

People being at the core of any business activity, people management forms one of the most crucial functions in any organization. Managing these activities requires intelligent, proactive and highly responsive system capable of adhering to varying regulatory needs and policies.

BART ELM is a comprehensive web based platform that offers a unified approach to managing employee life cycle from hire-to-exit.

Solution is optimized to improve employee touch points and enhance information flow across various functions involving the employee.



BART ELM

Employee Lifecycle Management

BART ELM

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Employee lifecycle management – hire-to-exit

Connecting people with business

BART ELM solution built on a proven technology platform offers a comprehensive approach to managing employee lifecycle.

With its mobility enabled technology and centralized repository, HRIS ensures real time or near real time access to all relevant information.

Built-in modules enable seamless integration across various functions, minimizing inconsistency and integrity issues and optimal automation.

MOBILITY ENABLED SOLUTIONS

BART ELM is enabled for cloud based delivery as well as for mobility. With support for diverse mobile technology such as iOS, android, Windows – BART ELM is designed ground-up to ensure timely access to employee information and with built-in mobile workflows ensure optimal response to key events such as leave requests, task routing, etc...

TRAINING AND CERTIFICATION SYSTEM

Includes capabilities such as classroom and self-learning programs, integrated management of employee skills profile and qualifications, rules based recommendation of training, automated certification procedures, and integration with appraisal / performance management system.

EMPLOYEE EXIT MANAGEMENT

Self service module to manage employee exit and separation with rules based workflows, exit questionnaires and feedback, configurable checklists, issue of experience letters, approvals and clearance checks, rehiring procedures, and reporting.

EMPLOYEE RIGHTS MANAGEMENT

Enable centralized management of roles, responsibilities and rules based access to key resources / data ensuring optimal control over them. Timely audit process ensures the right people have the required access to perform their job without compromising on security while facilitating ISO/IEC 27001 compliance.

EXPENSE MANAGEMENT

Mobility enabled app to upload and manage credit card statements and corporate claim requests with multilingual / multicurrency support and capabilities such as expense splitting and real-time analysis across various expense categories.

TRAVEL AND CAB REQ

A travel portal for end-to-end visa request processing, with multi-level configurable approval procedures. Check points and automated notifications for each level of visa processing, including screening interviews, fitment interviews, checklists, document submissions, petitions, approvals, and much more.

BART ELM enables organizations to manage employees in the most optimal, effective and efficient manner spanning across functions such as Recruitment, onboarding, payroll, leave, performance, time sheet tracking, exit etc...

PERFORMANCE MEASUREMENT

Employee performance management module comprises of capabilities such as goal setting and planning based on designation, managing appraisal cycles, continuous feedback management, employee engagement management, appraisal system, employee improvement program management. With multi-level review & approval processes and support for normalization of appraisals, system ensures higher levels of employee satisfaction.

Enjoy a Flexible and Comprehensive Suite of Features

RECRUIT MANAGEMENT

Enables quick identification of candidates through self registration portal for open positions, automated short listing based on rules such as experience, skills, etc.,



Integrated management of interview process with built-in schedulers, notification, and escalation ensures optimal correspondence with candidates and other stakeholders.

Reach out programs to keep candidates engaged once offer is made and pending their onboarding

TIMESHEET MANAGEMENT

Detailed time tracking against various activities carried out by employees, reporting on billable and non-billable time, or on planned/unplanned time spent on various activities with multi-level configurable review and approval flows.



EMPLOYEE DOSSIER

A single window offering controlled access to employee information, including reporting hierarchy, skills details, recent activities, etc...



LEAVE MANAGEMENT

Apply leaves online, track leave status, define leave policies, monitor and approve leaves of reportees. Also includes email notifications and instant alerts.



Integration

BART ELM system is built on a standards based business application infrastructure which includes a highly customizable integration middleware capability, simplifying integration with other LOB tools/processes.

Reach out management

Candidate reach out capability built into the recruiting module enables HR teams to maintain constant contact with the shortlisted candidate prior to their onboarding. These reach out could be to select candidates through personalized SMS or Email,



REPORTING

BART ELM provides powerful reporting and graphical analytical tools. The Dashboard provides comprehensive graphical representations of analytical data. The charts and graphs provide dynamic information that aid in critical decisions. The module also comes with a set of predefined reports that can be downloaded in various formats such as PDF, Excel, HTML, and so on. Rules and responsibility based access of reports ensures integrity and confidentiality of critical information across the organization.

Flexible Deployment Options

BART ELM can be delivered either on an industry leading cloud infrastructure (Azure) or on an OnPremise model, or in a hybrid model spanning cloud and OnPremise

