

Anantha Cybertech Pvt.Ltd



Service Offerings

| | | | | | | | | |
|-------------------|--------------------------------------|---------------------------------------|----------------------------------|---|--------------------------------------|--------------------------------------|--|--|
| ERP | Oracle Apps (EBS) | SAP | | | | | | |
| Web / Mobile Apps | PHP,HTML 5 CSS | ADOBE Photoshop | Dreamweaver | Android,iPhone PhoneGap | Javascript, JQuery | | | |
| Products | Matkuna A Quality Tracking Centre | Jobtardis A Knowledge Auction Site | Mr.Jalebi A Classified Portal | Lungi Workers India's No1 site for rated Tradesman | Zurpa A Shopping List Tracker App | Katida An Intelligent Counter App | eSvarna Jewellery Management System (JMS) | |
| | School Management System (SMS) | Test Maker | Load Tracking System | ACT Indian Payroll System | RTS | ATS | Automated Career Cancelling | |
| RPO | Gathering the job Requirement | Source Candidate | Interview | Individual & Corporate Trainings | Reference Check | Schedule Client Interview | Offer and Acceptance | |
| Others | JAVA | .net | OBIEEE | BI Publisher | Informatica | D2K | | |
| | ORACLE | SQL Server | MySQL | | | | | |

- *What is ERP?*

- *Oracle EBS:*

- *HCM*
- *FIN*
- *SCM*
- *Manufacturing*
- *Projects*
- *CRM*
- *BI*



Enterprise Resource Planing & Oracle

Oracle in ERP:

- ***EBS***
- ***PeopleSoft***
- ***JD Edwards***
- ***Taleo***
- ***Fusion***



Oracle HRMS Modules

- Core HR
- Self Service HR (SSHR)
- Approvals Management (AME)
- Absence Management
- Oracle Time and Labour (OTL)
- Oracle Learning Management (OLM)
- iRecruitment
- Performance Management
- Oracle Advanced Benefits (OAB)
- Compensation Work Bench (CWB)
- Payroll
- HR Analytics



Core Human Capital Management

- Defining Employees.
- Creating User.
- Defining Organization and Hierarchies
- Creating Jobs, Grades, Positions.
- Assigning to employees.
- Defining Responsibilities to a user.
- Defining Security.



Self Service HR (SSHR)



Employee SS



Manager SS



Employee Self Service

- Appraisals
- Leave Management
- Personal Information
- Professional Information
- Candidate Offers
- Suitability Matching
- Succession Planning
- Employee Histories
- Employee Directory
- Apply for an internal job
- Personalization





Manager Self Service

- Requesting employee status changes.
- Running managerial reports.
- Assigning delegates.
- Generating a graphic organizational charts.
- Reviewing jobs and job competencies in an organization.
- Performing a gap analysis of employee and job competencies.
- Entering employee competency information.
- Reviewing employee profiles.
- Reviewing employee information, such as name and address, time entry, emergency contacts, paid time off balances, and skill competencies.
- Personalization
- Approvals



Oracle Absence Management (OAM)

- Leave Apply
- Leave Approval
- Workflow
- Notifications
- Custom Business Rule
- Accruals
- Carry Forward



Approvals Management (AME)

- Administrator Dashboard for ease of maintenance of AME run-time
- Business Analyst Dashboard providing an easy to use, non technical, launch point for approval rule definition
- Test Workbench helping to ensure validity of approval policies
- Little or no coding required when defining approval policies
- Flexible framework allowing for the handling of custom hierarchies or approver determination
- Tightly integrated with Workflow Directory Services
- Extensive APIs provided for own product integrations
- Many approval patterns provided out of the box

RELATED PRODUCTS

Some of the EBS product modules integrated with AME include: -

- HRMS Self Service
- iRecruitment
- Internet Expenses
- iProcurement
- Accounts Receivable
- Accounts Payable
- Partner Management
- Quoting
- Internal Controls Manager



Oracle Time and Labour (OTL)

- Complete Automated Time Management Solution
- Enter Time any where any time
- Make Time Entry Easy with Templates
- Timekeeper
- Mass Edit
- Configurable Data Validations and Approvals
- Search Time Card History
- Streamline Approval Process
- Approvals via Workflow
- Mass Approvals
- Graphical Dashboards
- Configurable Business Message
- Entry Level Validation (Time Entry Rules)
- Retro Time Entry
 - Multi Org Support
- Change and Late Audit
- Audit Trail Report
- Shifts , Work plans and Rotation Plans
- Earnings Policy Management
- Integration with HR, Payroll, Projects, iExpenses, EAM.



Oracle Learning Management (OLM)

- Leverage the Oracle e- Business Suite to plan, deliver, and track learning
- Competency management automation and integration
- Learning paths and learning certifications
- Course and class evaluations
- Mandatory enrollment
- On-line content management and assessment authoring
- Collaboration via forums, chats, and web conferencing(add-on)
- Administrative role-based access control of the unified catalog
- Flexible resource management, including a dedicated instructor user interface



iRecruitment

- Provide Easy-to-Use Functionality for the Job Seekers
- Manage the Recruitment Process for Hiring Managers and Recruiters
- Invite and Manage Employee Referrals
- Schedule and Manage the Interview Process
- Effective Applicant Engagement
- Track Recruitment Activity
- Automate the Entire Job Offer Process
- Global Support
- Oracle Configurable End-User Environment
- Integration with the Oracle E-Business Suite and Third Party Applications

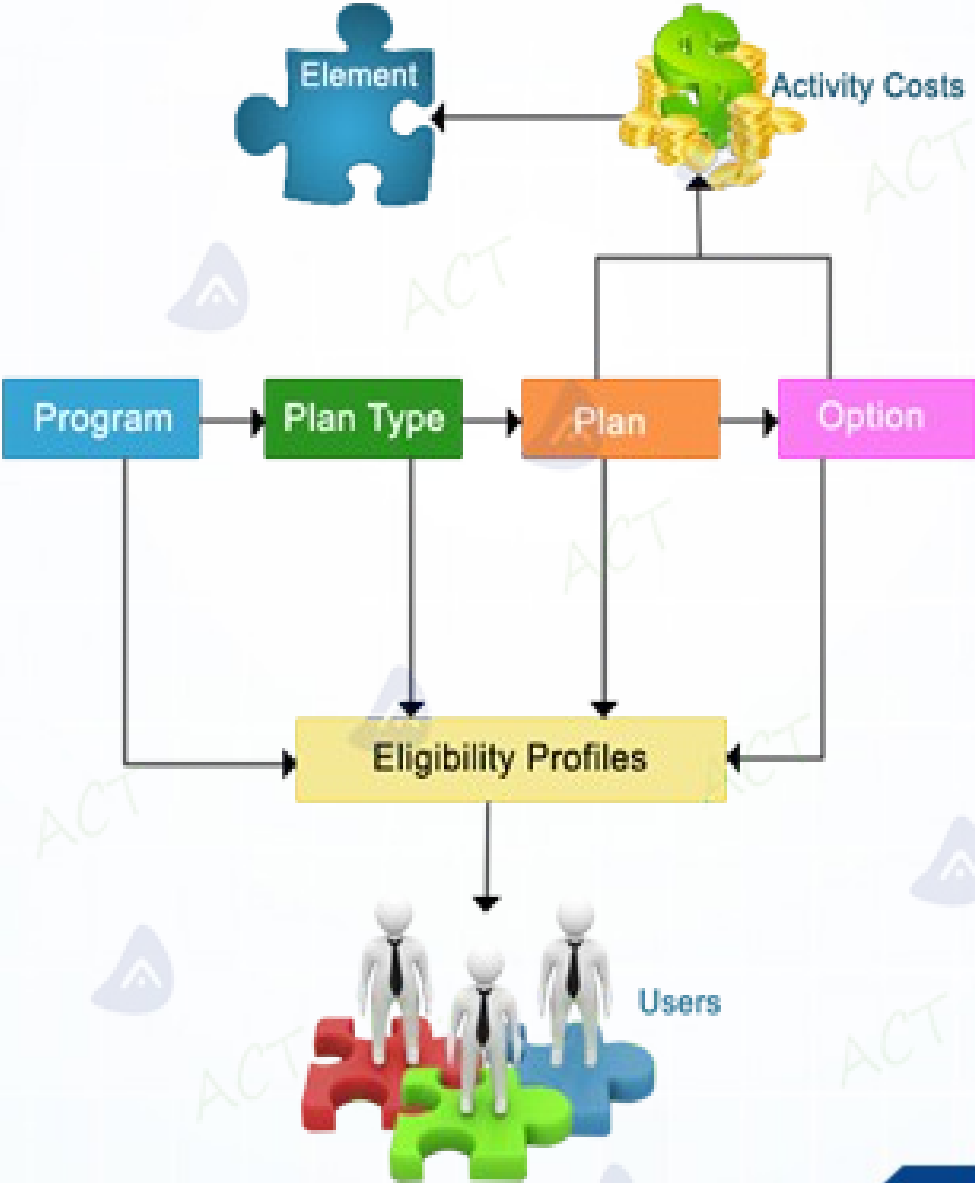


Oracle Performance Management (OPM)

- Manage Performance from Boardroom Strategies to Individual Workers
- Track Objectives Throughout the Year
- Cascade Objectives
- View Alignment of Objectives
- Perform On-line Appraisals to Streamline Performance Management
- Obtain Feedback From Multiple Participants
- Design Custom Questionnaires to Augment Appraisals
- Reporting and Analysis
- Manage Appraisals Off-line
- Integration with other Talent Management Products



Oracle Advanced Benefits (OAB)



Compensation Work Bench (CWB)

- Award multiple types of compensation to groups of employees at one time
- Reward employees either on a focal or anniversary type basis or both at one time
- Intuitive, configurable, user interface that minimizes training costs and encourages early adoption
- Integration with MS Excel combines desktop productivity with enterprise compensation functionality
- Budgets can be rolled down the management hierarchy, automatically set using target amounts, or modeled and set by an administrator
- Configurable approvals process
- Supports full time, part time, hourly and salaried employees
- Extensive Audit Reporting
- 40+ criteria types to determine eligibility
- Define conditional messages and complex calculations
- Easily switch between different currencies and groups of employees
- Create total compensation statements for employees



Payroll

Payroll →
£ € ₹ ¥ \$

Pay Calculation 

- Weekly
- Bi Weekly
- Monthly

Salary Structure

Bank Transfer 

- BACS (U.K), NACHA (U.S.A), Direct Bank
- Checks
- Cash

Gross Pay 

- Regular Pay
- Time Dependent

Net Pay 

- Taxes
- Deductions

Joining Process

Full & Final Settlement

Generating Payslip

Generating Payroll Reports

Legislative Reports



Payroll Cont...

- Rules-Based Payroll Solution
- Innovative Compensation Plans
- FastFormula
- Extensible, Efficient Administration
- Trusted Accuracy and Security
- Controlled Payroll Costs
- Multinational Support
- Paperless Payroll Processing
- Continuous Calculation Engine
- Retroactive Processing
- Complete Payment History



HR Analytics

- Time and Labor Analytics
- Payroll Analytics
- Workforce Gains and Losses
- HR Performance Analytics
- Operations Analytics
- Compensation Analytics
- Learning Management Analytics
- Leave and Absence Analytics
- Recruiting Analytics
- Proactive Intelligence
- Talent Management Analysis



Interfaces and Conversions

- Conversions – Convert your existing data in to the Oracle HRMS System
- Interface between the Oracle HRMS modules
- Interface with other Oracle EBS modules
- Interface with Third Party Applications
- Reports
- Extensions
- Workflow Customization



Oracle EBS Expertise



Implementation
Rollouts
Enhancements
Migrations
Support



Our Talent

We have developed comprehensive customized applications, with Shopping cart and Mobile Apps in Android & IOS for our Clients/Associates.



Clients

Davis Langdon 

Schlumberger

SIEMENS

AKER KVÆRNER™

nextiraOne 
THE COMMUNICATIONS EXPERTS

ORACLE®

antalis 
Just ask Antalis

TIMET 

 EDF

THALES

 COMPASS
GROUP

halfords
we go the extra mile

logica

hp

IBM®

smart421
Smart solutions for the 21st Century

 patni

 Capgemini
CONSULTING. TECHNOLOGY. OUTSOURCING

xansa
OUTSOURCING & TECHNOLOGY

SAP®

accenture

EDS

ARM

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Thank you