iON provides a comprehensive solution that addresses varied IT requirements of your organization. From hardware, network to CRM, iON is offered as a single service, a pay-as-you-use model, allowing you to leverage the solution’s true potential as your business grows. iON ensures integration of all processes along with ease of use of the software.

You gain from:

- **Integrated solutions**: We offer single window IT with a pre-integrated suite of hardware, network, software and services. We ensure that your functions are digitized, automated and connected. For example, if you are using a CRM solution along with a core ERP in a build-to-suit box, and have a document management system to organize supporting files and a HRMS, we ensure that these solutions are connected and work as one. So for you, it is simply one IT and not multiple applications. Integrated applications that provide a comprehensive view of business enabling better decision-making.

- **Increased agility**: We bring in the agility to keep pace with changing processes or a new line of business. We help you configure the processes to work as you currently operate the solution with ease. Furthermore, the multilingual capability of the software allows you to customize the solution label names to meet in vernacular languages (like Hindi, Marathi, Tamil etc) enabling users to learn and operate the solution with ease.

- **Automatic upgrades**: We continuously invest in our solutions to incorporate best practices. The software is constantly enriched based on user feedback and industry and statutory changes. You will get the upgrades without disrupting your business operations or any additional cost. Being in perpetual beta ensures that there is no technology obsolescence.

- **Enhanced Business Continuity**: Our solution offers optimal performance in normal broadband connectivity along with a stringent security mechanism to ensure your data privacy is maintained. The capacity of the solution grows with your increasing computing needs and reduces the need for IT staff. The solution is resilient to failures as the service works from back-up data centers in the event of a disaster, ensuring continuity of business operations.

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About TCS iON

TCS iON is an integrated suite of Tata Consultancy Services focused on small and medium businesses as well as educational institutions. We provide technology by means of a unique IT-as-a-Service model, offering end-to-end business solutions for the sector.

TCS iON caters to the needs of multiple industry segments, through innovative, easy-to-use, secured, integrated, cloud-based solutions in a build-to-suit as you grow, pay-as-you-use business model. We serve our clients with the help of efficient practices gained through TCS global experience, domestic market reach, skills, and delivery capabilities.

For more information, visit us at www.tcsion.com

Contact

To know more about the iON Human Resources Management Solution (HRMS) call us at 1800 209 6030

Email                             ion.salessupport@tcs.com

Toll Free Number     1800 209 6030

About Tata Consultancy Services Ltd (TCS)

TCS is a leading global IT and business solutions organization that has been partnering with clients across the value chain for more than 50 years. TCS offers a consulting-led, integrated portfolio of IT and IT-enabled infrastructure, engineering, and assurance services. This is delivered through its unique Global Network Delivery Model™, recognized as the benchmark of excellence in software development. A part of the Tata Group, India’s largest industrial conglomerate, TCS has a global footprint and is listed on the National Stock Exchange and Bombay Stock Exchange in India.

For more information, visit us at www.tcs.com

IT Services  Business Solutions  Consulting
People are the greatest assets of your enterprise and every year you spend considerable time and effort in managing your human resources. From recruitment and talent acquisition, to talent retention and development, you invest energies in carefully planning and executing various functions to create an efficient workforce. To simplify and automate these Human Resources (HR) related functions, we, at Data Consultancy Services (TCS), bring you the ION Human Resources Management Solution (HRMS). Covering the employee engagement lifecycle, our solution helps you meet your routine functions and comply with regulations, amidst growth.

Overview
An able workforce is an asset. Managing human resources well and retaining them, is therefore crucial in order to meet your business goals and objectives. While an automated and technologically sound solution greatly supports you in this endeavor, it brings with it challenges of maintenance costs and integration with other software and systems. Our on-demand ION Human Resource Management Solution (ION HRMS) helps you overcome these issues, covering the entire human resource management cycle, to give you a cost efficient and reliable system. Beginning with recruitment, our solution assists you through various phases of resource management in your organization. The solution not only helps you keep track of the career development of employees through promotions, appraisals, transfers, etc. and tracks parameters such as leave, loans, advances, claims and so on. Using our solution, you can better manage and utilize your human resources well and retaining them, is therefore crucial in order to meet your business goals and objectives.

Benefits
Bringing industry best practices to your HR functions, ION HRMS lets you assess and utilize your human resource potential completely. The solution
- Increases the operational efficiency and productivity of your HR department
- Reduces HR administrative costs
- Increases employee engagement and satisfaction
- Ensures seamless flow of information between employees, supervisors, managers and administrators
- Improves leadership development and succession
- Ensures data integrity within the enterprise
- Enables you to meet compliance and audit requirements
- Enables you to view graphical analysis of data using the analytical widgets

ION HRMS Functionalities

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<th>Organization Set-up and Configuration Management</th>
<th>Performance Appraisal and Promotion</th>
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<td>Training, Transfer, Deputation and Travel</td>
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<td>Time and Attendance</td>
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| Language, Location, Region Master                | Learning/Advance/Claim/Mort/Merit Transfer/Merit Application |
| Department, Workgroup Master                    | Leave Credit, Leave Balance |
| Skill, Qualification Master                      | Leave – Attendance/ On Duty Synchronization |
| Grade, Designation, Category Master              |                                   |
| Country, State, City Master                      |                                   |
| Holiday Calendar/ Diary and Financial Calendar   |                                   |
| Eligibility Rules                                |                                   |
| Global Parameters                                |                                   |
| Workflow Configuration                           |                                   |
| Manage User Access                               |                                   |
| Meta Data Configuration                          |                                   |
| Attendance/ On Duty Synchronization              |                                   |
| Training Calendar                                |                                   |
| Employee Training Plan                           |                                   |
| Training Application                             |                                   |
| Employee Feedback                                |                                   |
| Training Specific Questionnaire                  |                                   |
| Training History                                 |                                   |
| Transfer / Deputation Application                |                                   |
| Deputation Charge Report                         |                                   |
| Department Change Report (Handover/Takeover)     |                                   |
| Travel Application                               |                                   |
| On-Duty Application                              |                                   |
| Shift Master                                     |                                   |
| Employee Shift Manager                           |                                   |
| Shift/Rotation                                  |                                   |
| Upload Attendance                                |                                   |
| Attendance Slip & Date                          |                                   |
| Rest Day Master                                  |                                   |

An overview of the ION Human Resources Management Solution (ION HRMS)
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People are the greatest assets of your enterprise and every year you spend considerable time and effort in managing your human resources. From recruitment and talent acquisition, to talent retention and development, you invest energies in carefully planning and executing various functions to create an efficient workforce. To simplify and automate these Human Resources (HR) related functions, we, at Tata Consultancy Services (TCS), bring you the iON Human Resources Management Solution (iON HRMS). Covering the employee engagement lifecycle, our solution helps you meet your routine functions and comply with regulations, amidst growth.

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An able workforce is an asset. Managing human resources well and retaining them, is therefore crucial in order to meet your business goals and objectives. While an automated and technologically sound solution greatly supports you in this endeavor, it brings with it challenges of maintaining costs and integration with other software and systems. Our on-demand iON Human Resource Management Solution (ION HRMS) helps you overcome these issues, covering the entire human resource management cycle, to give you a cost-efficient and reliable system. Beginning with recruitment, our solution assists you through various phases of resource management in your organization. The solution also helps you keep track of the career development of employees through promotions, appraisals, transfers, etc. and tracks parameters such as leave, loans, advances, claims and so on. Using our solution, you can better manage and utilize your workforce, while reducing the administrative tasks and paperwork needed for it. Simple and easy to use, our solution can be accessed anytime and given you:

- Accessibility to check your organization’s growth
- Realtime, sophisticated workforce analytics for strategic decision making
- Ready to use reporting capability
- Innovative and customizable workflows to build a core foundation of your HR data and processes

Benefits

Bringing industry best practices to your HR functions, iON HRMS lets you assess and utilize your human resource potential completely. The solution

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iON HRMS Functionalities

- Promotion
- Separation
- Performance Appraisal and Promotion
- Employee Benefits
- Recruitment, Training, and Development
- Time and Attendance
- Additional Features
- Separation

An overview of the iON Human Resources Management Solution (ION HRMS)
ION provides a comprehensive solution that addresses varied IT requirements of your organization.

From hardware, network to ERP, ION is offered as a single service, i.e. a pay-as-you-use model, allowing you to leverage the solution’s true potential as your business grows. ION ensures integration of all processes along with ease of use of the software.

You gain from:

**Integrated solutions:** We offer single-window IT with a pre-integrated suite of hardware, network, software and services. We ensure that your functions are digitized, automated and connected. For example, if you are using a CRM solution along with a core ERP (like Bill Darro), we have a document management system to support files and a HRMS, we ensure that these solutions are connected and work as one. So for you, it is simply one IT and not multiple applications.

**Personalized solutions:** Although ION is a cloud service, the software is configurable to each business. You will always get the flavor of your business by picking and choosing what processes you would need. Furthermore, the multilingual capability of the software allows you to customize the solution label names to read in vernacular languages (like Hindi, Marathi, Tamil etc) enabling users to learn and operate the solution with ease.

**Increased agility:** We bring in the agility to keep pace with changing business parameters. The solution gives you increased convenience allowing you to perform various tasks from your middle device, no matter where you are. Being automatically compliant with statutory requirements, the solution ensures your company is always audit ready and legally compliant.

**A pay-as-you-use model:** Our model incurs no initial investment up front as we facilitate procurement of the IT infrastructure and software on rent for the duration of the contract. Additionally, you only pay for the number of users who actually use the software. Thus, you pay on what you use on a monthly basis which includes maintenance and training. Typically, the ION accounts rental within three months, when best practices are well followed.

**Automatic upgrades:** We continuously invest in our solutions to incorporate best practices. The software is constantly enriched based on user feedback and industry and statutory changes. You will get the upgrades without disrupting your business operations or any additional cost. Being in perpetual beta ensures that there is no technology obsolescence.

**Enhanced Business Continuity:** Our solution offers optimal performance in normal broadband connectivity along with a stringent security mechanism to ensure your data privacy is maintained. The capacity of the solution grows with your increasing computing needs and reduces the need for IT staff. The solution is resilient to failures as the service works from backup data centers in the event of a disaster, ensuring continuity of business operations.

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