

CHROs & CFOs Of Today...

**Global Workforce
Management**

**Employee Experience
Management**

**FOCUS on CORE –
Outsource the rest?**

Dimension 1: Employee Experience



- How millennial friendly are you?
- Employee engagement is all about empowering your employees

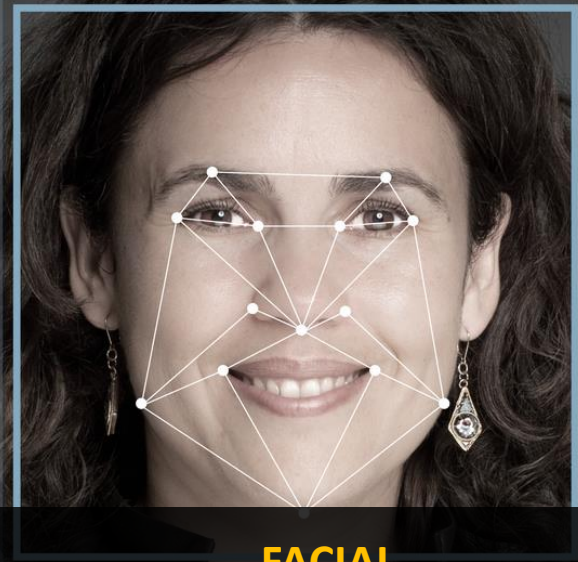
Crucial is.. ENGAGE deeply...through TECHNOLOGY....



VOICE



CHAT BOT



FACIAL RECOGNITION

00000 000 0 00000000 00100111
0000 0 0000 0 0 0 00 100010111
010011000010 01000111000110
00101110101000011110101010
1101000010 10 11111000001001

Number:
Password:
00000 000 0 00000000 00100111
0000 0 0000 0 0 0 00 100010111
010011000010 01000111000110
00101110101000011110101010
1101000010 10 11111000

Mail IT – Transaction

Leave balance - Message (HTML)

FILE MESSAGE

Ignore Delete Reply Reply All Forward Meeting COE mails To Manager Rules OneNote Mark Unread Categorize Find

Fri 06-Nov-15 7:08 AM
HCM Mail it
Re:Leave balance

To Gurinder Pal Singh

Fri 06-Nov-15 7:07 AM
Gurinder Pal Singh
Leave balance

To HCM Email it

Leave Balance As On Date (Nov 06, 2015):

Type	Available Units
Annual Leave - MAL	22.00 - (DAYS)
Hospitalization Leave - MAL	29.00 - (DAYS)
Out Patient Leave - MAL	5.50 - (DAYS)
Paternity Leave-Malaysia.	3.00 - (DAYS)
Special Annual Leave-MAL	40.00 - (DAYS)

--** This is an automated mailer, do not reply **

Exploit tools and applications that users are bound to spend good time on. E.g. emails

**RAMCO SERVICE BOT
CAN ANSWER 70% OF
YOUR EMPLOYEE QUERIES**



**CUT YOUR SHARED SERVICES
COST BY UP TO HALF WITH
AI & ML SERVICE BOTS**



Ramco's Conversational Experience

Supports **30+** Self Service functions

200,000+ conversations monthly

10+ Customers Live

10+ Customers signed up

100,000+ users

Available in

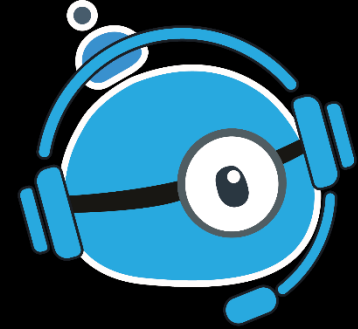


Ramco BOTs

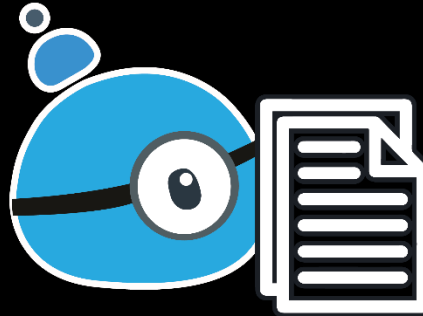


Hi, how can I help you?

Transaction BOT



Service BOT



Policy BOT

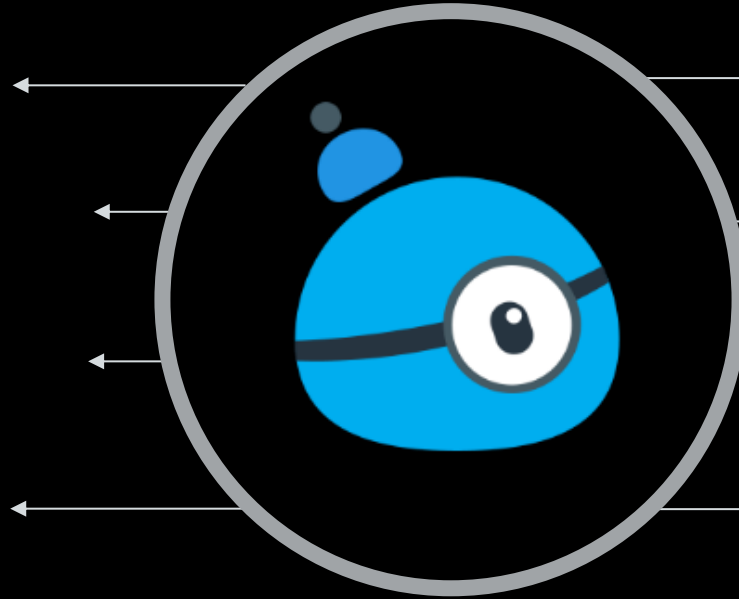
Conversations @ work

Travel Request

Reimbursements

Policy Bot

Approvals



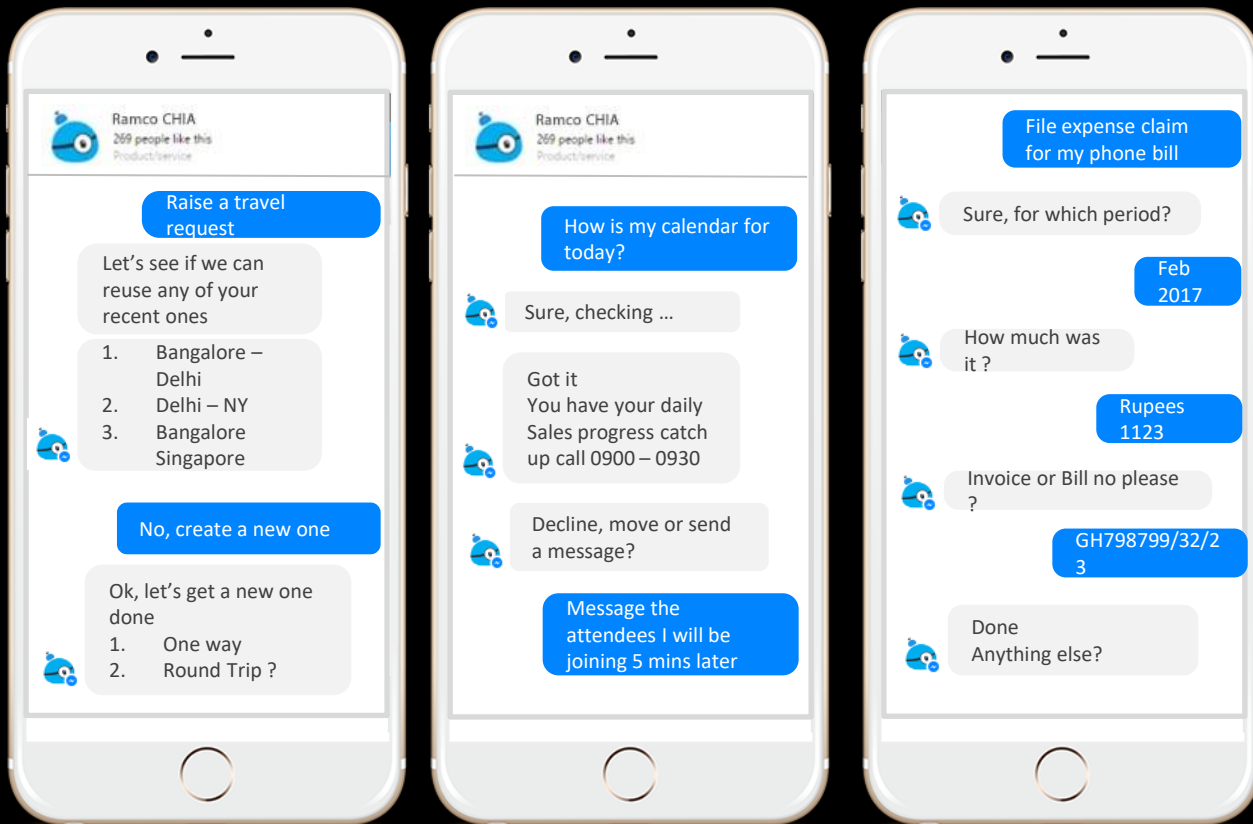
Apply Leave

Team View

Pay Slip

Timesheet Booking

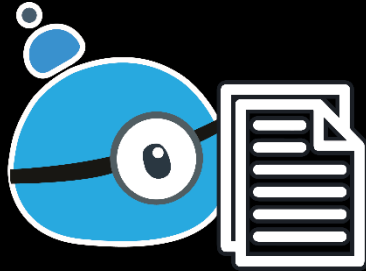
Moving towards ZERO UI – Transactional CHATBOT



NO LOGINS NO SCREENS
JUST BOT IT

- Schedule your meetings
- Check your leave balance
- Know my Achievement
- Raise a travel request
- Claim your expenses

Moving towards ZERO UI - Policy Bots



• How do I open a Bank account?

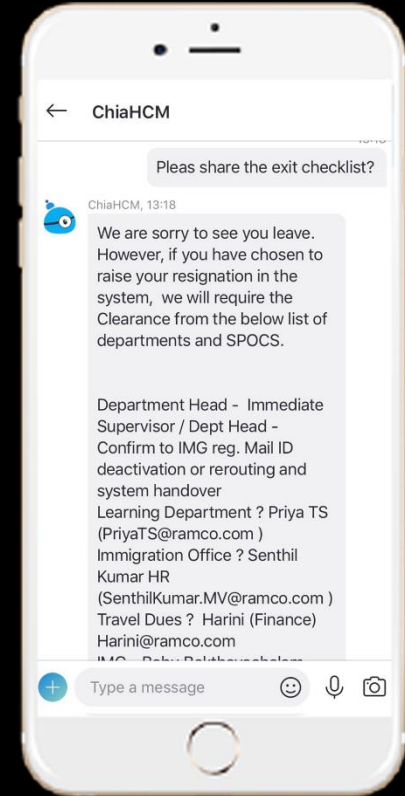
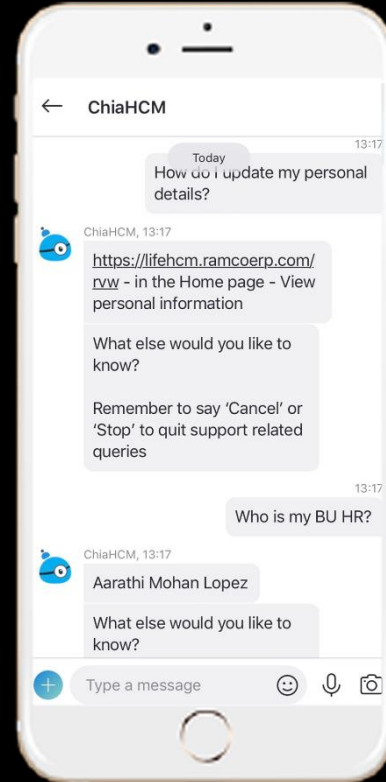
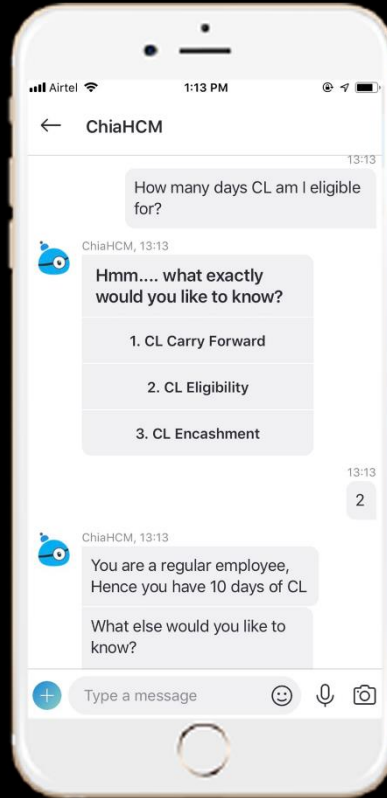
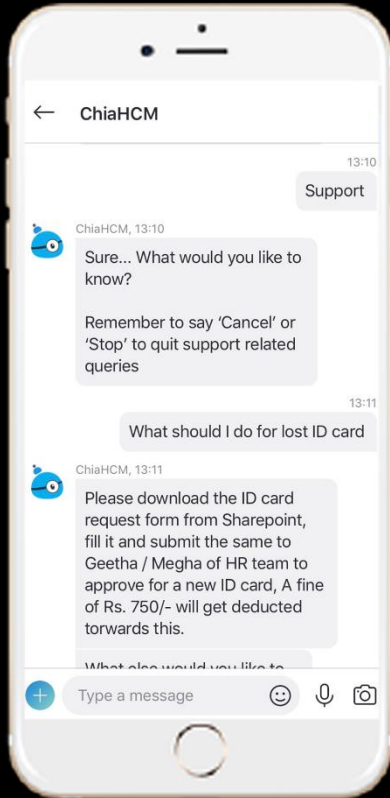
• What is My leave eligibility?

• What is the Master health check up policy?

• What is my Incentive policy?

• What is the Saturday Overtime Policy?

Moving towards ZERO UI – Policy Bot



Going beyond transactions – Service Bot



How was my Tax calculated?

My arrears seem to be lesser than what I am supposed to get. Can you please clarify?

What would be my leave balance starting 12th Feb 2019?

Investment declarations – I invested in a tax-free Bond and I shared the details and it has not been considered in the tax calculation. Please clarify?

Why is my Medical claims lesser than the Bill Amount?

Ticketing Bot



Ultimate Service Experience

- Raise an Issue ticket in a conversational mode
- Check and track the issue status
- AI based instant response for frequently asked queries
- Improves CSAT & IT Productivity scores
- Empowering Business Continuity at ease

Upcoming Bots ...

Customer Spoc Bot to replace Payroll Dashboard

Stage-wise progress indicators. Click on the status link to open the payroll hub

Payroll process progress indicators

The screenshot displays the 'Super Admin Dashboard' for Payroll. At the top, there are navigation tabs for different regions: Australia, China, India, Singapore, USA, and South Africa. Below these are filters for 'Organisation Unit' (set to HCM OU), 'Calendar' (2015-16), and 'Process Period' (12). The dashboard is divided into three main sections:

- Progress Chart:** Shows progress for 'Payroll - Management - Australia' (50% processed, 50% authorized) and 'Bonus' (25% processed, 60% authorized).
- Payset Status:** Displays counts for 'Readiness not Processed' (05), 'Payroll not processed' (01), 'Payment not Processed' (00), 'Payroll not authorized' (01), and 'Payment not Authorized' (00).
- Pre Processing Tasks:** Lists tasks with progress bars: Unapplied Leave (75%), Unauthorized Leave (95%), Pending Timesheet booking (80%), Unauthorized Timesheet booking (91%), and Unapproved Claims (96%).

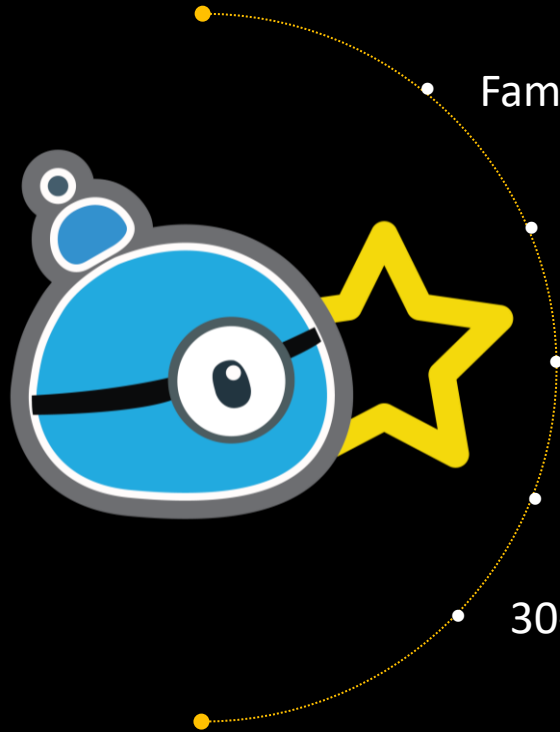
Transactions impacting payroll that are yet to be closed

Candidate Bot



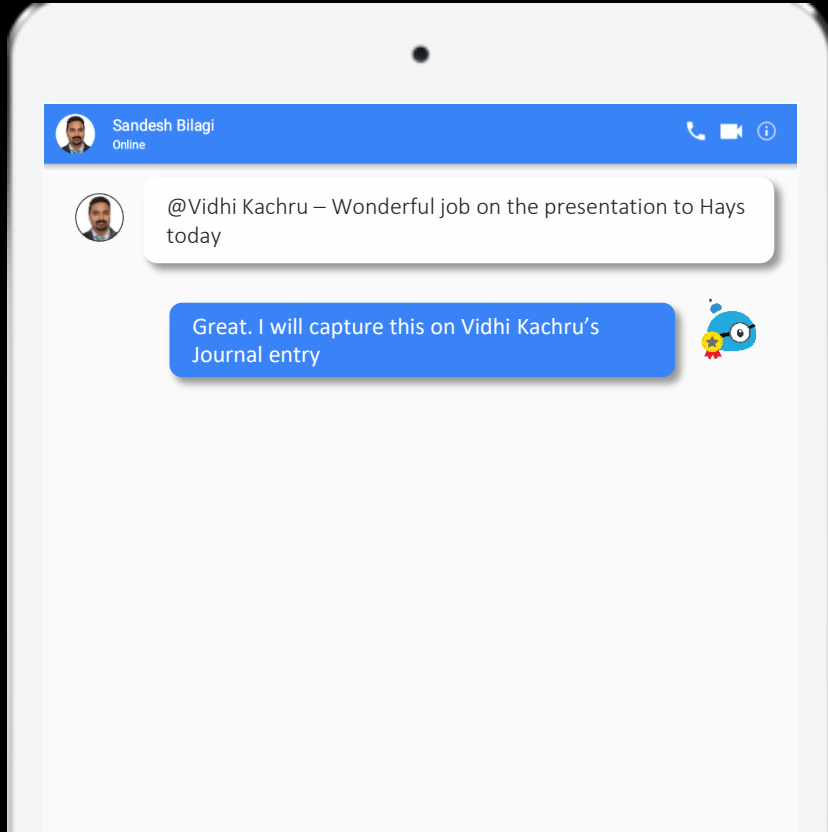
- Search for Jobs – By skills, location, start date, duration of assignment
- Submit profile / refer to prior experience with the same company
- Schedule Interview
- Set up notifications to receive job opportunities
- Track Application Status
- Start self Onboarding

Onboarding Bot



- Familiarization with joining formalities
- Conversation with Mentor & Teams
- Introduction to Support (HR, Admin, Training ..) contacts
- Access to Eligible Policy Information
- 30-60-90 onboarding Plan

Speedback Bot – Real time Performance Journal



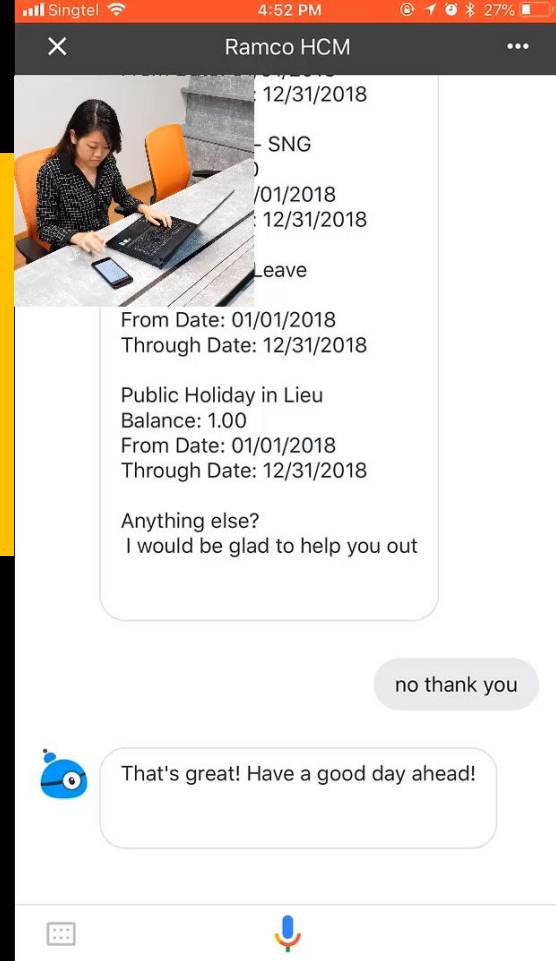
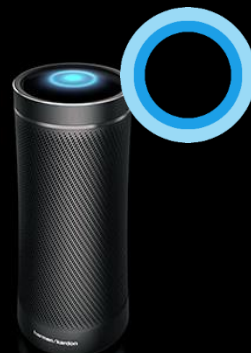
VOICE IS THE NEW UI

 Plan your Calendar

 Apply Leave

 Instant Approvals

 Check your Pay slip



Traditional T&A Models

- Need additional hardware installations
- Authenticity of user – Not verifiable

VS

New-age T&A for a Frictionless World – Ramco GEEK!

Facial Biometrics powered by Microsoft Face API

Publishes real-time data of available resources

Frictionless
Experience

Facial Recognition

Dimension 2: Global Workforce Management

Disparate systems –
supplier dependent?

Multi entity/single entity
payroll challenges



Global business
Local Payroll



Data privacy
laws



Complex
Compliance

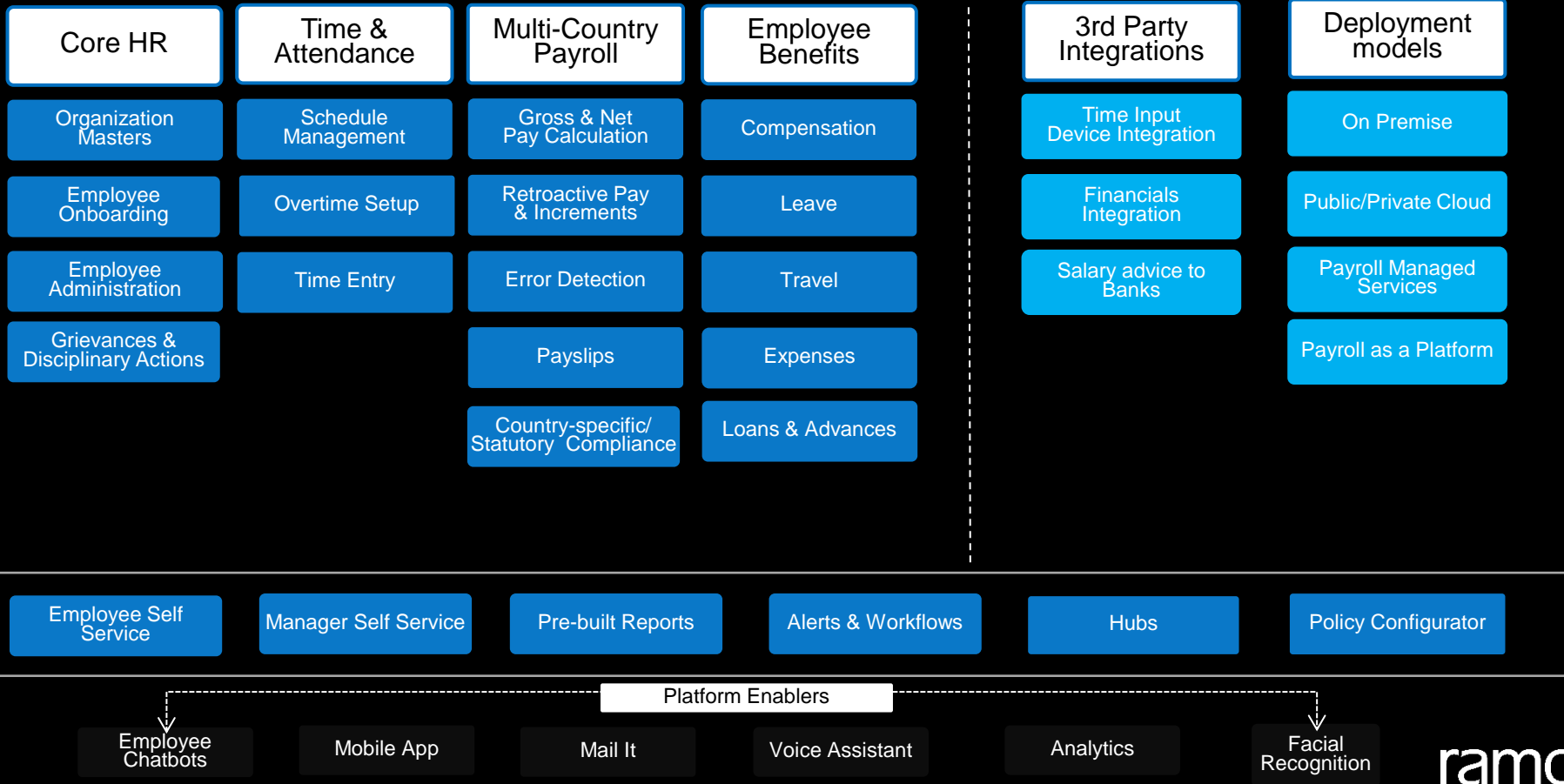


In-house vs
outsourced
payroll

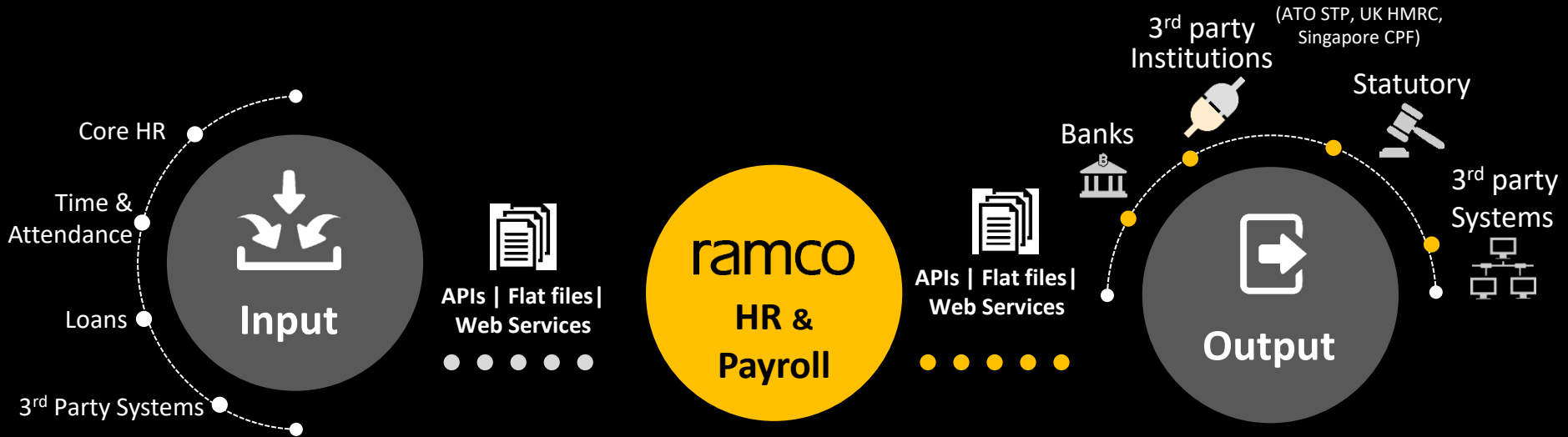


Technology &
integration

Ramco's UNIFIED Platform



Connected Ecosystem



- Pre-built standard connectors that can consume 3rd party data
- Open APIs for two way communications

If you still want to be with your LEGACY System, we can still integrate with your modules and ensure a connected ECOSYSTEM

MULTI COUNTRY/ENTITY CHALLENGES

Global Payroll coverage across 45+ countries

and 108+ countries through Partners



Canada



USA



EU Countries



Ireland



Uk

Morocco

Egypt

Sudan

Ghana

Nigeria

South Africa

Kenya

Lebanon

Jordan

Saudi Arabia

Gcc

Uae, Qatar

Yemen

Oman

Iran

Bahrain

Iraq

Kuwait

India

Myanmar

Thailand

Singapore

Malaysia

Sri Lanka

Brunei

Indonesia

East Timor

Papua New Guinea

Australia

New Zealand

Nepal

Bangladesh

China

South Korea

Japan

Taiwan

Hong Kong

Vietnam

Cambodia

Philippines

Malaysia

Singapore

Brunei

Indonesia

East Timor

Papua New Guinea

Australia

New Zealand

Approximately 1.5 million paystubs processed every month using our platform



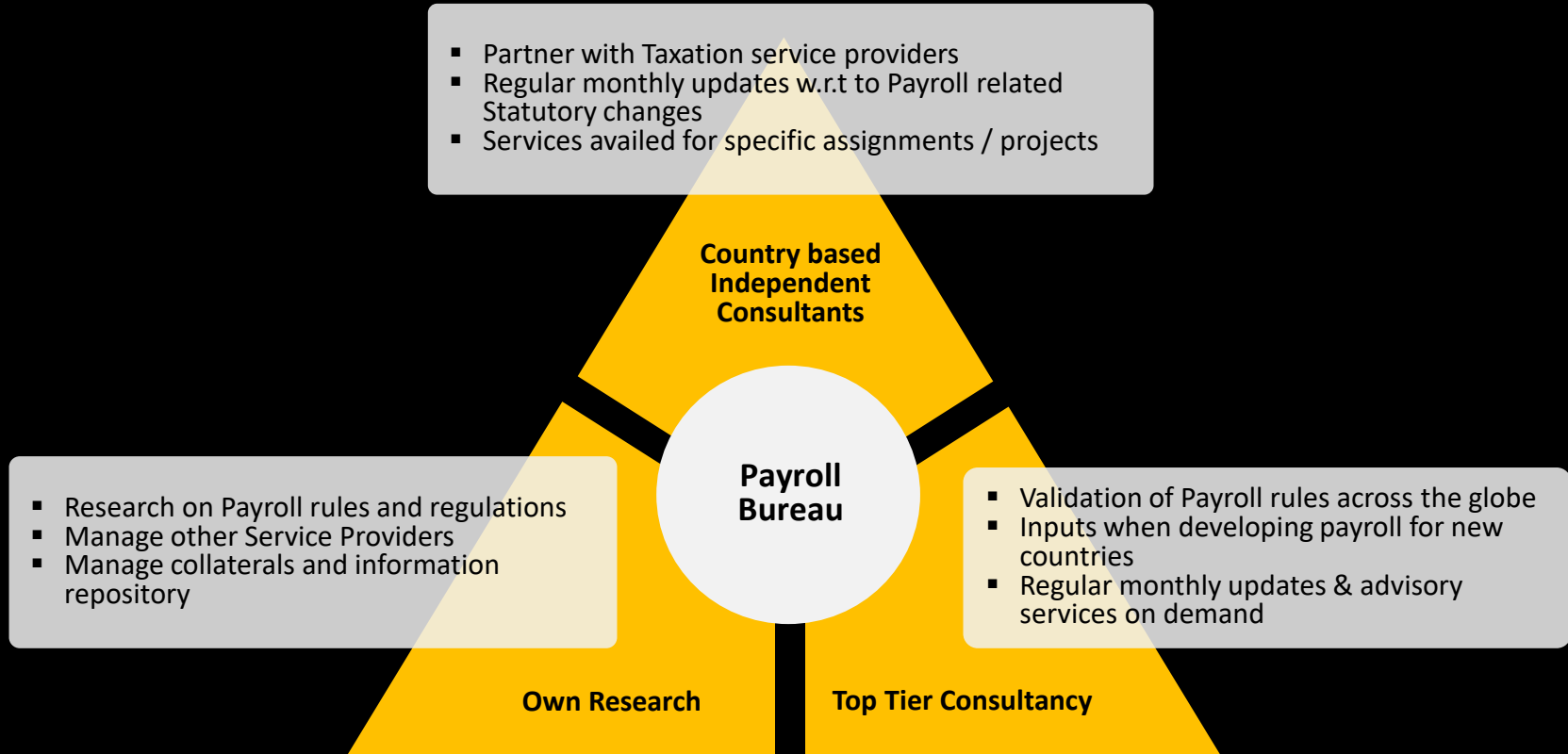
Ramco



Through Partner Network



Payroll Compliance Framework



Dimension 3

Focus on the **Core**
Outsource the Rest



SINGLE PLATFORM – Multiple MODELS

ramco

Mobile, Tablets, SMS, Browser, BOTS

Integrated Core HR + T&A + Payroll
Platform can be expanded to
include more countries

Private Cloud

Public Cloud

On-premise



ramco

Further more,

Infusing **INTELLIGENCE** Into HR Applications

Walk the Talk –
Digital transformation
a reality at Ramco!

Frictionless Computing –
BOTS, VOICE, Facial Recognition

One Unified Platform, Connected
Ecosystem

Payroll Compliance & Coverage

Payroll as Managed Services

Infusing Intelligence into HRIS -
AI & ML based



About Us



ramco

Part of the \$1 Billion Ramco Group

12 patents in enterprise applications space in last 2 decades

24 Offices Worldwide, 1700+ Employees

One of the first IP led companies in APAC

Backed by Investments from Goldman Sachs, JoHambro among others



3 OF TOP 20 AIRLINES
5 OF TOP 10 HELI OPERATORS &
LARGEST BUSINESS JET OPERATOR

TRUSTS ramco aviation
M&E MRO Software for Civil & Defense



COMPLETE YET
REFRESHINGLY
SIMPLE HCM



1.5MN PAYSIPS PROCESSED PER MONTH
450+ CUSTOMERS WITH MULTI-COUNTRY
PAYROLL COMPLIANCE ACROSS 45+ COUNTRIES

800+ COMPANIES &
150,000+ USERS WITH AGENT
BASED IN-MEMORY ENGINE

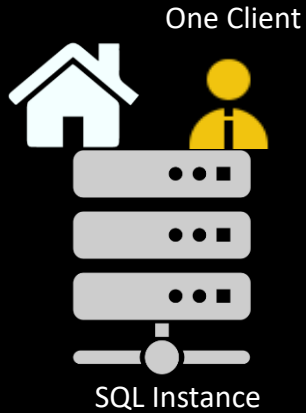


ramco erp
One Integrated solution for all your business needs
F&A | Logistics | EAM | HCM

ramco

Flexibility of Deployment Models

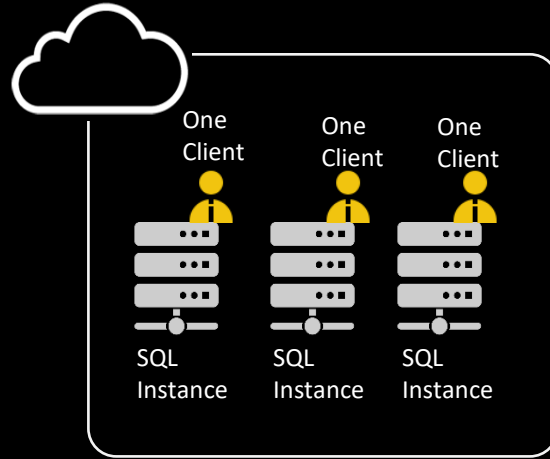
On-Premise



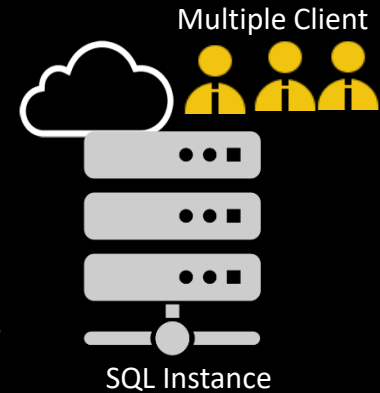
Private Instance
on a Public Cloud



Public Instance
on a Public Cloud
(Each Client as a separate
SQL instance)



True Multi-tenanted,
"Shared Database Arch"
(Each Client setup as
a separate OU
on a SINGLE dB)



Server(s) in Client's

Server(s) in Public Cloud

Trusted by Global Multinationals & Leading businesses



Life Is On



Innovation – key driver to chose Ramco



5,000+ employees



7,500+ employees



15,000+ employees



20,000+ employees



4,000+ employees

- Multi country, multi entity payroll deals
- Combination of Platform and Managed services
- Replacement of SAP, Preceda, Ascender and ADP
- Available On-premise, On-Cloud

Awards & Recognitions

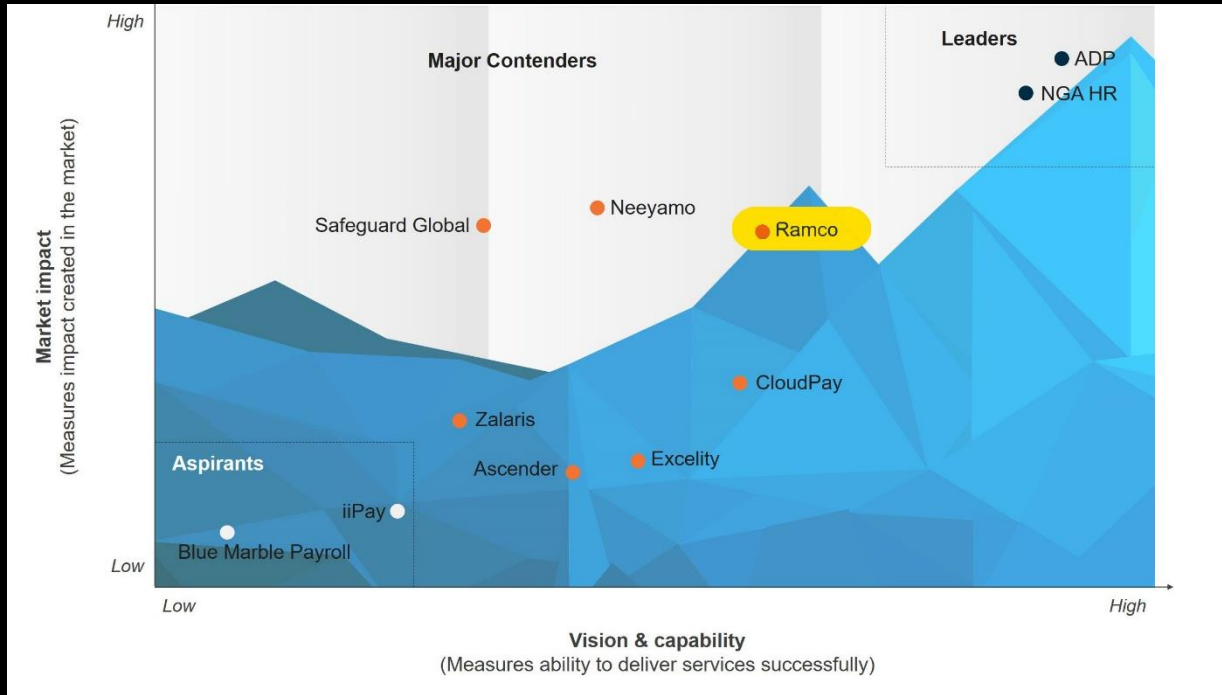


ONLY APAC vendor in
Gartner Magic Quadrant for
Cloud Financials, Cloud HCM,
ERP & EAM



Award for
Payroll Innovation
in 2018

Everest Multi-Country Payroll Platform PEAK Matrix



Listed among the **Top 3 Payroll vendors**, globally

Small yet Mighty – Leaders are in the Bn \$ club

Fastest growing Business Unit within 5 years of inception

Revenue **growing at 45% CAGR***

Zero UI – Chatbots, Voice, Mail IT

* Based on data starting 2013 - 2018



Join us

to deliver the Employee
Experience of tomorrow



contact@ramco.com



ramco.com/hcm

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