

Hire to Retire - Human Capital Management Solution

To maximize return on investment in employee selection and development, smart companies are integrating what have traditionally been separate HR initiatives into a cohesive "hire to retire" Human Capital Management strategy. This approach enables HR to earn their place at the table with the rest of the executive management team by delivering strategically relevant services that produce quantifiable results. Developed to integrate all the tools and processes associated with people and performance, the Human Capital Management approach aligns the goals of employees and the goals of the company to meet specific, measurable, and realistic business objectives.

EffectiveStaff (Hire-to-Retire HCM Solution)

Lanteria EffectiveStaff is a SharePoint based HRM solution that facilitates and automates the entire HR management cycle in a company. EffectiveStaff organizes the central storage of all HR information, guides and supports HR processes and increases the performance of each employee and organization as a whole.

The distinctive feature of EffectiveStaff is establishing of collaborative environment between HR department, line managers and employees in a company. The EffectiveStaff has the unique features for all company members that help them to work as a solid team, increase performance and efficiently achieve the company goals.

SmartPay (Indian Payroll)

Payroll management is an essential service, in the HR spectrum and is also perhaps the most complex. It requires a high degree of planning, efficient work allocation, rigorous quality adherence and agility. Choosing the right payroll product / partner would be a critical first step in maximizing the gains for any company.

Payroll Application: Magus SmartPay provides error free payroll processing through a fully customized payroll engine. The engine is fully integrated with SharePoint based Employee Self Service (ESS) Portal that facilitates employee interaction and shares payroll related data and reports through a secured web network.

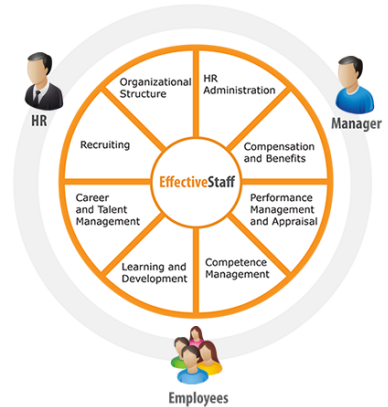
Payroll Outsourcing: We also offer Payroll outsourcing solution that assures you of timely and accurate payroll processing amidst world class infrastructure of data security, disaster recovery and business continuity.

Statutory Compliance Management: We have a full-fledged expert team for statutory compliance management, where we handle PF, PT, ESIC, LWF, contract labour, shops and establishment act compliance for companies.

We help you maximize value for your investments in Lanteria EffectiveStaff and Magus SmartPay. Through our proven five-stage deployment methodology and best practices documented in our Deployment Playbooks, we help you implement solutions in a way that accelerates time-to-value and lowers risk.

We work closely with you to define the specific outcomes you require and architects a solution that delivers results in as little as 60-90 days. You choose from Bounded Rapid Implementations, Scalable Solution Implementations, or Pre-developed accelerators that reduce the need for custom development. We also provide health-check and assessment services. Magus Learning and Magus HCM Practice support offerings to ensure a fast start and long-term success.

Magus has an extremely satisfied customer base and several hundred-man months of experience in deploying and supporting HCM initiatives, We have created and deployed several IPs that provide out-of-the-box content on leading HRIS/HRMS/HCM tools. If you are considering alternative access and delivery models to minimize complexity or address costs, we also provide Hosting Services and On-Demand Services alternatives for On-Premise HCM solution.



Human Capital Management

1. HRIS
2. Talent Management
3. Performance Management
4. Learning Management
5. Payroll (Indian)



Magus HCM Solution Framework

1. Workshop
2. Implementation
3. Pilot
4. Rollout
5. Production