for rewards?	Yes	NOT AVAILABLE
34	Induction policies feedback form	Available and fully parameterized. You can use it wonderfully for getting ISO certifications as all documents have the version number, document number, issue date, facility to be released on the login page to be seen by all the employees. You can also decide whether it should be compulsorily seen by all the relevant employees & whether you want to take feedback from employees on the contents in various forms.	NOT AVAILABLE
35	Can a client create any kind of survey or poll with graphical display of results also?	Yes with ability to create multiple surveys in categories & sub categories	Do not have Opinion poll and survey
36	Mechanism for Learning management, Knowledge Storage, Dissemination & Authentication	Yes. All the documents, video tutorials, hyperlinks etc. that you want all the employee to learn can be set for compulsory reading and also tests can be conducted to examine whether they have acquired the knowledge.	NOT AVAILABLE
37	Discussion Board	Employees can initiate discussions on any topic & anyone can answer or provide feedback	NOT AVAILABLE
38	Does the staffing module have comparison of salaries with existing employees and salary fitments?	Yes	NOT AVAILABLE
39	Integration with Job portals like Naukri.com	Yes and from any other such jobsites as well giving you a great bang for money	Provisioning access required to enable certain features and to upload templates. Integration with such Job-sites is one of such cost involved activity Index building needs to be requested through request posting which is unnecessary work on users part.
40	Candidate Reference Feedback form	Available. You can create a customised candidate feedback form for reference checks. The referee has to just click on an hyperlink in his email sent through HRMantra software & answer the objective questions which is then automatically stored in the candidates databank.	NOT AVAILABLE
41	Does it have a requisition workflow?	Yes a workflow for new joinees or existing replacements with connectivity with manpower budgeting	Recruiting Operators like O = Originator, R=Recruiter, G= Hiring Manager, OM = Orginator Manager etc. used for approval of requisition and other processes which is very difficult to remember and maintain
42	Can it fetch resumes submitted on your website	Yes. We create a link on the desired page in the clients website from which candidate data is automatically posted to the HRMantra software	NOT AVAILABLE
43	Does it have integration with resume parser?	Yes	NOT AVAILABLE
44	Does it have a candidate screening workflow?	Yes. To get candidate bio-data checked from various people related to a position	Screening work-flow is missing
45	Campus recruitment	Yes. Can store candidate's selection against campus and tracking.	Campus recruitment is missing
46	Can any kind of Online Psychometric, IQ etc Tests be conducted for Candidates and Employees on any topic?	Yes. You can create 'N' number of topics, 'N' number of levels with randomized questions. We have already provided 3 readymade Psychometric tests available (ego state scale, role efficacy test and climate survey test)	Do not have Online test module
47	Can you set Time Bound tests with Multi - Choice or subjective parameters?	Yes. You can schedule the test with or with out a time frame with subjective or objective answering and the same can be notified to the candidates through email.	NOT AVAILABLE
48	Does it have the functionality of setting negative marking and cut off marks?	Yes. The system has the functionality of negative marking and cut off marks.	NOT AVAILABLE
49	Can a basket of topics be merged for creating a test?	Yes. You can select 'x' number of questions from one topic and 'y' number topics from another topic to feature in a test.	NOT AVAILABLE
50	Can you upload an image for conducting Picture Thematic Test?	Yes	NOT AVAILABLE
51	Can it import questions of the online test papers?	Yes	NOT AVAILABLE
52	Can Full & Final Settlement be done from the front end?	Accurate, in-depth, fully automated and online	NOT AVAILABLE
53	Can you set different Exit interview questions for different hierarchies?	Yes	Not straight forward. You need to define pages and groups and assign it to employees

54	Whether it can do the replacement online for the exited employee leading to transfer of all responsibilities to the respective replacements.	Yes	NOT AVAILABLE
55	In case such assets are not returned by the employees, at the time of their exit does it mention it in the FFS?	Yes	NOT AVAILABLE
56	When you need to fill mass exit forms, does it provide import / export for speeding it up?	Yes	NOT AVAILABLE
57	Depth of Exit management	Over 10 actions can be triggered once the exit form of any employee is filled up	NOT AVAILABLE
58	Is 31 hour day concept available?	Yes enabling an employee who time-in is today at 11pm and time-out is tomorrow at 7am to be marked present full day for today	NOT AVAILABLE
59	Can any number of shifts be created	Yes	NOT AVAILABLE
60	Can it create flexi shifts, semi flexi shifts, Half day shift apart from fixed shifts?	Yes	Very limited functionality
61	Can auto shift rostering be done for any set of employees	Yes	NOT AVAILABLE
62	Can default shift be automatically assigned to a new joinee	Yes	NOT AVAILABLE
63	Can daily, weekly, monthly shift rostering be done using import/export	Yes	Not available
64	Late / Early / OT calculation depth	Quite in-depth rules based on hierarchies and options to deduct leave / salary on fixed or multiple values of time or salary amounts with cascading effects	They do not have variety of calculations for late-in, early-out, extra hours sittings etc.
65	Method of attendance reading	All methods of attendance can be captured using biometric, swipe cards, log-in log-out, thru android or IOS App or manual register.	bio-metric integration not available
66	Can it pick up attendance data from a swipe card system automatically on real-time online basis from all locations?	Yes giving you instant analysis as to who has come at what time using web services. It thus saves time, money and mistakes in adding employee data again in the access control system. We have recently also added attendance tracking thru webcam attached to a PC kept at the reception or also from a cell phone which not only reduces costs dramatically but also helps track attendance dramatically on the fields	Limited functionality
67	Can it create any kind of weekly off combinations for Monday to Sunday based on whether it is 1st, 2nd, 3rd, 4th, 5th, even monthly, odd monthly, even yearly or odd yearly?	Yes	Limited Functionality
68	Can a set of employees chose the maximum number of Holidays he can avail in a year?	Yes	not available
69	Can it accept a master permission attendance card for time-in and time-outs?	Yes	not available
70	Can it calculate monthly deficit hours and deduction rules?	Yes based on hierarchies and options to deduct leave / salary on fixed or multiple values of time or salary amounts with cascading effects	not available
71	Does it have condonement Facility?	Yes	not available
72	Does it have the facility of import / export of the swipe card data	Yes	not available
73	Does the vendor have attendance service installed on clients PC to post attendance as & when required without sharing their server IP with the vendor?	Yes	NOT AVAILABLE
74	In OT application, do the applicant gets the facility to get the extra hours worked in salary or leave.	Yes	NOT AVAILABLE
75	Does it have the workflow for On Duty (out of office work)?	Yes	Not readily available. Need to create a work-flow.
76	Does it have the workflow for optional holidays?	Yes	Holiday work-flow is missing

77	Does it have the workflow for extra hours correction?	Yes	NOT AVAILABLE
78	Can it pickup attendance thru web cam which is very suitable for small or branch offices?	Tes	NOT AVAILABLE
79	Does it have GPS based attendance tracking system by showing current position of the employee in the map	Yes, the employee has to take a selfie and automatically that time stamp will be reflected in the timesheets	NOT AVAILABLE
80	Leave rules depth	HRMantra has a global leave structure with over 70 conditions, 20 formulae builders & millions of configurable conditions-The depth has to be seen to be believed. We can set leave module for any global business operating across 100s of countries however complex in hours. It has provision for leave minimum & maximum eligibilities, balance, carry forward, lapsation, encashment etc. It has powerful sandwiching, prefix, suffix, intimation, deduction & display rules including supportings. We can set paid leave rules for any firm worldwide in less than an hour!	They do not have in-depth leave structure
81	Leave accounting year	You have the flexibility of setting it differently for different employees for every leave type	Not straight forward. You need to define pages and groups and assign it to employees
82	Can leave encashment be done on an online basis through a workflow?	Yes	They do not have leave encashment work-flow.
83	Can leave credit be done on an online basis through a workflow?	Yes	Comp-Off credit work-flow is missing
84	Leave application form simplicity & depth	Once you select your leave type (for e.g CL), it will show you its balance & also automatically open the To & From Date control. So it becomes very easy to select From Date & when it is selected, the To Date calendar automatically pops up striking out dates earlier than the From Date. When you select the To Date, it will show the total number of leave days; in orange color, it shows extra days added in the leave days due to Sandwiching, prefix or suffix rule. You can also select Part of the day; whether you want to take full day, first half day or second half or quarter day leave which quarter day leave.	Leave application page does not have many information like Approver's details, First half second half options and detail table to see how many leaves are getting deducted against what date etc. Employees go into their profile page and from Time Off section apply for a leave. No separate page for leave application. Or employees can Search from the top SEARCH section and go to the page
85	Manual Leave entry, Leave adjustment and Leave encashment handling	Available and in depth.	Time off handling is employee-wise. Select one employee and enter manual leave or any leave adjustment or encashment etc.
86	Can it handle quarter day leave applications?	Yes	NOT AVAILABLE
87	Does it have detailed project management module	Yes. You can create client profile and create multiple projects for each client with estimated time of completion and project costs and number of people required with what skills.	NOT AVAILABLE
88	Can you email the timesheet to the client for approval	Yes	NOT AVAILABLE
89	When the timesheet is approved, does the time- in time-out get updated in the attendance for that date automatically	Yes	NOT AVAILABLE
90	Does it have Project Timesheet workflow?	Yes	NOT AVAILABLE
91	Can it import client database?	Yes	NOT AVAILABLE
92	Can you import project timesheets filled up to save time?	Yes	NOT AVAILABLE
93	Does it generate a ticket number when a particular request is submitted and does the applicant get email on the request closure? Can you also Cc/Bcc email to other employees? Can you send attachments? Can you set priority? Can you set who to approach?	Yes. This facility can be used to create any user defined workflows like IT desk, travel desk etc. You can decide whom to approach having a Seat No. / Contact No./Bldg No.	It is not readily available.
94	Is claim management Available?	Very complicated issues of exempted and carry forwardable claim heads based on monthly & yearly calculations can be easily done	NOT AVAILABLE
95	Claim management depth	It is a wonderful flexible claim system. One can create a basket of reimbursement heads and can pay off in any of the pay head in any month with bill entry provision to be split across multiple months. You can set periodic entitlements & payout frequencies. The input units can be set as also the period when such forms can be filled up	NOT AVAILABLE

96	Can claim data be imported?	Yes	NOT AVAILABLE
97	Does it have claim workflows for LTA, mediclaim, reimbursements etc?	Yes thereby reducing the time and efforts in HR interventions.	NOT AVAILABLE
98	Does it have claimable canteen deductions?	Yes. When an employee goes to the canteen (say) between 10am to 11am, then the breakfast amount is automatically deducted from his salary	NOT AVAILABLE
99	Can it create travel expense heads based on different hierarchies and set per day or per trip limits using powerful formula builders?	HRMantra has a global travel management policy with 100s of conditions, 4 formulae builders & crores of ready made possible combinations-The depth has to be seen to be believed. We can set travel module for any global business operating across 100s of countries however complex in hours.	NOT AVAILABLE
100	Can it create dynamic city classifications like metro, tier 1, tier 2, rural areas etc	Yes	NOT AVAILABLE
101	Can all employees fill up their daily expense applications for approval through a workflow?	Yes	NOT AVAILABLE
102	Can travel, expense, accomodation policies be based on per day limit / per trip limit / per unit limit / per month basis using formulae for different employee groups?	Yes	NOT AVAILABLE
103	Once the travel plan has been approved does it automatically update as On Duty in the attendance for those days	Yes	NOT AVAILABLE
104	Can Project based travel expenses be mapped?	Yes	NOT AVAILABLE
105	Is the travel expenses GST compliant	Yes	NOT AVAILABLE
106	Does it have a provision for storing details of assets issued to employees like name, asset value, taxable value and also when such asset was returned by an employee and in what condition?	Yes	NOT AVAILABLE
107	Does it have the facility of importing asset stocks?	Yes	NOT AVAILABLE
108	Does it have the facility of importing asset allotted details?	Yes	NOT AVAILABLE
109	Does the software maintain asset inventory details?	Yes	NOT AVAILABLE
110	Complex payroll conditions it can handle & Number of options that are given per Head of Pay	HRMantra has a global payroll structure with over 40 conditions, 3 formulae builders & crores of readymade possible combinations-The depth has to be seen to be believed. We can set payroll module for any global business operating across 100s of countries however complex in hours for e.g. whether HRA is to be included in arrears, increments, FFS, FCP, CTC etc.	NOT AVAILABLE
111	Can the employees change their flexible pay heads themselves online through a workflow?	Yes	NOT AVAILABLE
112	Can payroll processing be done from many locations using a centralized database server?	Yes since payroll module is fully integrated and fully web based and location wise employees payroll can be done	NOT AVAILABLE
113	Can it handle complicated Increment & Union agreement calculations?	Yes. Slab wise increment available	NOT AVAILABLE
114	Salary processing steps	in very easy 3 steps as it is highly automated so payroll can easily be done in-house reducing cost of outsourced payroll	NOT AVAILABLE
115	Are all the salary recoveries & adjustment in payroll automatic or has to be done manually module wise?	Fully automated increasing the speed of payroll processing, saving your time and money and removing errors caused due to manual data entries.	NOT AVAILABLE
116	can arrears payment be done in salary or outside the salary?	Yes both methods possible	NOT AVAILABLE
117	Can arrears calculations be done on an online basis from the front end?	Yes	NOT AVAILABLE
118	Can you do e- Filing of 24Q return (regular & correction)?	Yes	Not readily available

119	Can the client do payroll processing?	Yes definitely and since it is very simple to do in HRMantra, we encourage the client to in-source such work	Missing on Cloud version
120	TDS calculation workflow	All employees can do their income tax estimation accurately and easily with proper FRV calculation	Missing on Cloud version
121	Is Income Tax Estimation affected by Govt Budgets?	Not at all. It is fully parameterized. When the finance budget gets passed in the parliament; the new income tax rates gets updated within days by us	Missing on Cloud version
122	Can all employees fill up the investment declaration forms & their HODs approve the same online?	Yes	Missing on Cloud version
123	Does it have import facility for investment data capturing?	Yes	Missing on Cloud version
124	Investment Declaration depth	HRMantra has over 137 fields to capture information related to 80C, 80G, Rent, housing loan etc to be able to calculate precise TDS	Missing on Cloud version
125	All statutory reports and challans of PF, ESIC, PT, LWF, Income tax available with E-TDS integration?	All available and fully integrated with e-TDS	NOT AVAILABLE
126	Does it have the facility of maintaining exempted firms PF trust, gratuity and superannuation fund and required challans?	Yes	NOT AVAILABLE
127	Can it handle PF loans taken by employees?	Yes	Missing
128	Does it have an EMI calculator?	Yes	Missing
129	Does it calculate bonus calculations	Yes	Missing on Cloud version
130	Does it calculate complicated loan calculations on simple, reducing or on PMT methods?	Yes	Missing on Cloud version
131	Can the EMI so calculated be paid by cash or the period changed or interest calculation modified after the loan has been granted to the employee?	Yes	Missing on Cloud version
132	Does it have a formula builder to calculate loan entitlements based on experience of the employee or his salary or age or grade etc?	Yes	Missing on Cloud version
133	Can loans granted be imported?	Yes	Missing on Cloud version
134	Is the appraisal system fully present through a workflow? (360 degree / KRA's / Competencies / TCD / BSC etc) and is entirely flexible?	Yes. any system of performance evaluation is possible. Bell curve analysis can be done	Goal category attributes cannot be defined from frond end. They have to go to provisiing login and in xml we can define these attribtutes. Attributes are like min-weight, max-weight, min-goals, max-goals etc. No provision to define supportings, or client / project related goals
135	Is succession planning module available?	Yes using the color band theory	Not readily available. You need to create rule and configure it
136	Can it create a training calendar based on hierarchies	Yes	NOT AVAILABLE
137	Can it store estimated and actual costs incurred on training programs?	Yes	Missing
138	Can the training cost components be created using formula builders	Yes	Missing
139	Can an employee fill up his training needs online?	Yes	Missing
140	Can an employee fill up the training feedback form after he has attended the same?	Yes	Missing
141	Can a faculty fill up the training participants evaluation form after the program has been finished?	Yes	Missing
142	Can the HRD shoot off mail to all or selected employees to participate in a training program?	Yes	Missing

143	Does it have internal training workflow?	Yes	Missing
144	Does it have external training workflow?	Yes	Missing
145	Number of security features	over 20 important features like password pattern, password size etc making your system quite secure	Very limited features available
146	Access Control Mgmt	Available and in depth	Permission functionality is not properly structured and is very confusing and complex resulting into problems
147	User Mgmt	Nicely designed, easy and self explanatory	Not very clear.
148	Does the software have an inbuilt report designer?	Yes provided free of cost	Limited facility
149	Are the masters access using OTP ?	No. In HRMantra, you can decide which user can access which master page and such user can view, edit or delete masters easily and rapidly	Missing
150	Context sensitive help on every page with detailed transaction steps explained in the manual	Yes	Not structured nor well defined
151	Does it have a search engine on the employee, candidate and leave database using simple AND and Or criteria	Yes. So the HRD is not depended on the IT dept for any help in creating any kind of MIS	For employee search, they have "Employee Directory" search which is limited in terms of search criteria. Candidate Search - Display option is very very limited. Only few basic details like code, name, photo, email, city, state etc. and primary phone, secondary phone can be used to display data. Leave Search - not available
152	Does it have 100s of inbuilt greeting cards and provision to add your own greeting cards	Yes	NOT AVAILABLE
153	Does it have 100's of motivational thoughts of the day	Yes	Missing
154	Does it have a setup wizard in all modules for easy and faster implementation?	Yes	Missing
155	Does it have SMS facility to send messages to candidates & employees?	Yes	Missing
156	Common master page or interface to enter / maintain commonly used data.	Available	Common master interface/page is not available. Client can export data in excel make changes in excel and import into the system.
157	Error and Issues handling	Whenever any technical bug or functional issue arises in the application, it automatically gets registered in client request management portal and client can track the status online	For any error they display only a single error line as "Application error. please contact your administrator". This leads to more time investment in searching problem to know which page which line it occurred in etc. Does not get registered as a request with them Master data can be deleted without validating transaction data which is a big problem

And finally the best reason to opt for HRMantra over SAP SF is that inspite of so many feature advantages, HRMantra is priced at 1/3rd the cost of SAP SF. In case you have SAP ERP software and want us to integrate HRMantra with SAP, that can also be done. So be rest that all your HCM pain points will be automated much more & better with HRMantra in much less the time compared to SAP SF. With the launch of its global multilingual version using Angular Technologies in April 2020, we are determined to disrupt the top HCM market worldwide. We are determined to disrupt the top HCM market worldwide. Invest your precious time in watching the demo of HRMantra-the world's most comprehensive HR & Payroll software. We are confident that you will be thrilled looking at its depth and simplicity. Double the depth of of SAP Successfactors @ 1/3rd its cost. Stop burning cash.

Please Note: In case you believe that certain comparison point is not proper then please email us the link to justify your statement at partner@hrmantra.com so that we may verify it & update the same. Thank you.