

Avadev

What is an HR software platform?

In modern workforce management, HR software platforms serve as pivotal tools, providing a centralized solution to streamline diverse aspects of human resource operations within organizations. These platforms encompass a plethora of features tailored to optimize HR processes, foster employee engagement, and ensure organizational efficiency.

At the core of HR software platforms, lies the capability to maintain comprehensive personnel profiles. These profiles encapsulate vital employee information, spanning from personal details to performance evaluations, training records, and job history. By centralizing this data, HR departments can efficiently manage, and update employee records as needed, fostering accurate and up-to-date documentation.

Moreover, HR software platforms often integrate features such as anonymous complaint lodging and suggestion portals. These functionalities provide employees with confidential channels to voice grievances, offer feedback, or propose suggestions for organizational improvement. By offering anonymity, these platforms foster a culture of openness and trust, empowering employees to contribute to the betterment of the organization without fear of reprisal.

Furthermore, self-service portals represent a cornerstone of HR software platforms, granting employees autonomy over certain HR-related tasks. From updating personal information to accessing pay stubs and requesting time off, these portals alleviate the administrative burden on HR staff while enhancing employee satisfaction through convenient access to essential services.

Centralized data storage is another critical advantage offered by HR software platforms. These platforms employ robust security measures to safeguard sensitive employee information, including payroll details, performance reviews, and disciplinary records. By ensuring data security and compliance, organizations can mitigate the risk of unauthorized access or breaches, fostering trust and confidence among employees.

Recruitment and applicant tracking functionalities streamline the entire hiring process, from job posting to candidate selection and interview scheduling. By centralizing recruitment efforts, HR teams can efficiently manage candidate pipelines, ensure consistency in hiring practices, and track candidate progress seamlessly.

Moreover, HR software platforms excel in managing onboarding and offboarding processes, facilitating the smooth transition of new hires into the organization and managing employee departures comprehensively. These

platforms automate tasks such as paperwork completion, training assignments, and exit interviews, ensuring a structured and consistent experience for all employees throughout their lifecycle within the organization.

Effective communication is another hallmark feature of HR software platforms, offering centralized channels for mass communication. Through announcements, newsletters or notifications, organizations can disseminate important information to all employees promptly, fostering transparency and alignment across the organization.

Lastly, leave and absence tracking functionalities automate the process of managing employee leave, including vacation days, sick leave, and other types of absences. By streamlining leave requests and approvals, these platforms minimize errors, ensure compliance with company policies and regulations, and optimize workforce management.

Human resources software platforms offer a myriad of advantages, including increased efficiency, enhanced employee engagement, improved data security, and streamlined HR processes. By centralizing essential HR functions, organizations can better manage their workforce, foster a culture of transparency and collaboration, and support the overall success of the business.

Features of our HR platform.

The current HR platforms in the market often come with high costs, complexity in operation, and a lack of customization to fit specific business needs. Typically, they require specialized technical expertise which may not align with the skill set of HR personnel.

Our HR platform, however, breaks away from this norm by offering user-friendly operation that requires only basic computer knowledge for its operation and use. Its key features include:

1. **Leave and Absence Tracking:** Providing clear visibility of employees' remaining leave and sick days, with a streamlined process for requesting and approving time off.
2. **Personnel Profiles:** Comprehensive profiles housing all essential employee information, editable by the employees themselves.
3. **Anonymous Complaint Lodging:** An avenue for employees to raise concerns about colleagues anonymously, fostering a more inclusive environment for feedback.
4. **Suggestion Portal:** Empowering employees to contribute ideas for business improvement.
5. **Self-Service Portals:** Accessible platforms or mobile apps allowing employees to manage their information, request time off, view pay stubs, update personal details, and engage in training.
6. **Secure Data Storage:** Ensuring the safety and accessibility of all employee information generated through the platform.

7. **Recruitment and Applicant Tracking:** Tools facilitating job postings, application management, candidate screening, interview scheduling, and hiring process oversight.
8. **Onboarding and Offboarding Management:** Streamlining the processes of welcoming new hires with paperwork, training, and orientation, as well as handling exit procedures like interviews and equipment returns.
9. **Mass Communication:** Enabling instant, centralized communication between management and employees.
10. **Employee Engagement and Communication:** Platforms for facilitating employee feedback, surveys, and communication within the organization. This may include employee recognition programs and social collaboration tools.
11. **Security and Access Control:** Measures to ensure data security, including role-based access control, encryption, and compliance with data protection regulations.
12. **Learning and Development:** Platforms for delivering training and development programs, tracking employee progress, and managing certifications.
13. **Benefits Administration:** Modules for managing employee benefits such as health insurance, retirement plans, and other perks. This may include enrolment, eligibility tracking, and communication tools.

Avadev's HR platform stands out for its ease of use. It allows effortless addition or removal of employees for self-service, eliminating the need for specialized personnel to operate it. With minimal reliance on service providers, the platform offers a self-sufficient solution for optimal functionality.

Fees, Rates and Contracts

Avadev offers various options for payment for our product. Avadev offers a monthly subscription fee. This subscription fee includes the platform, the hosting of the platform and any changes or additions that you may require in the future.

Avadev does not require any upfront costs like most businesses do before the platform is deployed. The platform will be deployed, and training is completed before the first monthly instalment is required.

We offer a 2-month contract where if the platform is not what you desired or required, no further commitment is required. However, as we believe that you will be happy with the platform that we have developed, the contract can be extended by 10 months for a 1-year contract.

Avadev also offers the option of a once-off payment for the deployment of our HR platform. After the deployment of the platform, the client will be responsible for the hosting of the platform and any service or additions to the platform. Avadev does offer an hourly fee for these clients where we will service and add features to the platform.

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