Baraza Human Capital Management System

- ✔ Gain a 360^0 View of your Human Resource
- ✔ Manage your Employees from Hire to Retire
- ✔ Secure & Compliant with Local Legislation
- ✔ Fast & Accurate Payroll Processing

baraza
HCM

Baraza HCM simplifies routine activities, allowing you to focus on strategic initiatives

Human Resource management is a fundamental business requirement in any organization. This is often a tedious process that requires a high level of timeliness, accuracy, and effective resource controls.

Baraza HCM solution serves as the core system of record for all staff-related information: online job applications; employee details with standardised CV; leave management; payroll processing

The system simplifies routine activities, allowing users to focus on strategic initiatives, easily managing your hiring and performance evaluation processes, records and validating staff/employee financial details.

Baraza HCM helps you manage every stage of the payroll process, ensuring effective, accurate payroll cycles. The system provides HR departments with on-demand Business Intelligence (BI) reporting capabilities. An in-built reporting Dashboard helps executives make quick and informed decisions.

Why Baraza HCM ?

Baraza HCM provides a comprehensive solution that addresses varied IT requirements of an organization

Organizations using Baraza HCM stands to gain the following;

Increased agility

To keep pace with the changing processes, adapting to your business; that is to be flexible enough to support your growth strategy

Enhanced Business Continuity

Our solution offers optimal performance in normal broadband Internet connectivity along with inbuilt security measures to ensure integrity of your information

User Interface

Baraza HCM offers Workspaces for key HR user roles, including Employee Self-Service, thus revolutionizing the way a user leverages IT systems to accomplish day-to-day business transactions

Context Aware

Baraza HCM is not just designed for an out of the world user experience; it helps user complete transactions intuitively, with the user role and transaction context being central to the experience.

Integration

While being a Cloud offering, Baraza HCM is not a "one size fits all" solution. Baraza HCM offers proven extension kits to its implementation partners to extend the functionality of existing features, based on specific customer needs.

Solution Architecture

The Baraza HCM system is built on the latest technological platform that makes use of the Internet as the overriding platform of operation. The server sits on the multi tier open platform architecture making use of standard browser as the main user interface required for access.

The entire solution can be deployed in any of the two available ways; independently as a deployed local server platform with its own database and web server or as a hosted cloud application.

Baraza HCM Modules

Recruitment
With end-to-end recruiting functions enable you to quickly find the right talent and build long-term relationships with current and potential employees at far lesser costs. The software allows users to capture staffing requirements, enter and shortlist profiles of potential candidates, schedule interviews, rate and select applicants, offer job opportunities online and bring them on board.

Employee Bio-data
Captures employee details right from job application to the hiring process. An employee is required to fill some of personal and professional data. Some of the details include; education, next of kin, address, skills, and experience obtained from past jobs. Baraza HCM is able to summarize a report of some of the biodata details of all employees. This report can be exported to either pdf or excel.

Employee Leave/Off days
Leave Management will be easier than ever before for your business, your HR team and managers, and your employees. The system allows employees to holistically maintain leave data and information, apply for leave and get approvals online from their managers through an extensive set of user-defined parameters.

Appraisal
The work review module enables the supervisor to evaluate the employee end year or mid-year performance depending on the organization with less human intervention. This module acts as the basis for HR in making the decision whether to appraise the employee with pay rise for great work achieved or take other steps in the case of poor performance. We can comfortably say that the HCM workflow, is a must have system for companies interested in growth

Payroll
Packed with functionalities that enable you to comprehensively, and yet simplistically, handle payroll processing. The payroll processing software allows users to create custom rules that exist in your organization, and define your business logic for Earnings and Benefits, Deductions, Bonus, Arrears, Leave and Attendance, Taxes and Statutory Requirements.

Petty Cash Management
Most companies have cash set aside for petty expenses such as office stationery, airtime or fare for staff heading to the field. This increases the work load of the HR in tracking the funds used. HCM solves this by having an online module where staff can request and get approval for such expenses.

Employees self-service
The Employee Self Service Module provides employees with direct access to their records and personal information online. For instance, employess have the ability to update personal information within defined security parameters without the aid of HR personnel, access and print P9 forms, Payslips and summarised CV in pdf format.

Employee Loans & Advances
Most companies allow employees to request for loans making it a very crucial process especially when it comes to record keeping. HCM simplifies all this for the HR. The Employee is able to apply for the loan and seek approval online. This information is propagated to the payroll on real time basis.

Business Benefits of Baraza HCM

The Baraza HCM solution tightly integrates the human resources management and payroll processes, and helps your organization's HR department comply with industry best practices. Our solution provides functionalities for the entire human capital lifecycle from employee hiring to retiring. It provides users with the following business benefits

Streamlined Automated Processes
Simplify the HR management process by automating and integrating all operational HR processes, such as employee administration, leave, training, attendance, exit management, payroll management, and statutory compliance

Reduced Costs
Moderate costs by automating core HR processes

Improved Human Capital Management
Optimise employee productivity and foster collaboration in the organisations. Align employee performance with business goals and measure performance effectively
Real-time Insights
The solution features provides the top management team with real-time insights through reports and dashboards that can be created on demand and according to the organization preferences

Adherence to compliance standards
Easily comply with changing regulations through improved processes and reporting

About Dew CIS Solutions

Dew CIS Solution Limited is a flexible, inovative, responsive and entrepreneural organization formed in the year 2000. Since inception, Dewcis strategy has been to develop cutting edge products in the field of Information and Technology that can be leveraged across the enterprise. We have grown from a simple IT consultancy firm to a world class solution provider with proven technical skills grounded in the best of bred industry standards

Dew CIS solution caters to the needs of multiple industry segments through innovation, easy-to-use and secured, integrated, hosted solutions in a build-as-you-grow model.

What makes us unique

✅ *We understand Technology and believe in its potential to improve operations*

✅ *We adapt to technology that match the dynamics of your operating environment.*

✅ *Our approach is anchored on our core values of simplicity, creativity, independence, respect and openness to transform the latest technology into added-value services.*

✅ *We build on partnerships with our clients, in every engagement and continuously align to their needs.*

✅ *We strive to delivery custom solutions to address our unique local challenges.*

✅ *We break problems down to their simplest form and answer them from there.*

Contact Us

Thank you for your interest in our HCM solution

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