Human Resources &
Payroll Area//

Softland ERP
Human Resources & Payroll Area//

The goal of Softland ERP's Human Resources & Payroll Area is to satisfy the needs of both multinational and local companies that must keep a strict control over their most important asset: their people.

It allows a flexible management of all the calculations involved in payroll processing and other key processes for human resources, such as recruitment and selection, evaluation, training and file management. Human Resources & Payroll is an excellent complement for any area of Softland ERP and it can also integrate with other management systems.

It is comprised of the following modules: Human Resources, Payroll Control, Vacation Control, Personnel Portal, Talent Management and Attendance Control.

Rh	**Cn**	**Cv**	**Pp**	**Gt**	**Ca**
Human Resources	Payroll Control	Vacation Control	Personnel Portal	Talent Management	Attendance Control

Rh Human Resources
Easy and optimal internal human resource management

It tracks and controls all the information related to employees. Creation of catalogues for specifying academic degrees, absences, contracts and other personnel actions are some of its main characteristics. It provides the possibility of generating massive salary increases, keeping track of all personnel actions, creating different reports and automatically generating accounting entries for pending severance payments, installments and checks.

Cn Payroll Control
Agile and secure payroll management

It adapts to the requirements of each company and to the different international legislations, by offering great flexibility when defining and specifying the salary concepts for employees. This module helps defining different types of payrolls within the same company, making separate payroll calculations and associating them with cost centers and accounts required by the company. Payroll Control integrates with Human Resources and Banking.

Cv Vacation Control
Simple calculation of employees' vacations

This module is in charge of generating the necessary personnel actions for regular updating of each employee's vacation balance. It simplifies the generation and processing of vacation requests. It uses the yearly vacation balance model, as well as an additional vacation balance so that the companies can control extra vacation days due to bonuses, prizes or accumulated days for each employee.

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Personnel Portal
Allowing employees to interact with the system through a web interface on Intranet

It allows access and verification of vacation balances, as well as checking, generating, rejecting or approving requests. Employees can submit different requests, according to types and privileges defined by the customer. It offers access to employees' general information as well as the possibility to review personnel actions and fixed assets assigned to employees.

Talent Management
Interactive processing and management of key human resources processes

Through several tools, including a web portal, it manages recruiting and selection, training and performance evaluation processes. Among the main characteristics of this module, we can mention the use of a web portal for registering candidates, managing human resources, programming and handling trainings and registering and evaluating competencies.

Attendance Control
Quick and precise registry and control of employees' attendance

The solution provides information for the payment of wages or salaries, based on time clock records, markings and/or manual clock-ins. The module allows an easy loading of clock-ins and clock-outs in flat files. It offers a virtual time clock within the same application, the processing of clock-ins and clock-outs according to each country's regulations and schedule types in order to calculate, program, and manage payable hours. Attendance Control integrates with Payroll Control.

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ERP BUSINESS SOLUTIONS
LEADER IN LATIN AMERICA

ABOUT SOFTLAND

Softland has branches in ten countries: Argentina, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Mexico, Panama, Peru and Dominican Republic. It has representatives in: Bolivia, Ecuador, Nicaragua and Venezuela. With 35000 active customers in Latin America and more than 500 specialized professionals. Its philosophy "Think globally, act locally" allow them to develop worldwide strategies according to the characteristics of each country.

Its long experience and expertise in the world of business management solutions, has given it the chance of growing and offering the market the most competitive products.

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