

**ZINGHR™**  
LET'S TALK OUTCOMES

Hire to **Retire** Rehire Solutions

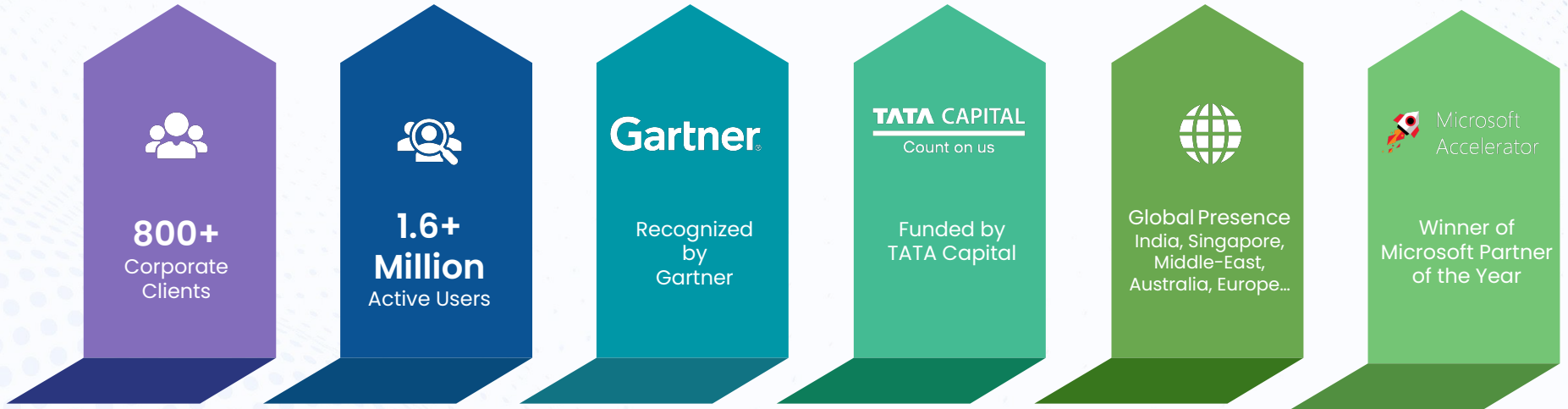
**We Enable The World  
To Work Better™**

. Mobile First . AI Embedded . Blockchain Powered



# The Outcomation™ Platform

A young enterprise with Knowledge and Depth of a large organization driven by **Innovation & Agility of a Start-up**



## CERTIFICATIONS & RECOGNITIONS



## INVESTORS BACKING



# Setting Priorities



**We Enable The World To Work Better™**

# Address all Stakeholders

## Employee

Empowerment

Transparency

Mobile Apps, Bots

Ease of use, UX

Team Collaboration

## CEO – Board

Business Impact

Analytics

Real-Time

Employee Centric

Reliable, Pedigree

## CHRO, HR Power Users, Business

Industry Best Practices / Lean HR

End-to-End

Integrated, Unified Experience

Employee Engagement

Business Alignment, Outcomes

HR Analytics

Futuristic: AI, ML, Bots..

Continuous Upgrades

Customer References

Support

Governance, Risk, Compliance (GRC)

## Other Platform Providers

Ease of Integration

## CIO - CISO - CDO

Security

Scalability

Technology Stack

Robust Architecture

Futuristic: AI, ML, Bots...

## CFO

Controls, Audit Trails

Analytics

Maker Checker

EBITDA Impact

No CAPEX

# Hire to Retire Rehire



# Our Customers

## ZingHR BFSI



## ZingHR Retail / QSR



## ZingHR Services / Logistics / ITES



## ZingHR Manufacturing / Projects



## ZingHR Healthcare



## ZingHR Education / Media



# Vertical-wise Distinct HCM Scenarios

## ZingHR BFSI

- Field Workforce Onboarding and training
- Competitive job market, high attrition
- Hybrid workforce productivity and field force performance
- High Volume HR Operations & Expenses Management
- Compliance - local and legal

## ZingHR Retail / QSR

- Hiring right candidates & Onboarding
- Competitive job market, high attrition
- Time-consuming Shift management & Rostering
- High Pressure Sales Performance & Learning
- Complex Pay and Incentive Plans

## ZingHR Services / Logistics / ITES

- Customer oriented work hours and holidays
- Payroll complexity with Break-shift, OT calculations
- Hybrid workforce Attendance reporting and discipline
- Hiring documentation and verification; Time to hire
- Local & Legal compliance

## ZingHR Manufacturing / Projects

- Onboarding Documentation
- Shift management & Rostering with Break Shift policies
- Workforce productivity enablement
- Payroll Complexity with Overtime pay, benefits & incentives
- Compliance with Laws and minimum wage requirements

## ZingHR Healthcare

- Time to hire right talent & Onboarding documentation
- High need for Training and Certification to eliminate technology gap
- High employee turnover
- Complex regulatory framework
- Payroll and OT calculations for hybrid workforce

## ZingHR Education

- Hiring the right skilled talent
- Complex compensation and grade structures
- Continuous talent mobility
- High Attrition
- Constant need for learning, certification and compliance

# ZingHR: Differentiators

## Philosophy

- Outcomation
- Innovation
- Partner-friendly
- Approachability
- Focus on Sustainability

## Customer and People

- Top 20 of our marquee customers are with us over 6 years
- Employee Attrition is less than 3% (35% have ESOPS)
- Passionate, Agile, Grounded team

## Staying ahead of curve

- Product investment > 40%
- UX
- 2 million mobile users with REAL ratings of 4.2
- Blockchain

## Platform



Analytics -  
Predictive, What  
IF analysis



Recruitment -  
RI and ML -  
Onboarding



Zero Touch  
Payroll



Mobile  
First



AI Embedded



Multi Language  
Support



ESG - Environment  
Social &  
Governance



LMS - Interactive  
Content Creation



Blockchain  
Powered



Integrated /  
Homogeneous /  
Configurable



Verticalization (BFSI,  
Manufacturing,  
Healthcare, retail,  
Construction)



Width + Depth  
+ Future Ready



Locally Hosted  
on Microsoft  
Azure

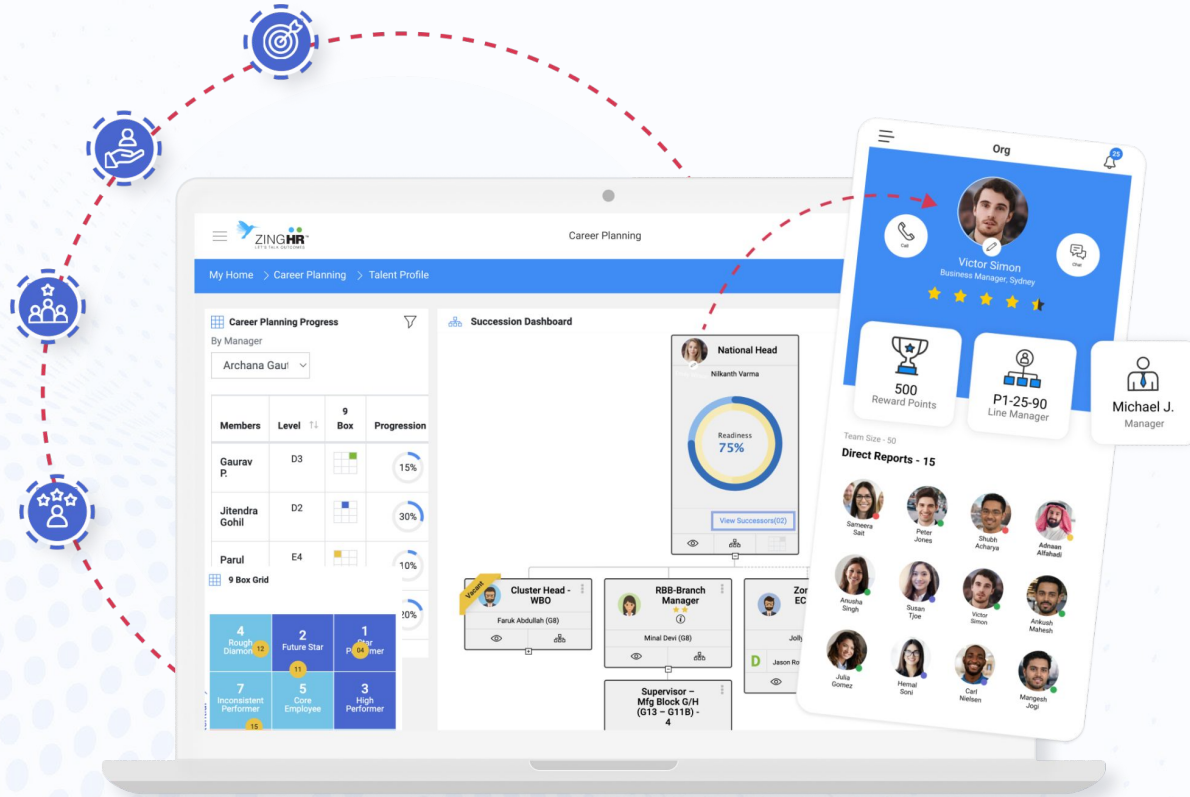


Geo Fencing



Localization  
& IP of Code is  
owned





## Highlights

- Quick Self Building Organogram
- Matrix Organization
- 500+ Employee fields
- Encrypted PII data
- GDPR Compliant
- User defined Organizational Attributes
- Role and Rights
- Segregation of Rights and Duties
- Audit Trail
- Flexible workflows
- Analytics

# Business Analytics & HR Insights

HR Ground Zero

Productivity Booster

Talent Acquisition

Employee Engagement

Talent OutPerform



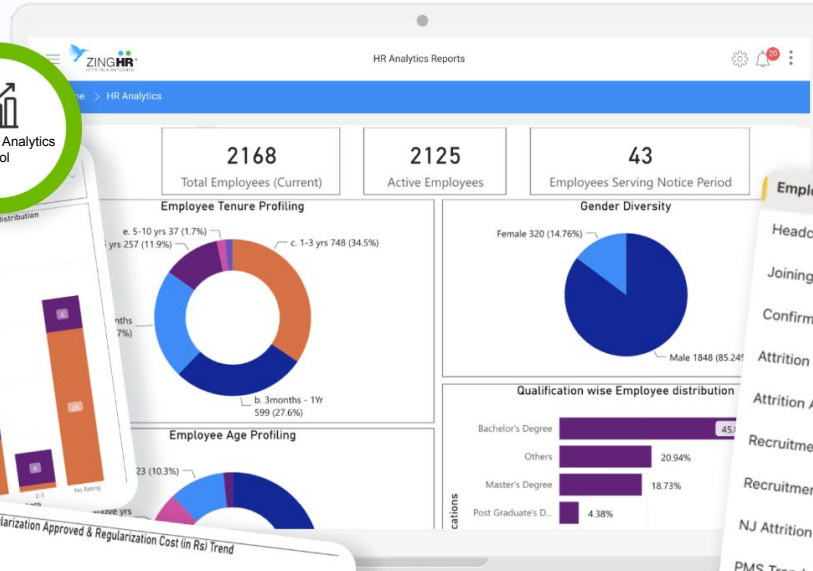
Discover insights hidden data



Real time Analytics tool



Amplifies Human Resource insights



- Salary Trend
- CTC Trend
- Claims Trend
- Absent Trend
- Avg. Working Hrs
- Late Coming Trend
- Login Trend
- PunchIn Trend
- OD & Regularization ...
- Leave Trend
- Helpdesk Usage Trend
- Rewards&Recognition
- Employee MIS
- Headcount Trend
- Joining Trend
- Confirmation Trend
- Attrition Trend
- Attrition Analysis
- Recruitment
- Recruitment (Ana
- NJ Attrition Corre
- PMS Trend
- PMS Rating Distribut...
- LMS (Course Library)
- LMS (Top/Bottom 5)
- What-if
- Predictive

# Focus on People, not just Processes

HR Ground Zero

Productivity Booster

Talent Acquisition


Employee Engagement


Talent OutPerform

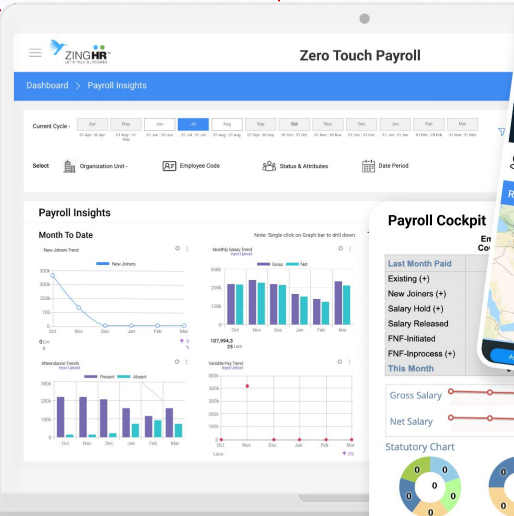
  
**Operational  
Agility**


  
**Workforce  
Effectiveness**

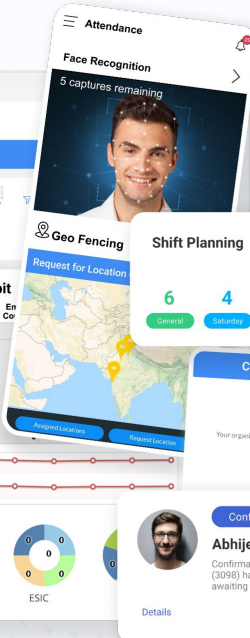
  
**Hybrid Work  
Model**

  
**Return to Work**

  
**HR Efficiency**



  
**Compliance**



**Attendance**

Face Recognition

6 captures remaining

**Geo Fencing**

Request for Location

**Shift Planning**

6 General 4 Casualty 7 4-5 Shift 5 Weekly Off 8 Fifth Shift

**Payroll Cockpit**

Last Month Paid Existing (+) New Joiners (+) Salary Hold (+) Salary Released FNF-Initiated FNF-Inprocess (+) This Month

Gross Salary Net Salary Statutory Chart

PF ESIC

  
**Employee  
Engagement &  
Well-being**

**69%**

of HR leaders report that managers have less visibility into employee work patterns in current hybrid scenario

**Gartner**

(2020)

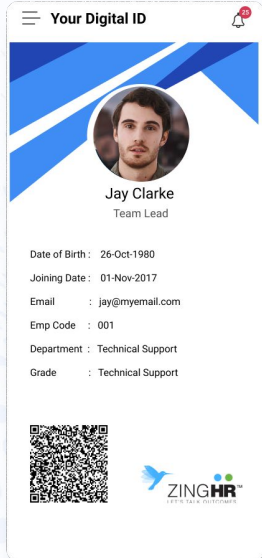
HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement



**Your Digital ID**

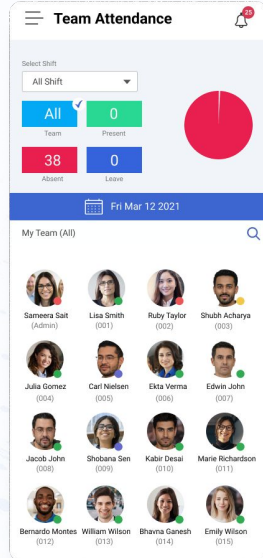
**Jay Clarke**  
Team Lead

Date of Birth : 26-Oct-1980  
Joining Date : 01-Nov-2017  
Email : jay@myemail.com  
Emp Code : 001  
Department : Technical Support  
Grade : Technical Support

QR Code

ZINGHR  
LET'S TALK OUTCOMES

Multi-mode attendance system



**Team Attendance**

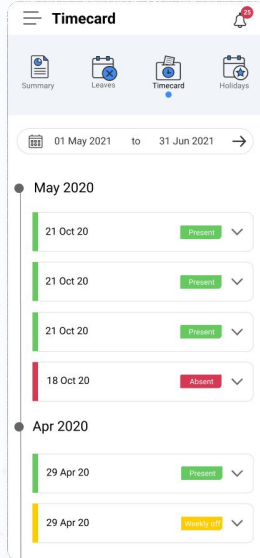
Select Shift: All Shift

All Present: 0  
Absent: 38

My Team (All)

Sameera Sait (Admin)	Lisa Smith (001)	Ruby Taylor (002)	Shubh Acharya (003)
Julia Gomez (004)	Carl Nielsen (005)	Eka Verma (006)	Edwin John (007)
Jacob John (008)	Shobana Sen (009)	Kabir Desai (010)	Marie Richardson (011)
Bernardo-Montes (012)	William Wilson (013)	Bhavana Ganesh (014)	Emily Wilson (015)

DIY Leave Workflow



**Timecard**

Summary Leaves Timecard Holidays

01 May 2021 to 31 Jun 2021

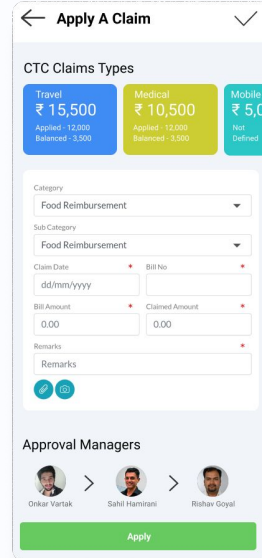
**May 2020**

- 21 Oct 20 Present
- 21 Oct 20 Present
- 21 Oct 20 Present
- 18 Oct 20 Absent

**Apr 2020**

- 29 Apr 20 Present
- 29 Apr 20 Weekly off

Integrated Payroll Cockpit



**Apply A Claim**

**CTC Claims Types**

- Travel: ₹ 15,500 (Applied: 12,000, Released: 3,500)
- Medical: ₹ 10,500 (Applied: 12,000, Released: 3,500)
- Mobile: ₹ 5,000 (Not Defined)

Category: Food Reimbursement

Sub-Category: Food Reimbursement

Claim Date: dd/mm/yyyy

Bill No: Bill No

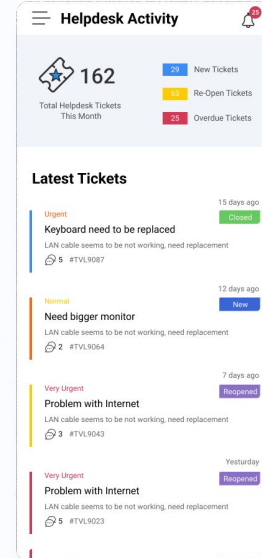
Bill Amount: 0.00 Claimed Amount: 0.00

Remarks

Approval Managers: Omkar Vartak, Sakhi Hamrani, Rishav Goyal

Apply

Expenses & Claim Management



**Helpdesk Activity**

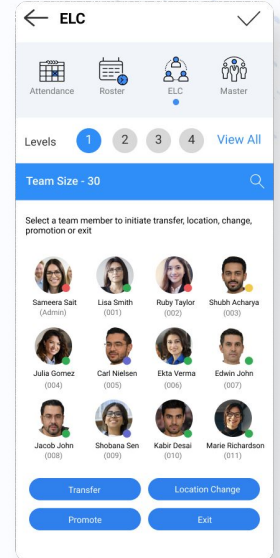
162 Total Helpdesk Tickets This Month

- New Tickets: 09
- Re-Open Tickets: 09
- Overdue Tickets: 25

**Latest Tickets**

- Urgent**: Keyboard need to be replaced (LAN cable seems to be not working, need replacement) #TVAL9087
- Normal**: Need bigger monitor (LAN cable seems to be not working, need replacement) #TVAL9084
- Very Urgent**: Problem with Internet (LAN cable seems to be not working, need replacement) #TVAL9043
- Very Urgent**: Problem with Internet (LAN cable seems to be not working, need replacement) #TVAL9023

Help Desk Facility



**ELC**

Attendance Roster ELC Master

Levels: 1 2 3 4 View All

Team Size - 30

Select a team member to initiate transfer, location, change, promotion or exit

Sameera Sait (Admin)	Lisa Smith (001)	Ruby Taylor (002)	Shubh Acharya (003)
Julia Gomez (004)	Carl Nielsen (005)	Eka Verma (006)	Edwin John (007)
Jacob John (008)	Shobana Sen (009)	Kabir Desai (010)	Marie Richardson (011)

Transfer Location Change  
Promote Exit

Lifecycle Events (ELC)

# Multi Mode Attendance Solutions for all Scenarios

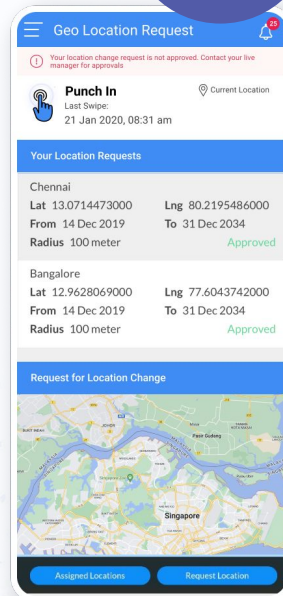
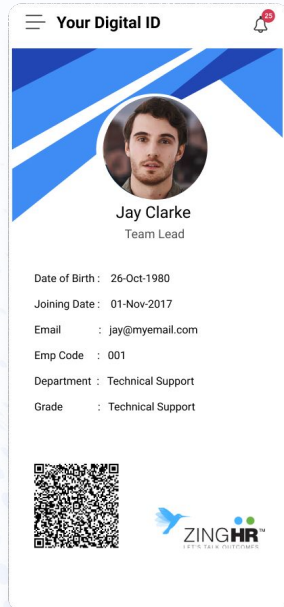
HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement



For Sales team

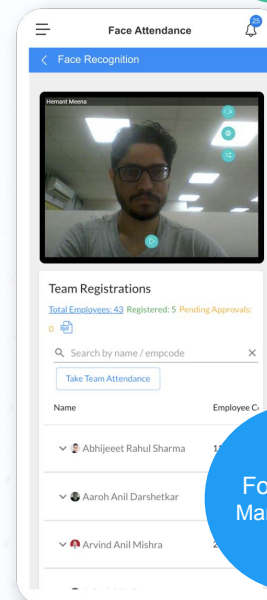
For Factory workmen

For labour camps

For Office Staff

For Project Teams

For Senior Management



# The New-Age Talent Sourcing and Onboarding Practices

HR Ground Zero

Productivity Booster

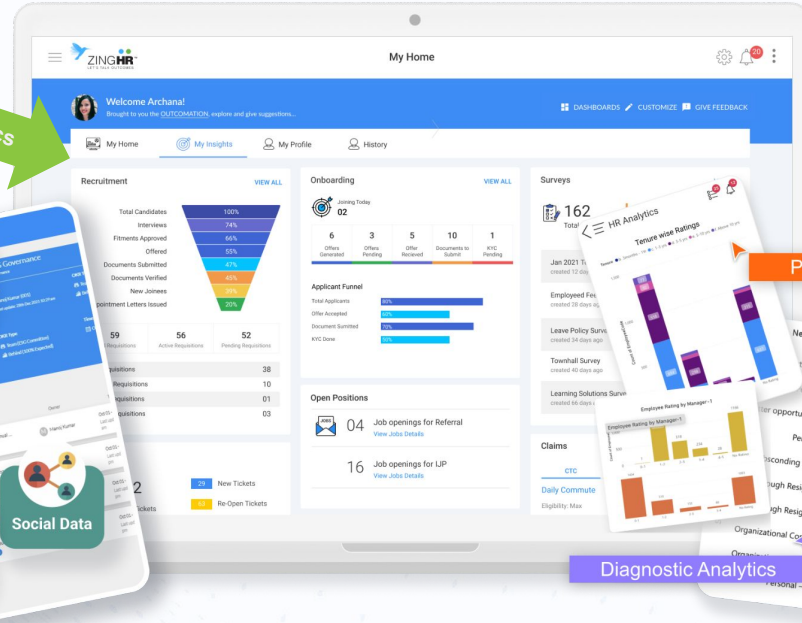
Talent Acquisition

Talent OutPerform

Employee Engagement



Employee Onboarding



Recruitment Analytics

ESG Compliance



Predictive Analytics

Real-time Analytics

Diagnostic Analytics

Agile HR Best Practices

Governance and Compliance

Engagement Led Productivity

Employer Branding

# Multi-source ATS with Intelligent Hiring

HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement

Personalized  
Candidate  
Experience



QR Code  
based Hiring



Video JD & Video  
Acceptance



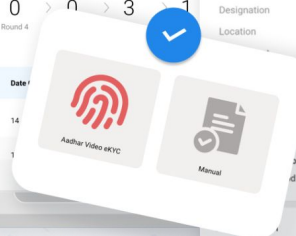
e-Joining Kit for  
HR Documentation



Role Clarity & Team  
Engagement



eKYC & Document  
Verification



Digital Signature



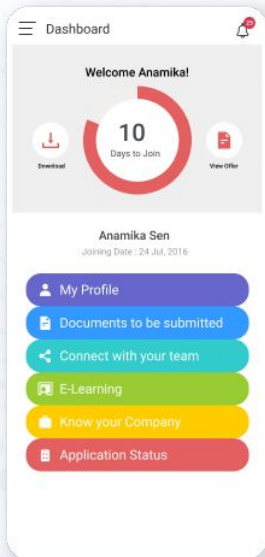
HR Ground Zero

Productivity Booster

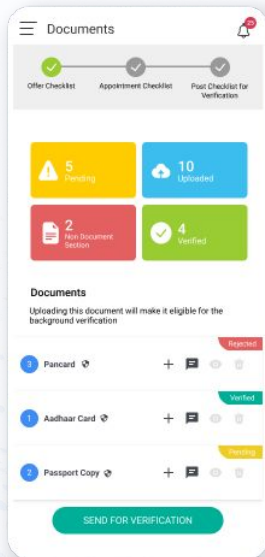
Talent Acquisition

Talent OutPerform

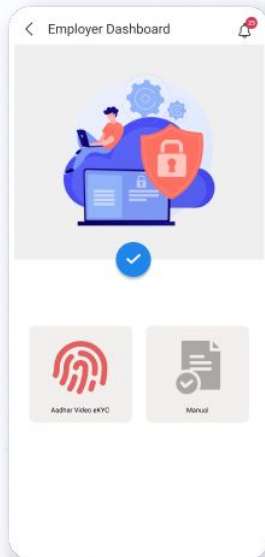
Employee Engagement



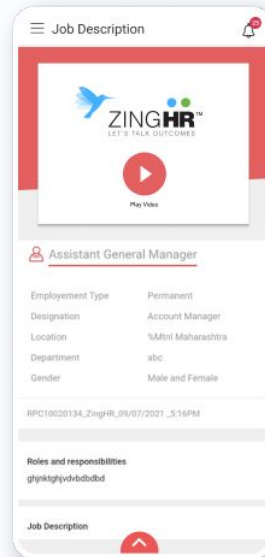
eKYC Integration For Employee Verification



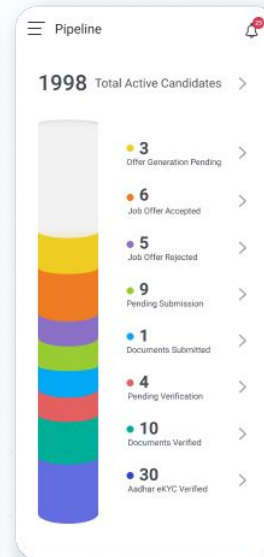
Enable Seamless Employee Onboarding



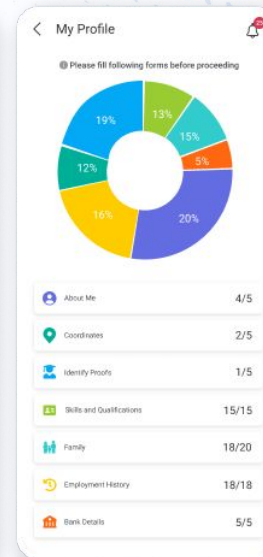
Paperless Onboarding Experience



Provide convenient, secure, and paperless onboarding



Reduce Candidate Dropouts & Drive Impactful Results



Build Employer Brand & Maximize Candidate Engagement



# Talent OutPerform



A Complete Talent Management Suite : Performance Management + Learning + Rewards & Recognition + Career Planning + Succession Planning



# Performance Designed for Dynamic Businesses and Workflows

HR Ground Zero

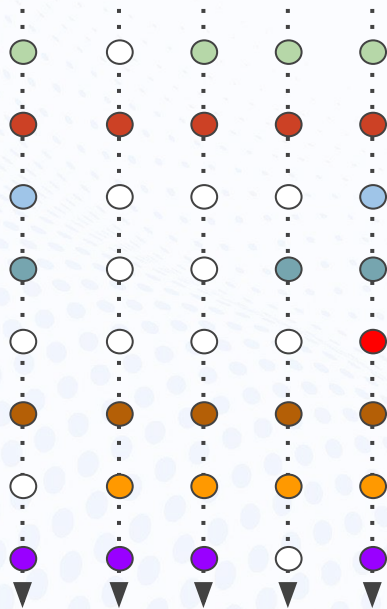
Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement

## Configurable Workflows



Multiple Roles

Internal Actors	360 Degree Actors
<input type="checkbox"/> <b>S</b> Self Self	<input type="checkbox"/> <b>C</b> Customers / Clients Customers / Clients
<input type="checkbox"/> <b>M</b> Manager Manager	<input type="checkbox"/> <b>V</b> Vendors Vendors
<input type="checkbox"/> <b>M2</b> Skip Level Appraiser / Manager 2 Skip Level Appraiser / Manager 2	<input type="checkbox"/> <b>SB</b> Subordinates Subordinates
<input type="checkbox"/> <b>R</b> Reviewer Reviewer	<input type="checkbox"/> <b>T</b> Colleagues / Peers / Team Members Colleagues / Peers / Team Members
<input type="checkbox"/> <b>R2</b> Final Reviewer3 Final Reviewer3	<input type="checkbox"/> <b>P</b> Partners Partners
<input type="checkbox"/> <b>D</b> HOD HOD	<input type="checkbox"/> <b>O</b> Others Others
<input type="checkbox"/> <b>H</b> HR HR	
<input type="checkbox"/> <b>EC</b> Executive Committee Executive Committee	

BSC/ KPI

360 Degree feedback

OKR

Competency, 9-Grid

Continuous Checkin & Feedback

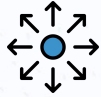
HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement



Stretched Goals



Continuous Tracking



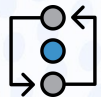
Cross-Functional Collaboration



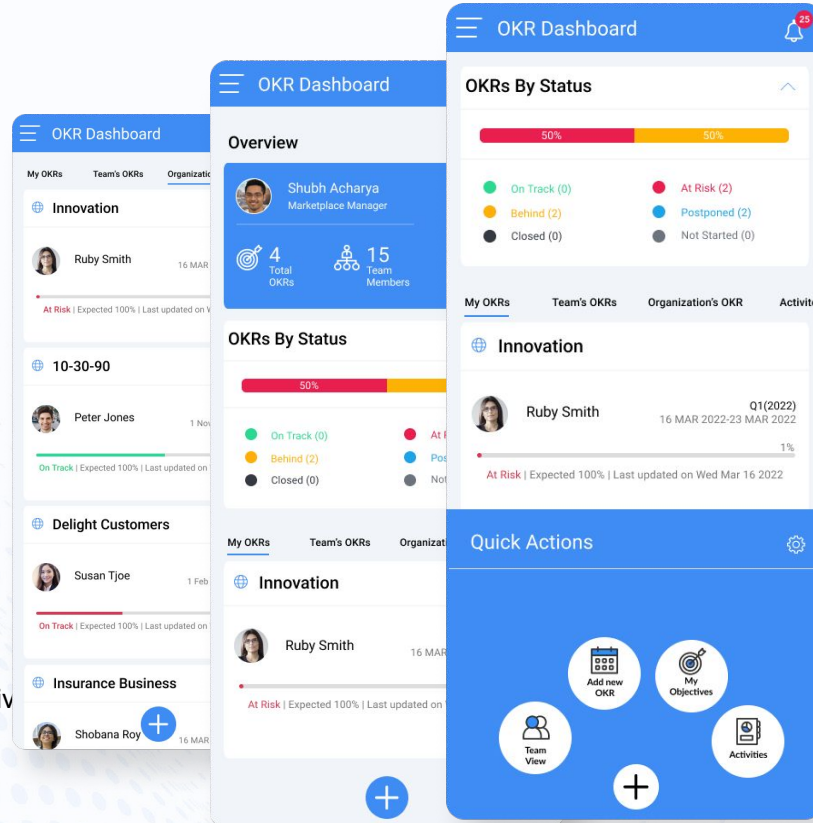
3-way Cascade  
(Top-down, Bottom-up,  
Horizontal / Functional)



Shared – Joined Business  
Objective Management



Agile & Inspirational Objectives  
Setting



## Highlights

- Deploy Lead and Lag indicators
- Drive Transformation: Break the Status- Quo
- Enhance Cross-functional alignment in objectives
- Increased Employee Accountability
- Self-Managed Agile Teams

# Learning for Growth

HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement

Scaling Flexibility

Gamification

Multilingual

Competency Frameworks mapping

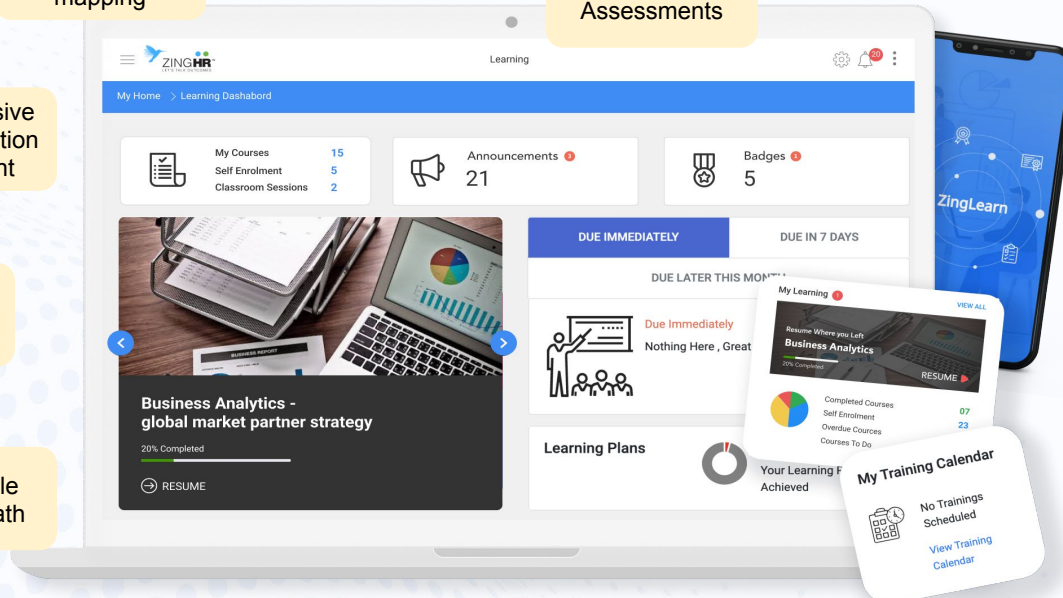
Integrated webinar

Training Impact Assessments

Comprehensive content Creation Enablement

Pre- & Post-Training Evaluations

Configurable Learning Path



## Highlights

- Incorporate DIY / Multiple Learning Methodologies
- Attain desired Competency Levels (Microlearning)
- Ensure Learning Compliance
- Velocity Gain on Productivity Enablement
- Increased Performance

# Talent Mobility - Career Planning

HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement

Career Mobilities

Career Highlights

Career Planning

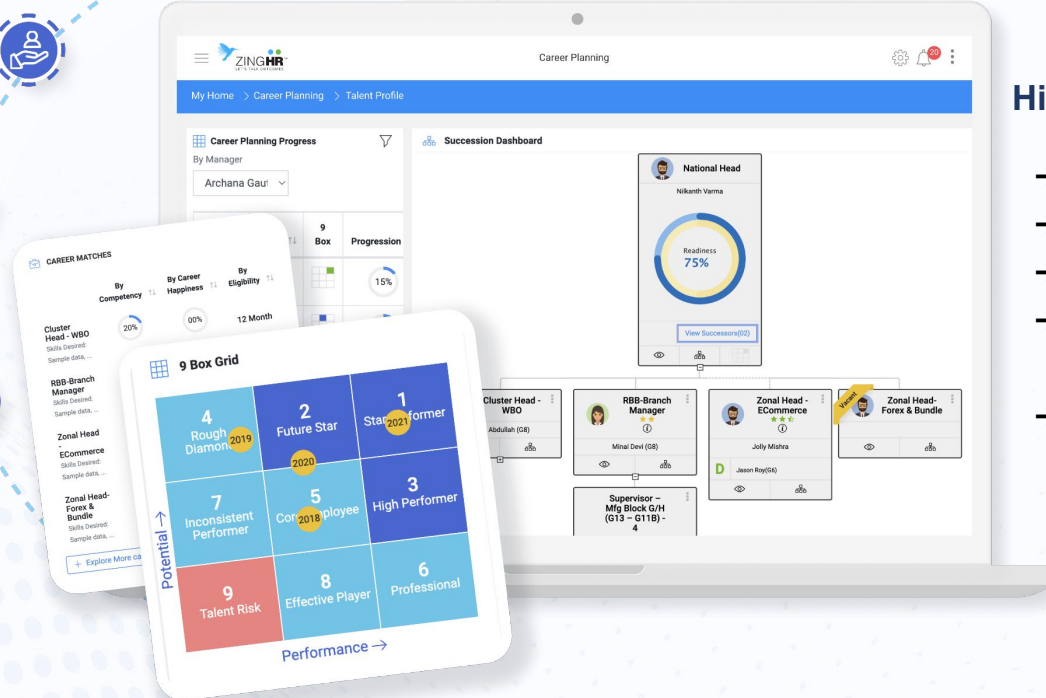
Career Mapping

Skill Building

Career Path

Competency Profiling

Aspired Career Roles



The screenshot displays the ZINGHR Career Planning interface. At the top, it shows 'My Home > Career Planning > Talent Profile'. The main dashboard includes a 'Career Planning Progress' section for 'Archana Gaur' with a '9 Box' grid showing 15% progression. A 'Succession Dashboard' for 'National Head' (Nikhil Varna) shows a 'Readiness 75%' gauge and a 'View Successory(2)' button. Below this is a '9 Box Grid' with the following data:

4 Rough Diamond 2019	2 Future Star 2020	1 Star Performer 2021
7 Inconsistent Performer	5 Core Employee 2018	3 High Performer
9 Talent Risk	8 Effective Player	6 Professional

Other visible elements include 'CAREER MATCHES' for 'Cluster Head - WBO' and 'RBB-Branch Manager', and a list of employees including 'Minal Devi (GE)', 'Jolly Mishra', and 'Jason Roy(54)'.

## Highlights

- ➔ Meet Career Goals
- ➔ Future Ready Workforce
- ➔ Drive Retention
- ➔ Map employees Career Aspirations
- ➔ Create Development Opportunities

# Shaping Engaged Happy Aligned Teams

HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement

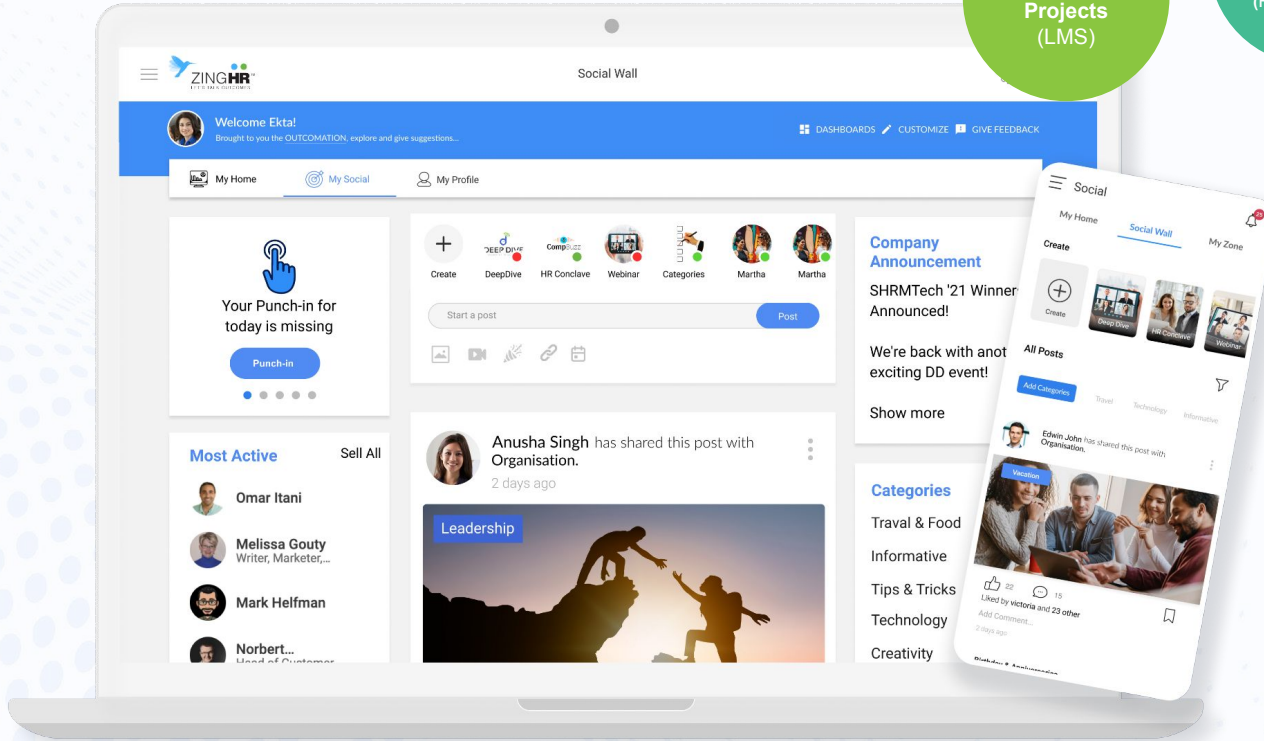
Shared Learning Projects (LMS)

Open Project & Learning Groups (Project Wikis)

Dynamic Goals & Tasks (Unlimited Goal Types / Team Shared Objectives)

Cross Functional Collaboration (Competency mapping/ 360 degree feedback)

Collab based Rewards & Recognition (Badges / Currency)



# Increase Happiness - Happiness Index

HR Ground Zero

Productivity Booster

Talent Acquisition

Talent OutPerform

Employee Engagement



## Joy

(Personalized Wishes, User Journeys, Success Stories)



## Participation

(Social wall - share posts, pictures, Videos)



## Celebrations

(Rewards & Badges)



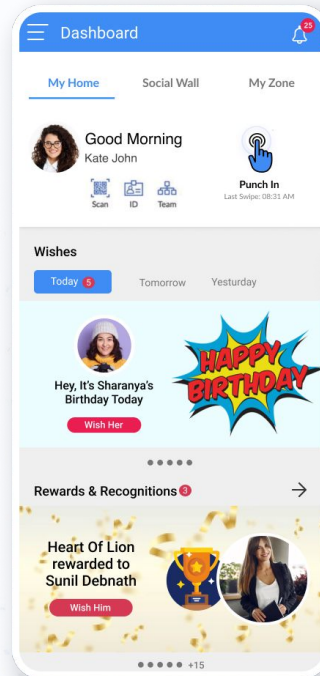
## Pulse Checks

(Surveys)



## Moments & Emotions

(Emotional Sensors/ Social Analytics)



# ESG

Promotes Job satisfaction, Higher engagement & Loyalty

72%

of global  
workforce by 2029  
will comprise of  
Millennials &  
Gen-Z

58%

of employees  
will consider  
ESG  
commitment  
before deciding  
to work

48%

Millennials are  
speaking up or  
criticizing their  
employer's action  
on societal issues

40%

Millennials  
accepted one job  
offer over another  
because of better  
ESG practices



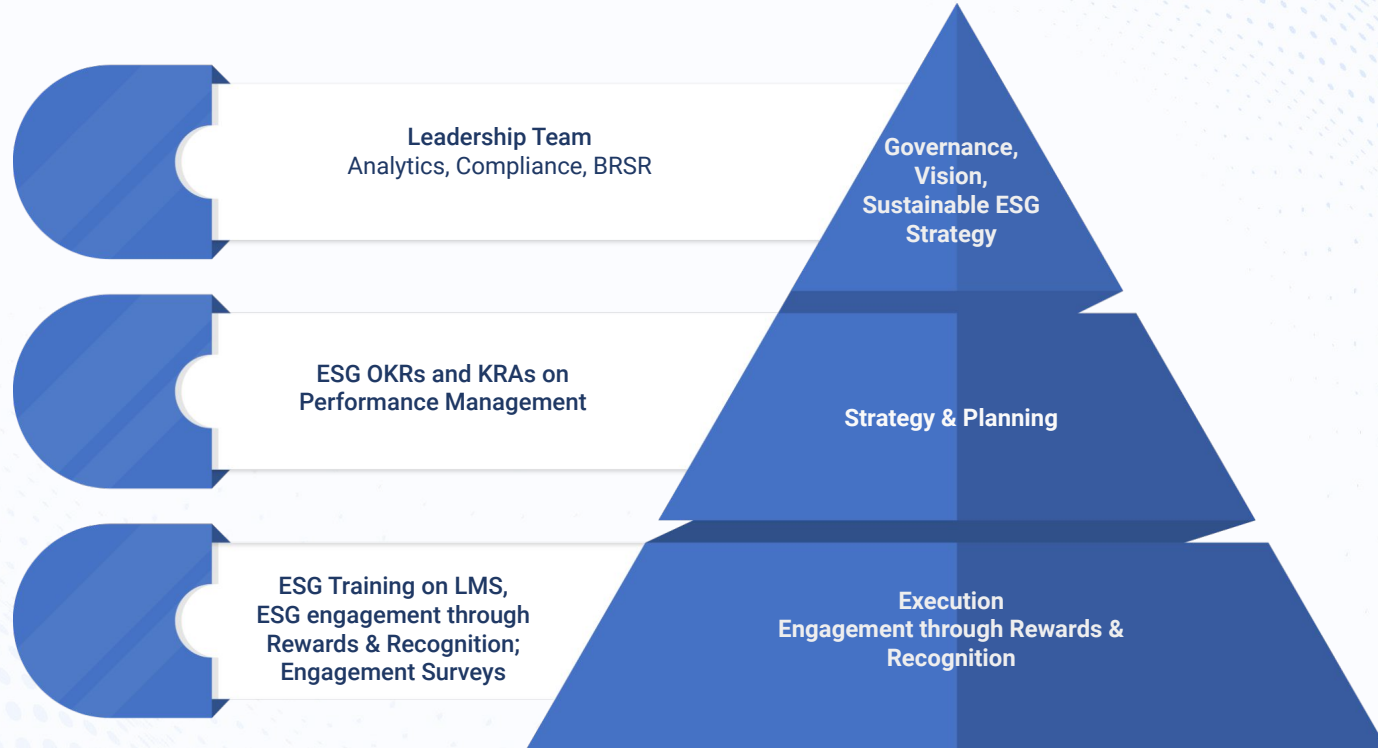
# ZingHR ESG Model

## Authentic Leadership

- Commitment to Vision
- Openness to Governance
- Transparent Workplace

## Environmental Citizenship Behaviors

- Volunteering
- Giving
- Mindfulness
- Accountability



# ZingHR : 'Social' Responsibility Scorecard



## Social Data

- Age
- Gender
- Diversity
- Inclusion
- Ethnicity



## Mental Health

- Well-being
- Sentiment Analysis



## ESG Engagement

- Alignment Survey
- 30-day Challenge Gamification



## People Practice

- Pay practices
  - Overtime
  - Timely pay
  - Compliance with rules and regulations
- Work hours
- Leave

# ESG Dashboard

## Benefits

**2**

Opted for Medical Insurance

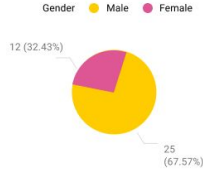
**37**

Employees Utilizing Parental Leave

### Employment Demographics



### Employment Demographics



**2**

Opted for Medical Insurance

**3**

Healthcare tie-ups by the Organizations

### Return to work

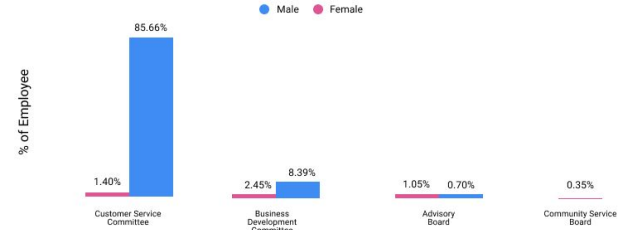
Gender	Parental Leave Utilization	Returned to work	Retention Rate
Female	12	10	83%
Male	25	22	88%
<b>Total</b>	<b>35</b>	<b>32</b>	<b>91%</b>

### Average Training Hours per Category



## Diversity Equity

### Diversity in Governance Bodies



## Training and Education

**2.78**

Avg. Training Hours (per Employee per Month)

### Average Training Hours



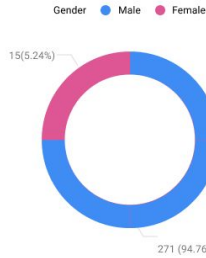
**286**

Employee Count

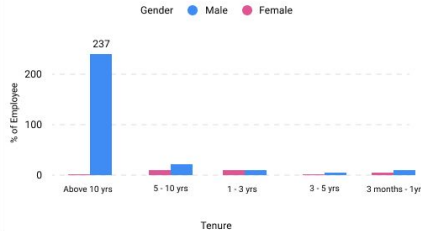
**23**

New Recruits (Current FY)

### Employment Details



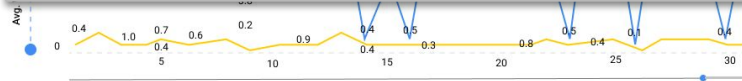
### Employment Demographics



**32**

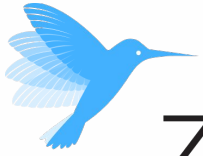
Employees with Stock Ownership Plan

Gross Salary



# Aligning to UN SDGs





**ZINGHR**<sup>TM</sup>  
LET'S TALK OUTCOMES

[www.ZingHR.com](http://www.ZingHR.com)

# Let's Connect To Achieve Tangible Business Outcomes

**India**

**Australia**

**Singapore**

**Middle-East**

**Europe**

**. Mobile First . AI Embedded . Blockchain Powered**