



**Your Total IT Solution Partner in Enterprise communications**



#### Contents

- About SmartCITY
- HR Solutions
- Group of company
- Our Solutions
- Our Clients
- Contact Details

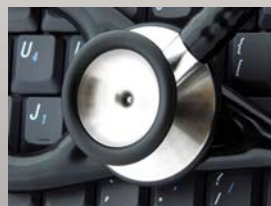
## About US

**Hummingbird Software** Technologies, **NetSYS** and **SmartCity Systems** are group of companies. Hummingbird Software Technologies being an established enterprise in sub continent India with **NetSYS**, **SmartCity Systems** as progressively growing companies established in Dubai provides Total Information Technology solutions for diverse business environments in both India and UAE.

**Since inception, we have been committed to a total client satisfaction through quality service, coupled with on-time support. We strongly believe in our corporate philosophy - "we amaze customers", which helps us to offer solutions that maximizes value for our customers.**

Today IT readiness with access to quality software solutions is what helps companies take the leap ahead. We, apply technology with innovation and responsibility to meet the challenges of today's dynamic digital environment. Understanding of diverse business domains combined with expertise in latest technology and tools, enables us to deliver quality solutions for any large to medium businesses.

What's more, the information management systems developed by us, coupled with our timely post-sales support has made us one of the fastest growing Network/Software companies in Middle East.



## One Group, Many solutions

We focus on four key areas:

- Infrastructure and IT Network Support (Security, VPN, Firewall, Server, IP Telephony & Cabling), CCTV, IP Camera, DVR solution, WLAN, Equipments in security & surveillance, Time attendance, Bio matrix solutions.
- Designing, Implementing and Supporting Web Based Applications like HRWEB / Recruitment Manager / Content Management Systems / Accounting / Document management systems / Inventory / CRM and Project Management System)
- IT Consultancy specializing in System Integration Issues.
- Hosting Solutions – email Services and web

## Smart HR & Payroll System

Smart HR & Payroll System has been designed and developed by Smart City Systems ([www.smartcitysystems.com](http://www.smartcitysystems.com)) to meet the specific requirements and objectives of managing work force records. Payroll processing in an efficient and effective way and in compliance with the laws of the United Arab Emirates and Middle East Countries.

### Overview

The Smart Payroll Software is a modular system and meets the payroll needs of organizations with single or multiple companies, departments and cost centers. Ideal for the SME and Large Enterprise segments, it yet can be scaled and customized to meet the specific needs of large corporations. Payroll is always a concern to Senior Management. The Smart Payroll Software offers comprehensive security checks and controls built to protect against unauthorized access to sensitive information held in the payroll system. Access can be controlled and monitored at various levels. Smart HR & Payroll is designed to provide easy and cost-effective links with other platforms simplifying integration within enterprise systems. The Smart HR & Payroll Software offers users a simple and easily understandable menu structure and a customizable report generation facility. The software is flexible and supports access to reliable information needed for management decision-making.

Smart HR & Payroll through its comprehensiveness improves the Management Information System. Concepts such as Total Cost of Employees, Payroll Reconciliations and Personal data on employees can be accessed, monitored and reviewed and decisions promptly taken. All key areas of payroll management have been addressed including fixed and variable payroll earnings and deductions, loan processing, leave, absence, gratuity, cost allocation, and organizational management. The data entry/maintenance forms have been designed by Finance and Payroll professionals and process flows evaluated to deliver efficiency in the payroll process. Controls have been developed right through the process and Managers, Auditors and Payroll executives have contributed significantly to develop one of the most robust and secure systems in the Middle East.

## Salient features of the system

- **Multi Company**, Multi Currency, Single / Multi User
- **Multi Country Support**
- Payroll System Modules
- **Company Module** - Supports Multi Company set up, Multiple Organization Levels - Cost Center, Department, Section, Unit, etc
- **Country / Currency Module** - Supports Multi Country, Multi Currency Payroll processing
- **Grades Module** - Supports definition of Employee Grades. Grade Level limits - salary, increments, allowances, max. Payouts, etc.
- **Employee Module** - Employee Personal Information, Official Information, Family Details, Emergency Contacts, Passport, Visa, Labour card / work permit, related information.
- **Earnings / Deductions Module** - supports unlimited earnings / Deductions Type - Basic Salary, Allowances - House Rent, Car, Petrol, Conveyance, Education - school Fees, Air Tickets, Advances, Loan recovery, etc.
- **Attendance / Leave Module** - supports employee attendance / leave details.
- **Overtime Module** - supports multiple OT rates, overtime data entry.
- **Incentives / Bonus Module** - Supports user defined multiple incentives, Bonus with company defined criteria and accruals.
- **Formula Builder Module** - supports definition of formulae for earnings, Deductions, Indemnity Accruals, Pension, etc.
- **Letter Wizard Module (Optional)** - Supports various letter formats and letter generation.
- **Increment Module** - supports various increment criteria based on grades, employee performance, etc. Retrospective increments (Arrears).
- **Transfer / Promotion Module** - Supports recording and tracking of employee transfer, Promotion details.
- **Loan Management Module** - Supports multiple loans - Company loan, Personal loan, Car loan, Third party (Bank Loan). Loan letter record, Loan recovery / Repayment and loan reports.
- **Pay Periods Module** - Supports flexible pay periods - Monthly, weekly, etc. Holiday Maintenance.
- **Cross Charge Module** - Supports employee cost allocation to various departments, Cost centers, units.
- **Processing Module** - Supports flexible payroll process - Company level, Cost Center / Department Level, Employee Type, Single Employee. Payroll Reprocessing features. Multiple payment options - Cash, Check, Bank Transfer.
- **EOS Benefits Module** - Supports Employee Resignation, Termination, Settlement, EOS Calculations based on Country Labour Laws or Company Rules, Benefits accruals. Pre- Settlement reports with option.

- **Payroll Reports** - Employee Register, Document Expiry reports - Passport, Visa, etc., Payroll Register, Pay slips, Bank Transfer Statement, Payroll Reconciliation, Total Cost Of Employee, etc.
- **MIS Reports** - Focused towards management needs.
- **GL Mapping (Optional)** - Employee costs mapped to various GL Accounting codes. Budget Vs Actual comparisons.
- **Admin Security Module** - Supports multiple level data entry, verification, and approval checks. User defined module / function level security features. Fully secured system. Data backup / Recovery functions.
- **Human Resources Modules (Optional): Includes** various HR Functionalities
  - Recruitment Module
  - Appraisal Module
  - Training Module
  - Leave Management Module
  - Time & Attendance Module
- **Payroll Budget Modules (Optional):** User defined Budget Heads, Detail / Summary Level Budgets - Company, Cost Center, Department, Sections, Units, etc, Sensitivity Analysis, Budget comparison, Variance, Forecasting, GL Mapping.
- **Web Enabled - HR & Payroll Employee Self Service Module (Optional):** Includes Employee self service functions over web / Intranet such as Personal Information, Family details, Emergency Contacts Maintenance, HR Forms & Applications - Leave Application, Loan Application, etc.
- **GUI Interface**, Based on **Microsoft .net Technology**
- **Supports Multiple Databases - MS SQL, MySQL, etc.**

**Integration (Option):** With Financial Management System, ERP, Time & Attendance, Access Control Systems, etc.

## We are also in to

- Infrastructure and IT Network Support (Security, VPN, Firewall, Server, IP Telephony, Cabling).
- Designing, Implementing and Supporting Web Based Applications.
- IT Consultancy specializing in System Integration Issues.
- Hosting Solutions – email Services and web
- Software Development
- Web based application
- HR Solutions, Payroll
- Recruitment Solutions
- Intranet Portal Solutions
- ERP
- Production Management Systems
- Time Attendance (Bio Matrix / Proximity services)
- Security IP Camera /CCTV DVR solutions.

## Group of Companies



Hummingbird Software



## Some of our esteemed clients

- Thailand Consulate
- Singapore Consulate
- Al Batha Group
- DANUBE Group of Companies
- AL Reyami Group
- PICO Dubai
- World Image ME
- Horizon FZ
- Langmead ASST
- Reckitt Benkizer
- Media 2 Sell
- IAL Container UK
- RAK Airways
- RAK Properties
- VIVA Group
- LM Bahrain
- AK Sugar
- Spectrum Intl
- Axon Group
- High RISE Properties



## Our Vision

“Uniting innovative people to unleash the potential of technology to provide turn key solutions to the enterprise”

## Our Mission

“To become the dominant player in information technology and business communications solutions and bring our clients into tomorrow's world Group of Companies”



## Contact

**Suji Sidharthan**

Mobile : **050 - 8743282**

M Floor , AL Rais Shopping Centre

Bur Dubai, Dubai

Office Telephone **+971 - 4 - 3559770**

Email: [suji@smartcitysystems.com](mailto:suji@smartcitysystems.com)

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

(Please check our website for more information)