

# CHROs & CFOs Of Today...

**Global Workforce  
Management**

**Employee Experience  
Management**

**FOCUS on CORE –  
Outsource the rest?**

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# Dimension 1:

## Employee Experience



- How millennial friendly are you?
- Employee engagement is all about empowering your employees

**All we do to address them !!!**



**Free food**



**Fancy office spaces**



**Free gadgets**

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Crucial is.. **ENGAGE** deeply...through **TECHNOLOGY**....



**VOICE**

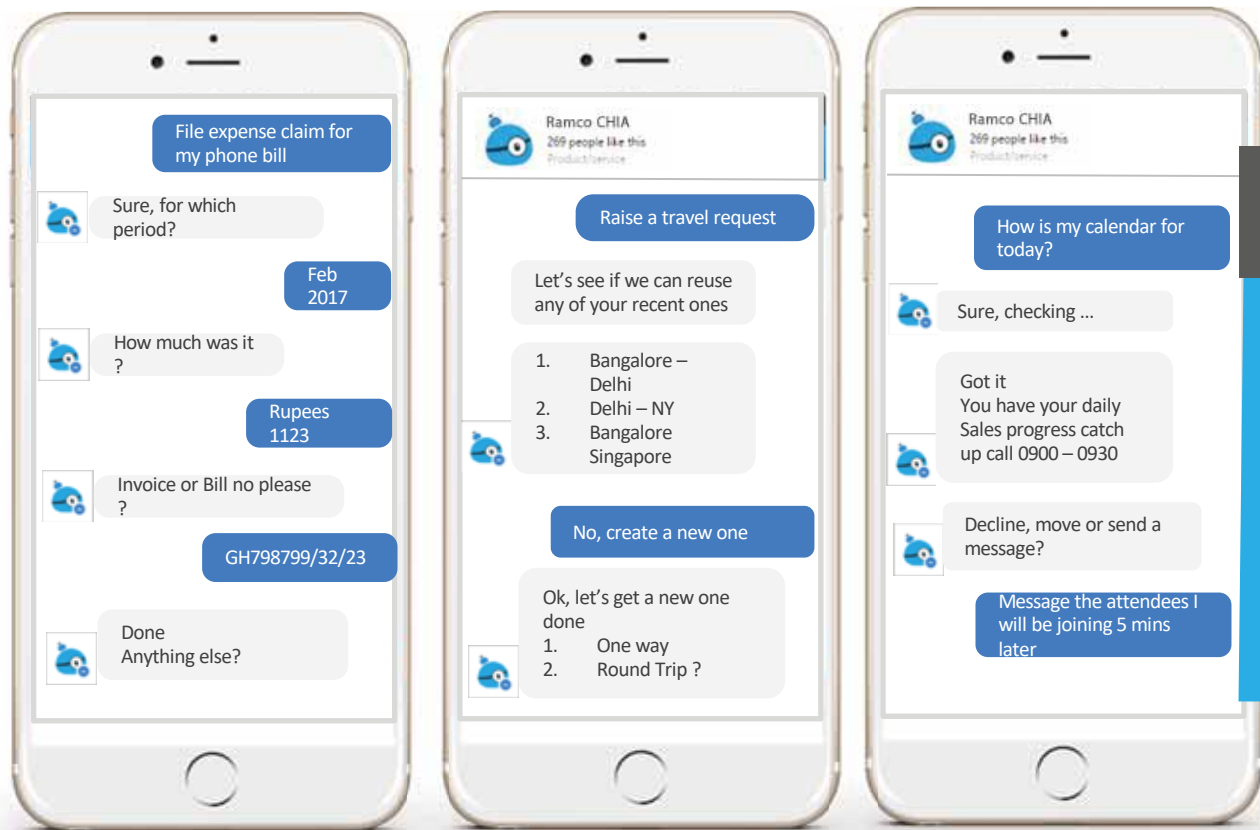


**CHAT BOT**



**FACIAL  
RECOGNITION**

# Moving towards ZERO UI – Transactional CHATBOT



NO LOGINS NO SCREENS  
**JUST BOT IT**

- Schedule your meetings
- Check your leave balance
- Timesheet booking
- Raise a travel request
- Claim your expenses

# What if Calendar is your only Interface?



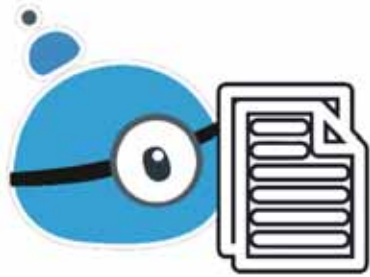
- Reminds you to raise bill for subscription payment

- Alerts you to renew bank guarantee

- Notifies you to book your time sheet

- After client meeting – helps you update CRM fields

# Moving towards ZERO UI- Policy Bots from Ramco



How do I open a Bank account?

What is My leave eligibility?

What is the Master health check up policy?

What is the maternity leave policy?

Who is my SBU Head?

# VOICE IS THE NEW UI



Plan your  
Calendar



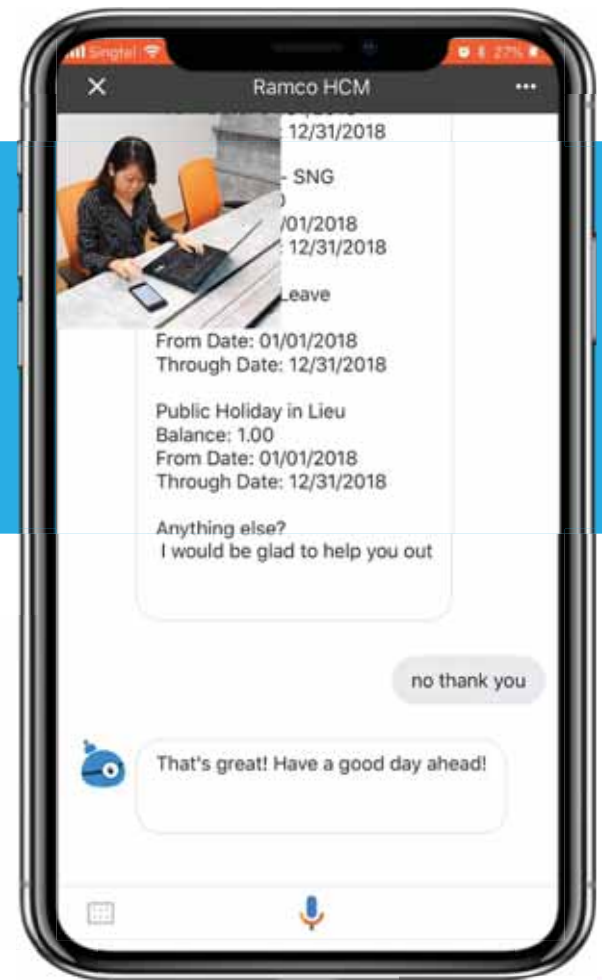
Apply Leave



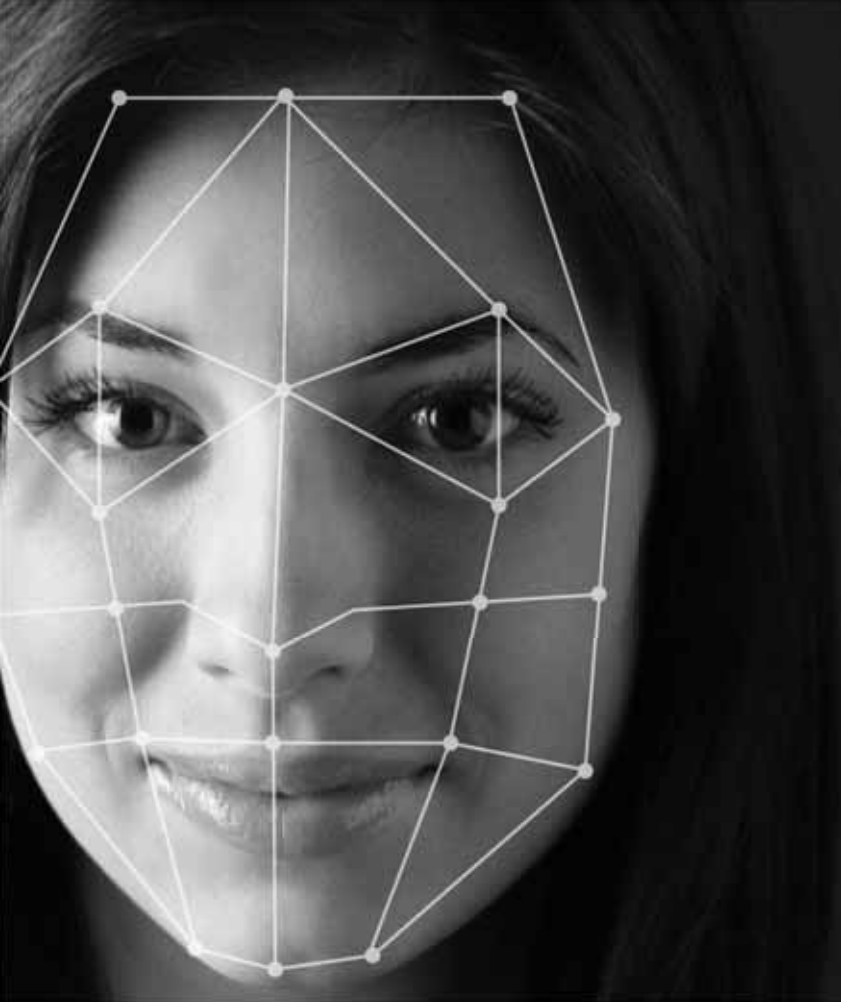
Instant  
Approvals



Check your  
Pay slip







## Welcome to the Frictionless world of Time Management



Hassle free



Intelligent



Fool Proof

## Dimension 2: Global Workforce Management

**Disparate systems –  
supplier dependent?**

**Multi entity/single entity  
payroll challenges**



Global business  
Local Payroll



Data privacy  
laws



Complex  
Compliance

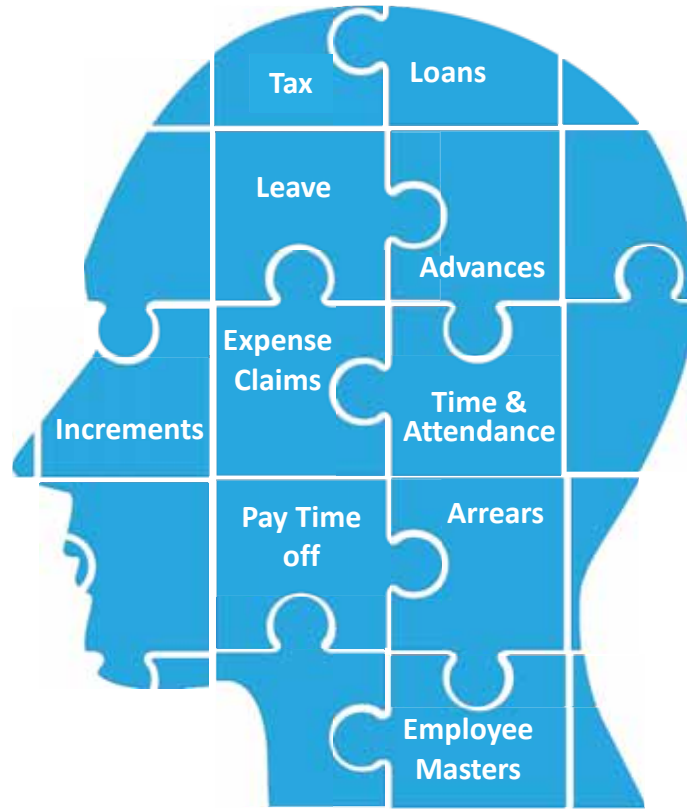


In-house vs  
outsourced  
payroll



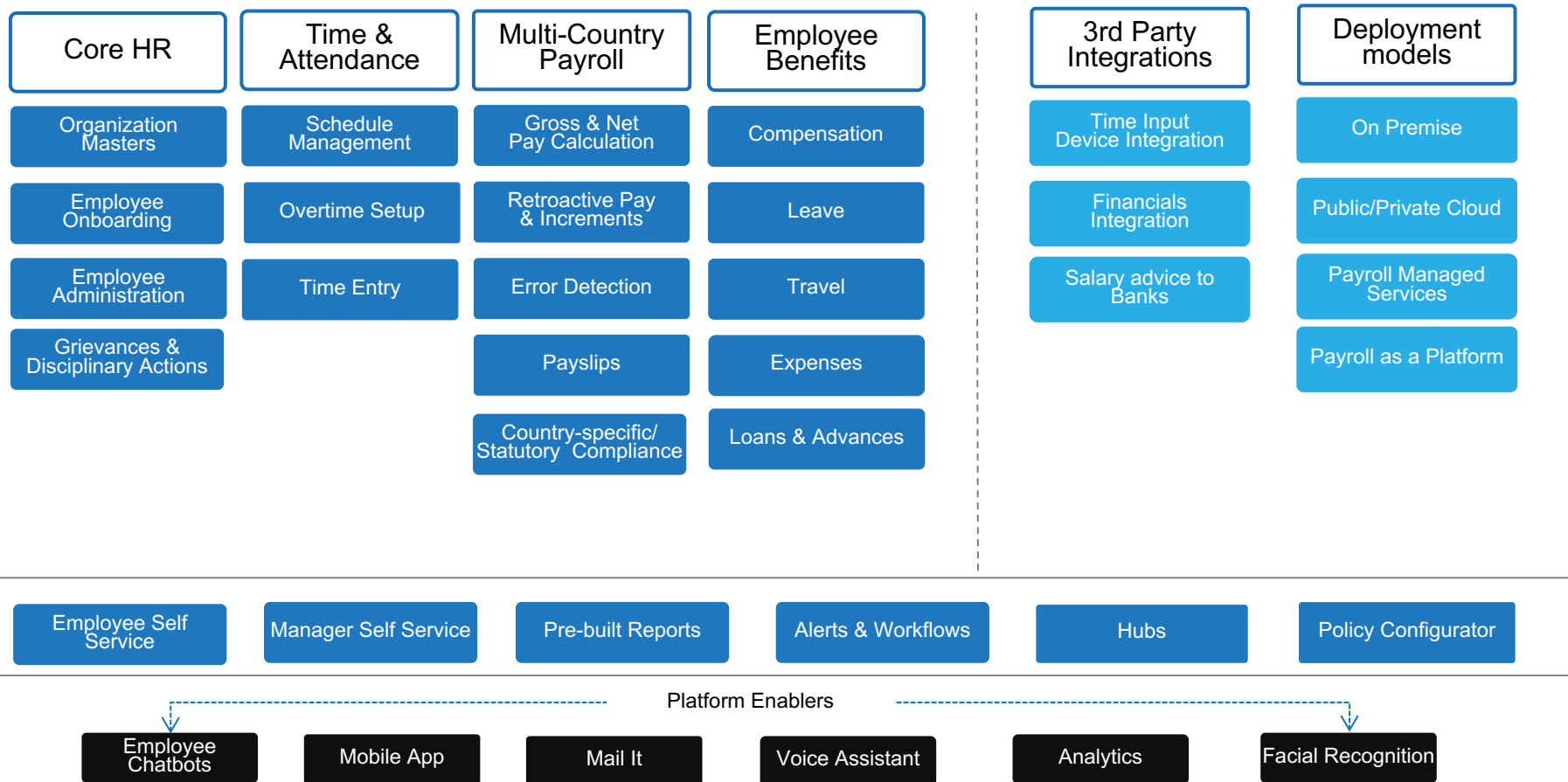
Technology &  
integration

# Disparate systems?

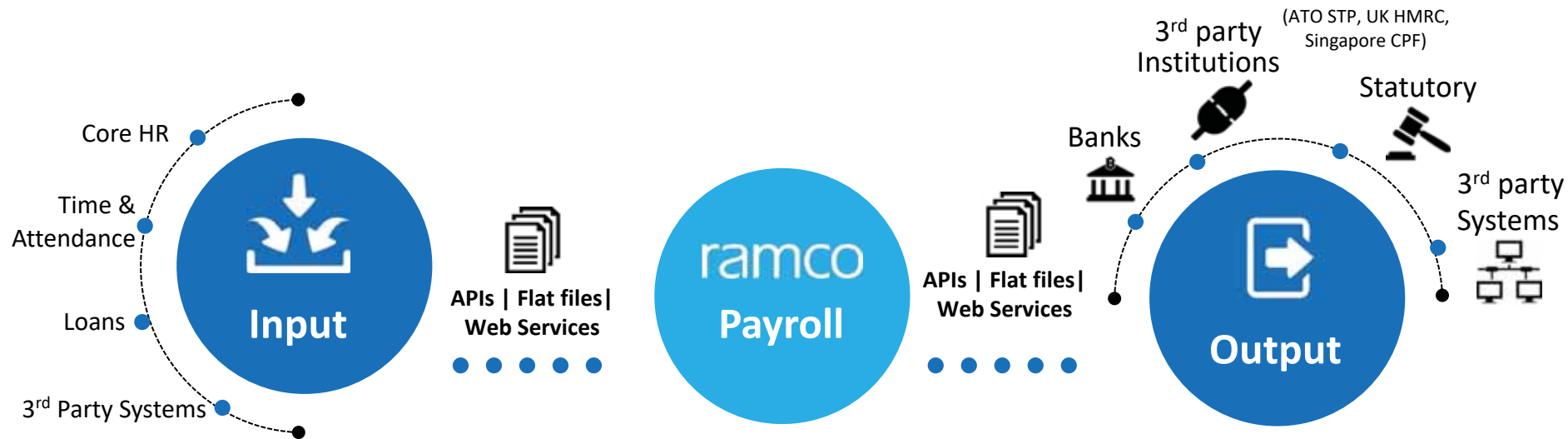


connected **Ecosystem on  
ONE** Unified Platform?

# Solution Offering



# Connected Ecosystem



- Pre-built standard connectors that can consume 3<sup>rd</sup> party data
- Open APIs for two way communications

**If you want to be with your LEGACY System, we can integrate with your modules and ensure a connected ECOSYSTEM**



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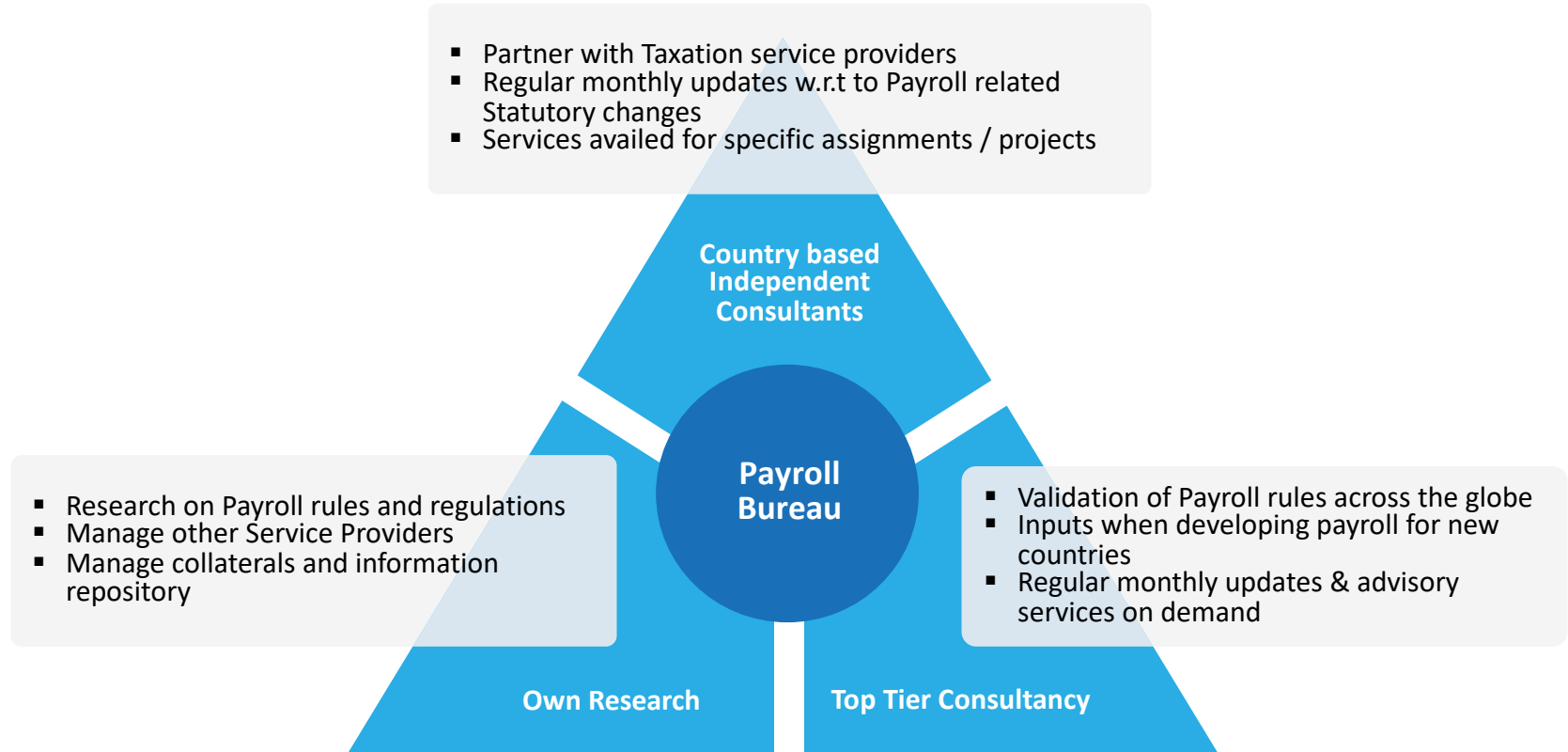
# MULTI COUNTRY/ENTITY CHALLENGES

# Global Payroll coverage across 45+ countries

and 108+ countries through Partners



# Payroll Compliance Framework



# SINGLE PLATFORM – Multiple MODELS

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Mobile, Tablets, SMS, Browser, BOTS

**Platform can be expanded to  
include more countries**

Integrated Core HR + T&A + Payroll

Private Cloud

Public Cloud

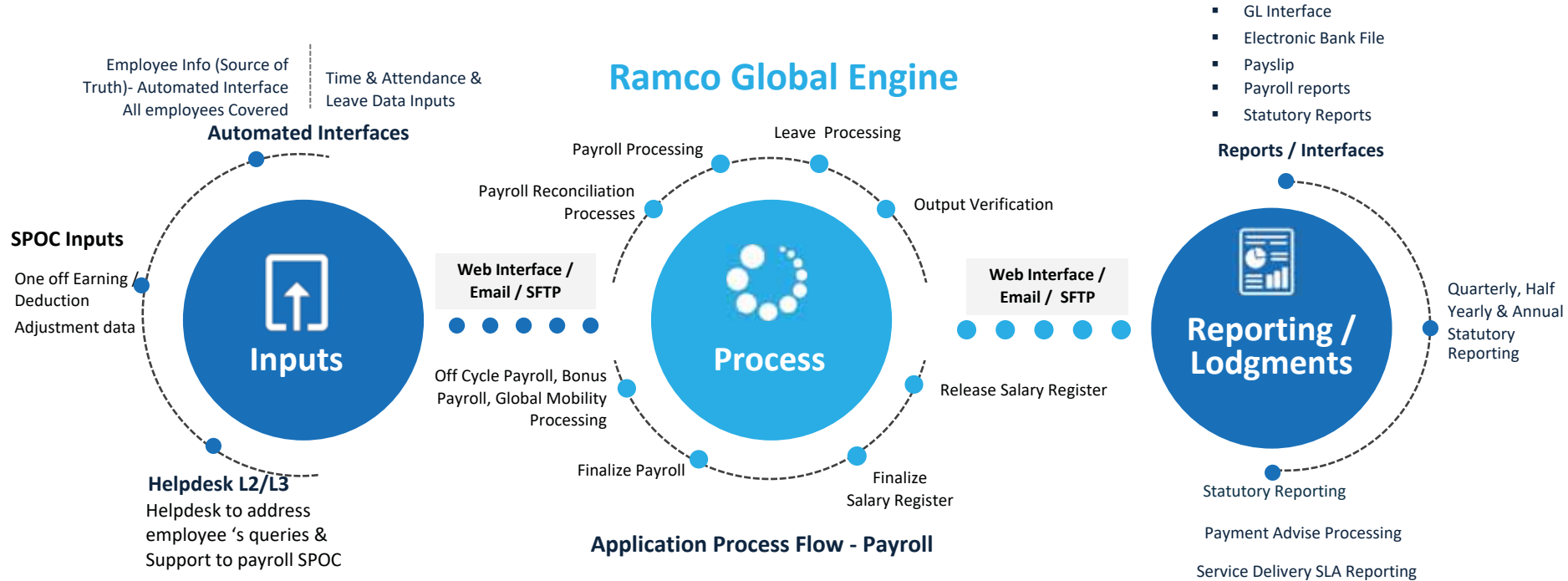
On-premise



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# Payroll as Managed Services



We saw how the world is moving  
towards **frictionless** interactions

Where,

Systems would understand the  
**context** and **anticipate** the needs

Dimensions impacting the  
CHRO CFO fraternity

BOTS, VOICE, Facial Recognition  
based T&A

How you can focus on the core  
and outsource the rest

Now..

Infusing Intelligence into HR



Bringing up the right choices and selections:

**Universal validation & Defaulting**

**Compensation:** Compares past Salary fitment data, highlights in case of any abnormal difference. (Esp. for new joiners' salary revision to compare parity within organization)

**Defaulting payset Mapping based on assignment attributes:**  
Payset mapping can be compared with earlier payset mapping for similar employee assignment

**Tax declaration / Proof Submission:**  
When self-service User logs in, system prompts to provide Tax Declaration / Tax Proof details if cut off date is nearing



Preventing damage:  
Catching mistakes, errors &  
even fraud

### **Termination Benefits:**

Identify termination benefits that are not statutory based on past pattern and highlight any anomalies during full & final settlement processing

### **SPOC Entries:**

If there is any anomaly in total number of SPOC entries (can be more or less) it can be highlighted based on past entries

### **Payroll Readiness:**

Any anomaly in total number of records taken for processing payroll / arrear gets highlighted (possibly during payroll readiness)





Cost & Resource saving:  
**Recommending the best & most optimal options given the circumstances**

**Smart Rostering:** Scheduling assistance based on past data:  
The supervisor/admin who is creating schedules for employees can use the past data to decide on whom to schedule for a particular project/task based on factors like productivity, attendance etc

**Attendance:** If this is chosen, based on the historic data, system can suggest employees who have maximum attendance by considering the days one has worked, no of hours worked , leave and absence data

**Productivity:** System to suggest the most productive employees in the selected category using the historic data by comparing the tasks one has done and the no of hours one has clocked for the same



Organizing & Preparing for the future:  
**Being able to Predict events such as  
faults & failures**

### **Predict Potential Areas of Attention for Payroll User:**

Alert the user highlighting the areas/modules/screens that should be taken care for smooth payroll processing based on past payroll processing history For e.g. : If TnA has contributed to a lot of payroll readiness issues, the user can be informed to sort out TnA data before the payroll process date

### **Smart Alerts:**

Trigger alerts to supervisors/admin based on history of employee's attendance: For e.g: If the employee continuously deviates the scheduled shift, system can trigger an alert to the admin/supervisor at the time of ARS interpretation highlighting the deviation and also have details of schedules that are applicable to the timings that the employee is working

**Walk the Talk –**  
**Digital transformation**  
**a reality at Ramco!**

**Frictionless Computing –**  
BOTS, VOICE, Facial Recognition

One Unified Platform, Connected  
Ecosystem

Payroll Compliance & Coverage

Payroll as Managed Services

Infusing Intelligence into HRIS -  
AI & ML based



# About Us



Part of the \$1  
Billion Ramco  
Group

12 patents in  
enterprise  
applications space in  
last 2 decades

24 Offices  
Worldwide,  
1700+ Employees

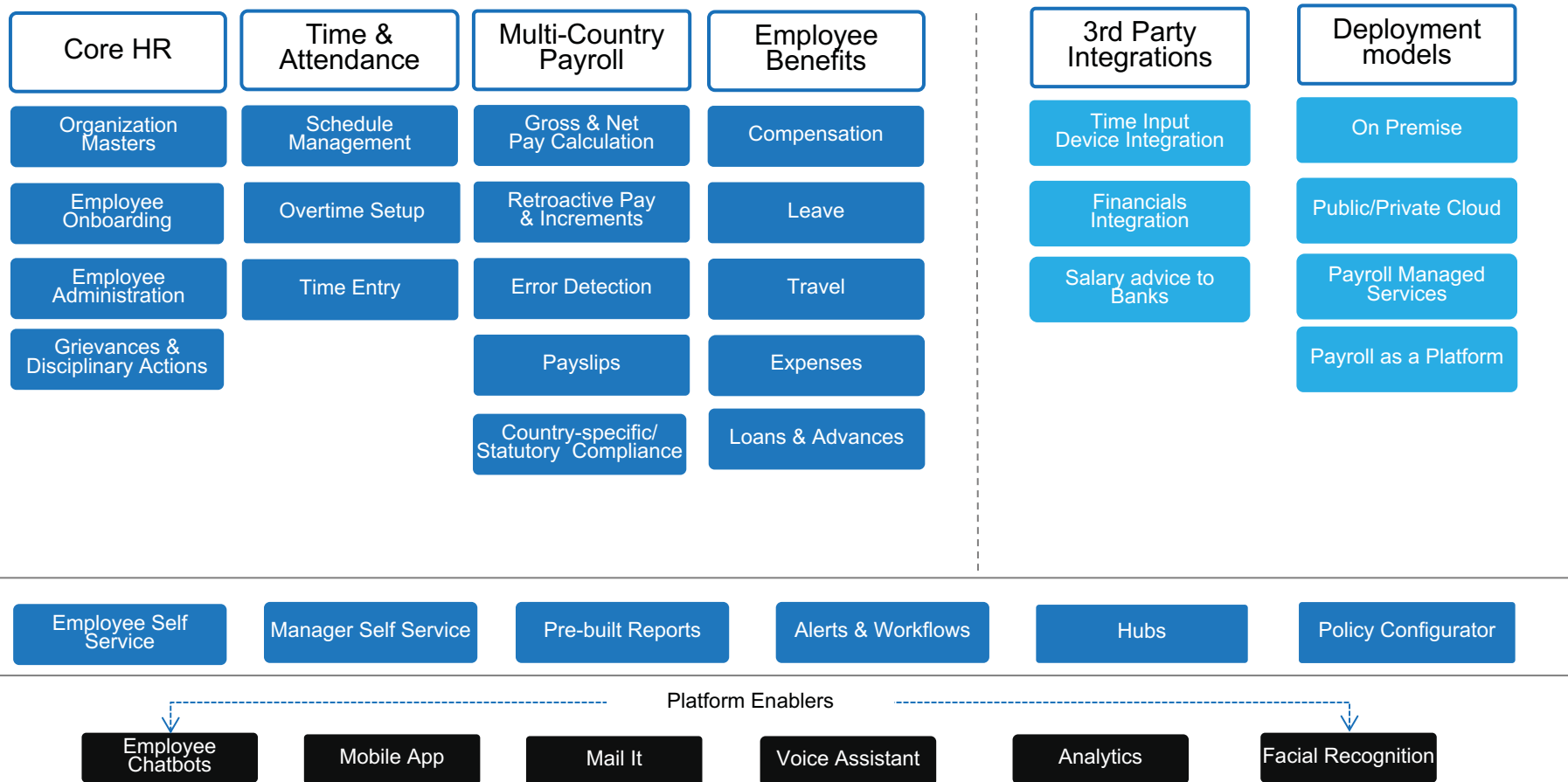
One of the first IP  
led companies in  
APAC

Backed by Investments  
from Goldman Sachs,  
Johambro among  
others





# Solution Offering



# Ramco's Suite of Enterprise Applications



On cloud



Multi tenant



Unified  
Reporting



Real time  
analytics



Phone to  
desktop



Minimal  
Programing



Intelligence  
embedded

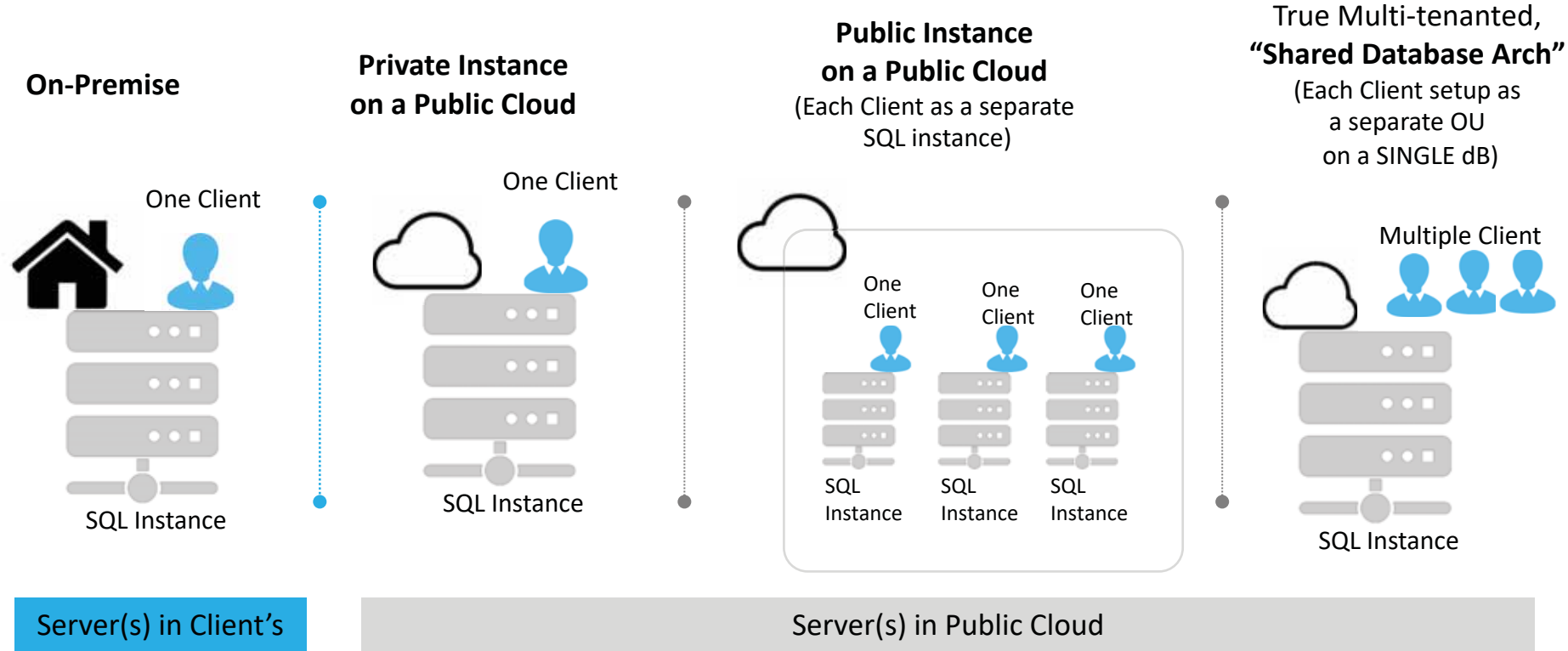
Leveraging  
the latest



Ramco VirtualWorks®

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# Flexibility of Deployment Models



# Global Customers

APAC	<div data-bbox="193 196 1854 524">        </div> <div data-bbox="193 294 1854 371">       </div> <div data-bbox="193 414 1854 524">        </div>
ME & Africa	<div data-bbox="193 589 1854 720">        </div> <div data-bbox="193 731 1854 851">       </div>
Others	<div data-bbox="193 873 1854 994">         </div>

# Our DNA



We hire the best



Give them the chance  
to thrive and express  
themselves

or have fun  
in the office



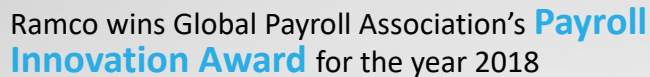
All set to beat the  
competition

we are happy to have  
them bring their pets to  
office



lightly regulated  
informally managed





**Frost & Sullivan** Best Practices Awards for  
focus on Innovation in HR Technology



2018 **Gartner report of Workforce Management** Recognized as ONE of the TWO vendors to offer VA Technology with WFM via Ramco CHIA BOT



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# Analyst Endorsements

The Gartner logo is displayed in a blue, sans-serif font, tilted at an angle within a white rectangular box.

Ramco makes it into the Gartner Magic Quadrant for **Cloud HCM Suites**

Ramco enters The Forrester Wave™: **SaaS Human Resource Management Systems**

The Forrester logo is displayed in a green, serif font, tilted at an angle within a white rectangular box.

NelsonHall recognizes Ramco as a **LEADER in Global Managed Payroll** in their NEAT Matrix

The NelsonHall logo features a stylized graphic of three overlapping circles in yellow, green, and blue, with the text "NelsonHall" in a bold, sans-serif font and the tagline "Success through Insight" in a smaller font below it.

Everest's Multi-country Payroll Platform **PEAK Matrix** Report ranks Ramco as a Major Contender

The Everest Group logo features a stylized mountain peak icon to the left of the text "Everest Group" in a bold, sans-serif font, with the tagline "From insight to action." in a smaller font below it.

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A photograph of a workspace featuring a white cup of coffee on a saucer, a small potted plant with green leaves, and a silver laptop on a dark wooden desk. The laptop is open, showing the keyboard and trackpad. A white text box with a blue border is overlaid on the left side of the image.

# Join us

to deliver the Employee  
Experience of tomorrow



[contact@ramco.com](mailto:contact@ramco.com)



[ramco.com/hcm](https://ramco.com/hcm)

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