FLAGSHIP ENTERPRISE HRMS & PAYROLL PLATFORM

Complete Workforce Management. Guided Payroll. Better Business Control.

From Workforce to Payroll — One Platform.

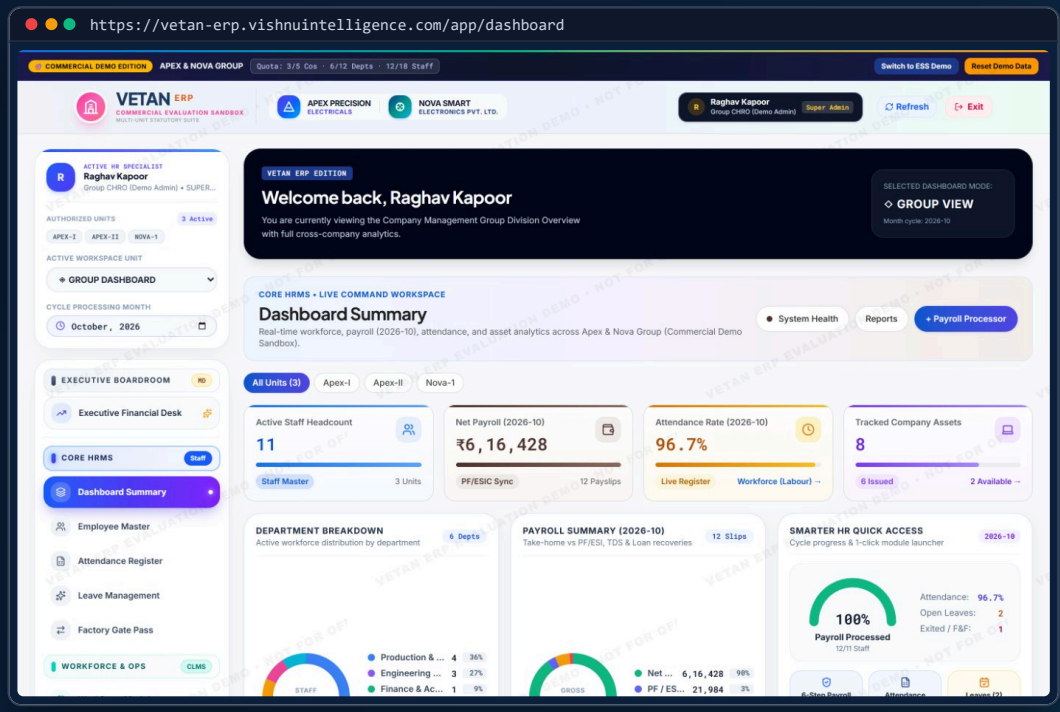
Engineered for Indian manufacturing plants, corporate headquarters, and multi-unit industrial operations. Seamlessly integrates multi-company shift attendance, structured 6-stage guided payroll, statutory compliance worksheets, and mobile ESS.

1. Multi-Company & Units
Independent legal entities, factories & role-based security scoping.

2. Guided 6-Stage Payroll
Step-by-step validation, OT calculations & salary hold controls.

3. Statutory Worksheets
EPF/ECR CSV, ESIC returns, PT slabs & Tally JV vouchers.

4. Mobile ESS & Approvals
Digital payslips, leave requests & Bilingual HR Assistant (Beta).



Live Verified System Dashboard • Executive Financial Overview

Multi-Company Enterprise Scoping Active

Enterprise Architecture: Six Integrated Operational Pillars

VETAN ERP consolidates personnel masters, daily plant attendance, multi-state statutory rules, and executive reporting into one disciplined operational workflow.

01. Executive Intelligence & MIS

Read-only Boardroom desks, instant gross salary vs. CTC liability visibility, employer statutory overhead computations, and exportable CSV management summaries.

- Real-time company-wide gross, CTC & net payouts
- Headcount trends & department liability drill-downs

02. Multi-Company Core HRMS

Centralized employee master registry with Aadhaar, PAN, Bank IFSC, UAN and ESIC IP verification. Complete department, designation, and HOD reporting hierarchy.

- Multi-entity company masters with distinct GST/PAN
- Bulk Excel onboarding with automated pre-validation

03. Attendance & Operations

Multi-shift support, overtime tracking, LOP computation, leave ledgers (PL/CL/SL), HOD approval workflows, miss-punch regularizations, and gate-pass security tracking.

- Daily, monthly & FY attendance with overtime rules
- HOD approval queue for leave & punch corrections

04. Guided Payroll & Arrears

Structured 6-stage monthly calculation wizard, salary hold mechanisms, automatic retrospective increment arrears, and comprehensive payroll change audit trails.

- 6-stage wizard with automated discrepancy flags
- Salary hold controls with bank file auto-exclusion

05. Statutory & Accounting

Pre-formatted EPFO ECR working CSVs, ESIC contribution sheets, state Professional Tax (PT) calculations, New Regime tax projections, and automated Tally JV XML/CSV vouchers.

- EPFO ECR text/CSV & ESIC monthly return registers
- One-click Tally Prime balanced Journal Voucher XML

06. Employee Lifecycle & ESS

Secure web and mobile ESS portal for payslips, tax summaries, leave requests, asset acknowledgements, and Rule-Based Bilingual HR Assistant (Beta) support.

- Mobile responsive ESS for factory staff & executives
- Digital monthly payslip download & asset custody slips

Proven Business Benefits

- **Reduce Spreadsheets:** Eliminates fragmented Excel files across attendance, OT, loans, and salary.
- **Discrepancy Prevention:** Sequential validation checkpoints flag unverified data before lock.
- **Audit & Finance Harmony:** Instant reconciliation between HR gross totals and Accounts Tally JVs.

Priority Manufacturing Sectors

- LED & Electronics Manufacturing
- Cable, Wire & Component Plants
- Engineering & Heavy Fabrication
- Plastic Molding & Packaging Units
- Industrial & Contract Workforce Operations

Target: 50 to 2,000+ personnel requiring structured shift controls.

Enterprise Deployment Advantage

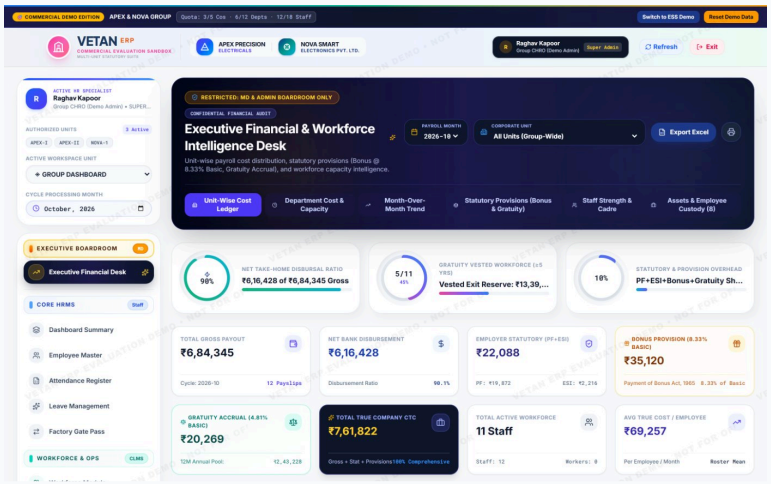
- **Zero Client Installation:** Modern browser access across desktop, tablet, and mobile.
- **Fast 3-Week Go-Live:** Standardized bulk import templates ensure rapid, error-free onboarding.
- **Dedicated Security Scoping:** Enterprise-grade role permissions protecting confidential wage data.

Executive Financial Desk & MD Boardroom

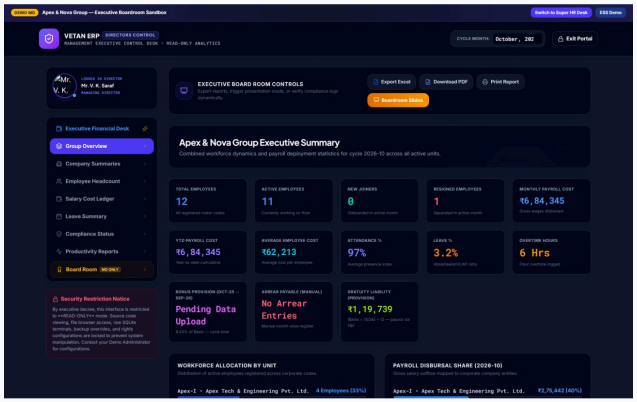
MANAGEMENT INTELLIGENCE

Empowering Managing Directors, CFOs, and Plant Heads with instant, company-wide payroll liability oversight without technical dependencies.

Executive Financial Desk • Gross, Net & Statutory Overview



MD Boardroom • Company-Wise Payroll Distribution & Headcount



Total Cost to Company (CTC) & Employer Overhead

Traditional payroll tools only show net take-home salary. VETAN ERP surfaces the complete organizational picture:

- **Gross Salary vs. Net Bank Liability:** Real-time reconciliation before disbursement authorization.
- **Employer Statutory Burden:** Automatic breakdown of Employer PF (12%), ESIC (3.25%), and statutory provisions.
- **Monthly Trend Analysis:** Track payroll inflation, overtime spikes, and new joinee impact across fiscal quarters.

Read-Only MD Boardroom Access

Designed specifically for non-HR executive stakeholders:

- **Safe Executive Mode:** Complete read-only visibility into monthly payroll summaries, preventing accidental configuration changes.
- **Company & Unit Breakdown:** Filter payroll expenditure by legal entity, production plant, or regional office.
- **Instant CSV & Excel Export:** Download high-level audit summaries for board presentations and external audit meetings.

Management Decision Advantage

Know your exact monthly labor cost across shifts and departments before signing off on bank transfers. Zero month-end surprises.

Multi-Company Architecture & Unit Scoping

CORE PLATFORM ARCHITECTURE

Manage multiple industrial businesses, sister companies, and manufacturing plants from a single unified deployment with strict data separation.

Independent Legal Entity Management

Manage distinct registered entities with customized parameters:

- **Distinct Statutory Identifiers:** Dedicated PAN, GSTIN, PF Establishment Codes, and ESIC Code numbers per entity.
- **Entity-Specific Policies:** Configure unique shift timings, leave rules, and salary heads for manufacturing vs. corporate entities.
- **Unified or Scoped Reporting:** View group-wide consolidated analytics or isolate reports to a single factory unit.

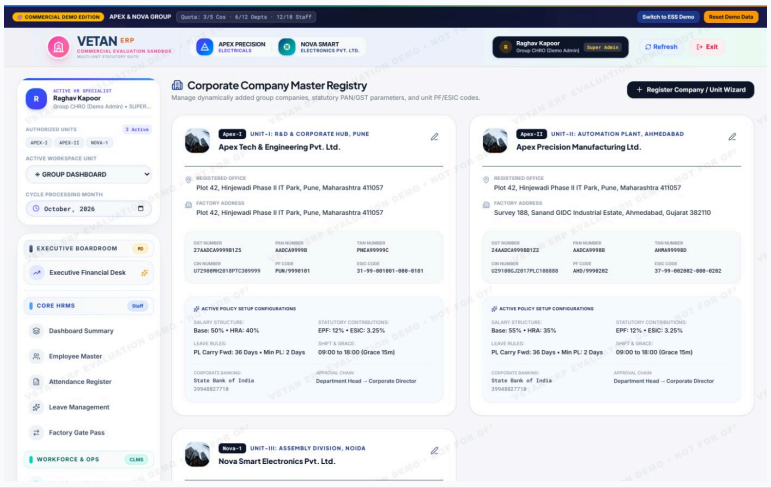
Factory Unit & Department Scoping

- **Plant-Level Segregation:** Assign plant managers and HR officers strictly to their respective manufacturing units.
- **Department & Shift Mapping:** Segment production, quality control, maintenance, toolroom, and administrative teams.
- **Cross-Unit Verification:** Server-side authorization ensures unit operators only access records authorized for their scope.

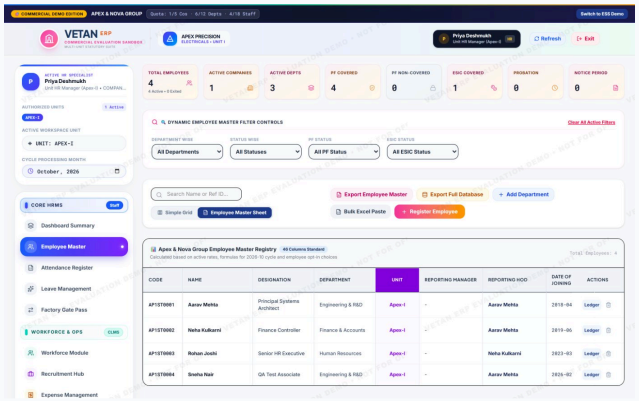
Role-Based Access Control (RBAC)

Pre-configured operational roles: Super Administrator, Unit HR Operator, Accounts & Finance Controller, Departmental HOD, Management Boardroom (Read-Only), and Auditor.

Company Master Registry • Multi-Entity Configuration



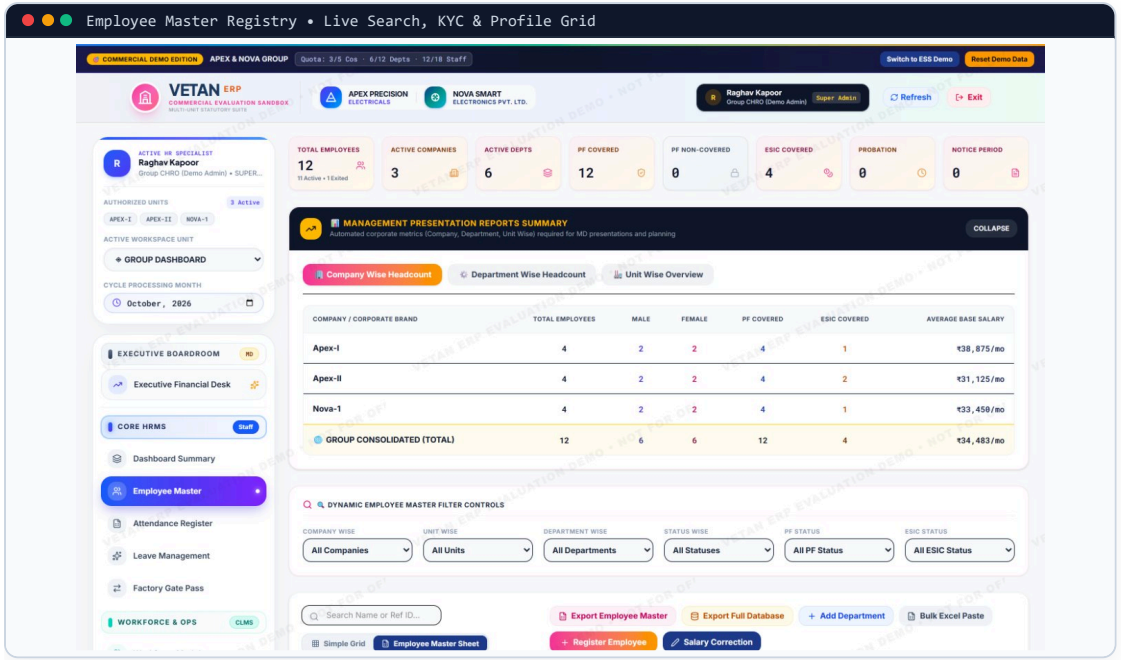
Unit Scoping & Role-Based Access Control View



Staff Management & Employee Master Registry

CORE MODULE

A central digital repository for all employee records, KYC documentation, compensation structures, and complete lifecycle tracking.



Bulk Excel Onboarding Engine

Upload hundreds of employee profiles in minutes using structured Excel templates. Automated pre-validation checks catch duplicate PAN, invalid IFSC codes, and blank DOB fields before database insertion.

Comprehensive 360° Employee Dossier

- **Personal & KYC Verification:** Aadhaar number, PAN, Date of Birth, Blood Group, and emergency contact details.
- **Statutory Account Mapping:** Universal Account Number (UAN), PF Number, ESIC Insurance Number (IP), and state PT applicability.
- **Bank Account Verification:** Account holder name, account number, bank name, branch, and verified IFSC for disbursement.
- **Organizational Mapping:** Company, unit, department, designation, employment grade, and assigned reporting HOD.

Flexible Salary & CTC Structuring

- **Indian Salary Components:** Basic, DA, HRA, Conveyance, Special Allowance, Medical, and Custom allowances.
- **Automatic Statutory Deduction Caps:** Configurable PF wage caps (e.g. ₹15,000 threshold) and ESIC gross thresholds (₹21,000).
- **Historical Compensation Ledger:** View past wage structures, promotion milestones, and revision dates.

Automated HR Documentation

Generate standard HR letters directly from employee master data: Offer Letters, Formal Appointment Letters, Confirmation Orders, and Annual Increment Letters.

Attendance, Leave & Factory Gate Operations

CORE MODULE

Designed for the demands of industrial shop-floors: multi-shift schedules, overtime rules, leave ledgers, and gate-pass security tracking.

Shift & Overtime Management

- **Multiple Plant Shifts:** Support for Morning, General, Evening, and Night shifts with grace-time settings.
- **Daily & Monthly Attendance:** Clear visibility of Present, Absent, Half-Day, Week-Off, and Paid Holiday.
- **Overtime (OT) Engine:** Track approved extra plant hours and integrate authorized OT rates into payroll.
- **Loss of Pay (LOP) Automation:** Unapproved absences automatically translate to exact pro-rata wage deductions.

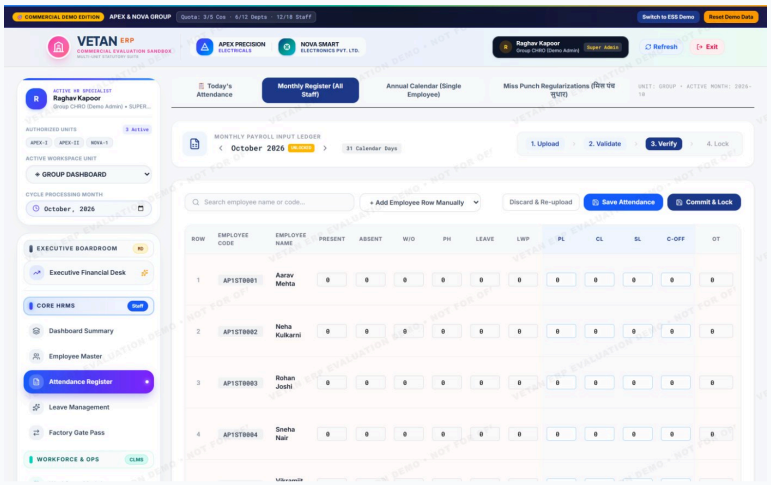
Leave Ledger & Multi-Tier Approvals

- **Statutory Leave Types:** Track Paid Leave (PL), Casual Leave (CL), and Sick Leave (SL) balances.
- **Approval Hierarchy:** Employee applies via ESS → Department HOD reviews → HR finalizes.
- **Punch Regularization:** Miss-punch and Comp-Off request workflows with audit comments.

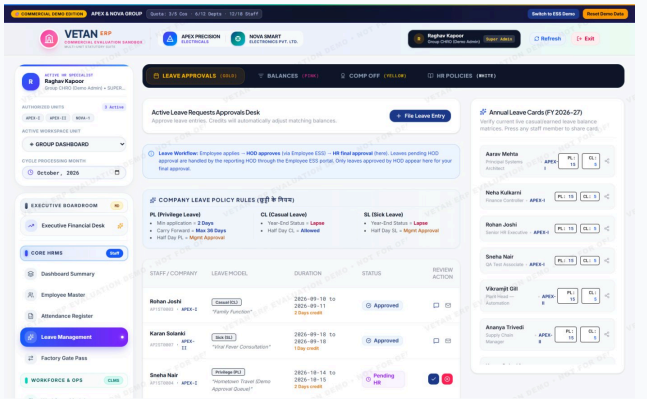
Factory Gate Pass & Movement Control

Digital logging of official duty and personal gate passes. Record gate exit/entry times to enforce shift discipline and prevent unauthorized departures during production hours.

Monthly Attendance Register • Multi-Day Shift & Status View



Leave Management & HOD Approval Queue

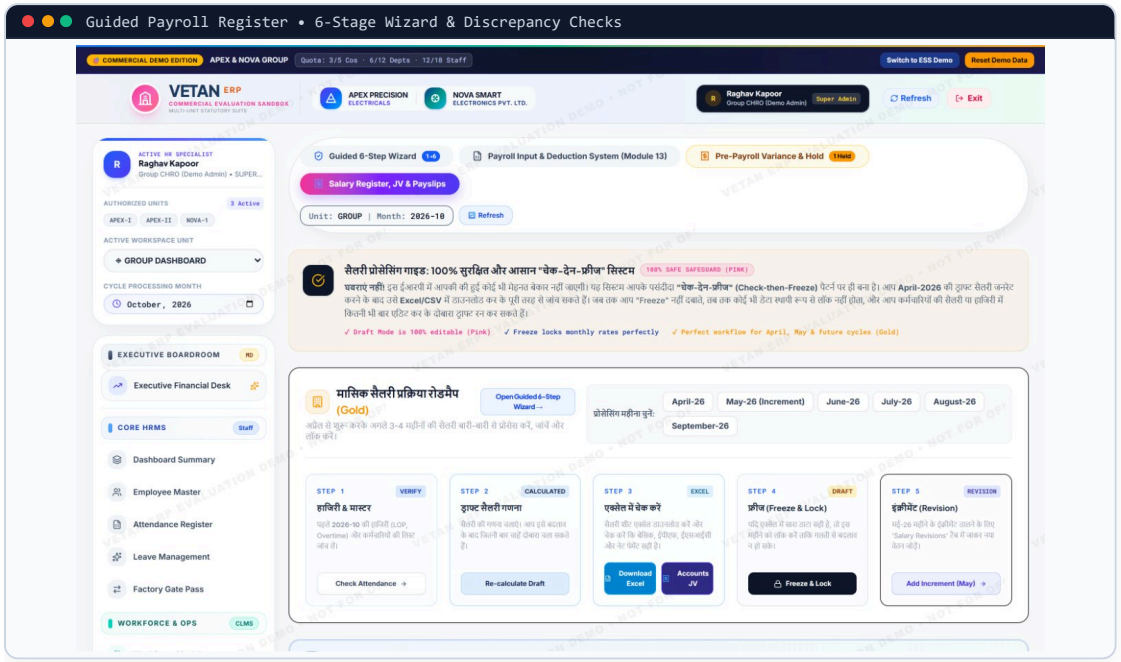


Guided 6-Stage Payroll & Increment Engine

CORE MODULE

Transforming high-stress month-end payroll runs into a structured, error-resistant sequence of guided verification checkpoints.

STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5	STAGE 6
Attendance Lock	Variable OT / LOP	Loan Deductions	Statutory Calc	Review & Flag	Lock & Disburse



Audit Trail & Calculation Discipline

Every payroll recalculation records the user ID, timestamp, and modified inputs. System prevents undocumented manual overwrites of statutory wage calculations.

Salary Hold & Exclusion Controls

Prevent accidental salary disbursements without deleting employee payroll records:

- **One-Click Salary Hold:** Temporarily freeze payout for employees pending clearance, investigation, or missing bank details.
- **Automatic Bank File Exclusion:** Held salaries are automatically excluded from the bank NEFT/RTGS disbursement CSV.
- **Release Workflow:** Release held salaries in subsequent cycles with complete historical tracking.

Increment Management & Retrospective Arrears

- **Effective-Date Revisions:** Apply salary increments with past effective dates (e.g. increment announced in July effective from April).
- **Automatic Retro Arrears:** System recalculates past wage differentials across Basic, DA, and PF, presenting transparent arrears additions.
- **CTC Revision Records:** Historical salary progression preserved for appraisals and management review.

Indian Statutory Worksheets & Tally Accounting JV

PLATFORM WORKFLOW

Pre-formatted working files for EPFO, ESIC, State PT, and TDS alongside automated Tally Journal Vouchers for zero reconciliation friction.

EPF / ECR

EPFO Unified Portal CSV

UAN, Gross, EPF, EPS wages & 12%/8.33% breakdown.

ESIC Monthly

ESIC Portal Monthly CSV

IP number, working days, gross wages & 0.75%/3.25% share.

PT & TDS 24Q

State Slabs & Form 24Q

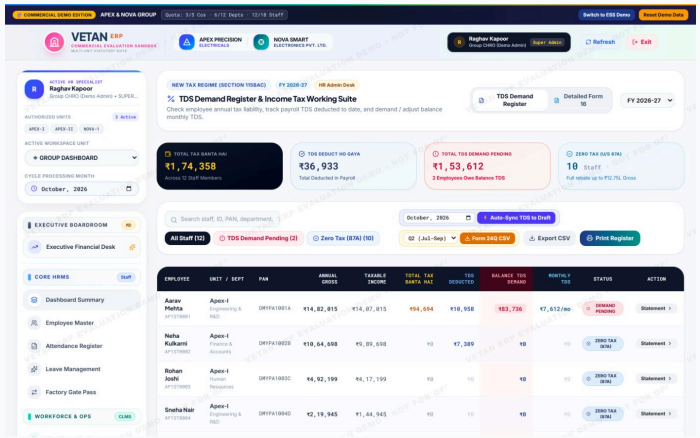
Multi-state PT slab mapping & quarterly TDS annexures.

Tally JV Export

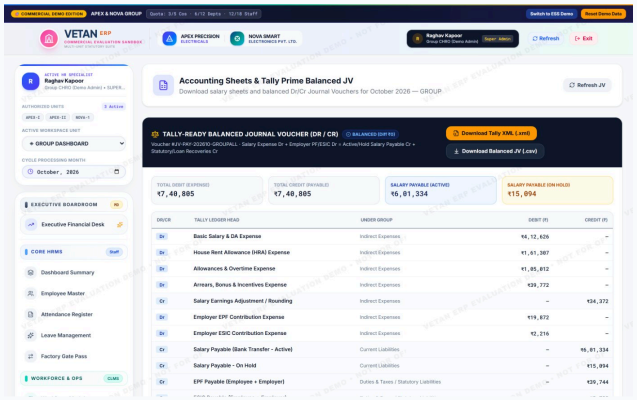
XML & CSV Journal Voucher

Debit salary expense & credit liabilities/bank in seconds.

Statutory Working & New Tax Regime Form-16 Worksheet



Tally JV Voucher Generator • Debit/Credit Ledgers



Streamlined Portal Working Sheets

- **EPFO ECR Upload Ready:** Formatted to match government text/CSV specifications, cutting preparation time from days to minutes.
- **ESIC Monthly Contribution:** Excludes employees exceeding ₹21,000 gross statutory limit while computing accurate 4% total contribution.
- **New Tax Regime Estimator:** Live projection of annual tax liability under Section 115BAC to guide monthly TDS deductions.

Automated Tally Accounting JV

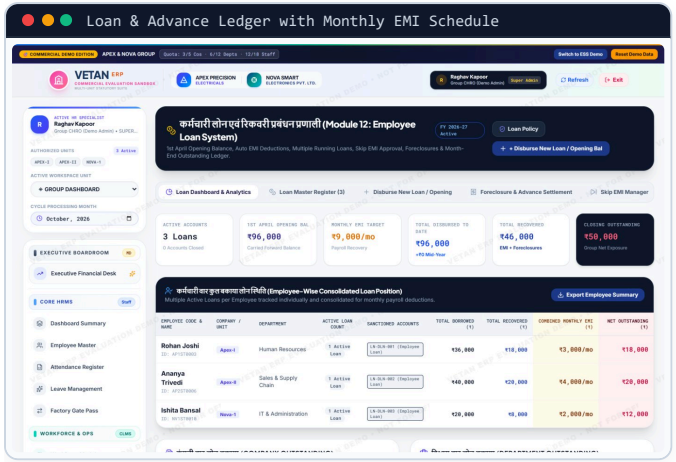
- **Pre-Mapped Ledger Accounts:** Map Basic, HRA, PF Payable, ESIC Payable, PT Payable, and Salary Payable to your exact Tally chart of accounts.
- **One-Click XML Import:** Eliminates manual journal voucher data entry into Tally Prime / ERP 9.
- **Balanced Debits & Credits:** Automatic validation ensures balanced transactions before export.

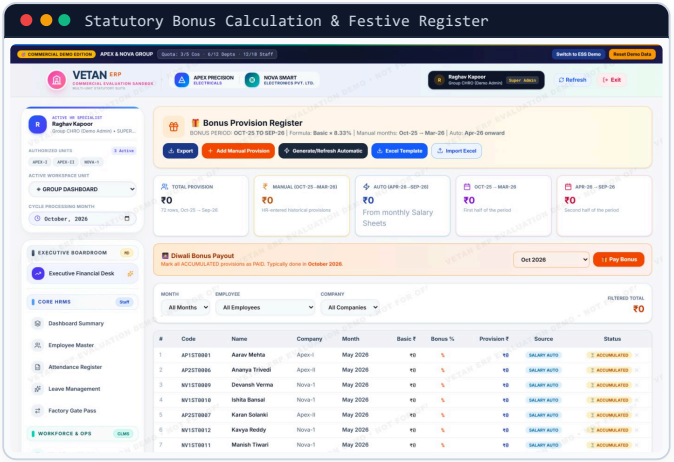
Statutory Compliance Disclaimer: VETAN ERP generates compliant working sheets, ECR-ready files, and calculation registers. Final portal submission, challan generation, and payment remittances remain the responsibility of the employer / authorized tax consultant.

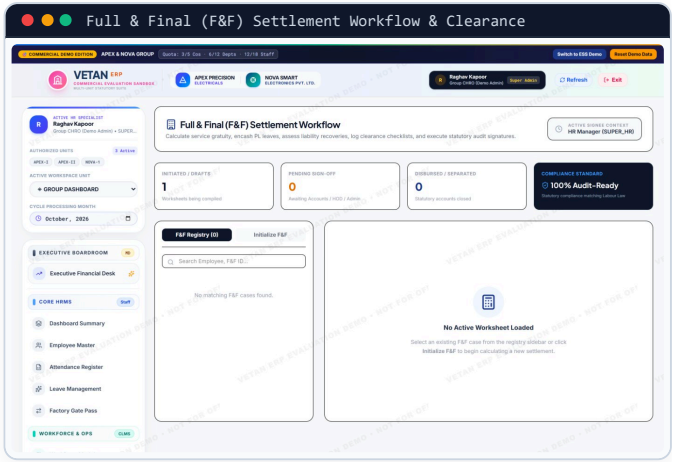
Employee Benefits, Loans & Full & Final Settlement

CORE MODULES

End-to-end administration of employee loan ledgers, annual statutory bonus, gratuity estimations, and transparent exit settlements.







Loan & Advance Management

CORE

Structured tracking of company advances and personal loans:

- Principal amount, disbursement date & tenure.
- Automatic monthly EMI deduction linked into payroll.
- Real-time outstanding balance tracking and prepayment/foreclosure handling.

Bonus & Gratuity Modules

CORE

Automated calculations under statutory frameworks:

- **Payment of Bonus Act:** Computation based on qualifying wages with wage ceiling checks (8.33% to 20%).
- **Gratuity Estimator:** Standard (15 × Last Drawn Basic × Years) / 26 formula computation for employees exceeding 5 years of service.

Full & Final (F&F) Settlement

CORE

Disciplined employee separation management:

- Pro-rata working days calculation in exit month.
- Leave encashment, notice period recovery, and pending loan adjustments.
- Departmental clearance sign-off and printable settlement sheet.

Note: Benefit and settlement calculations provide structured draft working records subject to HR review and final management sign-off.

Optional Add-on Modules & Enterprise Operations

Modular enterprise extensions to expand VETAN ERP capabilities. Available as specialized add-ons to fit your organization's evolving needs.

Employee Assets Management

OPTIONAL ADD-ON MODULE

Comprehensive lifecycle custody tracking of company assets:

- Track laptops, mobile SIMs, tools, dies, safety gear & company vehicles by serial number.
- Digital asset assignment slips and employee ESS acknowledgement.
- Automated custody check during Full & Final (F&F) clearance to prevent asset loss.

Recruitment Management

OPTIONAL ADD-ON MODULE

Streamlined hiring workflow from requisition to onboarding:

- Departmental manpower requisition & vacancy approval.
- Candidate profile tracking, interview scheduling, and feedback recording.
- One-click transition of selected candidates directly into Employee Master.

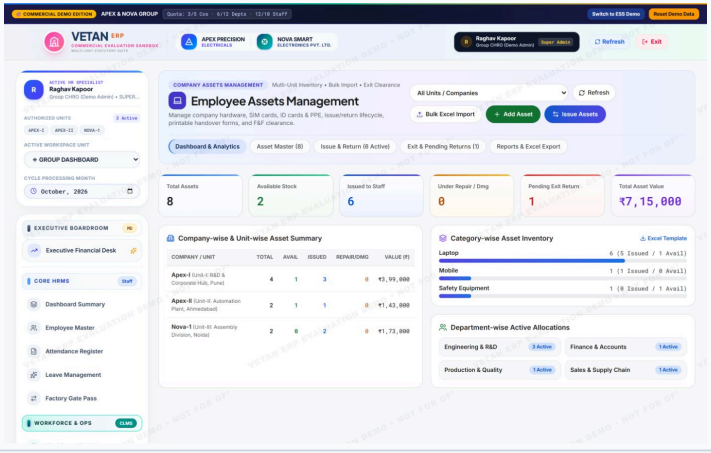
Expenses Management

OPTIONAL ADD-ON MODULE

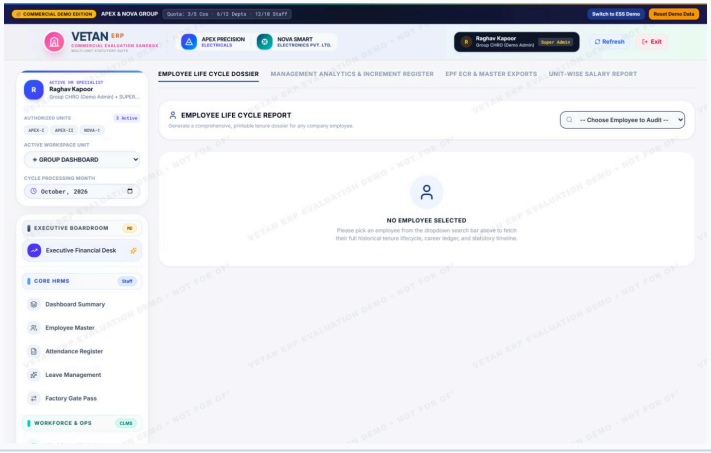
Employee travel and operational expense reimbursement:

- Employee submission of site travel, food, and conveyance expense claims.
- Receipt attachment and multi-tier HOD verification workflow.
- Export of approved expense vouchers for accounting reimbursement.

Employee Assets Management • Asset Registry & Custody Allocation



Management MIS & Reports • Departmental Headcount & Salary Analytics



Contract Workforce Operations

PLATFORM WORKFLOW

Manage contractor worker registries, biometric shift CSV imports, contractor bill verification, and wage reconciliation. Provides clean operational audit registers for factory management *(external CLRA portal filings by contractor)*.

Management MIS & Operational Reports

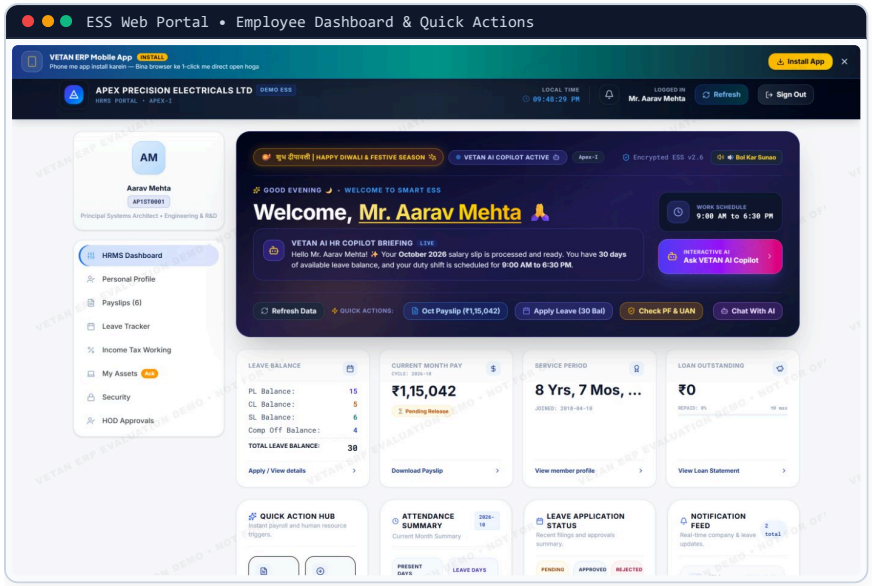
PLATFORM FEATURE

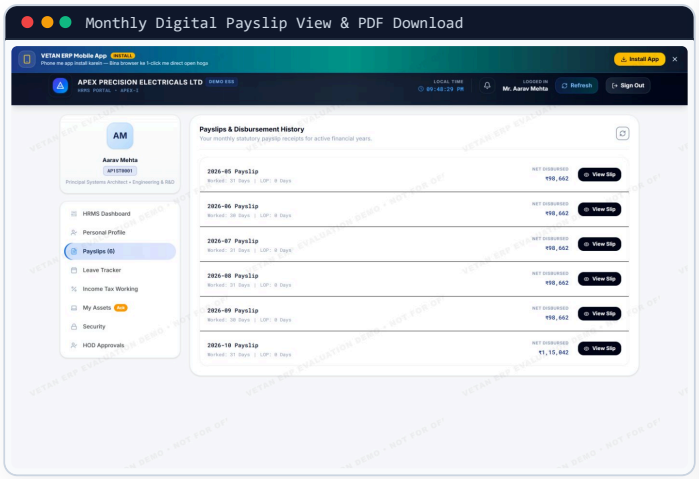
Access comprehensive management reporting: monthly Joiners & Leavers register, cost-center salary distribution, annual leave liability, and timestamped security audit logs.

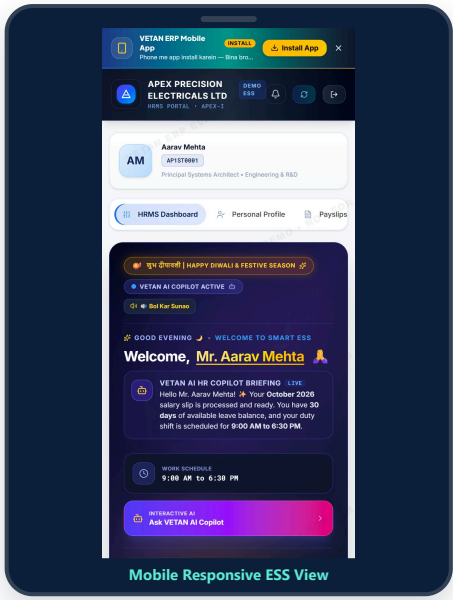
Employee Self-Service (ESS) Portal & HOD Approvals

WEB & MOBILE

Empowering employees with self-service access to payslips, leave requests, and tax working while relieving HR from routine inquiries.







Verified Employee Self-Service Capabilities

- **Secure Personal Login:** Access via Employee Code, Date of Birth, and encrypted personal password.
- **Digital Payslips & Tax Sheets:** View and download monthly payslips with transparent earnings, deductions, and YTD tax estimates.
- **Leave & Miss-Punch Application:** Submit leave requests, check leave balances, and regularize attendance punches directly from mobile or desktop.
- **Asset Acknowledgement:** Digitally acknowledge custody of assigned company equipment and tools.

HOD Mobile Approvals & Bilingual HR Assistant

- **Manager Approval Desk:** Departmental HODs receive pending requests and approve/reject team leave and attendance regularizations on the go.
- **Rule-Based Bilingual HR Assistant (Beta):** Interactive Hindi and English self-service assistant providing structured answers to common queries regarding payslip figures, leave balances, PF/UAN details, and loan EMI status.
- **Scoped Privacy:** Employees can only view and manage their own personnel records.

Implementation Model, Security Architecture & Live Evaluation

A structured, risk-managed onboarding methodology backed by enterprise-grade access controls and flexible hosting options.

Enterprise Security & Data Governance

- **Session Security:** HMAC-SHA256 signed HttpOnly session cookies with automated session timeout and server-side revocation.
- **Credential Protection:** Scrypt cryptographic password hashing with compulsory password change on initial login.
- **Multi-Level Authorization:** Strict role-based scoping, company/unit data boundaries, and Master Admin PIN controls on sensitive actions.
- **Diagnostic Safeguards:** Administrative diagnostics enforce strict owner verification and read-only query restrictions.
- **Dedicated Hosting Option:** Dedicated deployment options can be configured for enterprise customers, subject to the selected hosting and licensing model.

6-Stage Enterprise Onboarding Methodology

- **1. Discovery & Policy Alignment:** Mapping units, shifts, overtime rules, leave quotas, and statutory structures.
- **2. Entity & Master Configuration:** Setting up company masters, salary heads, PF/ESIC parameters, and HOD hierarchy.
- **3. Historical Data Migration:** Clean bulk import of employee profiles, opening leave balances, and active loan ledgers.
- **4. Parallel Payroll Verification:** Running a side-by-side trial payroll run alongside your legacy system to verify calculations.
- **5. Team Workshops & Training:** Hands-on operational training for HR administrators, Accounts (Tally JV), and plant HODs.
- **6. Go-Live & Ongoing Support:** Formal system cutover followed by dedicated month-end operational assistance.

Cloud SaaS Managed

Turnkey cloud hosting with automated data backups and platform maintenance.

Dedicated Private Cloud

Isolated enterprise VPC and dedicated database instance for compliance.

Enterprise Hybrid Setup

Configurable for plant premises and high-security industrial perimeters.

Annual Support & Updates

Regular statutory regime updates and priority month-end payroll assistance.

START YOUR LIVE EVALUATION

Book a Personalised VETAN ERP Demonstration

"Experience a smarter way to manage your workforce and payroll."

Schedule an interactive, hands-on demonstration with our solution architects. We will walk you through multi-unit factory shifts, live 6-stage guided payroll, ECR file generation, and mobile ESS customized for your industrial environment.

VISHNU INTELLIGENCE SERVICES

Flagship Product: VETAN ERP
Website: www.vishnuintelligence.com
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Phone / WhatsApp: [To Be Updated]

Commercial Product Catalogue 2026 • Confidential Enterprise Presentation