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HR Automation Advisory & Services



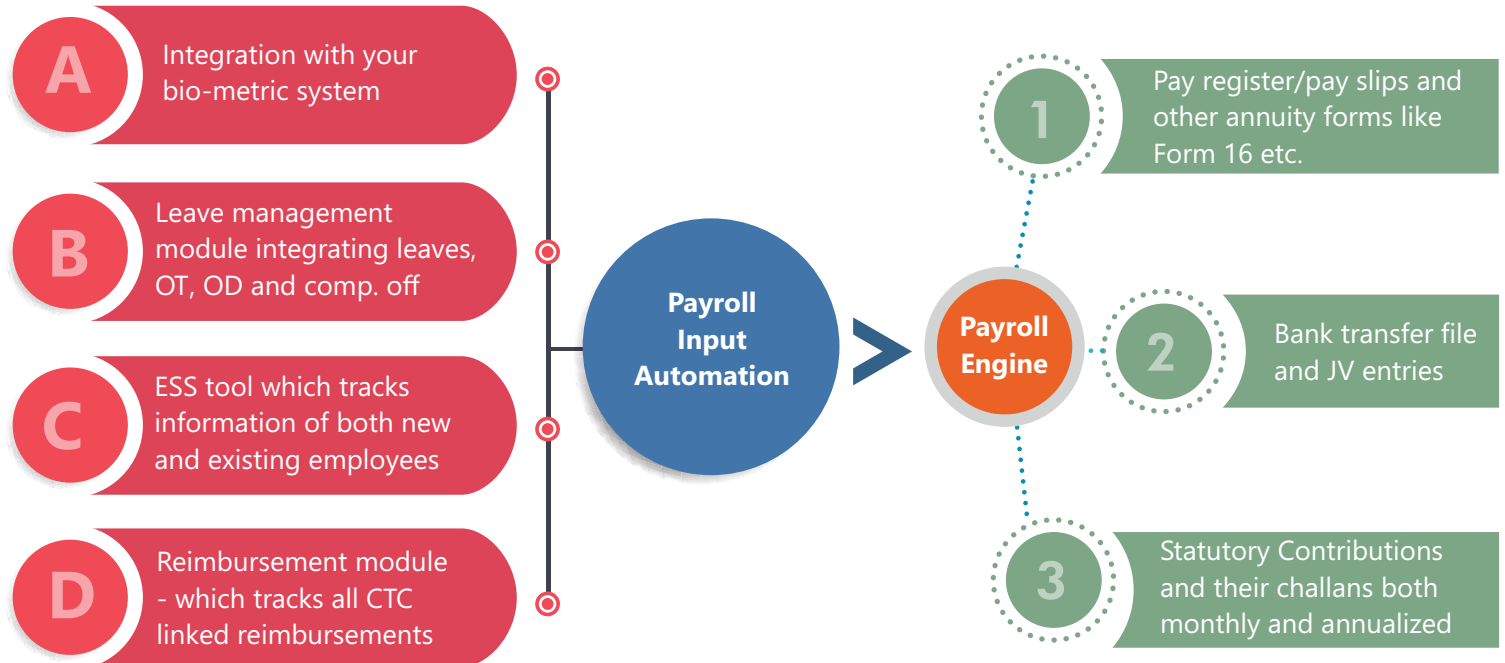


Technology is disrupting every industry. "Automation" is a word which is here to replace all the manual yet routine activities with faster and accurate results. It therefore becomes critical for HR to accustom themselves to these new technologies, tools, and methods to achieve their objectives as well as to make the organization future ready.

Since inception, it has been our constant endeavour to try and explore areas in HR where we can create maximum impact in terms cost, effort, and convenience. Today we are firmly focussed on achieving this in the following areas: -

OUR SOLUTIONS:

1. Payroll Automation



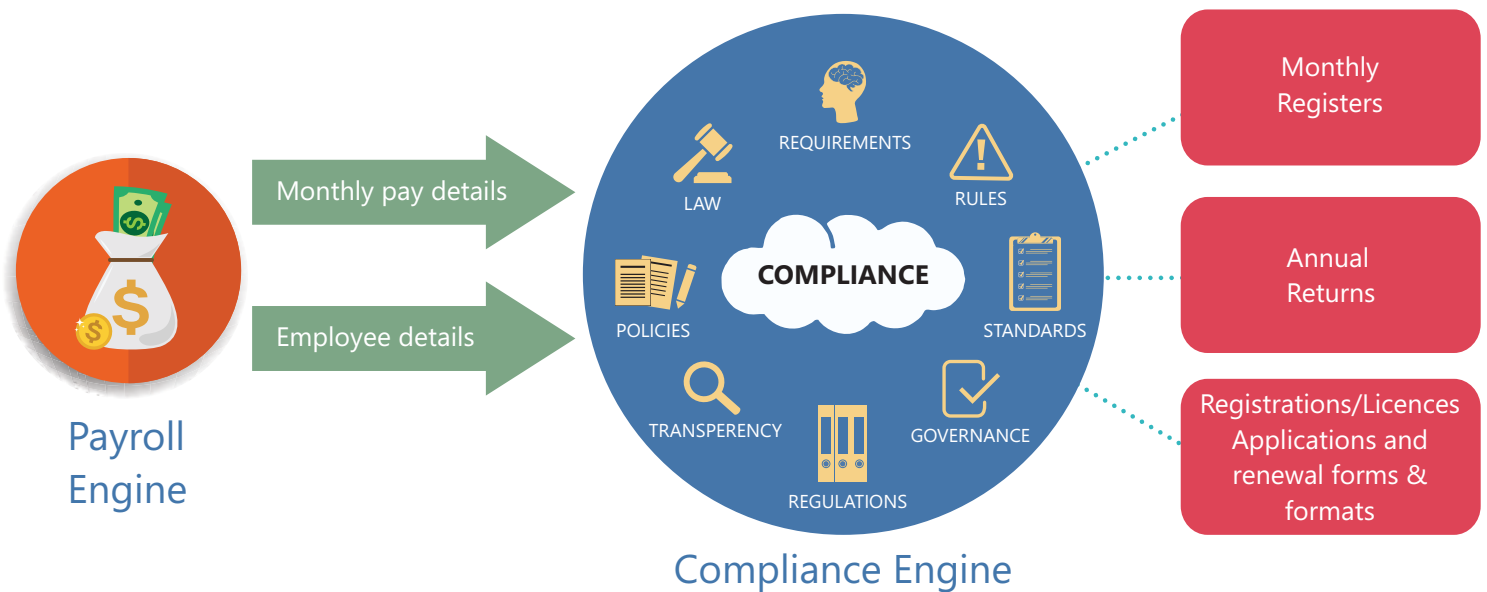
Payroll Automation Process

The payroll cycle starts with the task of collating the - Monthly Attendance Details, Leave Details, Earning details, Deduction Details, and Loans and Advance Details to one common file. But this task when processed manually becomes cumbersome and time-consuming. Moreover, payroll has to be executed with accuracy and timeliness against tight deadlines which makes the entire exercise stressful and painstaking.

Automation is taking the payroll world by storm, and for good reason. An area where cumbersome paperwork and complex spreadsheets once ruled the roost, payroll processing is now being handled with unprecedented efficiency by automated, computerized systems.

Our extensive set of Payroll and Compliance automation solutions are designed to support you at every stage of the employee life cycle, and they cover everything from managing payroll, to digitising regulatory compliance reporting to updates.

2. Compliance Automation



Compliance Automation Process

Demands on compliance functions are rapidly increasing and so are the risks associated with failing to meet these demands. Due to the extent of complexity of regulatory compliances in our country, many organizations maintain a large and growing compliance function or outsource this activity to multiple service providers that increase their overall operational costs. The increasing number and complexity of regulations, continuing shortage of talent, and constant pressure from shareholders to reduce operating costs, makes it a good business case for companies to consider TRIM as an alternative outsourcing partner.

Through a full-service compliance solution, companies are able to achieve the following:

- **Cope with filing schedule & multiple authorities**
- **Better governance of compliance processes**
- **Better record keeping & evidence**
- **Reduce operating costs**

Our system capabilities enable us to offer the following services to our clients. In an effort to provide the quality and responsive service, we are continually expanding our service offering to meet the growing needs of our clients.

3. Workforce Automation - Field Force

GET STARTED IN 3 EASY STEPS

1



Simply apply for Owner account

Once registered, you can

- Setup Office Admins for account management & monitoring
- Add Staff Users whose locations & other business activities can be tracked realtime

2



Access through Mobile App

The app allows you to

- Track Duty Start & End Times for each day including geo-tracking where the person or vehicle is when they Start & End Duty for the day
- Track Out of Pocket Expenses and Reimbursement for travel, fuel etc.

3



Plan & Monitor Staff's Daily Call Activities

Staff can check in for each call with customer and are tracked by managers in realtime

Other Useful Features

- Cash collection management
- Mileage tracking of Field Staff
- 2 way Chat the app
- Customizable reports
- Customer credit and aging
- Online & Offline mode to allow functioning in areas with bad internet signal

Workforce Automation Process

Presenting for the first time a static as well as dynamic workforce tracking tool

- Unique combination of Face + Live/Fake finger + Card + PIN + Thermal screening applications for on-premise workforce
- Connecting Multi-Location Client Sites on a Single Platform with various connectivity outputs supported.
- Powerful, easy to use field workforce management tool easily accessible by users on their mobile phones.
- Track Duty Start and End Times for each workday - including geo tracking of where the employ is when they Start and End duty for the day.
- Track Out of Pocket Expenses and Reimbursements for travel, fuel, etc.
- Integration with your existing HR systems for real time visibility of information.



Tracking attendance is simple and quick with our fully integrated face recognition technology powered attendance system. Mark contactless attendance and screen body temperature of your staff to prevent virus outbreak.

Key Features

Contactless Automatic: This AI based promising model is touch free and completely automatic once installed. Reduce the risk of getting infected unlike ordinary Bio-metric devices-based attendance systems.

Thermal Management: Contact less body temperature measurement and quick alerts for abnormal body temperature.

Mask and Unmask detection: Our deep learning-based trained systems are capable of detection of covered or exposed faces.

High Accuracy: Our algorithms have given the best outcome in terms of accuracy of up to 99.9%.

Low light Recognition: Our AI-based Face recognition system can recognize the faces in poor light or low light effectively.

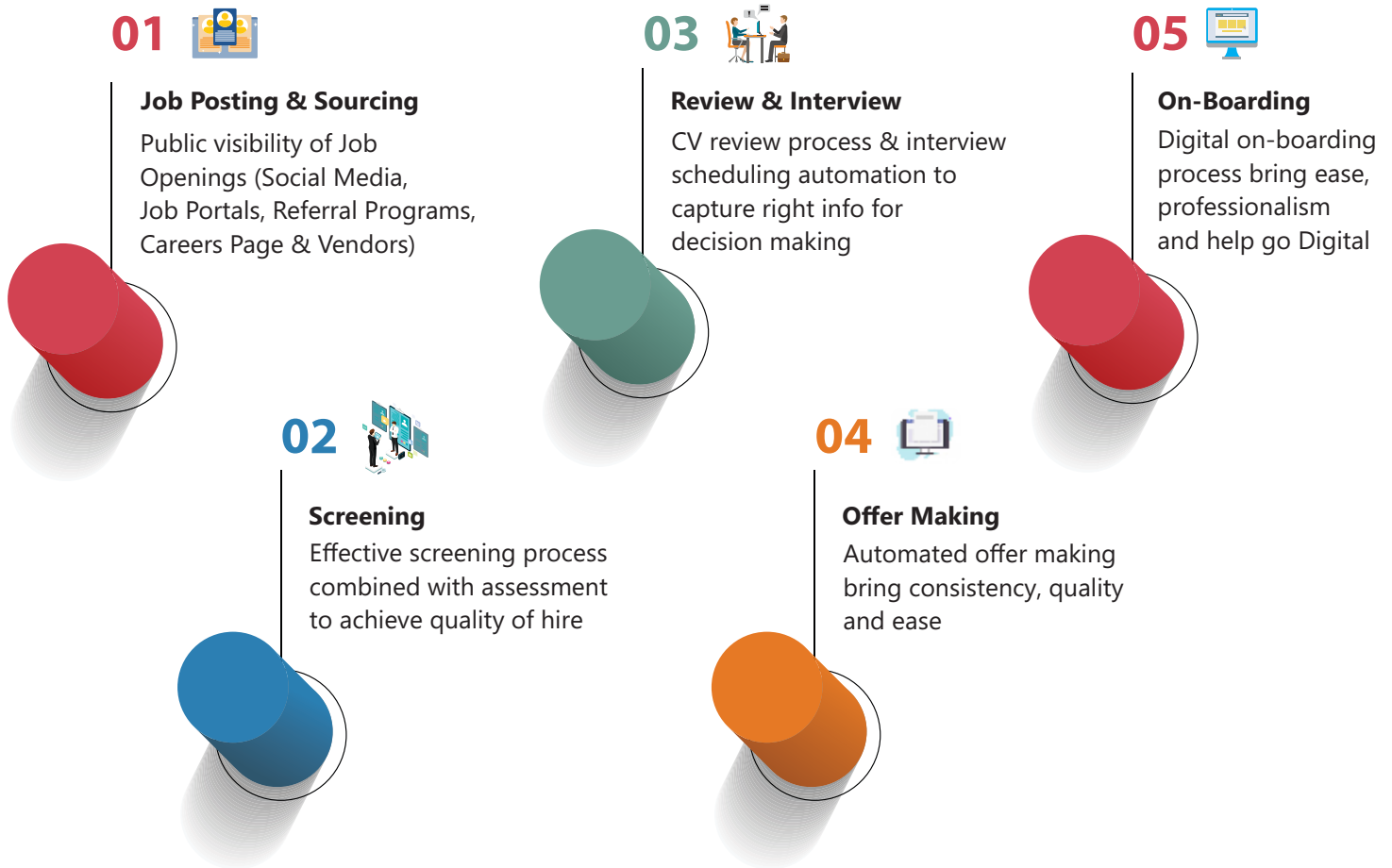
Distant Recognition: Attendance of an employee can be captured from a distance of 3 metres from the device thus providing easy access and approach.

High speed: Our face recognition system captures image at a speed of 0.3 second thereby enabling organizations with a large workforce to manage attendance of heavy footfalls at entry and exit points with ease.

Real-time Dynamic Dashboard: Smart reporting for line managers, HR team and management. Dashboard is accessible on the go or from office premises as well.

People Counting: Our face recognition system has the additional feature of counting heads, thus keeping track of people density within your premise at any point of time.

4. Recruitment Process Automation



Recruitment Automation Process

A unique recruitment lifecycle tool which can manage the following processes: –

- New job requisition - public visibility of job openings.
- Screening of applications from multiple sources viz. job boards, social media, internal job postings, other external sources.
- Online assessments
- Scheduling and conducting online/offline interview rounds (integration with 3rd party applications)
- Offer and On-boarding
- Integration with your existing HR systems

ABOUT US

TRIM HR: Designed for your people to help you thrive in the future.

Established in 2017, TRIM HR is committed to address key HR life cycle processes - passionate about providing great HR solutions and services which help HR professionals and the employees they support, work smarter, connect with each other and help drive the overall success of their organization. We harness technology to improve efficiency, transparency, and autonomy for our customers. Our solutions are designed not just to solve your problems today, but to help you leverage your long-term organizational goals.

Vision:

To be recognized as a company which simplifies mundane yet complex HR operational tasks with optimum efficiency and transparency.

Mission:

We will endeavour to automate every possible step in the HR operational supply chain that enables our client's HR organization to remain lean, productive and focused.

Brand Attributes:

Given the fact that brand attributes reflect the ethos and values of a company, TRIM HR not only believes in these values but constantly strives to live by these attributes "day-in-day-out".

The word "TRIM" is an acronym which stands for :-



Trustworthy - Being a "trustworthy" custodian of our client's data.



Robust - Building "robust" systems which can handle volume and scale with élan.



Intelligent - Developing an "intelligent" system that translates complex problems into user-friendly solutions.



Meticulous - Follow a "meticulous" approach while processing client's data.

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