

# E2 ERP – Human Resources Module

Empowering People. Driving Performance. Enabling Growth.

## VERSION:

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# 1. Overview

The **Human Resources Module** in E2 ERP is designed to be the **nerve center of workforce management** — delivering end-to-end HR automation on a **lowcode/no-code platform**.

It transforms HR from an administrative function into a **strategic business driver** by combining **process automation, data intelligence, and seamless integrations**.

Whether managing **10 employees or 10,000**, the module adapts instantly to your organization's policies, structures, and compliance needs.

## 2. Key Strengths

- **Low-Code / No-Code** – Configure leave rules, approval workflows, forms, and policies without programming.
- **API-First Architecture** – Connect to any payroll, biometric, recruitment, or performance system via REST API.
- **Private Cloud Hosting** – Each customer gets a **dedicated cloud instance** hosted on **CTRLS (Tier-IV, Asia's 4th largest data center)** for unmatched security.
- **Java + PostgreSQL Backbone** – Enterprise-grade stability, scalability, and performance.
- **Global-Ready** – Multi-currency, multi-language, and statutory compliance support across countries.

## 3. Core Functional Capabilities

### 3.1 Employee Lifecycle Management

- Digital employee profiles with complete personal, professional, and statutory details.
- Document repository with version control for contracts, ID proofs, and certifications.
- Instant creation of new data fields without development effort.

### 3.2 Time & Attendance

- Real-time integration with biometric, RFID, or mobile attendance systems.
- Shift planning, rostering, and overtime management.
- Auto-generated reports for late arrivals, early departures, and absenteeism.

### 3.3 Leave Management

- Configurable leave types, accruals, and carry-forward policies.
- ESS/MSS portals for self-service leave applications and approvals.
- Automated alerts for leave approvals, pending balances, and policy violations.

### 3.4 Performance Management

- Configurable appraisal cycles, KPIs, and 360° feedback.
- Link performance reviews to training plans and promotions.
- Data-driven performance analytics for leadership decisions.

## 4. Business Benefits

Benefit	Impact
<b>Faster HR Operations</b>	Reduce processing time by up to 70% with automation.
<b>Error-Free Compliance</b>	Avoid penalties through built-in statutory adherence.
<b>High Employee Engagement</b>	ESS/MSS portals increase transparency and trust.
<b>Scalability without Disruption</b>	Quickly adapt to growth, mergers, or policy changes.
<b>Seamless Data Flow</b>	One source of truth across HR, payroll, and finance.

## 5. Why Businesses Choose E2 ERP HR Module

1. **Dedicated Cloud Hosting** – No shared environments, ensuring **data isolation & security**.
2. **Rapid Deployment** – Go live in weeks, not months, thanks to low-code/nocode configurability.
3. **Integration Freedom** – API-first design connects to **any system**, legacy or modern.
4. **Future-Ready** – Scales from SME to enterprise without re-engineering.
5. **Proven in Multi-Country Rollouts** – Successfully deployed in diverse industries & geographies.

## 6. Technical Highlights

- Low-Code/No-Code Customization – Quickly adapt HR workflows without heavy coding.
- REST API Connectivity – Integrates effortlessly with biometric devices, job portals, finance systems, and third-party applications.
- Java + PostgreSQL Architecture – Proven scalability and reliability for large enterprises.
- Role-Based Access Control (RBAC) – Secure user authentication with granular permission settings.
- Cloud-Native Deployment – Private cloud hosting ensures data isolation, reliability, and disaster recovery readiness.

## 7. Conclusion

The **E2 ERP HR Module** is not just a system — it's a **strategic HR command center**. With its **low-code/no-code adaptability**, **REST API integration**, and **secure private cloud infrastructure**, it empowers HR leaders to focus on **people strategy** rather than paperwork.

"It's the perfect fusion of **technology, compliance, and employee experience** — built for the modern workforce."

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