

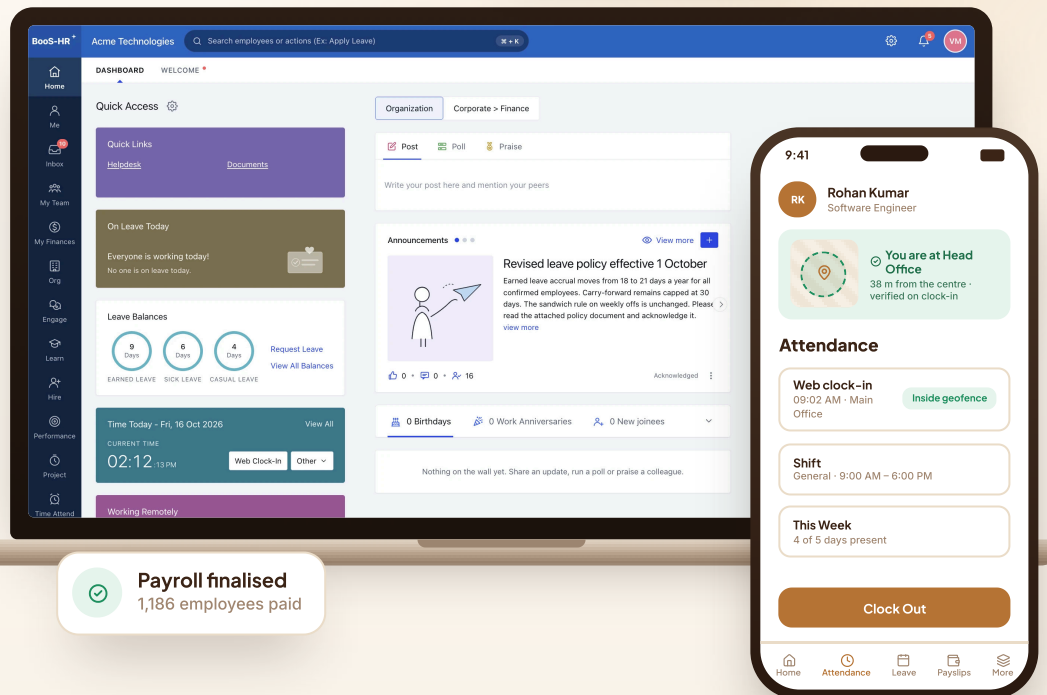
BOSS HRMS · HUMAN RESOURCE MANAGEMENT

Smarter Workforce. Happier People.

The all-in-one HR, payroll and attendance platform for growing businesses.

From hiring to retirement, BOSS HRMS brings every employee process into one modern, scalable system — so HR spends less time on paperwork and more time on people.

 **Clocked in · 09:02 AM**
Inside the geo-fence



 **Geo-fenced attendance**

 **Indian statutory payroll**

 **Employee self-service app**

 **Payroll finalised**
1,186 employees paid



Core HR

Profiles, documents & policies



Smart Attendance

Geo-fence, biometric & face



Payroll & Compliance

PF, ESI, PT, TDS & payslips



Performance & Learning

Goals, reviews & courses



Self-Service

Leave, claims & payslips

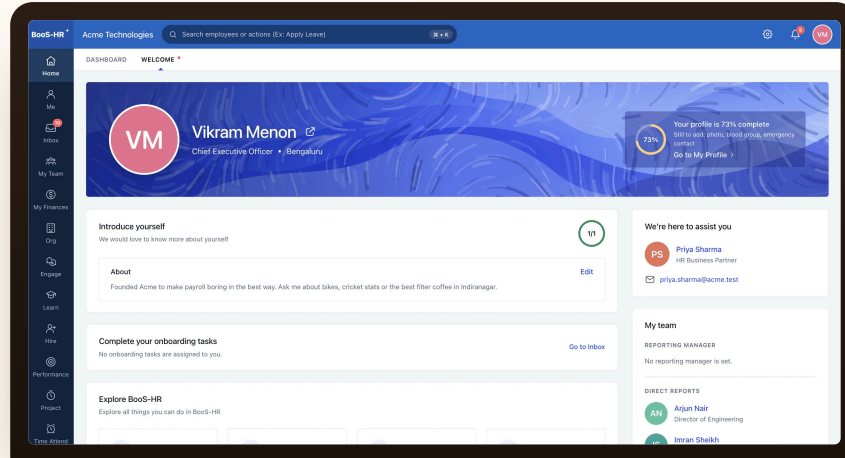


ABOUT BOSS HRMS

About BOSS HRMS

Simplifying HR. Empowering People.

BOSS HRMS is a complete human resource management system that automates HR operations from first interview to final settlement — attendance and leave, payroll and compliance, performance, learning and employee self-service, on one secure platform. Built by BOSS-HR, one technology partner for your people and your premises.



All your HR operations.
One smart platform.



All-in-One Platform

Attendance, leave, payroll, performance and more — in one place, on one login.



Smart Automation

Approvals, accruals, pay runs and reminders that run themselves.



Real-time Insights

Live dashboards and reports for faster, data-driven decisions.



Scalable Solution

From a single office to many sites, it grows with your business.

The complete employee lifecycle One system from hire to retire



Hiring

Attract and onboard talented people



Onboarding

Smooth and structured onboarding experience



Growth

Performance, learning and career development



Retention

Engagement, rewards and employee satisfaction



Exit

Seamless offboarding and knowledge transfer



Secure & reliable

Role-based access



Configured on screen

No code needed



Made for India

Statutory ready



Web & mobile

For every employee



Lifetime support

Always with you



Designed for today's dynamic workforce —
from office desks to field teams and remote staff.

Trusted, secure HR
for growing businesses



WHY CHANGE

The Challenges Businesses Face

Manual processes slow everyone down.

Spreadsheets, paper registers and disconnected tools slow down your HR team, put payroll and compliance at risk, and leave employees waiting for answers.



These challenges cost your business **time, money and productivity.**

It's time to move beyond registers and spreadsheets to one connected platform that does the work for you.



MANUAL ATTENDANCE ERRORS

Paper registers and manual entry lead to wrong records, mistakes in pay and time-consuming corrections.



BUDDY PUNCHING & PROXIES

Employees marking attendance for others results in time theft and inaccurate records.



PAYROLL MISTAKES & COMPLIANCE RISK

Manual salary calculations and statutory filings invite errors, penalties and unhappy employees.



SCATTERED EMPLOYEE DATA

Records spread across files, email and spreadsheets are hard to find, secure and keep current.



SLOW APPROVALS & PAPERWORK

Leave, expenses and requests stuck in inboxes delay decisions and frustrate teams.



NO REAL-TIME VISIBILITY

Without live data, leaders can't see attendance, costs or attrition until it's too late.



LITTLE ROOM TO GROW

No structured goals, reviews or learning means low engagement and higher turnover.



NO SELF-SERVICE

Every payslip, balance and letter becomes a request for HR to handle by hand.



Outdated processes hold you back.
Smart HR management drives you forward.

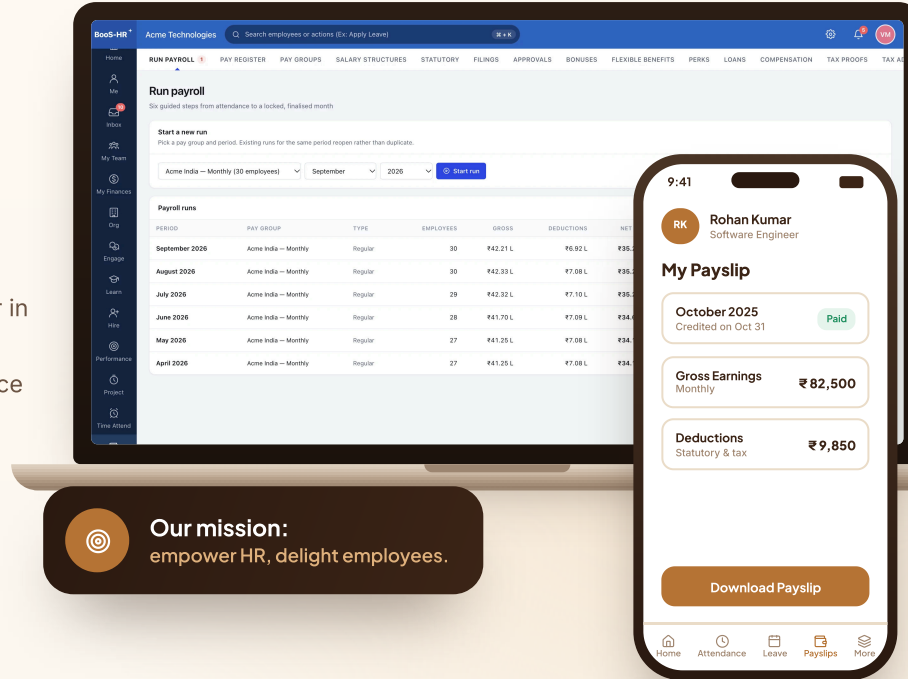
BOSS HRMS replaces
registers, spreadsheets & guesswork

THE SOLUTION

The BOSS HRMS Solution

One Platform. Complete Control.

BOSS HRMS brings all your HR functions together in one powerful, easy-to-use platform. From attendance and payroll to compliance, performance and employee self-service — everything is automated, connected and designed to help your business grow.



Our mission:
empower HR, delight employees.

Everything you need. All in one place.



Complete HR Management

Manage your entire workforce lifecycle from hire to retire, all in one unified platform.



Automate & Save Time

Automate repetitive tasks, reduce errors and save valuable time for your HR team.



Data-Driven Decisions

Get real-time insights and reports to make smarter, faster business decisions.



Secure & Compliant

Bank-grade security with role-based access and full statutory compliance.



Employee Empowerment

A self-service portal and mobile app so employees manage things themselves.



Scalable & Future-Ready

Built to grow with your business and adapt to the future of work.

The BOSS HR advantage



Live in 3-4 days
End-to-end deployment



On-premises or cloud
Your servers or ours



One-time purchase
On-prem licences, owned



Lifetime support
For as long as you use it



Secure by design
Roles, audit & encryption



Simplify Processes. Empower People.
Drive Success.

Live in 3-4 days
not months



ATTENDANCE & TIME

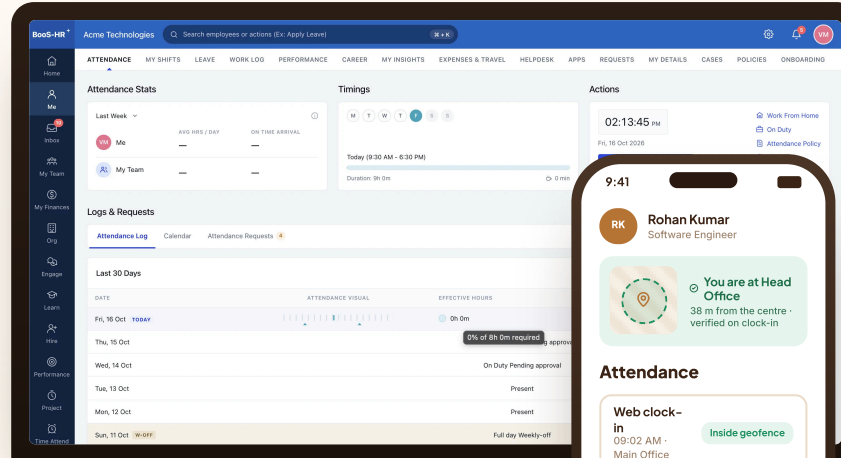
Smart Attendance Ecosystem

One system. Many ways to mark attendance.

Clock in from any browser with geo-location, or at biometric and face recognition devices. Every method, geofence, shift and rule is set up from the BOSS HRMS screens. Every punch is checked on the server — location, accuracy and assignment — so attendance you pay against is attendance you can trust.



Accurate. Secure. Seamless.
Built for every workplace.



6+ ways to mark attendance

Use one, or all — the choice is yours



NEW

Geo-fenced Clock-in

- ⌚ Clock-in only inside the sites you draw
- ⌚ Radius & GPS accuracy checked
- ⌚ Out-of-fence? Send for approval



Web & Mobile Clock-in

- ⌚ From any browser or phone
- ⌚ Location captured with every punch
- ⌚ Selfie with clock-in, if required



Biometric Devices

- ⌚ Fingerprint punches sync in
- ⌚ Works with your existing devices
- ⌚ No manual uploads



Face Recognition

- ⌚ Clock in by face
- ⌚ No card or fingerprint needed
- ⌚ Fast and contactless



Attendance Kiosk

- ⌚ A shared tablet at reception
- ⌚ Employee number + personal PIN
- ⌚ Lock-out after failed tries



Remote Clock-in

- ⌚ For field and remote teams
- ⌚ Held for manager approval
- ⌚ Comment and location kept



Shifts & rosters
Patterns & swaps



Grace & late rules
Penalties on screen



Overtime
Rules & approvals



Regularisation
Fix missed punches



Live insights
Late & absent alerts



Attendance you can trust —
validated by the server, never just the screen.

Every attempt audited
with location & outcome

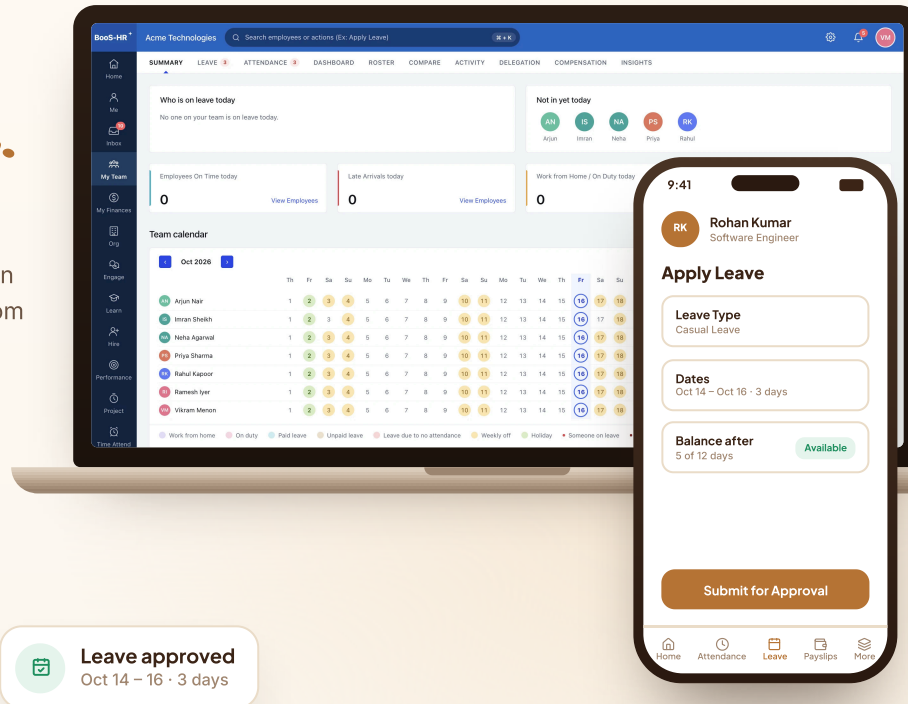


CORE HR & LEAVE

Organise. Manage. Support Your People.

A single source of truth for your people.

Maintain accurate, up-to-date employee records in a structured, secure and searchable database, from the first day to the last. Leave policies, balances and approvals stay in sync with attendance and payroll, so nobody chases numbers again.



Leave approved
Oct 14 - 16 · 3 days

Core HR



Employee Directory

Find, connect and collaborate with a searchable directory of every employee.



Organisational Structure

Visualise departments, reporting lines and locations in one place.



Document Management

Store, organise and access employee documents securely, anytime.



Custom Fields

Capture the information your organisation needs with configurable fields.

Leave Management



Multiple Leave Types

Configure casual, sick, paid, unpaid, maternity and custom leave types.



Accrual & Carry Forward

Set accrual rules, carry-forward limits and encashment policies.



Approval Workflows

Multi-level approvals with delegation and escalation.



Team Calendar

View team leave and plan work schedules effectively.



Letters & e-sign
Generate & sign



Probation & confirmation
Reviews on time



Policies
Acknowledged & tracked



Comp-off & encashment
In the ledger



Full audit trail
Who changed what



From joining to every day after —
your people's records, leave and letters in one place.

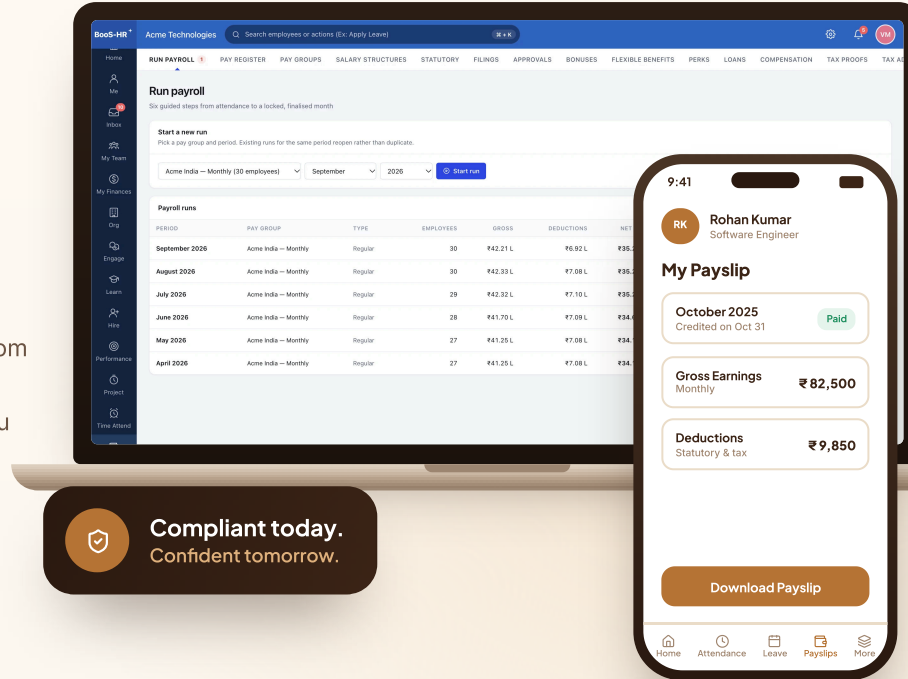
Integrated with
attendance & payroll

PAYROLL & COMPLIANCE

Payroll & Compliance

Accurate Payroll. Full Compliance. Total Peace of Mind.

BOSS HRMS runs payroll in six guided steps — from attendance to a locked, finalised month — and applies Indian statutory rules automatically, so you pay everyone correctly and stay compliant, every month.



Compliant today.
Confident tomorrow.



Guided Pay Runs

- ☑ Six reviewable steps per month
- ☑ Attendance, leave & arrears synced
- ☑ Maker-checker approval & lock



PF & ESI

- ☑ PF with wage ceilings & VPF
- ☑ ESI eligibility & contributions
- ☑ Employer costs calculated



PT & LWF, State-wise

- ☑ Professional Tax by state slabs
- ☑ Labour Welfare Fund schedules
- ☑ Driven by office location



Income Tax & TDS

- ☑ Old and new regimes
- ☑ Rebates, surcharge & cess
- ☑ TDS spread evenly over the year



Digital Payslips

- ☑ Detailed monthly payslips
- ☑ Secure view & download
- ☑ Salary timeline for employees



Payroll Reports

- ☑ Register & statutory summaries
- ☑ By department & cost centre
- ☑ Export to Excel or PDF



Accurate payroll
Reconciled every run



Statutory compliance
Built in



Save time & effort
Hours, not days



Secure & confidential
Role-based access



Employees happy
Paid right, on time



Stay compliant with Indian labour laws
PF · ESI · Professional Tax · LWF · TDS · Gratuity

We handle compliance.
You focus on growth.



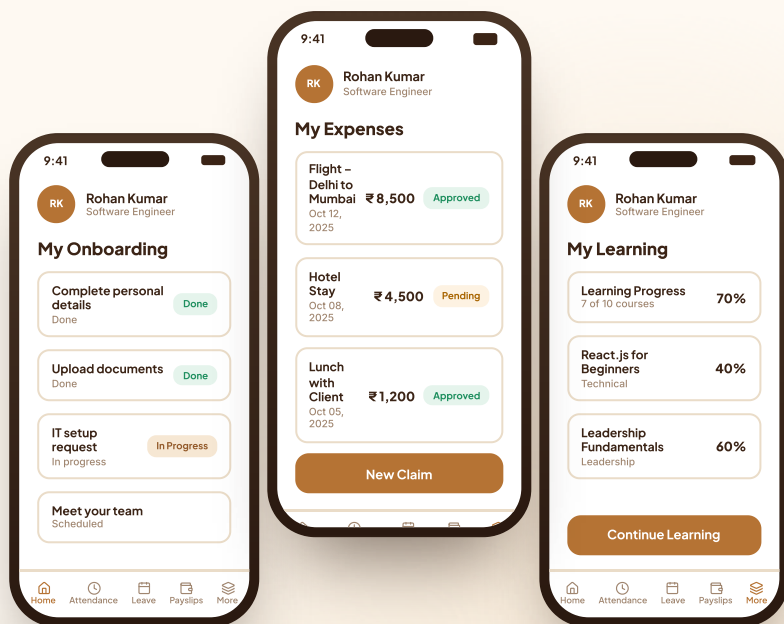
EMPLOYEE SELF-SERVICE

Employee Self-Service.

Empower. Engage.

Give employees the power to manage things themselves.

The BOSS HRMS self-service portal and mobile experience put payslips, leave, attendance, claims and documents at every employee's fingertips — fewer HR calls, no paperwork, complete transparency.



Claim approved

₹ 8,500 · reimbursed



Payslips & Salary

- View & download payslips
- Salary timeline & tax regime
- Investment declarations



Leave & Attendance

- Apply in seconds
- Live balances
- Clock in from web or mobile



Expense Claims

- Snap and submit receipts
- Track approval status
- Reimbursed with payroll



Profile & Documents

- Update personal details
- Upload & verify documents
- Letters, ready to sign



Announcements & Wall

- Company news & polls
- Praise & celebrations
- Never miss a birthday



Requests & Approvals

- One inbox for managers
- WFH, on-duty & overtime
- Decide in a tap



24/7 access
Anytime, anywhere



Secure & private
Their data, protected



Mobile first
Designed for phones



Save time
For employees & HR



Happy employees
Fewer HR tickets



Empowered employees. Efficient HR.
One portal for everything employees need.

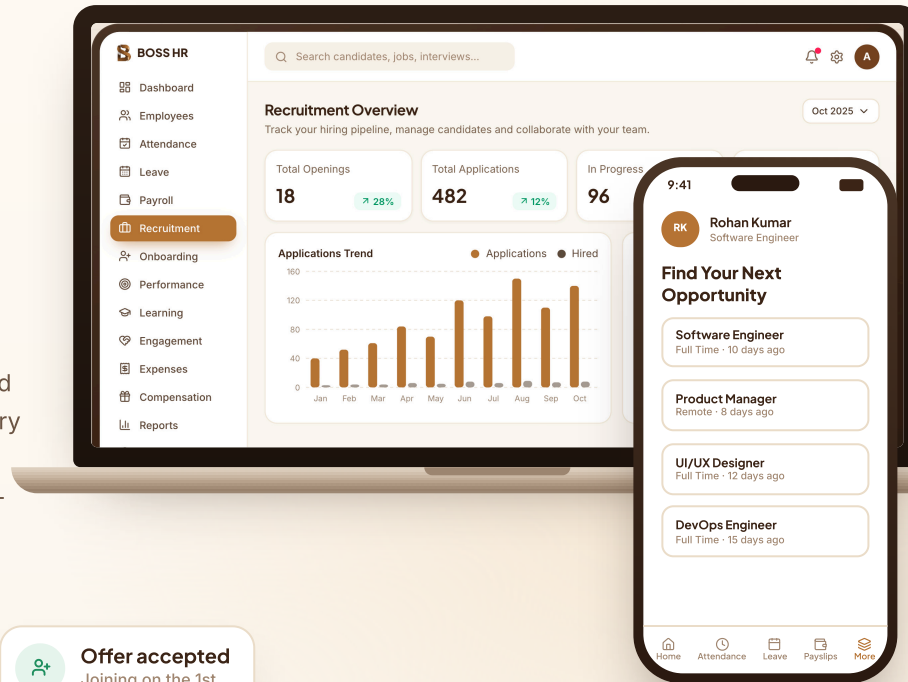
Less paperwork.
More productivity.

HIRING & ONBOARDING

From Hiring to Day One – Fully Digital.

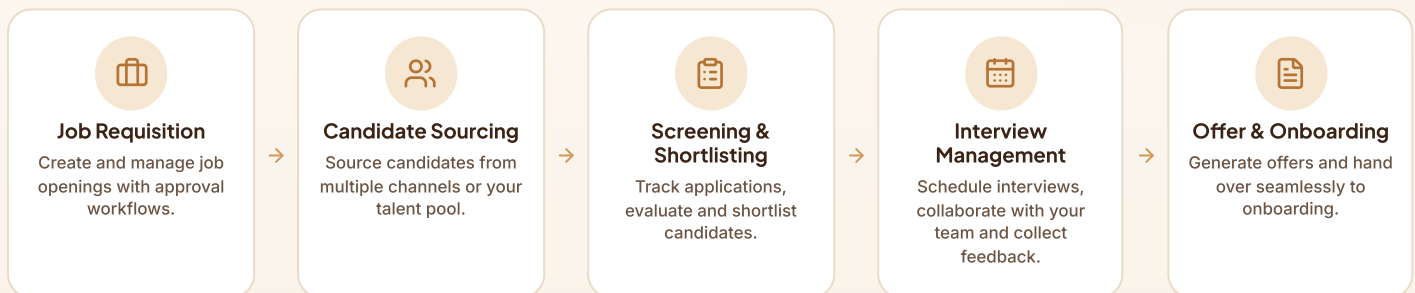
Recruit top talent, faster and smarter.

Streamline your end-to-end recruitment process with structured workflows, collaborative hiring and a seamless candidate experience. Then hand every new hire a structured, welcoming start with automated onboarding tasks, documents and pre-boarding.

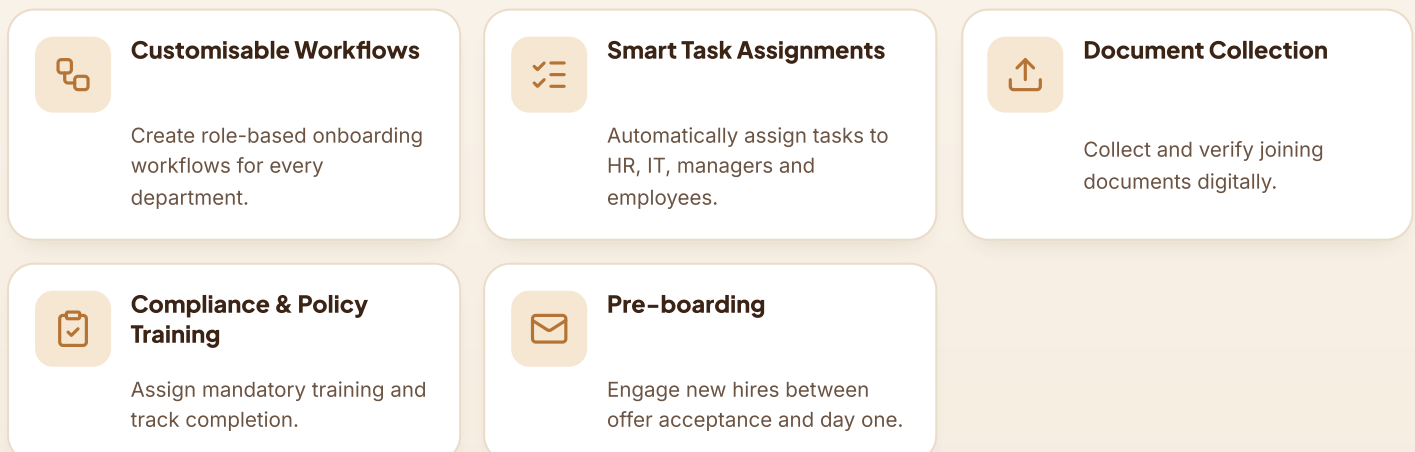


Offer accepted
Joining on the 1st

Recruitment, end to end A pipeline your whole team can follow



Onboarding that welcomes Automated, role-based and on time



Digital today. Efficient tomorrow.
Hire smarter. Onboard better. Grow stronger.

From requisition
to first-day ready

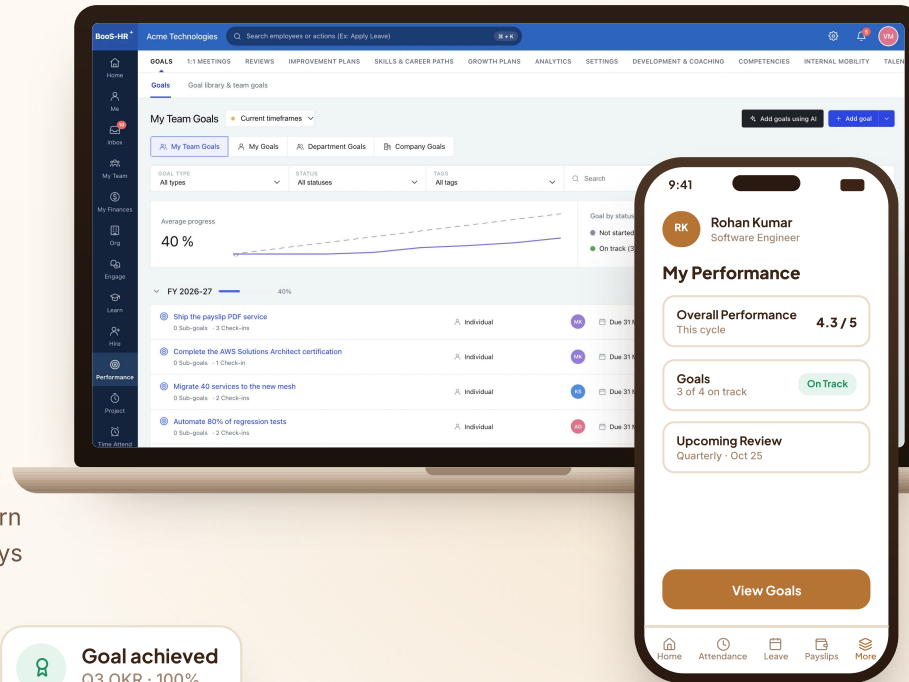


PERFORMANCE, LEARNING & ENGAGEMENT

Grow People. Grow Your Business.

Align goals, build skills and celebrate great work.

Set clear goals, enable continuous feedback, conduct meaningful reviews and drive employee growth with a performance system built for modern teams. Learning paths, certifications, pulse surveys and recognition keep everyone engaged and improving.



Goal achieved
Q3 OKR · 100%

Performance



Goal Management

Set and track individual, team and company goals.



Performance Reviews

Run flexible, customisable review cycles.



360° Feedback

Collect feedback from peers, managers and teams.

Learning



Learning Catalogue

Curated courses for every role and skill level.



Personalised Learning Paths

Tailored growth journeys for employees.



Skill Assessments

Identify skill gaps and recommend relevant courses.

Engagement



Pulse Surveys

Run quick, focused surveys and see results as they arrive.



Recognition

Let peers and managers appreciate great work publicly.



Announcements

Share company news with the right teams and locations.



Recognise, develop and retain
the people who drive your success.

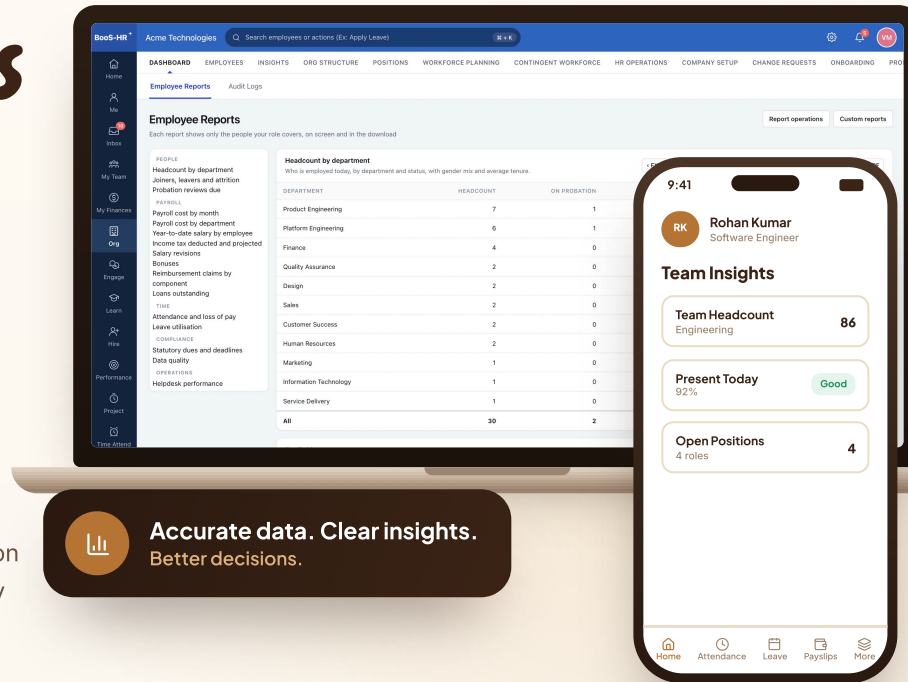
Goals · Reviews · 360°
Courses · Surveys · Praise

ANALYTICS, EXPENSES & BENEFITS

Data That Drives Smarter Decisions.

Powerful analytics and reports, in real time.

Turn HR data into decisions. Dashboards and reports across headcount, attendance, leave, payroll and performance, all from one platform. Expense claims and compensation & benefits sit on the same data, so every rupee is visible and every report is one click away.



Accurate data. Clear insights.
Better decisions.



Workforce Dashboards

See headcount, joiners and exits at a glance.



Attrition Insights

Understand exits by team, tenure and reason.



Attendance Analytics

Spot absenteeism and late-arrival patterns early.



Cost Analytics

Track payroll and expense costs by department.



Custom Reports

Build the reports your leadership team needs.



Export Anything

Every report to Excel, CSV or PDF, scheduled to leaders' inboxes.

Expense Management



Easy Claim Submission

Submit expenses in seconds with receipt uploads.



Policy Compliance

Enforce company policies and spending limits.

Compensation & Benefits



Salary Structures

Create flexible and role-based compensation plans.



Benefits Administration

Manage health, insurance and wellness benefits.



Insights today. Impact tomorrow.
Know your workforce — and act before issues grow.

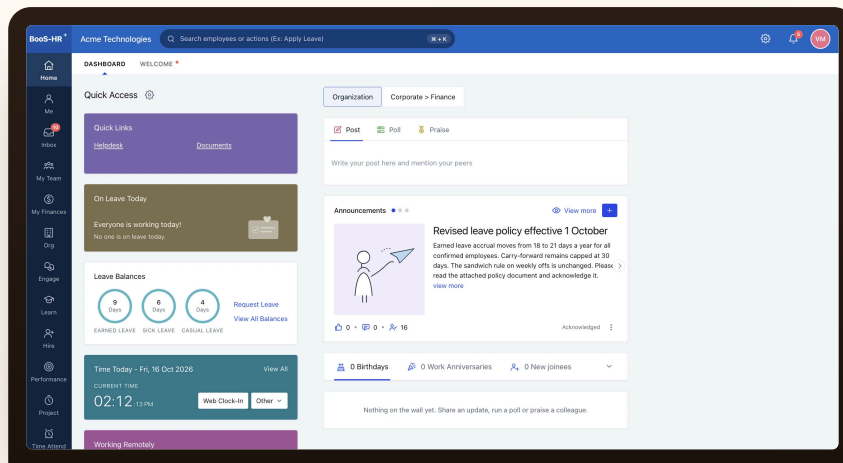
Real-time dashboards
for every leader

LET'S GROW TOGETHER

Ready to Transform Your HR Operations?

Let's grow together.

BOSS HRMS is more than software — it's your partner in building a more efficient, engaged and empowered workplace. Live in 3–4 days, on your servers or in the cloud, with lifetime support.



One platform. Complete HR.
 Endless possibilities.

The complete HR suite Twelve modules, one login



Core HR

Centralised employee records



Attendance

Geo-location web clock-in



Leave

Custom leave policies



Payroll

Accurate pay runs



Recruitment

Requisitions



Onboarding

Structured journeys



Performance

Goals



Learning

Courses



Engagement

Surveys



Expenses

Claims



Benefits

Salary structures



Analytics

Workforce dashboards and reports across every module

The future of HR is here. Let's build it together.

Book a free, guided demo tailored to your organisation, and see how BOSS HR fits the way you work.

[Book a Free Demo →](#)


WEBSITE

boss-hr.in

Product tours, brochures & demo booking



PHONE

+91 6300186506

Sales & support for BOSS HRMS and BOSS VMS

Thank You!

Thank you for exploring BOSS HRMS. We look forward to being part of your journey.


BOSS HR

SMARTER WORKFORCE. SAFER OPERATIONS.