

## Why HRMantra

More than 225 reasons to opt for world class HRMantra over ANY OTHER HR & Payroll softwares IN THE WORLD-HRMantra is the WORLD's MOST POWERFUL HR & PAYROLL SOFTWARE.

No other vendor can claim even 20 features that are superior to HRMantra

### Salient Features

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	Mostly quite rigid with just 1 color scheme
2	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	Quite limited number of hierarchies upto 7 thereby putting a lot of restrictions on data analysis and reducing the flexibility of configuring the software to all your org units. So for a business having more than 200 employees, such softwares are obsolete
3	Employee, managers and HR self service Portal	From the common homepage, you can easily set the ESS, MSS and HR self service. So the employees need to look at just 1 page for all their ESS functions.	Employees, managers and HR logins are generally separate with different looks and have to be logged in from separate applications. So if someone is an approver, he has to click in a specific module to check whether he has to grant some application thereby wasting his time and delaying the response time
4	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.	Dashboard if available is either with very limited number of charts and is not specific to a module
5	Escalations	It has fully flexible escalation matrices in all modules using powerful formula builders with time based triggering features. You can send email, SMS and notifications to select approvers. In case the escalation flow is changed, you can redistribute it in 1 click	Generally any application is routed to a person and there are limited fixed number of escalation levels that can be set. So for a business having more than 200 employees, such softwares are redundant
6	Is the vendor profit making and the original promoters having a majority stake to show their emotional connect with the venture?	HRMantra is profitable from day 1 and the founder CEO Mr Pankaj Bhargav is 100% dedicated to this business since the last 24 years and has 100% equity stake. His long term vision is to become a global leader in this domain	Most of the ventures are loss making off and most of the founders have sold their majority stake to VCs who do not look beyond 5 years horizon whereas product companies become profitable after 15 years and 100s of crore of investments. There are dime a dozen such vendors who launch a good looking product with a terrific marketing campaigns before the product gets mature to handle complicated HR requirements. Your investment in such product may get wiped So just do not think of buying products from vendors with less than 15 years of HRMS expertise else you may repent heavily later on
7	Is there any hidden cost in adding any new legal entities?	Absolutely no. Very transparent pricing based on active employees. Complete career graph across a group of entities.	Most charge extra for an additional company and many are not able to even transfer employee data from 1 company to other also!. Such products should not be touched even with a barge pole
8	Is the vendor ISO 27001:2005 certified firm showing highest data security standards worldwide?	Yes HRMantra is hosted on Microsoft`s Azure datacenter which is the world`s most secure platform	No making your confidential employee information highly vulnerable to be poached by your competition
9	Is the software available on a monthly pay per use basis from VM servers based in an Tier IV datacenters with full DR?	Yes	Mostly Not available
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	Mostly less than 100 reports. If you want changes in the reports you will have to tell the vendor to change and they will charge you extra for the same
11	Amount of time invested in developing the software?	1000s of man years by ourselves (besides lakhs of man years of investment by employees of our clients testing and giving us feedback	Quite less time invested in the development thereby the client has to waste colossal amount of time and money in explaining their

		in real business environment on how to improve the user experience and how to reduce time in doing HR interventions) since the year 1998 giving us an incalculable domain expertise and the product has all best business practices in place and features that are must-have and it has become a very mature and easy to set product for any firm of any size in any industry	requirements, fixing bugs, doing testing etc thereby becoming a guinea pig in the process as also imparting domain knowledge. Any such product with less than 15 years spent in its development will just not have the expertise or depth and so just not worth wasting your money.
12	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.	very very limited triggers if at all available
13	Activity rules setting based on employee groups (multiple organizational 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.	Grouping facility if at all available can be done on very few activities and only for limited modules. In many products it has to be done employee-wise thereby HRD has to be remember which rules are relevant for all new joinees thereby wasting their precious time and many times leading to errors. It thus makes such products unsuitable for a large multi location multi hierarchy business.
14	Number of preformatted letter purpose templates	HRMantra has over 125 such templates across all modules thereby giving the users a personalised response	There are much lesser such templates
15	Implementation Methodologies	Handled in easy steps. All masters setup, policy configurations etc. are provided from front end. HRMantra software implementer can handle it.	Mostly not well organised
16	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 not only dangerous but raises serious questions on the software capabilities of the vendor-such products are not fit to be sold.
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	Very limited number of imports allowed thereby increasing the time required to do HR processes thereby wasting time and reducing productivity like anything
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.	Mostly No
19	Does the vendor restrict the number of access levels in the cumulative licenses sold and are the prices higher HR and Admn access levels?	No. HRMantra has a very honest pricing policy. The client can decide which user to give which access level without worrying about any price surge	Most of the vendors give very less HR and admn licenses and charge a very high price for such access levels
20	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	The number of features are quite limited compared to HRMantra.
21	Does it have multi-lingual capability - Software can be used in any language?	HRMantra is completely Multilingual. The client can use any language they want	Mostly 1 language like English only
22	Is the software 100% Responsive	Entire software can be used from any devices like smartphones, Ipad, laptops or desktops	Most have a featureless mobile app apart from the desktop version
23	Position Management - To define man-power budget and planning and manage positions	Available	Mostly Not Available
24	Notifications mgmt	Available	Mostly Not Available
25	User Proxy Mgmt	Available	Mostly Not Available
26	Is the vendor GDPR Compliant	Yes signifying it has implemented the best personal data protection globally	Mostly no so your employee data can be compromised easily
27	Can the captions be labeled differently by the clients to suit their names	Available	Mostly No
28	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. and is JSON based. So you can be rest assured that your investment in HRMantra will never get wasted	A lot of products are still using older Angular JS or ASP.NET technologies or outdated PHP or obsolete client server technologies
29	Does it have the Geo tagging features	Yes	Mostly no

30	Does it have 9 box grid analysis	Yes	Mostly no
31	Does it have the Geo fencing features	Yes	Mostly No
32	How many years have the software been under development? More than 15 is a must for a deep domain like HR	HRMantra has been under constant development since 1999-over 21 years now showing our commitment to HRMS	Most of the vendors have been in the market since 2015 and all such products will have very little understanding of HRD requirements and make their clients guinea pigs
33	Is the vendor CMM Level 5 certified?	Yes	Mostly No
34	Is the vendor SOC 2 certified	Yes	Mostly No
35	Can the client add number of fields of their own choice and also decide to make it compulsory or delete fields they do not want ?	Yes	Mostly No
36	Can the client add a page / form of their choice?	Yes	Mostly No
37	Does the software have the flexibility to create new workflows?	Yes	Mostly No
38	Is the database always encrypted so that even the database administrator cannot see any data fields?	Yes	Mostly No
39	Can it handle multi currency issues	Yes	Mostly No
40	Can it integrate with multiple mail servers at different locations	Yes	Mostly No
41	Does it have Whistle Blower Feature	Yes. In case some employees is doing a fraud or someone is harassing a lady then he or she can complain to the management about it without the fear of getting exposed as that transaction is hard coded to not be included in the audit log	Mostly No
42	Does it have a detailed audit log of who logged in, added, edited deleted some records besides imported or exported some files?	Yes	Mostly No

#### HRIS

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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.	Generally less than 250 fields so if you want to add more fields, it will push up customization costs. HRIS is thus at least 50% less effective compared to HRMantra.
2	Can you do instant chatting with employees who are online	Yes using connectivity to whatsapp thereby reducing the cost of communication	Mostly not available
3	Does it have Org charts based on direct and indirect reporting as also total number of positions at each org level?	Available.	
4	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.	Mostly missing which increases a lot of HR mundane workload and does not guarantee updated and approved data.
5	Does it have employee transfer workflow?	Yes	Mostly not available
6	My task, opinion poll, suggestion box, contacts, jokes, home page message etc	Yes-handled from the main portal page	Mostly not available
7	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	Mostly not available
8	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	Mostly not available thereby causing a lot of manual interventions resulting in erroneous data.
9	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),	Mostly Not present.
10	Employee Position Reporting chart	It has fantastic way of displaying the employee reporting charts by expanding or collapsing it as per your desired view consisting of such employees photo, designation and a brief profile. It also generates a tree structure. Dual reporting also possible. If a CEO has a manager and his driver reporting to him directly the positioning of the driver in the org will be much lower than the manager.	Either not available at all or if available it is not in depth

11	Employee code pattern	Available. Based on hierarchy any permutation combination you can create to create an employee pattern	Lesser methods available
12	Does it have awards and recognition with facility to gamify and nominate employees for rewards?	Yes	Mostly No
13	Can all employee log in to view their saved details and correct some personal data?	One can edit his personal info at any given time which then goes for approval to the concerned person.	Mostly No
14	Does it have the search Buddy facility?	Yes. You can easily search employees within the company and know their details like department, designations, location, mobile number, email id so that they can quickly get in touch with them for some queries	Mostly No
15	Does it have a provision to manage the list of all the documents to be submitted by all the employees?	Yes. You can keep a list of all the academic, previous work experience etc kind of documents in a structured manner	Many products do not have such a basic requirement and sometimes put a limit to the number of documents that you can scan and upload
16	Does it have Dearness Allowance Index Table?	Yes. This helps in speedy calculation of the DA based on the periodic revision in the index based on the inflation rate changes	Mostly not available
17	Does it have minimum wages feature based on various factors like zones, industries, pay heads etc. ?	Yes	Mostly not available
18	Does it have the provision to upload common forms like Form 16 etc such that each employee when he logs in can see his Form 16 filled up with his own data and download whenever he wants	Yes	Mostly Not available
19	Induction module designer	Available and fully parameterized	Very limited features
20	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.	Very limited features
21	Can the policy documents like travel, leave rules etc. be seen by employees to whom it is relevant only?	Yes	Mostly No
22	Does it have a detailed On-boarding Mgmt	Yes including on boarding feedback workflow	Mostly No
23	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	Mostly No

#### Induction Management

#	Feature	HRMantra	Any Other HR & Payroll Software
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#### Recruitment Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Does the staffing module have comparison of salaries with existing employees and salary fitments?	Yes	Mostly No
2	Integration with Job portals like Naukri.com	Yes and from any other such jobsites as well giving you a great bang for money	Mostly not possible
3	Can job positions in the company be published to consultants & they be allowed to upload CVs directly?	Yes	Mostly not possible
4	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.	Mostly not possible
5	Does it have a requisition workflow?	Yes a workflow for new joinees or existing replacements with connectivity with manpower budgeting	Mostly not possible
6	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	Mostly not possible
7	All the formal correspondence with the candidates like the offer letters etc goes through an approval process	Available	Mostly not available
8	Does it have a detailed manpower budgeting system based on recruitment year & cycle?	Yes	Mostly not available

9	Can employees apply for internal job positions (IJP) in the company or refer buddies?	Yes	Mostly not available
10	Can powerful interview scheduling be done?	Yes	Mostly not available
11	Does it have a candidate screening work-flow?	Yes. To get candidate bio-data checked from various people related to a position	
12	Campus recruitment	Yes. Can store candidate`s selection against campus and tracking.	
13	Does it have auto requisition assignment feature	Yes. So when a new requisition is raised; it gets automatically assigned to that locations HR Mgr so that he can start finding relevant candidates rapidly thereby reducing time taken to get a candidate on board	Mostly Not Available
14	Connectivity between recruitment and other modules	Yes. In HRMantra when a candidate gets selected; in 1 click you can convert all such entered candidate data into the employee database thereby saving a lot of time of the HRD	Most of the products do not have such a valuable feature
15	Can a candidate edit his filled up details?	Yes	Mostly Not Available

#### Online Psychometric Tests

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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)	Mostly not available
2	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.	Mostly not available
3	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.	Mostly not available
4	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.	Mostly not available
5	Can you upload an image for conducting Picture Thematic Test?	Yes	Mostly not available
6	Can it import questions of the online test papers?	Yes	Mostly not available

#### Exit Management and Full & Final Settlement

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Can Full and Final Settlement be done from the front end?	Accurate, in-depth, fully automated and online	Not up to the mark and mostly offline.
2	Can an Exit Interview be done Online?	Yes. Employee can fill his Exit Interview form.	Mostly not available
3	Can you set different Exit interview questions for different hierarchies?	Yes	Mostly not available
4	Can Exit Form be escalated to Multiple levels and can conditional policies be set between levels?	Yes	Mostly not available
5	Can it also trigger a mail for exit clearance email can be sent to the relevant employees?	Yes	Mostly not available
6	Whether it can do the replacement online for the exited employee leading to transfer of all responsibilities to the respective replacements.	Yes	Not Available
7	Does it have a Resignation application approval workflow ?	Yes	Mostly not available
8	In case such assets are not returned by the employees, at the time of their exit does it mention it in the FFS?	Yes	Mostly not available
9	When you need to fill mass exit forms, does it provide import / export for speeding it up?	Yes	Mostly not available
10	Does it have exit interview workflow?	Yes	Mostly No
11	Depth of Exit management	Over 10 actions can be triggered once the exit form of any employee is filled up	Very limited options
12	Off-boarding Mgmt	Yes	
13	Does it have handover duty workflow?	Yes. When an employee moves from 1 department or location or legal entity to another or when he quits, then there is a detailed process of hand over of duty responsibilities to the incumbent	This very important process is missing in many products

#### Shifts Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	Mostly No
2	Can any number of shifts be created	Yes	Mostly No
3	Can it create flexi shifts, semi flexi shifts, Half day shift apart from fixed shifts?	Yes	Mostly No
4	Can auto shift rostering / rotation be done for any set of employees	Yes	Mostly No
5	Can default shift be automatically assigned to a new joinee	Yes	Mostly No
6	Can daily, weekly, monthly shift rostering be done using import/export	Yes	Mostly No
7	Does it have the provision to set the shift automatically as per the in-time of the employee on a particular day?	Yes	Mostly No
8	Does it have the provision of defining break times like lunch etc so as to calculate the actual working hours properly	Yes.	Mostly No

#### Attendance Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	Sketchy
2	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.	Lesser methods available
3	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	Not possible increasing the headaches of collating attendance data from different regions. And also increasing the manpower required to update employee data in the access control system. Attendance thru webcam not available
4	Employees can themselves fill up the attendance record and submit to their HOD for approval	Through attendance regularisation form	Mostly not present
5	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	Mostly no
6	Can a set of employees chose the maximum number of Holidays he can avail in a year?	Yes	Mostly no
7	Can it accept a master permission attendance card for time-in and time-outs?	Yes	Mostly no
8	Can attendance regularization Application be used for daily activity tracking?	Yes. All employees get to enter the work they have done against a job function	Mostly no
9	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	Mostly no
10	Does it have condonement Facility?	Yes	Mostly no
11	Does it have the facility of import / export of the swipe card data	Yes	Mostly no
12	Does it have the workflow for extra hours worked?	Yes	Mostly no
13	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	Mostly no
14	In OT application, do the applicant gets the facility to get the extra hours worked in salary or leave.	Yes	Mostly no
15	Does it have the workflow for On Duty (out of office work)?	Yes	Mostly no
16	Does it have the workflow for optional holidays?	Yes	Mostly no
17	Does it have the workflow for extra hours correction?	Yes	Mostly no
18	Can it pickup attendance thru web cam which is very suitable for small or branch offices?	Tes	Not available

19	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	Mostly not available
20	Does it have the facility of reminding employees in various situations when they come late / go early / were absent or other such attendance related issues	Yes	Mostly not available
21	Does it have the provision to manage Deduction policy exceptions in case for certain employees like Directors etc. rules like OT, Late coming or early going etc. does not apply	Yes	Mostly not available
22	Does it have the provision to give gate pass to employees when they go outside the office / factory premises and whether it is paid or unpaid?	Yes	Mostly not available

### Leave Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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!	Very limited leave conditions can only be set ( We challenge any HR product to show more than even 20 % of HRMantra`s depth). So to the client, it means that it makes perfect sense to simply opt for HRMantra over any other such software.
2	Leave accounting year	You have the flexibility of setting it differently for different employees for every leave type	You cannot set it upto individual employee level
3	Can leave encashment be done on an online basis through a workflow?	Yes	Mostly No
4	Does it have formula builders to handle any kind of rule settings for any hierarchies	It has phenomenal formula builders to create balance leave calculations, maximum leaves carry forwardable and encashment complexities of any firm of any size in any industry worldwide.	Mostly No
5	Can leave credit be done on an online basis through a workflow?	Yes	Mostly No
6	Does it have Leave workflow?	Yes	Mostly No
7	Leave availing Workflow 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.	Such flexibility is not present in any software globally
8	Can it handle quarter day leave applications?	Yes	Mostly No

### Project Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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 so as to know project profitability.	Mostly No
2	Can you email the timesheet to the client for approval	Yes	Mostly No
3	When the timesheet is approved, does the time- in time-out get updated in the attendance for that date automatically	Yes	Mostly No
4	Does it have Project Timesheet workflow?	Yes	Mostly No
5	Can it import client database?	Yes	Mostly No
6	Can you import project timesheets filled up to save time?	Yes	Mostly No
7	Does it have the workflow to ask for project resources and when approved by the concerned seniors, such employees get automatically assigned on such projects with effect from certain dates	Yes	Mostly No

### Helpdesk / Workflow Administration

#	Feature	HRMantra	Any Other HR & Payroll Software
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1	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.	Mostly Not Available
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#### Claim and Reimbursement Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Is claim management Available?	Very complicated issues of exempted and carry forwardable claim heads based on monthly & yearly calculations can be easily done	Even if the salary related reimbursible claims like medical, LTA etc are available, it cannot handle complicated cases
2	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. Project related expenses can be tracked	Mostly No
3	Can claim data be imported?	Yes	Mostly No
4	Does it have claim workflows for LTA, mediclaim, reimbursements etc?	Yes thereby reducing the time and efforts in HR interventions.	Mostly No
5	Does it have 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

#### Travel and Expense Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Can it create travel expense heads based on different hierarchies and set per day, per unit or per trip limits using powerful formula builders? Can it handle complex cross currency calculations	HRMantra has a global travel management policy with 100s of conditions, 4 formulae builders and millions 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.	Mostly missing
2	Can it create dynamic city classifications like metro, tier 1, tier 2, rural areas etc	Yes	Mostly missing
3	Can all employees fill up their daily expense applications for approval through a workflow?	Yes	Mostly missing
4	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	Mostly missing
5	Does it have the travel plan workflow? and once the travel plan has been approved does it automatically update as On Duty in the attendance for those days	Yes	Mostly missing
6	Can Project based travel expenses be mapped?	Yes	Not available
7	Is the travel expenses workflow GST compliant	Yes	Mostly not available
8	Does the product maintain expenses incurred towards candidates like accomodation, travel, food etc in	Yes	Mostly No

#### Asset Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	Mostly not available
2	Does it have the facility of importing asset stocks?	Yes	Mostly not available
3	Does it have the facility of importing asset allotted details?	Yes	Mostly not available
4	Does the software maintain asset inventory details?	Yes	Mostly No
5	Does it have asset clearance workflow?	Yes	Mostly No

#### Payroll Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Complex payroll conditions it can handle any Number of options that are given per Head of Pay	HRMantra has a global payroll structure with over 40 conditions, 3 formulae builders and crores of readymade possible combinations-The depth has to be seen to be believed. We can set payroll module for any	Very limited payroll conditions can only be set (We challenge any global HR product to show more than even 40 % of HRMantra`s depth). So to the client, it means that it makes perfect sense to simply opt for



		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.	HRMantra over any other such software. Other products limit your flexibility and increase your data entry work. It shows the depth in which a vendor has understood the complications prevalent in payroll.
2	Can the employees change their flexible pay heads themselves online through a workflow?	Yes	Mostly not available
3	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	Mostly not possible increasing the headaches of collating processed data from different regions. It also results in many errors due to manual entries and even simple headcount reports may not tally as distributed databases are created by different people and are updated at different times. Such data is always discounted by the top management and they have to always factor in some errors in their MIS projections due to such issues.
4	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	Quite rigid spread across many steps with lots of manual data entries leading to time wastage so in many companies payroll is outsourced thereby not only increasing the cost of HR but also increasing the risk of data leakages
5	Are all the salary recoveries and 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.	You have to do all the adjustments manually increasing your drudgery
6	can arrears payment be done in salary or outside the salary?	Yes both methods possible	Thru salary only
7	Can arrears calculations be done on an online basis from the front end?	Yes	Mostly missing
8	Does it handle multi currency payroll	Yes	Mostly missing
9	Can it handle complicated Increment and Union agreement calculations?	Yes. Slab wise increment available	Mostly missing
10	Can you work on multiple accounting years?	Yes you can keep shifting between different accounting years in a same window. A user can also work on multiple accounting years at a time	Mostly no
11	Can it process salary per employee in less than 1 second?	Yes. We are using multithreading technologies using which salary processing of employees belonging to different locations can be done simultaneously in separate threads reducing the time taken	Mostly no
12	Can you do e- Filing of 24Q return (regular and correction)?	Yes	Mostly no
13	Can Full and Final Settlement data be imported?	Yes	Mostly no
14	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	Some vendors do not give such facility to the clients controlling such work with themselves thereby charging extra money every month
15	Can payroll processing be done for 1 employee or for 1 department rather than doing for all the employees?	Yes. HRMantra is extremely flexible	Mostly not possible
16	How many pay heads can be created?	There is no limit to the number of pay heads that can be created. HRMantra has given full freedom to the client to add or edit pay heads themselves	Very Limited Pay heads can be created
17	Can you process salary for a month assuming employees are present after set attendance cutoff date in that month	Yes	Mostly No
18	Does the vendor has the provision to hold or unhold salaries of certain employees for various reasons like employees have put in their resignation,	Yes	Mostly Not Available
19	Does the software have the provision to design your own pay slip format including fields and columns like standard salary, earned, arrears, adjustments and total in that month	Yes	Mostly Not available
20	Does it have the feature of salary reconciliation across multiple months	Yes	Mostly No
21	Does it have the feature of creating any bank statements such that after the payroll is calculated, it can directly take that data and import into the bank account login and salaries can be directly transferred into individual employees bank accounts?	Yes	Mostly No

#### Income Tax Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Does it have Income Tax calculator?	All employees can do their income tax estimation accurately and easily with proper FRV calculation	Not up to the mark and handled with difficulty

2	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	Yes
3	Can all employees fill up the investment declaration forms & their HODs approve the same online?	Yes	Mostly No
4	Does it have import facility for investment data capturing?	Yes	Mostly No
5	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	The depth is less

#### Statutory Compliances

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	A lot of such statutory forms not available and clients will have to do the e-TDS integration

#### PF Trust, Gratuity & Superannuation Management

#	Feature	HRMantra	Any Other HR & Payroll Software
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#### Bonus, Loan & Advances Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Does it calculate bonus calculations	Yes	Mostly No
2	Does it calculate complicated loan calculations on simple, reducing or on PMT methods?	Yes	Mostly No
3	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	Mostly No
4	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	Mostly No
5	Can loans granted be imported?	Yes	Mostly No
6	Does it have loan application approval workflow?	Yes	Mostly No

#### Confirmation & Performance Management with Succession Planning

#	Feature	HRMantra	Any Other HR & Payroll Software
1	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	Mostly No
2	Does the appraisal module have options of giving scientific ratings to the total competency group / individual / final and overall basis?	Yes with lots of flexibility using formulae builders	Mostly No
3	Is succession planning module available?	Yes using the color band theory	Mostly No
4	Can it import KRAs?	Yes	Mostly No
5	Can it import competencies?	Yes	Mostly No
6	Does it have the confirmation process?	Yes	Mostly No
7	Does it have the Performance Improvement Plan (PIP)?	Yes	Mostly No
8	Can it create different performance review periods for separate employees?	Yes	Mostly No
9	In performance evaluations if an employee is weak in certain skills then can he be nominated for such competency development method?	Yes	Mostly No
10	What different kinds of recommendations are available?	Promotions, transfers, increment, termination, probation/confirmation are available	Limited options are available
11	What are the options available in Normalization?	Option of auto-normalization as well as manual is available	Mostly only manual normalization feature is available.
12	Can setting of reviewers be changed when required?	Ability to modify list of reviewers that are participating in the appraisal process for every set of individuals.	Only default set of reviewers can carry out the appraisal process.
13	In what all different ways Task setting can be done?	Task setting can be done for any cycle with respect to daily, weekly, monthly, quarterly, half yearly or yearly)	Limited options are available
14	Competency Page options	Page layout for performance evaluation form or confirmation form can be configured as per needs and requirement	Competency assessment pages are mostly predefined

15	PMS Score Calculation	Scores are calculated with the help of powerful formula builders. It can be defined for levels.	Scores weightage cannot be defined for levels.
16	At the beginning of the appraisal form, how much Employee Summary information is being displayed?	Huge employee summary information can be shown in appraisal process	Limited data can be set
17	Tasks defined at Organisation levels and distributed downwards	Yes	

#### Training Management

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Can it create a training calendar based on hierarchies	Yes	Mostly No
2	Can it store estimated and actual costs incurred on training programs?	Yes	Mostly No
3	Can the training cost components be created using formula builders	Yes	Mostly No
4	Can an employee fill up his training needs online?	Yes	Mostly No
5	Can an employee fill up the training feedback form after he has attended the same?	Yes	Mostly No
6	Can a faculty fill up the training participants evaluation form after the program has been finished?	Yes	Mostly No
7	Can the HRD shoot off mail to all or selected employees to participate in a training program?	Yes	Mostly No
8	Does it have internal training workflow?	Yes	Mostly No
9	Does it have external training workflow?	Yes	Mostly No
10	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.	Mostly not available
11	Does the product have the workflow to add post training feedback evaluation of the trainees?	Yes	Mostly No

#### Security Features

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Number of security features	over 20 important features like password pattern, password size etc making your system quite secure	Quite less features making your sensitive employee data vulnerable and easily hackable
2	Does the software has IP locking facility?	Yes thereby you can prevent users from logging into HRMantra from undesired PCs	Mostly No
3	Pages Rights	HRMantra is extremely flexible with respect to rights and access for particular pages or sections of the portal. You can assign any kind of access rights to anyone including administrator rights. An employee can also do his ESS, MSS & HR Admin activities from 1 access right.	Difficult to handle rights and access with respect to pages or sections of the portal.

#### Technology

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Does the software have an inbuilt report designer?	Yes provided free of cost	Mostly No. You might have to purchase a 3rd party report designer like crystal report ( which costs more than Rs 1.50 lakhs)
2	Is the vendor comfortable in adding features and is it added in the same software for all the clients ?	HRMantra willingly accepts requests to add features since it makes the client`s work that much more automated. New features asked by a client are added in the same software which are then given to the existing clients thereby giving more value for money-it is like paying for a Maruti and over a period of time getting a Mercedes in lieu of it free of cost free of cost	They prefer to dish out what is available in the existing package and do not encourage more features. New features if at all agreed to be added are done separately for each client i.e. it is customized. So if the different client wishes to add some feature which they have already developed for a different client and since each such installation is a customized one, you will have to keep paying the vendor for every small new feature-so your meter is always on.
3	Is the software using multi threading technologies	Yes thereby users who are doing their ESS like leave application etc are not affected by mass processing work like payroll processing	Mostly not available
4	Does it have single sign on / Active Directory facility	Yes thereby you do not need to give feeding your user name and password for multiple applications in the same domain	Mostly not available
5	Interface with other ERP / CRM / accounting software`s possible	Interface with an accounting software is done by creating a JV file. Interface with any ERP / CRM software`s can be done by exporting data in an XML format	Lots of such features not possible

6	Is it a pure browser based software?	HRMantra is developed using the latest Angular 7 technologies It thus gives good looking pages which also gets loaded faster	A lot of such softwares are still developed on obsolete client server technologies and many vendors do not have many important modules like payroll or have only some modules browser based
7	In SaaS, is it multi tenancy based?	Yes. A common HRMantra software application is accessed by multiple clients having separate database schemas	Mostly No
8	Is the software using a strong RDBMS?	Yes. It is based on MS SQL 2016	Many vendors still have versions on MS Access, My SQL etc databases which are not only slow but have lots of limitations
9	Is the vendor comfortable in developing web services to import data on real time basis from their other ERPs?	Yes. HRMantra is open to develop various APIs or web services	Mostly No
10	Can the client monitor progress of various processes like attendance, payroll or large reports and get email alerts when such work is completed?	Yes, enabling the client to keep doing other work while such process is going on	Mostly No
11	How many tables are present in the entire software?	Over 1100. More the tables, product is well designed and indepth helping in generating better MIS	Lesser number of tables leading to inefficiency in analysis
12	Are the masters access using OTP ?	No. Not required. Allowing masters access through OTP is a headache. Clients can decide whom to be allowed to view, add or edit masters	A lot of products have this restriction
13	Does the vendor have a chatbot to handle HR activities?	Yes. HRMantra`s chatbot called Mili handles support and HR activities	Mostly not available
14	Is the vendor comfortable in getting its software installed on premise if insisted by the client?	Yes	Most vendors do not install their application on clients`s premises-it is offered only on SaaS model
15	Is using portal online easy?	HRMantra just requires one to have chrome or Firefox browser installed in his system to start using the portal.	Some vendors need java plugin to be installed along with browser like chrome and Firefox in your system to start using the portal and it gives quite a headache if the java plugin is not installed properly in one`s system. All employees are not tech savvy & a lot of time gets wasted calling up the customer support team to get it installed.
16	In how many formats can a report be generated?	In HTML, CSV, Excel, Text and PDF formats	In lesser formats

#### Common Features

#	Feature	HRMantra	Any Other HR & Payroll Software
1	Context sensitive help on every page with detailed transaction steps explained in the manual	Yes	Help not up to the mark
2	Masters based on date of effect?	Yes	Mostly Missing
3	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	Mostly Missing
4	Does it have 100s of inbuilt greeting cards and provision to add your own greeting cards	Yes	Mostly Missing
5	Does it have 100â€™s of motivational thoughts of the day	Yes	Mostly Missing
6	Does it have FAQs in various processes and pages?	Yes	Mostly Missing
7	Does it have SMS facility to send messages to candidates and employees?	Yes	Mostly Missing
8	Does it have proper time zone feature for e.g if the applicant for holiday is in India but the approver is based in Dubai, does it correctly handle date & time differences?	Yes in HRMantra, it will show the time & date of the user	Mostly Missing
9	Does it have filter concept (ability to display only a set of employees in a page based on certain criteria)?	Yes.	Available but does not function properly
10	Does the attendance, leave, loans, claim etc data flow into payroll automatically?	Yes. All modules are interlinked increasing the efficiency and accuracy of the HRD	Mostly No
11	Simplicity of workflow display	One can view the entire summary which includes both pending applications and approvals on one single widget	Mostly one can only see pending approvals. There is other section to check pending applications thereby increasing clicks.
12	Modules and pages layout	There is a lot of clarity in the modules listing.	In most of the products, the pages and modules layout is messy
13	Does it have a city-state-country relation master to ease data entry and reduce time wastage as also to reduce manual errors?	Yes	Mostly No
14	Does it have employee engagement activities including News and Events	Yes	Mostly No

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software which gives you savings over 10 times its cost. You are going to be buying such an HR software just once for your company across the country and thus it is very critical that you opt for the most comprehensive and user-friendly HR, Payroll and administration management software. If you do not want to opt for modules like payroll or PMS immediately you can do so as it is modular in nature-you can always add such modules later on if required. In case you buy a featureless HR software, you will not be able to tell the management later on, that you took such an HR software just to save a couple of lakhs of rupees because the management will expect the entire HR & Payroll department automation for faster decision making.

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