ecivic

Smart Governance, Simplified

ERP Suite for Urban Governance

People Management

HR and Payroll Management of public sector organizations on web platform

FULL EMPLOYEE LIFECYCLE

CAPACITY BUILDING

SALARY & PENSION

REAL-TIME MIS REPORTS

STREAMLINED PROCESS

ANYTIME, ANYWHERE

SRIT

Addressing the range of people dynamics

Employee lifecycle management aligned to global best practices

Every day, public organizations face multiple operational and administrative challenges that consume a lot of management bandwidth and often cost a lot to the organization in terms of time and money.

Most of these could be addressed by smart, relevant usage of information and communication technology through eCIVIC, an enterprise software suite designed and developed specifically for public and urban governance.
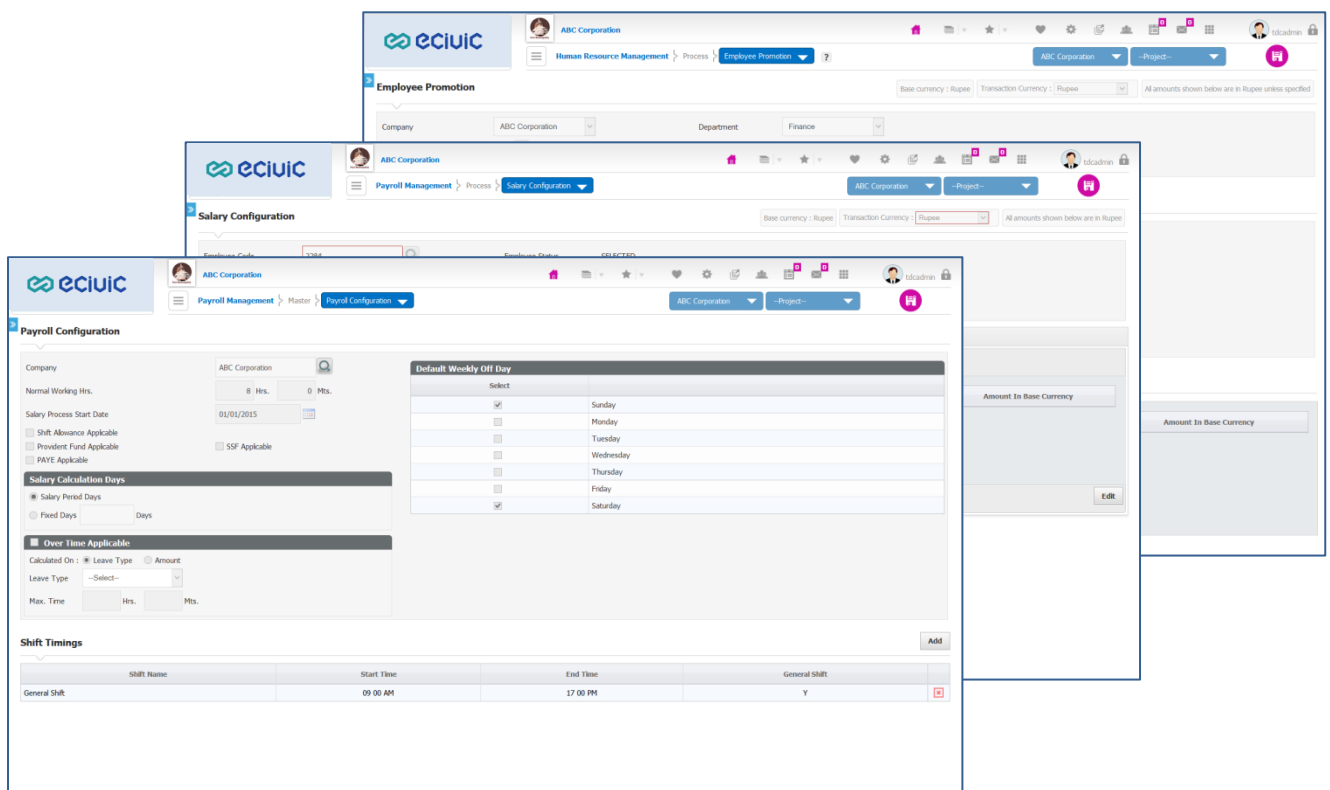
Addresses complete people lifecycle process

HR activities aligned to global best practices

Salary, Increments, Loans and Pensions

Enhanced decision making through MIS.

Recruit, train, and nurture people

Human Resource management and Payroll processing forms core of People Management processes in any organization. Through eCIVIC, all the employee related operations from recruitment till exit can be managed in an efficient and error-free manner, while generating insightful reports and analytics for decision making.

Huge volume of people related data is also maintained in an orderly manner in the system. Payments and facilities to employees are calculated and tracked in detail.

Error free employee compensation

Whether it is salary or pension, calculations often include components and heads that are dependent on one or more other parameters, apart from attendance.

Deductions of various nature, including employee loans makes it more complex. eCIVIC makes this job easier through automated calculations that monthly processing error-free.

Compensation related reports can be generated on real time, and automated statements can be sent to bankers.

"Calculates salary and pensions based on multiple pay scales and complex pay heads"

"Faster identification and deployment of right workforce for the right needs is now much easier"

Assign and align people to needs

Balancing between organization needs and employee needs is a core dynamic challenge faced by HR departments. eCIVIC helps you meet them and much more.

Identifying the possible candidates internal and external to the organization for a specific human resource requirement is possible through eCIVIC. The system support deployment and transfer of people in the most optimal manner.

Allocation of facilities and assets to employees as per organization policy is made easier with eCIVIC.

Monitor capacity building

Continuous training and capability building of employees is a vital area that is important to organizational growth and development of future managers.

With eCIVIC, detailed planning, execution of training programs involving internal and external trainers is done in an organized manner.

Feedback and effectiveness of the training programs are tracked for decision making on future trainings.

"Training and enhancing employees with a keen eye on results is now possible"

KEY FEATURES

HR & Payroll Processes
- Service Register
- Service Book
- Notings
- KRA Configuration
- Performance Appraisal
- Disciplinary Action
- Responsibility Change
- Employee Training
- Employee Promotion
- Transfer Request
- Transfer Order
- Employee Exit
- Leave Request
- Compensatory Leave Request
- Leave Amendment
- Leave Cancellation
- Salary Configuration
- Salary Calculation
- Salary Process
- Employee Attendance
- Employee Incentive
- Loan Request
- Advance Request
- Loan Disbursement
- Advance Disbursement
- Final Settlement
- Quarters Designation Mapping
- Quarters Application
- Quarters Allotment
- Quarters Cancellation
- Pension Register
- Pension Book
- Pension Configuration
- Pension Calculation
- Pension Process
- Staff Complaint
- Manage Staff Complaint
- Leave Register
- Payment Advice
- Salary Register
- Promotion Declined Employee
- Promotion Process
- Seniority List
- Quarters Employee Waiting List
- Pension Register

Employee Self Service Processes
- Service Book
- Loan Request
- Advance Request
- Staff Complaint
- Quarters Application
- Leave Request
- Compensatory Leave Request
- Leave Cancellation
- Performance Appraisal
- Leave Amendment