

SPECIALLY DESIGNED FOR SME'S

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Our Mission

To make the entire process of Human Resource management automated and easy. Resulting in maximum efficiency, transparency and satisfaction for all stake holders.

Our Vision

To be the best HRMS solutions providing company in the SME Market

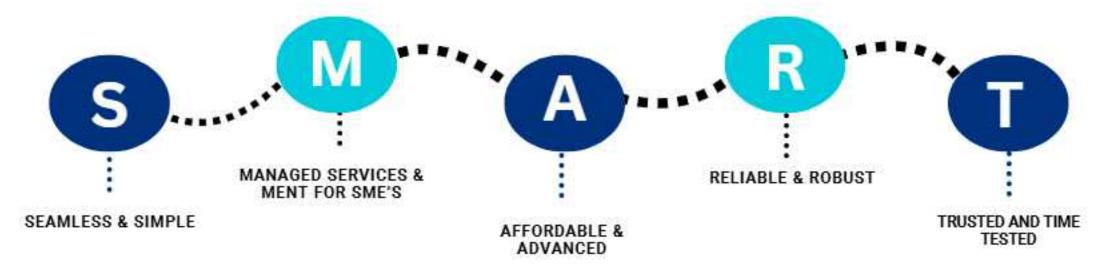


About Us



SmartOffice is one of the very few HRMS Solutions company with a Strong Attendance Background, providing solutions right from **Device Management to Exit Management**, and everything on a Single Platform. **Having been focused on SME's**, the **features** and **pricing** have been designed to make it **pocket friendly** and easy to use. It comes with a powerful tool i.e. **ESS and Mobile App**.

Based in Bangalore & having branches in **Delhi, Mumbai, Ahmedabad & Chennai**, we have almost 50+ direct workforce who believe that Experience combined with Energy makes a team complete. Our management team comprises of people with more than a Decade of industry experience in various fields, combined with core software & HR industry Knowledge. With continuously increasing network of 3000+ channel partners we have a good network to provide solutions all over India



Important Clients































































For more information: Click Here



OUR JOURNEY





2021

Best of 5 HR Solution Provider Companies in India

2022

10 Most Recommended HR Technology Solution Providers

WGF Global Brand of the Year from India



2023

5 Most Progressive IT Companies to Watch

Most Valuable Payroll Solution Providers To Keep an Eye



The 10 Most Reliable HR Technology Solution Providers – 2025

10 most promising HR Technology Solutions providers



OUR PRESENCE

















ROI(Rest of India)

South



COMPLETE ATTENDANCE MANAGEMENT

A complete Time management solution to have ready-to-process salary data.



- Capture Attendance in all possible ways Biometric / Mobile
 App (GPS based), Import using Pen-drive / excel import.
- Fully automate your HR Rules Week-off, Partial day rules, OT, Missed punch, Prefix & suffix and various others.
- Complete user management with specific/limited permissions.

Enterprise features (Entp):

- Manage Compensatory Off Rules: Auto credit & lapse policy
- Pre-Post Validation Settings: For various employee requests.
- Late/Early Deductions: On continuous late arrivals or early exit.
- Auto leave deduction: For less work durations & single punch entries.





LEAVE MANAGEMENT

Manage leave allotment, usage & rules around it.

- User defined leave types & availing options.
- Various Restrictions feasible like Clubbing, Min & Max per instance, Gap between two instances etc.
- Pre & Post validation for leave application with mandatory proof attachment.





Enterprise features (Entp):

- Email based intimation & approval with reminders
- Earned Leave option Leaves credited based on Present days, can be processed employee wise.



SHIFT MANAGEMENT

Manage leave allotment, usage & rules around it.

- Flexible-Shift For result oriented roles like IT & Marketing, where
 presence is marked on work duration not on punch in/out time.
- Roasters Management Weekly and Monthly option for rotational staff.
- Shift Group or Auto Shift For staff with no fixed shifts.
- "Report to Office" option to enable additional shift rules.

Enterprise features (Entp):

- Email based intimation & approval with reminders
- Earned Leave option Leaves credited based on Present days, can be processed employee wise.







Feedback from Our Clients

-Design Pataki | HR

The Payroll System is very simple to use. The attendance system can be implemented smoothly. The support team is very efficient and quick to response

-HR Krish Group | HR

The Smart Office Suite is an excellent HRMS software, offering a variety of options tailored to client needs. It is user-friendly for both HR and employees, and I appreciate their efforts. Thank you!

-Sysin Soft | HR

Our experience with Smart Office Payroll and Biometric system is excellent and the software is very user friendly and having advanced features and timely support is really good and thanks for the excellent support

-Divy Tata HR

We have been using this HR software for some time, and it has transformed our HR management. Its user-friendly platform simplifies everyday tasks. The software ensures compliance with labor laws, making it a comprehensive solution that meets our needs. Highly recommended for businesses aiming to streamline HR operations!

Nagendra Hari HR

Your work leading this project from start to finish is truly exemplary. In fact, I want to use it as a stand-out example during our new employee orientation

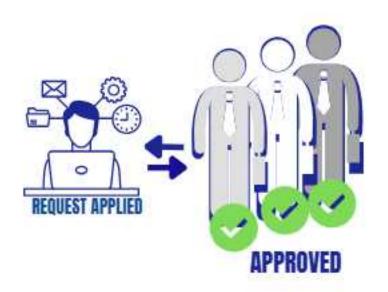
-Buzz Creatix HR

This software is exceptionally convenient and userfriendly. I had a delightful experience throughout the entire process, from onboarding to after-sales support, as well as during actual usage. The support team has been remarkably proactive and cooperative. I highly recommend this software.

For more information: Click Here



Add-on Enterprise feature





Multilevel Approval

To have all the relevant stake holders approve the requests.

- Easy approvals for leave, OT, OD, Regularization, Advance and expense claim.
- Supports up to 4 approval levels.
- Clear accountability at every stage.
- All approvals managed in one platform.

Customized Reports

To build your own reports in your desired format.

- Advanced Report Writer with sufficient variables
- Sufficient Formatting Options available

Canteen Management

Manage & Automate your canteen facility

- Integrate canteen devices directly with the software & automate canteen deductions.
- Create canteen menus like breakfast/lunch/snacks etc. based on timing. Or work code for selection.
- Employer and employee contribution can be mentioned with the menu options.
- Daily & Monthly canteen reports helps in calculating cost and in managing other activities
- Work code wise report helps in calculating cost and in managing other activities.







Mail Services

Get notified and approve on the go

- Absenteeism Alerts: Automated email notifications to HR/managers about absent employees.
- Late/Early Notifications: Emails for employees who clock in late or leave early.
- Daily Attendance Reports: Detailed attendance summaries sent daily to relevant stakeholders



Now restrict the App Based Clock in/out only from defined locations/branches





- Very useful where biometrics cannot be installed or used.
- No need of approving punches, as you have genuine punches.

Enterprise feature (entp)

Location Group – Useful to Assign Multiple Geo

fencing locations



LOT MORE VALUE ADDED FEATURES:



Punch Monitor

Very useful to know how many and who have punched in/out.



List of Pending Approval

Helps Admin to get required approvals or do it on their own.



Parallel Data Management

For sending data to 3rd party software*.



Audit Logs

To keep track of who has done what changes



Attendance , OT, Shift Register's

To ease the process of Management for HR & Admin.

DEVICE MANAGEMENT

To Manage & control the access/data on devices.

- Seamless Connectivity with some of the well-known brands.
- Centralized Fingerprint Registration Helps in imp data transfer to other devices
- Device Connectivity Status and Activity logs for better control
- User control Search, Delete or Block/Unblock* employees using device commands
- User Online Registration Easy new-joinee registration at any remote location without passing any admin access.
- Auto Expiry or Removal of FP/Face Template Set expiry or removal rules to control
 employee's device access, during specific scenarios.





HOLIDAY

- Holiday group or public holiday option to allot holiday group wise.
- Restricted holiday with option to define limitation.



THIRD PARTY API INTEGRATION

Seamlessly integrates with these software companies, making data availability easy and simple, catering to a wide range of brands and ensuring efficient and comprehensive functionality.











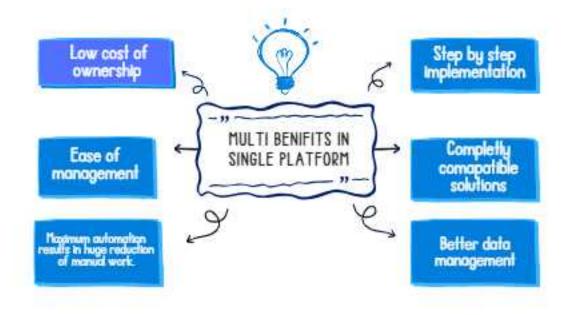




Complete Payroll

There is no match to the feeling of having received the right salary on right time with required information in hand, which requires right tools in place.

This can be either managed by having multiple solutions or one single solution on a single platform.



Single use Software is ideal for businesses that only need to solve one problem. However, companies very rarely have only one problem to solve, which is why they end up with so many solutions. Since brands need the functionality to solve the multiple problems at once, the best way to meet this need is with all-in-one software.



Statutory Management

O1 Statutory
Calculations



Upload ready challans (PF & ESI) & ready to use reports.

02

O3 | Customizable options for special cases

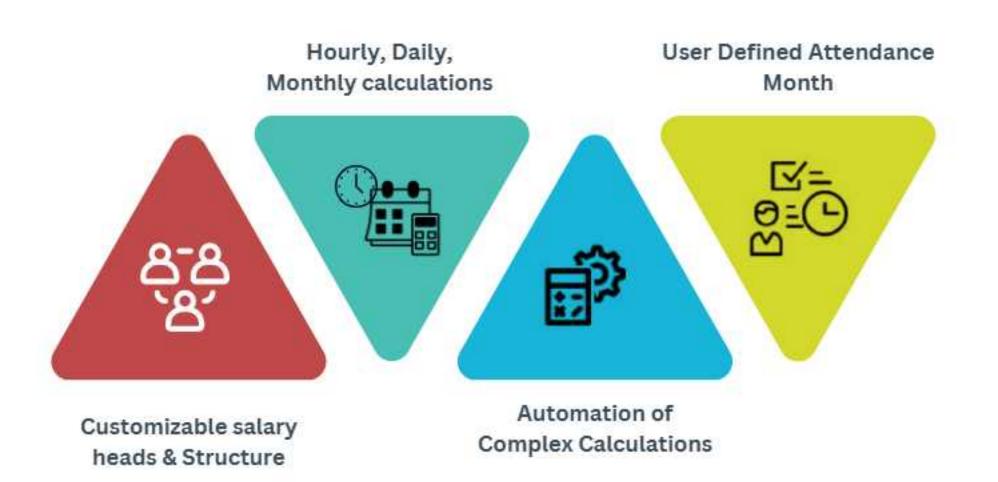


Government Forms

04



USER DEFINED CALCULATIONS AND AUTOMATIONS



ANALYTICS



A range of analytical insights and reports simplifies and streamlines the decision-making process.

Enterprise feature Reports:

- Employee Details Report
- Graphics Report
- Leave Entry Report

- Abnormality Report
- · Leave Summary Report
- Device Log Duration
- Weekly Attendance Report
- Log Report.... & many more reports available













Complete Payroll



Automated & 100% Accurate 105 calculation



rormula based distrursors



upload ready challans (# & 65) & ready to use reports.



User Defined

Attendance Month

Automotion of Complex Colculations



Soporate Statement & Paysipe



travel request & Travel Advance



Expense policy & Soporate Payslips



Regime selection



Chatuity/Itonus Management



Customizative options for special cases



Hourly, Daily, Monthly calculations



Nonage Natice Period Auto Premium Deduction



Process Leave Encashment or Additional Larrings



If decigration & proof, aubmission



Logits/Addynose



Covernment forms

Customizable salary heads & Structure



User Defined Calculations and Automations



Perquisite monogement



Hike or Arreors Management

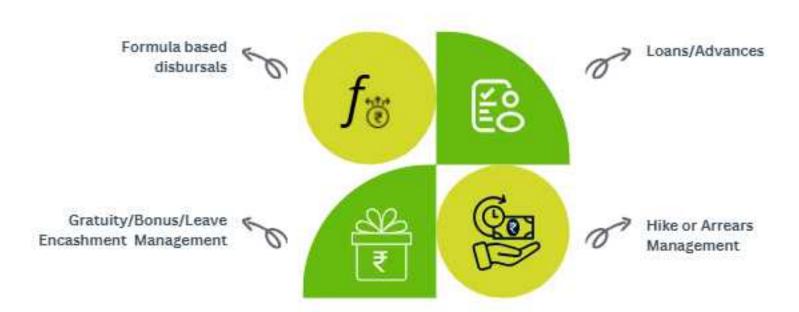
SmartOffice
A Complete HRMS Solution

F&F

Adhes syments & Multi-co.

ADHOC PAYMENTS & MULTI-CO. SETUP





Multi Co. Setup



Form 16, payslips and various reports have been provided to manage multiple companies.

Note: TDS filing or 24Q will be fessible only for one company

Loan / Advance Management

Streamline Laon/Advances with ESS based application

- Auto follow of limit with Advance policy
- Auto EMI Recoveries with Interest calculation.
- Manage/Alter EMI Recoveries, for special cases.
- Required MIS Reports.

Other ADHOC Payments

Essy, compliance ready, Accurate & Automated calculation

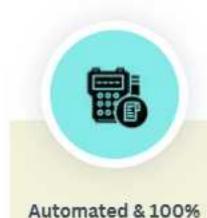
- Formula based Adhoc or F&F disbursals.
- Gratuity/Bonus/Leave encashment
 Management with additional Earning

Arrears Management

- LOP & Hike Arrears feasible.
- Arrears as per Attendance.
- Appropriate reporting in Payslip.
- Head wise calculation for accurate IT reporting.



IT MANAGEMENT



Accurate TDS

calculation



Complete EMP selfservice with regime selection, IT declaration, proof submission, and reports.



Perquisite (FBP) Management



File 24Q for non-TDS employees also



- Complete Emp self service with Regime selection
- Automation of Declaration, Proof submission & TDS calculation

Perquisite (FPB) Management.

Did you Know?

FEATURES	PF	ESI	PT	TDS	LWF
APPLICABILITY	20 OR MORE EMPLOYEES	10 OR MORE EMPLOYEES	ALL EMPLOYEES	ALL EMPLOYEES	ALL EMPLOYYEES
EMPLOYEE CONTRIBUTION	12%	0.75%	ह	2	DEPENDS ON STATE
EMPLOYER CONTRIBUTION	12%	3.25%	÷	æ	DEPENDS ON STATE
CALCULATION ON	BASIC+DA+ALL ALLOWANCE	GROSS INCOME	GROSS INCOME	GROSS INCOME	GROSS INCOME
CUT OFF	15000	21000	⊕	æ	*1
OPTION TO OPT-OUT	NOT FEASEBLE	FEASEBLE AT THE END OF CONTRIBUTION PERIOD	ONLY AT RETIREMENT	æ	\$8
PAYMENT DUE DATE	15TH OF SUBSEQUENT MONTH	15TH OF SUBSEQUENT MONTH	15TH OF SUBSEQUENT MONTH	7TH OF SUBSEQUENT MONTH	VARIES ACROSS STATES
RETURN DUE DATE	SAME AS ABOVE	SAME AS ABOVE	SAME AS ABOVE	EVERY QUARTER	+:
PENALTY	12% P.A FOR EACH DAY OF DELAY	12% P.A FOR EACH DAY OF DELAY	18% P.A FOR EACH DAY OF DELAY, MAX 50% OF TOTAL DUE AMT	200 PER DAY OF DELAY, PENALTY CANNOT EXCEED DUE AMOUNT	72

Expenses & F&F





Expenses Claim

- · Powered with Multi-level approval
- Travel Request, Travel Advance & proof submissions enabled
- Track Paid & Unpaid details for Accurate reimbursements
- Auto follow of limit assigned with Expense policy
- Using Mobile App, Submit details on the go.
- Separate payslip for proper representation & transparency

F&F Process

- · Auto recovery for pending EMI's
- Auto calculation of amount for shortfall in notice period
- Option to process leave encashment and other ADHOC payments in F&F

	GRATUTY	BONUS
APPLICABLE TO EMPLOYERS WITH	>= 10 EMPLOYEES IN ANY OF THE LAST 10 MONTHS	>= 10 EMPLOYEES IN ANY OF THE LAST 10 MONTHS
EMPLOYEE ELIGIBILITY	ON REITREMENT AFTER COMPLETION OF S YEARS OR DEATH	SALARY IS < 21000
EXEMPTED AMOUNT	UPTO 20 LAKHS*	NONE, COMPLETLY TAXABLE
CALCULATION	BASIC SALARY* NO OF YEARS OF SERVICE COMPLETED*15/26	BASIC SALARY* 8.33% (MAXIMUM OF 8.33% OR MAX 20%)
PENALTY	MAXIMUM OF 2 YEARS OF IMPRISIONMENT OR/AND RS. 50000/-*	MAXIMUM OF 6 MONTHHS OF IMPRISIONMEN' OR/AND RS. 1000/- *

Arrears

PF will be applicable on Arrears and a supplementary PF challan has to be filed.

Leave Encashment

Exempted to the extent of 25,00,000 /- only if paid during retirement or separation.

Least of the following:

- Rs. 3,00,000
- Leave encashment amount actually received
- 10 months' salary (on the basis of average salary last 10 months)*
- Cash equivalent to leave to the credit of employee at time of retirement*



Statutory Reports

PF/ESI/PT related upload ready challans & reports



ADVANCED REPORTING

В

MIS Reports

Summary or Dept wise Reports

Earned v/s Theoretical report for ease of comparison on M-o-M basis

Negative salary report



Standard Reports

Various Earned salary reports on a monthly, yearly basis Pay-out reports like Bank and Cash statements. Arrears reports Hold and release salary reports



- Hold or release pay-outs as required.
- Generate Bank statements or Formats for online disbursal of salary.
- Payslip to easily manage & communicate pay-out details.
- Multi-co. setup

IMP. PAYROLL REPORTS



Government Forms and Reports

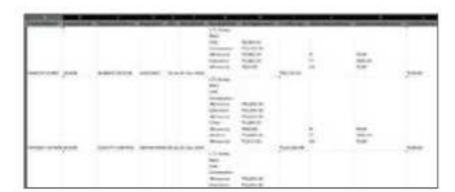


IT Computation Reports

Bree!	e/herrise	Serviced	of State with	\$2001-F	STORY THAT SON	MA. Completions
No. or	198	116	199	140	106	100
4-24	8.00	146	146	466	+40	100
spotsk.	1.96	146	146	10	646	166
ea mie	, Aria	A16	146	- 10	696	100
Aug/704	996	116	100	316	196	100
by crit-	916	and a	0.0014	1881.00	140	1400
44364	100	146	146	100	146	100
Apr. 7015	1.90	004.00	100	000	140	100
line .	146	100.00	1000.00	1966.00	-	100
Inches Inches Inches Inches Inches	1	eghor.				-
-	Primite .	45.40	_			100011
files to	-	1 bases		_		

Payslip





CTC Bulk Report



MARROPPICE PAYROLL AND BIOMETER'S Print Date: 51/How2001 NOVEMBER OF THE PROPERTY. The Brunch Hompy Mich Principally the following Mr. bernests matches of with you for the assessed mentioned against the account panelsers. This is not get in the safety for the Month N.No. London Employe No. For Back broom Digermon THE PERCON REST. MANAGEMENT Clima Sol TORRESONANT 4896 x C365 53 53 bein & library HOLD WILLIAMS 土地 Media: .534 10.303 411 ATTEND Subs & Hilly 16/805 Name of 2014 ALEBO LEVINIEDOCK Stationer TOTAL REPORTS Atrest Grand Tytel 248809 Claps No. Director Chr. STREET OF PERSONAL LINE OF THE PERSON NAMED IN Kindly solver helps -SOLETHINS PRINCIPLE LINETED



MOBILE APP & ESS

With GPS based attendance and many other features for self service. ESS/ Mobile App gives complete flexibility & satisfaction to the Employee / Manager by making Attendance & Payroll activities feasible on the go.



GPS-based Clock in/out



Clock in/out with Selfie



Apply Regularization, OD or cancel the same



Check your swipe and Attendance Details



Apply Leave, Cancel, and See Leave Reports



Logics to prevent proxy Attendance



View and Manage your profile



View colleagues on leaves



View Holiday list and apply for Restricted Holidays



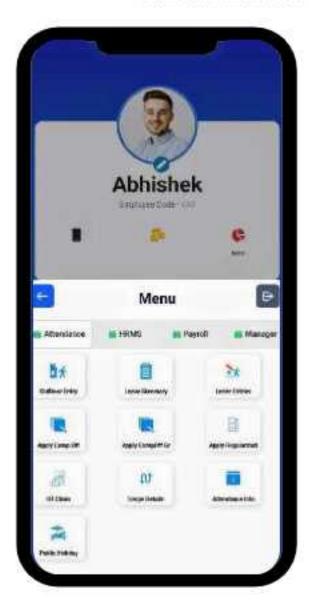
View Annual Salary & Download Pay-slip



View or Download Company Policy/Forms



View broadcasts & manage tickets/concerns



ENTERPRISE VERSION



Attendance





Comp.off











HRIS & PMS









Helpdesk

Ticket



Initiate Resignation

Self-Review



Reports



KRA

Attendance

Manager Portal

Payroll





Travel Request &

Expense Approvals





Approvals





HRIS & PMS



Manage Approvais & Complete Att details





Survey responses



OKR Details/Approvals



Goal settings & Submitting Review.



details/requests from the

manager login.

ESS (Employee Self-Service)

Mobile App



HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

With HRIS, we help you in Employee Engagement, Life cycle management (includes Data & documents management)

Life Cycle Management



Digitized Onboarding (Entp.)

- Easy onboarding & collection of employee data.
- Satisfied and great first impression
 & experience.
- Auto collection of documents & communication of all policies.



HR Letter & Documentation management

- Define N number of formats & generate for N number of employees
- Good numbers of variables for max automation and formatting.
- Linked with our Event notification module for customized emails.
- Store documents with expiry dates for timely renewal & many more.
- · Auto storage of generated documents



Company Policy

- Transparency through Digital communication
- Upload relevant documents to ESS to read & accept.
- · Read receipts/logs available



Exit Management (Entp)

- Streamlined Online process of resignation, approval and relieving.
- User-defined notice period, questionnaire & approval levels
- NOC from various departments for relieving
- Linked with Asset tracking and F&F for Automation

Employee Engagement





Event Notification

Delight your team with surprises

- · Digital process of raising tickets /concerns.
- Category wise auto escalations to right authorities.
- · Email / SMS notification for specific instances.



Help desk

- · Digital process of raising tickets /concerns.
- Category wise auto escalations to right authorities.
- · Email / SMS notification for specific instances.





PROFILE UPDATES

Ditoribono i mederida

Broadcast & Profile updates

- Profile updates Helps you control the changes in Employee profile done by them.
- Send a buzz across company for anything quick and urgent
- Auto ESS/Mobile Notification for the defined audience.

PERFORMANCE MANAGEMENT (PMS)





KRA/KPI

Review the employee performance on quality based competencies

- Completely User defined setup (Questions, review levels, term, weightage etc)
- Multiple levels of reviews from the desired audience with confidentiality
- View the entire result on a Bell Graph with 360 degree review
- Other graphical & excel reports, both available
- Can be linked to Increment window (Payroll)

OKR/GOALS

Track the Key Responsibility Areas or performance Indicators

- Completely User defined setup with Statistics based approach
- Assign targets/goals to employees
- ESS based submission of data at regular intervals with proofs
 & approvals, if required
- Check OKR progress, duration, start, and end dates



VISITOR MANAGEMENT SYSYTEM (VMS)









Pre and Instant Registration

Capture Photo



ID Proof Scanning



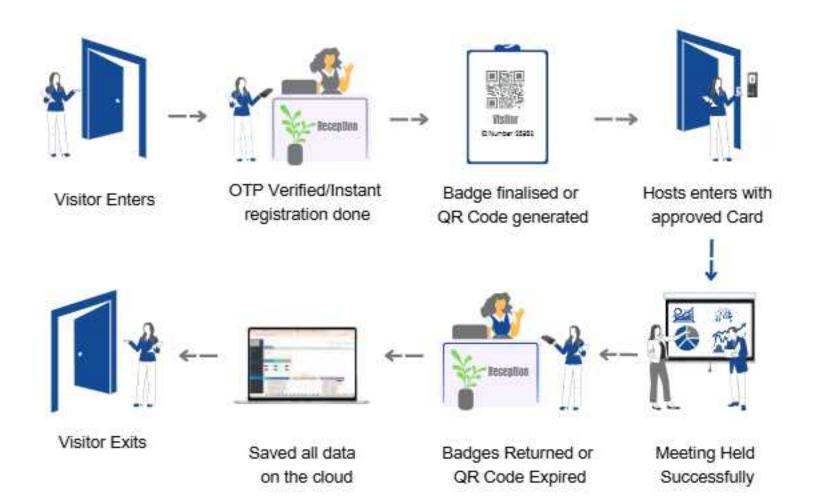
Customized Badges/QR Code

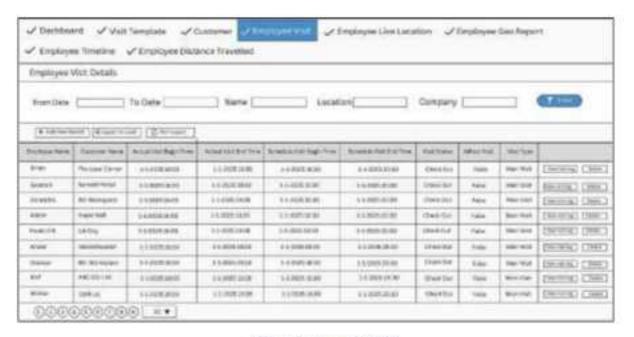


Push Notification



Visitor Logbook





Employee Visit



A Complete HRMS Solution

SmartOffice

Several Analytics and Reports

Monitoring and tracking field employees can greatly enhance your overall profitability. With SmartOffice, you gain access to real-time data and comprehensive reports, allowing you to analyze and optimize workforce performance effortlessly.



Employee Tracking & Timeline

Employee Live Location





Maximize every moment with Live Location Tracking.



Real Time Location Tracking



Plan visits with location assistance



Last sync location & Battery %



Travel history & Reports.



Capture details on each Visit scheduled



Option to fence the visit locations

Managing field employees is not easy, but with feasibility to -



Assign Work in Advance





the work assigned



could curb misuse, and make it easy and efficient to manage field employees. work assigned

Reports



EmployeeName	Company	Location	CustomerName	Schedule Visit Count	Adhec Visit Count	Total Visit Completed	Total Valt Pending	Total Visit Ongoing
Ashutosh Gupta	2023576	Bangalore	Etamicy inforech	1		o o	5 5	
Somit Iain	SOPayort	Bangalore	Ketisk grand			5	3	
Somit fain	50 Peytoll	Bangalore	SmartOffice	- 1		1		
Sumit Jain	SO Payroll	Bangalore	Parkwest maple			1	9 9	1
Mahmadaslam M dandin	50 Peyroll	Bangalone	Gopelan mall	1		1	9 1	
Mahmadaslam M dandin	50 Payroll	Bangalore	Smartoffice Bangalore	- 1		1	3	
Mahmadaslan/ M dandin	SO HITMS	Gadag	AMD	1		1	t e	19

Visit Vs Customers Report- To help you analyze how is the spread of the customer/dealer visits.

EmployeeName	Company	Location	Date	Schedule Visit Count	AdhocVait Count	250000000000000000000000000000000000000	Total Vait Pending	Total Visit Orgoing
Sumit Isin	SmartOffice Payroll	Bangalore	05 Sep 2024			0		2
Sumit Jain	SmartOffice Payroll	Bangalore	17-Sep-2024	0		0	2	1
Mahmadaslam M dandin	SO HRMS	Gardag	21-Sep-2024		1	1		0
Roshan I Kotteram	SO HRMS	Bangalore	23-Sep-2024	0	3	0	2	1
Roshan I Kottarami	SO HRMS	Bangalore	24-Sep-2024	0		0	1	

Visit Count Report- To see employee wise scheduled, Adhoc, Completed and pending visits.

Employee. Name	Customer Name	Schedule Visit Regist Time	ScheduleVisitEndTime	ActualVisitõeginTime	Actual/VisitEndTime	Customer Phone Number	Proof	Meeting OutCome	Customer Email	Remarks
Sumit Jain	Parity and		0.5.00.14 5.00.00.044	OF 2004 3 45 70 544	+ fx (2000) + 2 (2000) + 44			4		
Settable smile	Kanisk grand	25.343074 4/20/08	9/5/2024 5:00:00 PM	9/5/2024 3:4E:00 PM	1/17/000 12:00:00 AW					_
Sumit Jain	Kanisk grand	9/5/2024 5:00:	9/5/2024 6:00:00 AM	9/5/2024 3:49:00 PM	1/1/3000 12:00:00 AM					
Sumit Jain	Pariswest maple	9/17/2024 3:00	9/17/2024 4:00:00 PM	9/17/2024 2:36:00 PM	1/1/3000 12:00:00 AM					
Surnit Sain	Kanisk grand	9/17/2024 6:00	9/17/2024 7:00:00 PM	1/1/3000 12:00:00 AM	1/1/3000 12:00:00 AM					

Employee Detailed Visit Report- Provides the actual vs scheduled timing, proof and outcome of each visit.

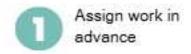
FIELD FORCE MANAGEMENT (FFM)

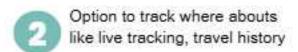






Managing field employees is not easy, but with feasibility to -







Real time updates on the work assigned



Real time updates on the manipulation tracking

Filed Force Management



Impromptu (Unscheduled) Visits



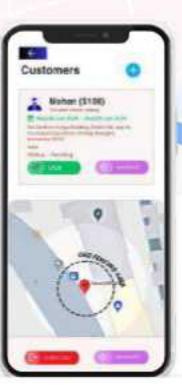


Go to salesforce Menu & click on Add Customer.



Step 2

Provide details with auto fetched location.



Step 3

Start visit & check out after minimum meeting time



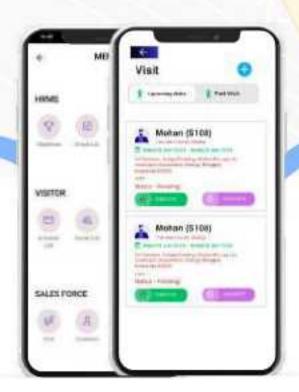
Step 4

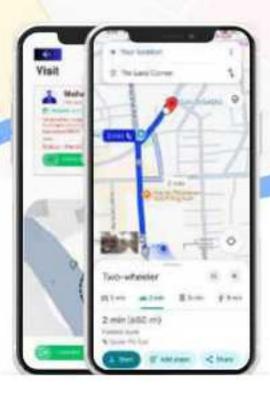
Fill the user defined, check out form.



SmartOffice A Complete HRMS Solution

SCHEDULED VISITS









Step 1

View the Admin/manager scheduled client visits

Step 2

Use the navigate option & checkin at a geofenced location

Step 3

Check out after predefined minimum meeting time.

Step 4

Fill the user defined, check out form.



WHAT WE OFFER



QUALITY, VALUE AND COMPETITIVENESS

Our company offers high- quality services at competitive prices.



SINGLE PLATFORM SOLUTION

Streamline your payroll, Attendance, HRMS effortlessly with our solutions.



DEDICATED SPOC

Highly committed and dedicated support team

SMARTOFFICE PAYROLL AND BIOMETRICS SOLUTIONS PVT LTD.

Branches: Bengaluru| Gadag | Ahemadabad | Mumbai | Delhi | Chennai sales@smartofficepayroll.com www.smartofficepayroll.com







