SmartHR
HR Management Solution

Your strategic HR partner

smart city systems®

2024

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"To become the dominant player in information technology and business communications solutions and bring our clients into tomorrow's world Group of Companies"

"Uniting innovative people to unleash the potential of technology to provide turn key solutions to the enterprise"

why us

Because we believe HR should be simple. Simple enough for you to run your business with ease and confidence. So we built a company to help you do exactly that.

Smart City Systems connects and empowers over 200+ businesses across GCC and World with a suite of powerful employment features. We're launching employers toward their goals, powering more productive teams and taking employment to rewarding new heights.

Our team.

SmartHR is an ambitious group of people on a mission to make employment easier and more rewarding for everyone. We believe that the future of employment is global, diverse and purpose-driven.

Time. Efficiency. Productivity.

Great software lets you focus on people, not processes. SmartHR means working faster and smarter. Ditch the paperwork and embrace automation and anytime access whether you're at work, at home, or places in-between. Make your HR controlled, consistent and compliant, regardless of your workforce size or composition, so you can recover the time you need to work on things that matter.

Flexible. Customisable. With killer support.

Our software is scalable and configurable. Tailor the parts you want to suit the way you operate. Use only the features you need right now, knowing that the platform has the power to keep up with you no matter how far or fast you scale. And, if you get stuck, you get a high-level of product support that's rare when it comes to software.

We're Cloud experts.

The Cloud is where it's at. We were one of the first HR companies to recognize this and build cloud-based software, back when we had to explain to every prospective client what 'the Cloud' was — it was so new most people hadn't even heard of it. The Cloud has come a long way since then, and we've grown with it.
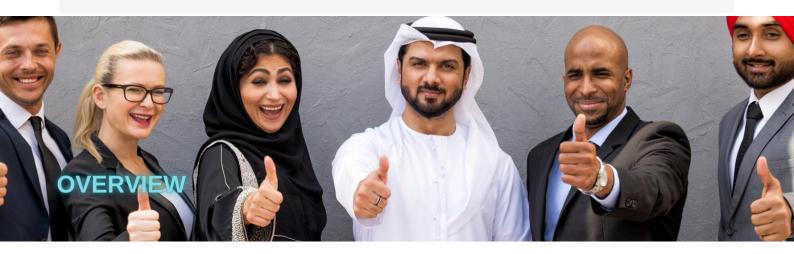
SmartHR -
HR & Payroll System

Product Details

SmartHR & Payroll System has been designed and developed by Smart City Systems to meet the specific requirements and objectives of managing workforce information, Payroll processing in an efficient and effective way and in compliance with the laws of the United Arab Emirates and Middle East Countries.

OVERVIEW

Payroll is always a concern to organizations Senior Management. Smart HR Software being a modular system meets all requirements of an organizations payroll system. SmartHR is proven to be an ideal tool for all payroll needs of organizations with single or multiple businesses, departments, branches and cost centers. SmartHR is also perfect for the SME and large-sized Enterprise segments as the system can be customized to any extent to meet the Corporate Specific requirements.

Smart City Systems offers a wide range of security checks and protection against any potential unauthorized access to sensitive information held in the payroll system through control built security. The access can be monitored and controlled at various levels to completely waive out any unauthorized access to the entire system and maintain the confidentiality.

Smart HR & Payroll is designed in such a way to provide easy and cost-effective simple integration platform within the existing enterprise systems. The Smart HR & Payroll Software also offers all its users effortless understanding of its very simple menu structure. It generates a customizable report for a better understanding of the usage. The software is flexible and supports access of the management to the most reliable information enabling their quick decision making.

Consequently, the Smart HR & Payroll through its comprehensiveness enhances the information sought by the management. The implementation of this Software provides an easy access and monitoring of the consistent information like:

- Personal data on employees;

- Total Cost of Employees;

- Payroll Reconciliations

The provision of easy access to reliable in- formation leads to an efficient and prompt corporate decision making. SmartHR through years of research and experience has included all key areas of payroll management which include the fixed and variable payroll earnings and deductions, loan processing, leave, absence, gratuity, cost allocation, and organiza- tional management. Our data entry/maintenance forms have been designed by experts in Finance and Payroll sector, they also evaluated the workflows to deliver efficiency in the payroll process.

SmartHR controls have been developed through a continuous and gradual research process. The field experience of our Managers, Auditors, and Payroll executives with several big and small corporate and their site-specific requirements have contributed significantly to develop one of the most comprehensive and secure systems in the Middle East

Software Integration

SmartHR can be integrated following products:

SaaS

SOFTWARE as a SERVICE

SaaS or known as SOFTWARE as a SERVICE is a new model of how a software is delivered. SaaS refers to software that is accessed via a web browser and is paid for on a subscription basis (yearly). Different from the traditional model where a client buys a license to the software and assumes ownership for its maintenance and installation, SaaS presents significant advantages to the client.

SaaS is faster and a cost effective way of getting implemented. There are no hardware, implementation or acquisition costs involved to run the application from the client's end. It's the responsibility of the provider to manage and run the application with utmost security, performance, and reliability. The SaaS Model is therefore more than simply delivering an application over the Internet, it is a whole business mentality, requiring highly automated business processes and support engines in addition to the application itself.

Benefits of SaaS

SIMPLE YEARLY SUBSCRIPTION FEE WITH NO HIDDEN COSTS

With Smart-HR SAAS model, you pay a simple yearly subscription fee based on the number of active employees managed in the HR system each month for each of the modules you've selected. There can be as many HR administrators or self-service users as required. There's no charge for leavers, no hidden costs for data storage, no extra fees for support or for updates to the existing functionality. It's all included along with the subscription fee.

In addition to the features described, the subscription fee includes:

- Online help documentation
- Getting started guides
- Email/online help desk support
- Data storage, including file attachments and photos*
- Data backups
- 2 Designated Users - 3 Days online training
- Automatic updates to subscribed-to modules as new features are released
- Return of data at end of subscription period if requested
- UK/India Certified data-center and associated IT infrastructure
- Data confidentiality contract signed

AVOID THE HASSLE OF A LONG-TERM FINANCIAL COMMITMENT

In today's business environment, it's important to stay on top of costs and to have the freedom to change if you ever need to. It just doesn't make sense to sign up to huge upfront license fees or contracts that tie you into long-term financial commitments for systems that may not flex the way you need them to.

With SmartHR SAAS, the standard term is just one year. If you don't want to continue using SmartHR SAAS, you just have to let us know before your contract term expires and we'll close down your system and, if you want, export your data for you.

SAVE MONEY ON YOUR IT INFRASTRUCTURE

As SmartHR SAAS is delivered online, as Software as a Service (SaaS), you don't need financial capital to be invested in servers, firewalls, database software and all of the other IT infrastructure needed to keep your HR software up and running. We take care of all of that for you.

Core Modules

SmartHR comes with certain modules included as a Core application/Software. By the term Core, we mean components or module that are necessary for an efficient HR management system.

By Default we have the HR data management, Time & Attendance management, Payroll Management and Manager/Employee self service.

In addition to the Core modules there are additional modules that can be added to the package which further streamlines the human resourcing process.

Few of the modules that can be added are listed below :

• Recruitment

• Budgeting

• (We have extra modules)

Time and Attendance Module

The time & Attendance with SmartHR allows the monitoring of employee work hours for the entire company and the analysis of various human resource figures such as overtime allowance, meal allowance, transport allowance and even bonus that are often derived from employee working hours.

WHAT ARE THE VARIOUS BENEFITS OF SUCH A SYSTEM?

It helps in building clarity between employees and the management with regards to the amount of work they have done. For the management level personnel, such a system allows them to monitor employee performance automatically – and thus allowing them to evaluate if there are any loopholes within the system. It also keeps track of employees within the organization by forcing them to be accountable for their absences – once again, better for the business than for the employee himself. That is why most top level management are eagerly engaging in implementing time and attendance management system into their standard operating procedures.

Today's automated systems offer another benefit – the ability to calculate valuable data about employee performance both on an individual level (how hard does a particular employee work and how much should he be rewarded?) and on an organizational level (what days bring in most absences? Are people staying back to finish up on projects or leaving as quickly as possible?). Access to this information allows the 'upper management' to make informed decisions to improve employee performance and productivity on a major scale.
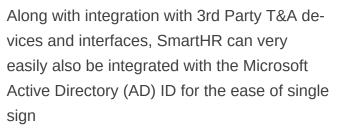
PROVIDE US SDK, WE CAN SUPPORT T&A INTEGRATION FOR ANY DEVICE.

Along with integration with 3rd Party T&A devices and interfaces, SmartHR can very easily also be integrated with the Microsoft Active Directory (AD) ID for the ease of single sign
on capability - No more remembering multiple credentials, One username One Password

Depictions of benefits of AD Integration such as Active Directory integration also provides significant advantages to end users, who will no longer need to manage multiple user IDs and passwords to access SaaS applications. This, in turn, increases convenience and efficiency, while improving access and boosting user adoption.

Smart Self Service Module

Paper-based time off requests, beneficiary updates, and pay stubs are becoming a thing of the past. Technology has made HR a self-service function in the small and mid-size business sector

The HR software keeps track of the company's benefits and compensation data, allowing employees to view the status of their accrued leave, make time-off requests, or make necessary changes to their or personal information - all without phone calls or emails to HR personnel. And allowing employees to key in the information themselves online helps boost productivity, too. There are no more forms to fill out in triplicate.

KEY BENEFITS

• *Improved employee satisfaction:* Keep employees informed and engaged with automated communications – directly to their computers, handhelds and mobile phones.

• *Improved HR data:* Ensure your central HR systems have the latest employee information without costly paper-based data gathering exercises.

• *Secure:* Opted in and secure communications.

• *Lower Cost:* More cost effective than HR staff calling individuals.

• *Measurable:* No estimates or guesswork – you will know precisely if your employee saw your communication and when and how they responded to it.

• *Targeted:* Smart self Service Module has a tightly controlled targeting which means the right person receives the right notification and that only authorized people to have the rights to send to wide audiences.

Smart Recruitment Manager

Smart Recruitment Manager is a highly configurable, scalable & user-friendly web-based Applicant Tracking System/ Recruitment Management System. It is user-friendly, flexible to fit around your hiring process and continuous product advancements are made to the system.

Smart Recruitment Manager covers the complete process of creating a job vacancy, designing customized application forms for the different vacancy, the candidate applying for a job, the recruitment manager evaluating the candidates, scheduling interviews, ranking the candidates depending on various interviews conducted, short listing candidates and recruiting the candidate. Multiple Users would be able to login to smart recruitment manager. The access to each functionality is controlled by different permissions so that an administrator of the system can create users with different access rights. The system tracks the complete process the applicant goes through before getting hired. Various documents and a questionnaire related to vacancy or job postings can be maintained for current usage and future references. Advanced Search and various Customized reports are provided as per the customer's requirements. Smart recruitment manager can be integrated into your existing system and also customized to match your hiring process.

FEATURES OF SMART RECRUITMENT MANAGER

• Job Posting - Create Customized Application Forms using XML based form builder

• Send various emails and interview call details to candidates using standard customized email templates

• Advanced Search facility to search for applications

• Applicant ranking - rate the candidates on different stages of recruitment process

• Dashboard - Complete overview of live job vacancies, number of applications received, number of candidates shortlisted, number of interviews conducted /scheduled etc

• Permission-based access

• Selected candidates login

• Consultant/Recruitment agents login facility

Smart Appraisal

Smart Appraisal Automates the time consum- ing Employee Performance Appraisal adminis- tration process, thereby dramatically improving HR and Line Manager productivity.
Accommodates any kind and combination of Performance Measures such as Goals, Ob- jectives, Key Performance Indicators (KPIs), Competencies, and Values.
Forms and templates can be tailored to spe- cific roles in the organization. Smart HR Soft- ware allows HR to build the online reviews just like the existing, paper-based review. The forms, reviews, and templates can be updat- ed and re-created as the evaluation process evolves. Comment boxes, rating scales, drop- down lists, pick lists, calendars, check-boxes, forms, and instructions can all be modified to meet the organization's needs fully scalable handles from only 20 to thousands of employees, covering all staff and managerial levels, at multiple worldwide locations.

Our Clients

SOME OF OUR ESTEEMED CLIENTS

- Technip Energies - UAE, Qatar, KSA
- PCM Middle East FZE - UAE, OMAN, SUDAN, SOUTH SUDAN
- ForeFront Group
- Mirage Leisure and Development
- Global Feeder Shipping - UAE, India, Cyprus, Kenya, Malaysia, Singapore, Somalia, Tanzania
- Penspen
- Fresh Fruits Company
- TIDAREC
- Taghleef Industries - UAE, Oman, Egypt
- Securetech
- RADIO HOLLAND MIDDLE EAST LLC
- RADIO HOLLAND SOUTH AFRICA
- Freightworks
- Epic Piping
- Unifonic - UAE, KSA, Qatar, Jordan, Egypt, Sudan
- Hyundai Mobis Group
- Pizza Di Rocco - Quest Restaurant Management
- Protect
- MLC Group - UAE, Qatar, Montenagro
- RIU Hotels and Resorts
- Pan Arabian Establishment - Al Batha Group
- Global Knowledge - UAE, KSA, Egypt
- Gardaworld
- Freightworks
- Eathos
- Dufry - UAE, Sharjah, Kenya, Ghana, Egypt
- Doriner Consulting
- Boush Seimens Home Appliance Group
- Geodis Freight Forwarding - UAE, Bahrain, KSA
- SANED
- Truebell Group

Our Group of Companies

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