



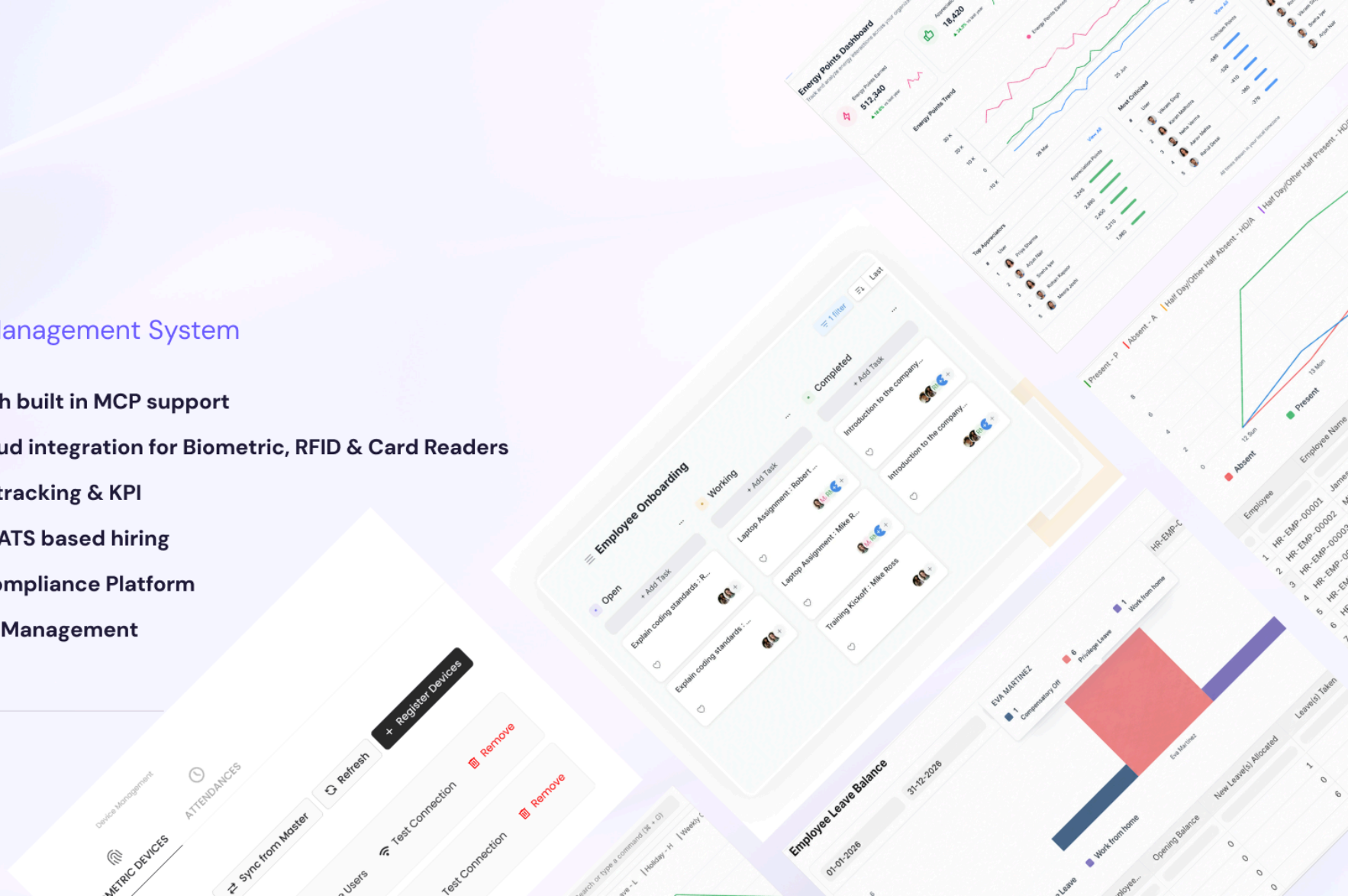
HROS

Next-Generation HR Management System

- AI ready HR system with built in MCP support
- Native Hardware to cloud integration for Biometric, RFID & Card Readers
- Employee performance tracking & KPI
- Employee screening & ATS based hiring
- Unified HR, Payroll & Compliance Platform
- Mobile First Workforce Management

Contact

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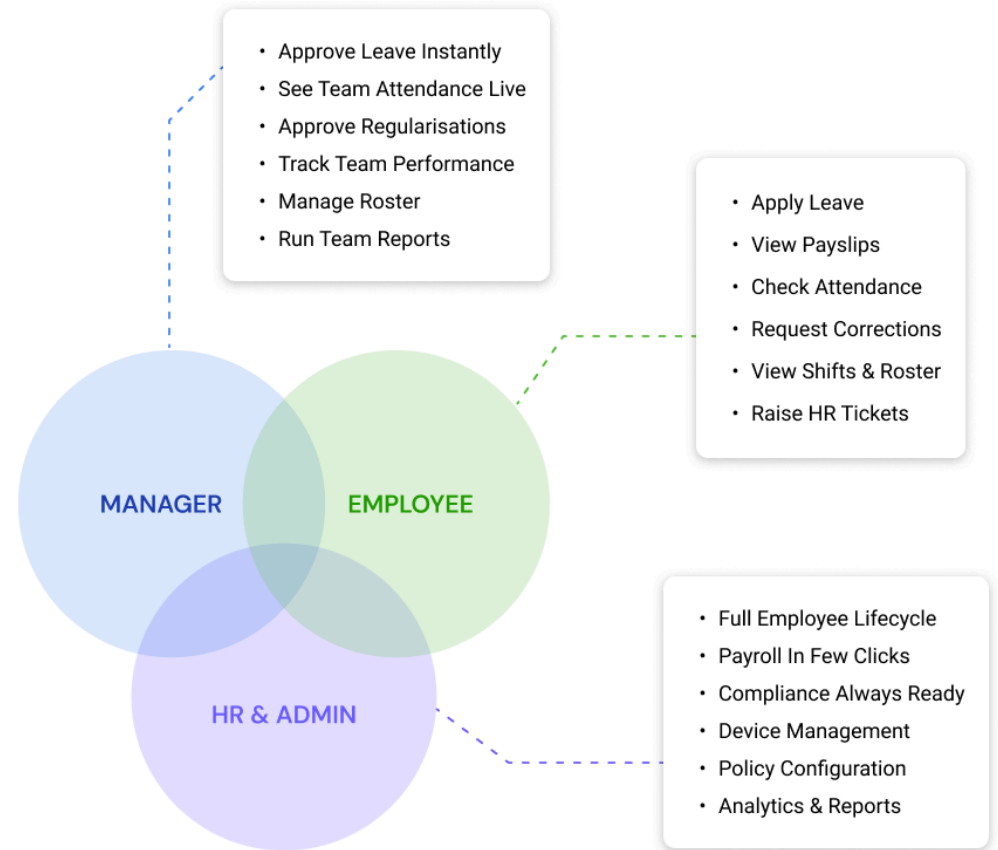


About HROS

What sets HROS apart is its Hardware-Native integrations where you control everything from a single interface. Track individual employee performance and KPI and hire candidates seamlessly with our ATS scanning and screening perfect candidates matching your job descriptions. All this with direct integration to payroll with tax compliance and generate instant salary slips & payslips

We initially built HROS to solve our own HR challenges. As we continuously refined it, we discovered that others were facing the exact same pain points. Without any formal productization or marketing, over 10 of our clients organically adopted HROS to manage their internal HR needs

HROS wasn't built to be a product; it was born as a real-world solution to a real-world problem.



Smart Office Access

Right People in Right Office Area

HROS maps your multi offices in a central control panel with employee clearance levels and every movement logged directly to cloud

Multi Location on Single Panel

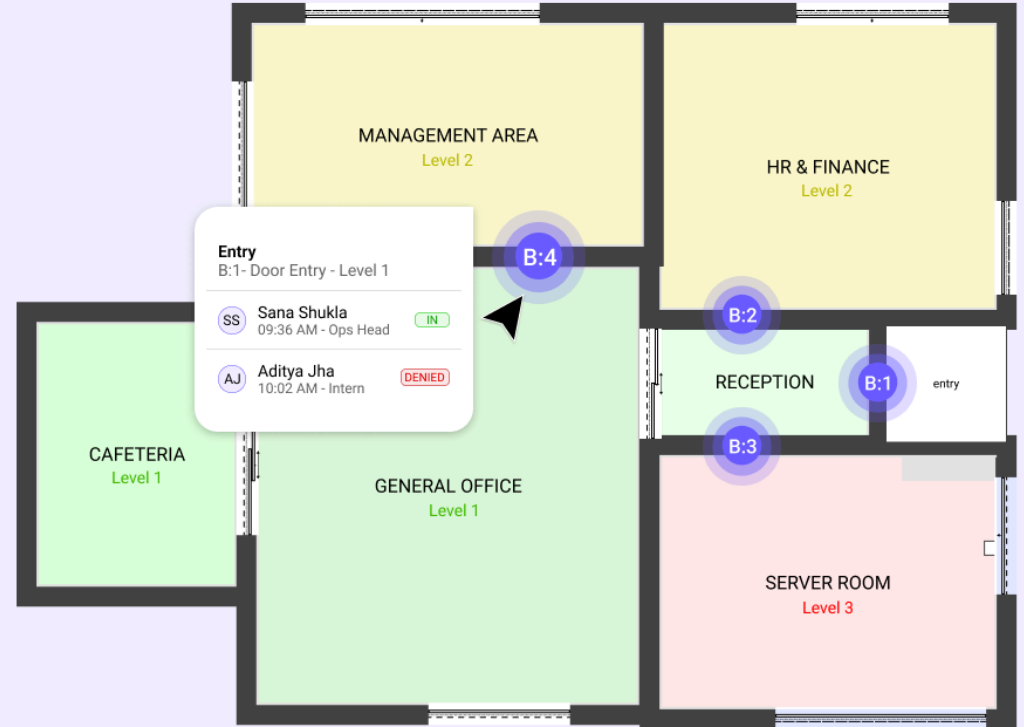
Register your employees once and they can access all your offices

Multi Hardware Supports

Natively supports Biometric, RFID and Card Readers with on demand support for face login

Audit Logs

Detailed access and movement logs for in/out movements



» Features

AI-Integrated ERP System

Ask Anything, Get Instant HR Answers

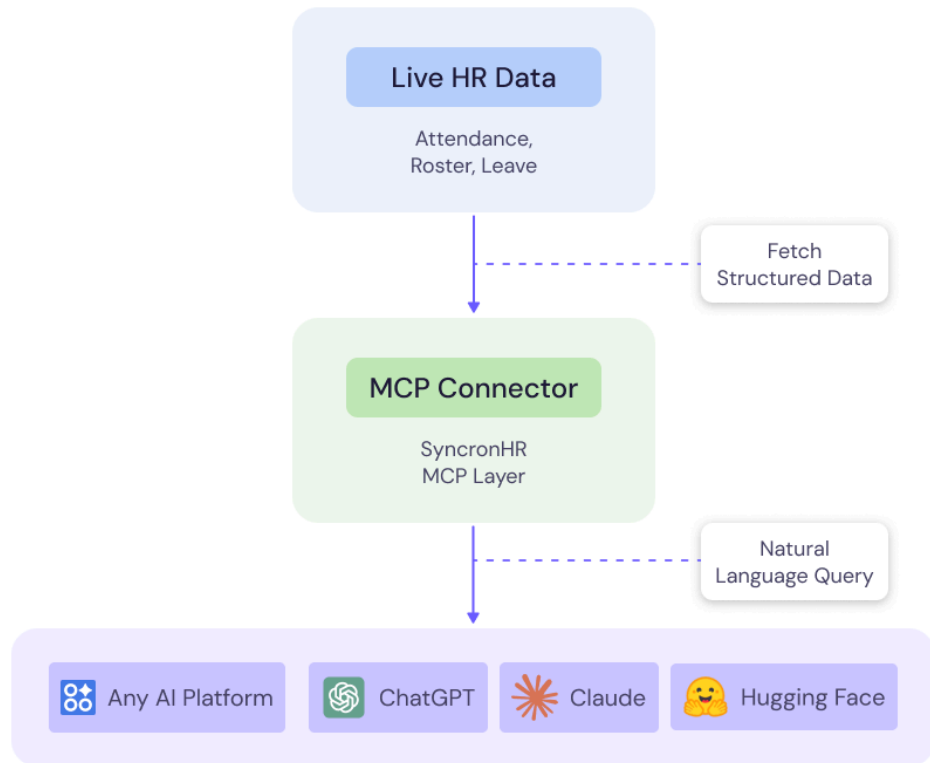
HROS connects to any AI platform via MCP so your HR team can query live workforce data in natural language, right from their AI assistant

🔒 Enterprise Grade Security

- Role-based AI access
- Every AI query is logged and audit ready

🔒 Why MCP?

- Connect any LLM you choose
- One integration works with every MCP compatible AI
- Real-time data, no stale exports or CSV uploads



Hardware-Native Attendance Integration

Biometric + Geofencing = Zero Proxy Attendance

HROS natively integrates with fingerprint scanners. Every check-in event is instantly synced with the HR system and geolocation validation prevents buddy punching

✓ Geofence-Based Attendance

Set geofenced perimeters for each site and ensure attendance is marked only within authorized locations

✓ Shift Aware Policies

Set shift based attendance rules with automatic handling of grace periods overtime and half day cutoffs based on employee assignments


✓ Access Zone Control

Zone-based access ensures only authorized employees can check in at designated areas

✓ Real-Time Sync & Offline Fallback

Syncs attendance in real time and securely stores data offline during connectivity loss then auto uploads once restored



 **master_device (Main Gate)** 10.86.14.9:4370 • Master ↓ Cache Users 📶 Test Connection 🗑️ Remove

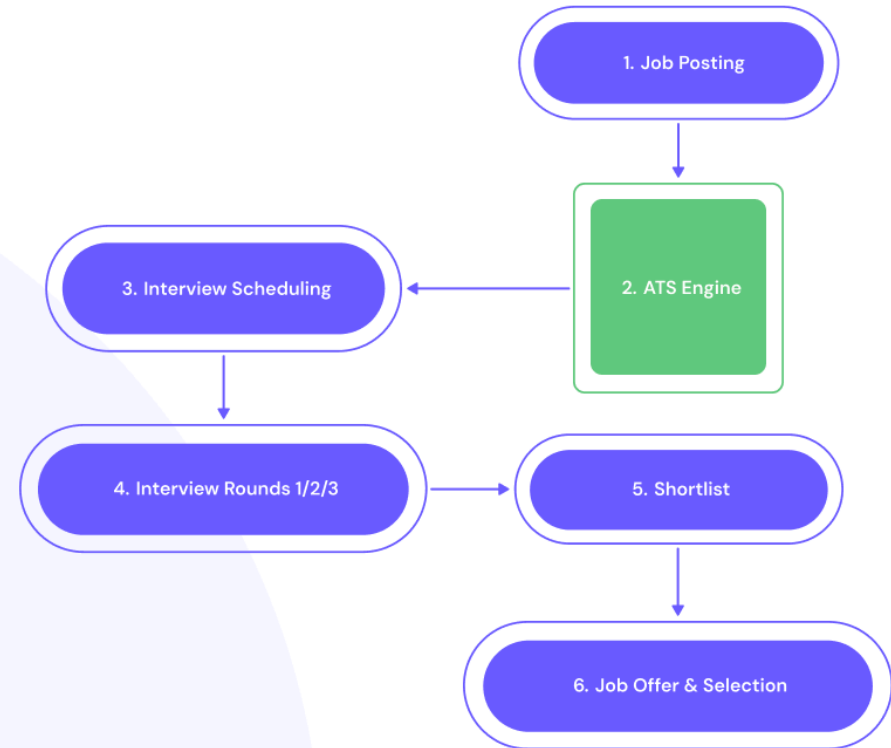
Emp-ID	Employee Name	Shift	Log Type	Log Time	Sync to Cloud
HR- EMP-00001	James Anderson	Standard...	IN	09:15AM	Yes
HR- EMP-00002	Michael Brown	Standard...	OUT	05:45PM	Yes
HR- EMP-00003	William Taylor	Standard...	DENIED	02:13PM	Yes

ATS Based Hiring

From Job Post to Offer = Faster Hiring Decision

Let AI scan your candidates based on individual job descriptions and shortlist the perfect candidates avoiding manual screening and shortlisting

- ✔ **ATS Based Screening**
- ✔ **Dynamic Job Posting**
- ✔ **Milestone Visibility**
- ✔ **Candidate Pipeline Analytics**
- ✔ **Employee Onboarding Integration**
- ✔ **Smart Reporting & Decision Support**



Employee Monitoring Agent

Check In to Insights = Real Work Visibility

Our Agent goes directly on your employees system and monitors their activity as he checks in tracking key metrics & KPI for each employee

Web Session Check In

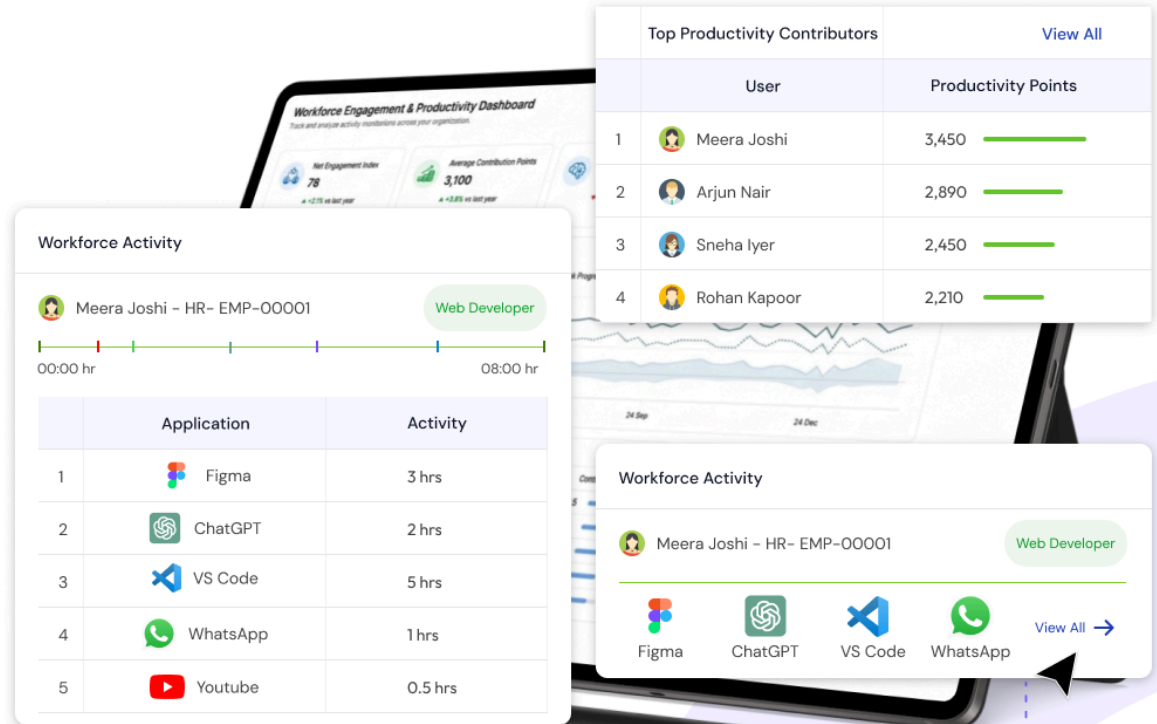
Employees start their workday with a secure browser based check in directly into HROS

Continuous Activity Tracking

Monitor web activity signals at configured intervals during office hours to understand active work behavior

Performance Reflection

Convert activity intelligence into measurable data that supports employee performance evaluation and KPI tracking

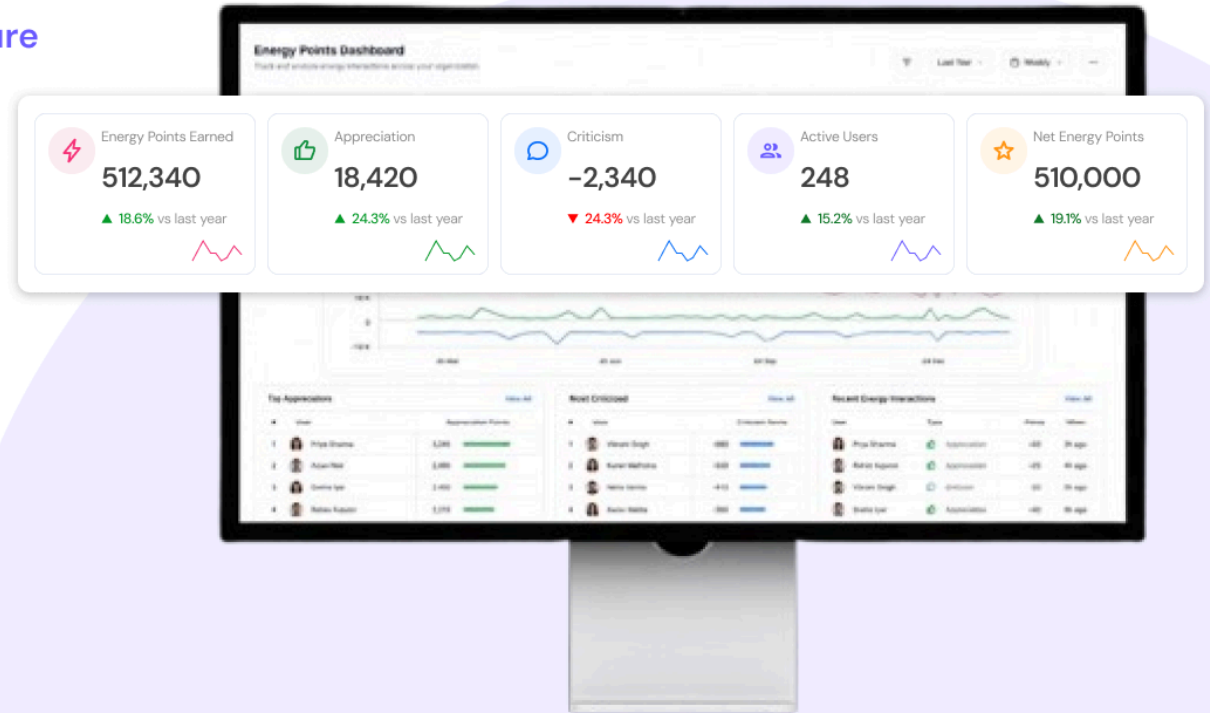


Employee Performance KPI

Track to Improve = Stronger Performance Culture

Closely integrated with our Monitoring Agent, gives you a more detailed view of your employees performance and KPI

- 🛡️ Live KPI Scorecards
- 🛡️ Department Level Benchmark
- 🛡️ Top Performer Recognition
- 🛡️ 360° Feedback
- 🛡️ Appraisal Cycle



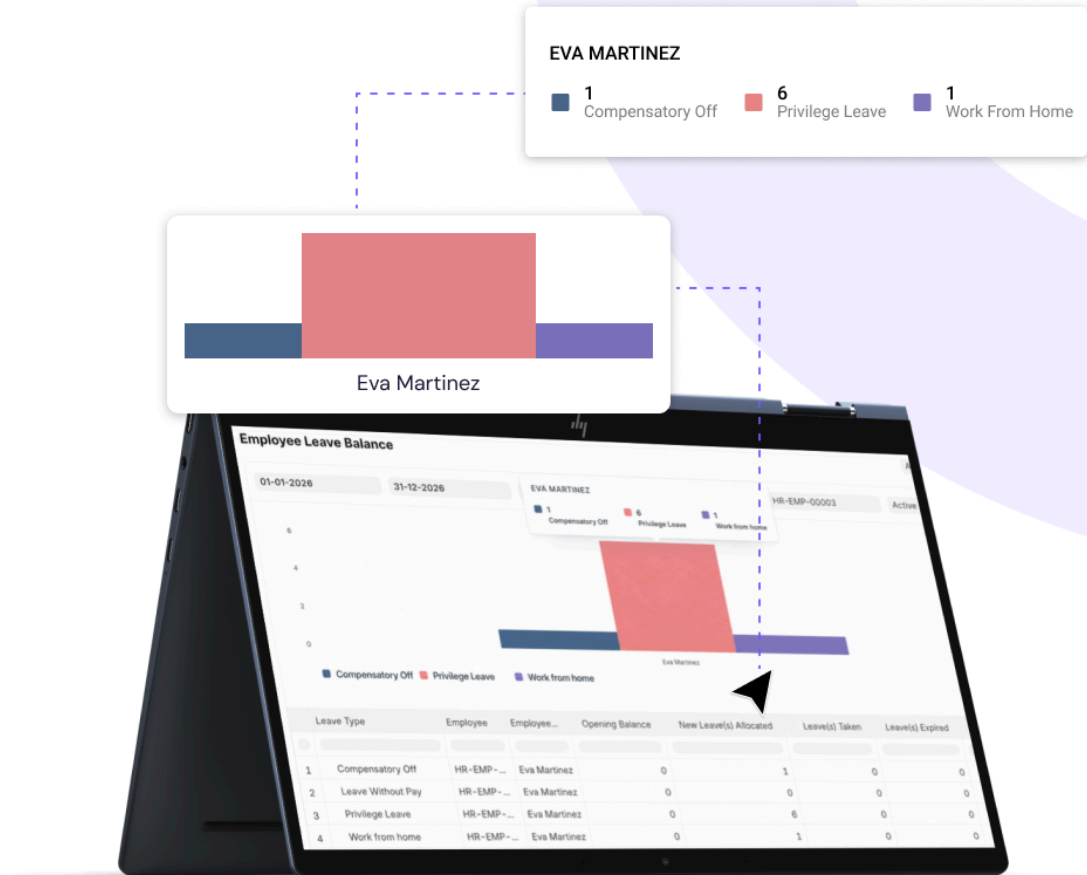
» Features

Leave Management

Leave to Approval = Effortless Leave Management

Simplify how employees request and manage time off with a system that's clear, consistent and policy driven. Eliminate confusion, reduce back-and-forth and give teams full visibility into leave balances and approvals

- ✔ **Configurable Leave Policies**
- ✔ **Seamless Request & Approval Flow**
- ✔ **Holiday Calendar Integration**

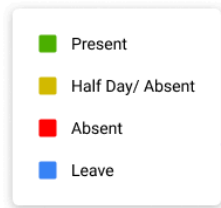
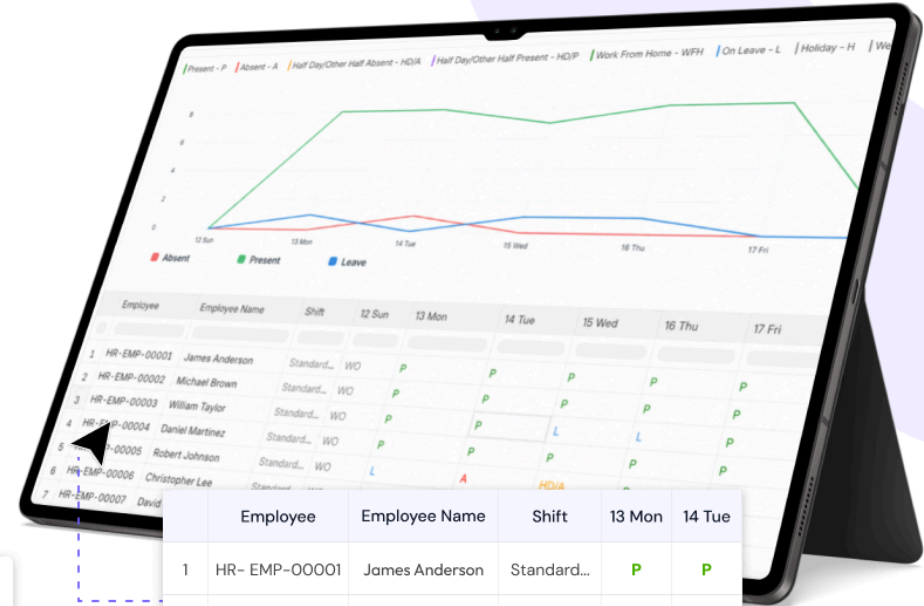


Attendance Management

Check In to Report = Accurate Workforce Tracking

Capture and track attendance with precision using real-time, location aware systems. Eliminate manual errors, ensure compliance and gain complete visibility into workforce activity across devices

- ✔ Shift & Roster Alignment
- ✔ Attendance Reports & Alerts
- ✔ Geo-Location Check-In & Check-Out



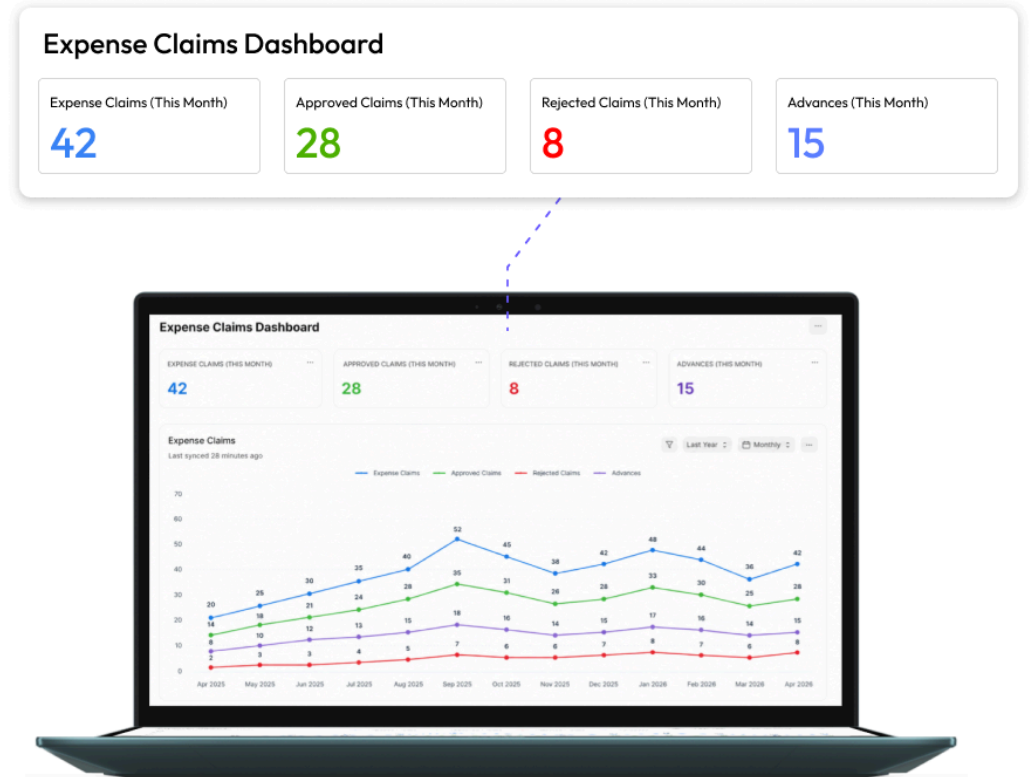
	Employee	Employee Name	Shift	13 Mon	14 Tue
1	HR- EMP-00001	James Anderson	Standard...	P	P
2	HR- EMP-00002	Michael Brown	Standard...	P	HD/A
3	HR- EMP-00003	William Taylor	Standard...	L	P
4	HR- EMP-00002	Michael Brown	Standard...	P	A

Expense Claims & Advances

Submit to Approval = Effortless Expense Control

Manual expense tracking means lost receipts, delayed reimbursements and finance teams drowning in paperwork. HROS digitizes the entire journey from the moment an employee makes a purchase to the moment it reflects in your books with zero back and forth and full financial accountability


- 🔒 Digital receipt capture & upload
- 🔒 Employee advance management
- 🔒 ERPNext accounting integration
- 🔒 Multi-level approval routing

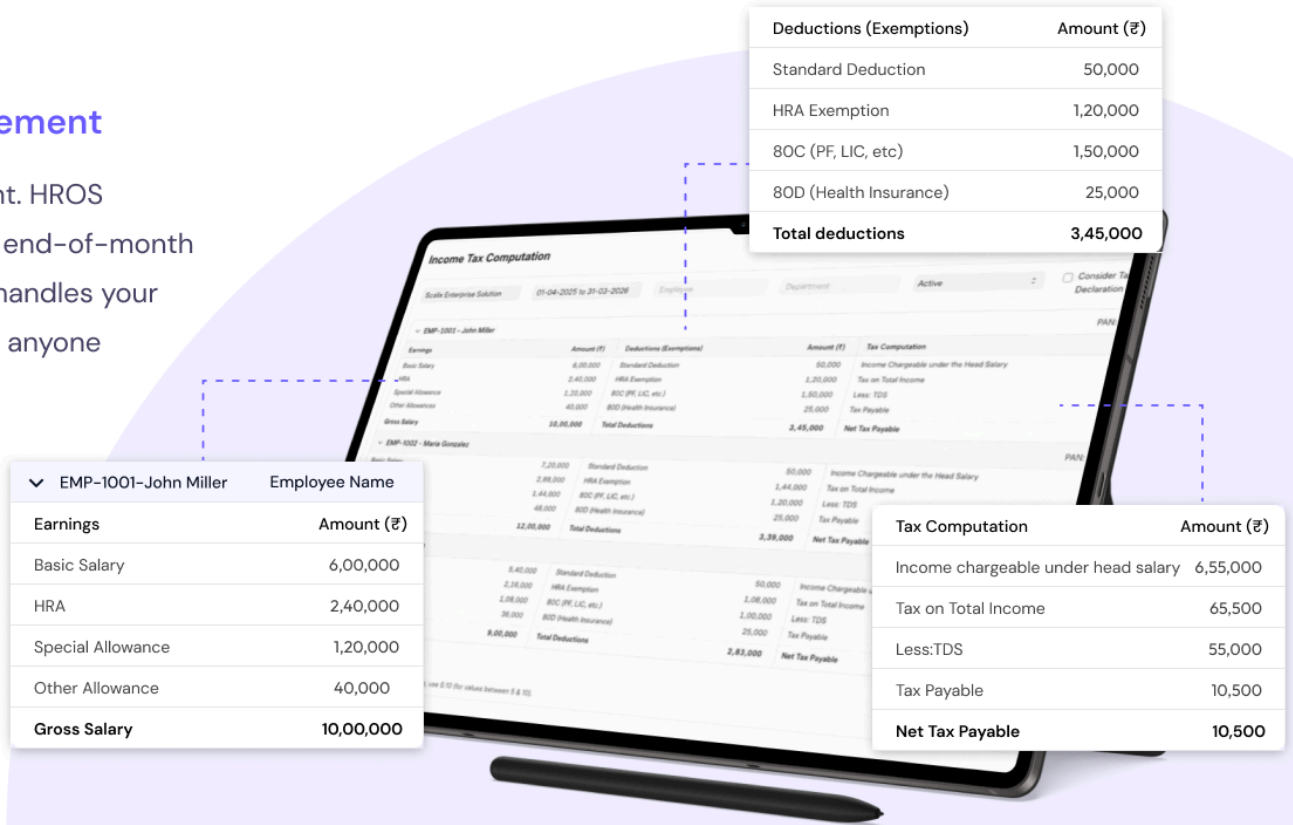


Payroll & Taxation

Salary to Payslip = Accurate Payroll Management

A single payroll error can erode employee trust overnight. HROS eliminates manual calculation, statutory guesswork and end-of-month chaos by running a fully automated payroll engine that handles your salary structures, tax obligations and payments without anyone touching a spreadsheet

-  **Salary Structure Builder**
-  **Income Tax Slabs**
-  **Off-Cycle Payments**
-  **Payslip Intelligence**



Deductions (Exemptions)	Amount (₹)
Standard Deduction	50,000
HRA Exemption	1,20,000
80C (PF, LIC, etc)	1,50,000
80D (Health Insurance)	25,000
Total deductions	3,45,000

EMP-1001-John Miller	Employee Name
Earnings	Amount (₹)
Basic Salary	6,00,000
HRA	2,40,000
Special Allowance	1,20,000
Other Allowance	40,000
Gross Salary	10,00,000

Tax Computation	Amount (₹)
Income chargeable under head salary	6,55,000
Tax on Total Income	65,500
Less:TDS	55,000
Tax Payable	10,500
Net Tax Payable	10,500

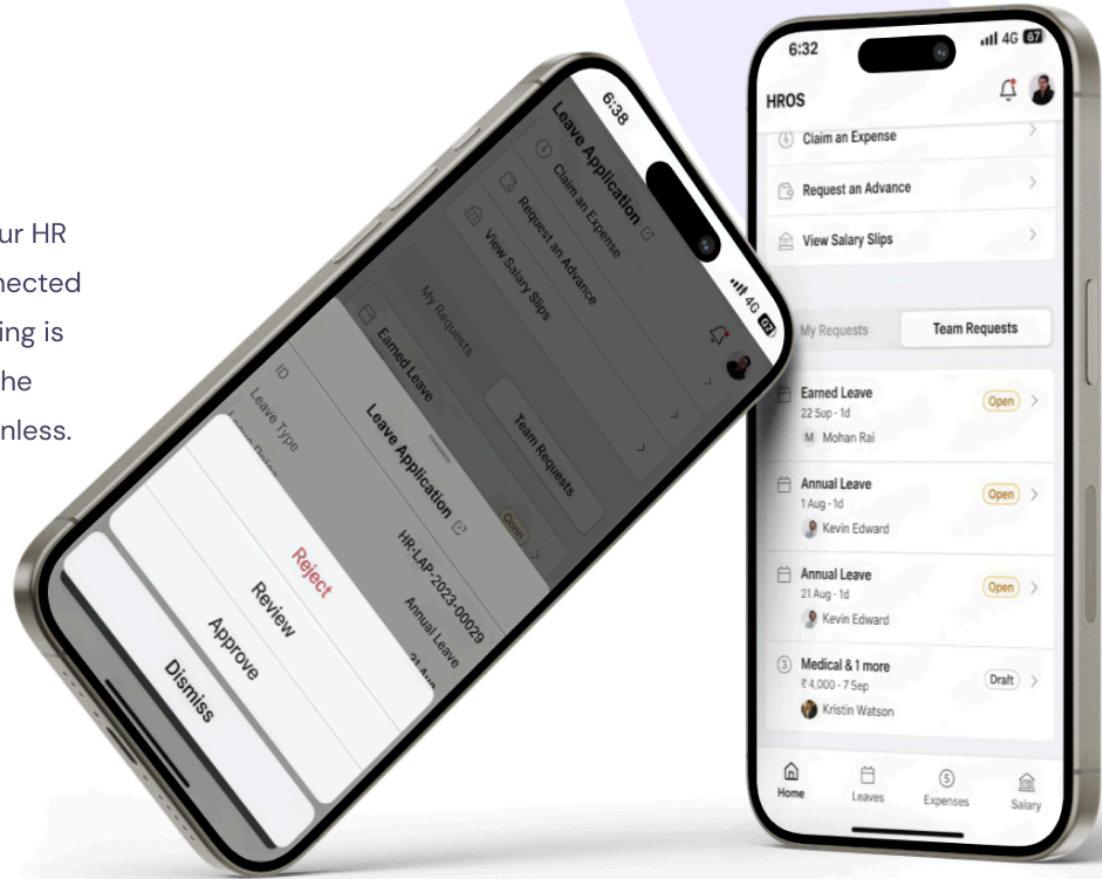
» Features

HROS Go

Build for Mobility = Designed for Speed

Work doesn't happen at a desk anymore and neither should your HR system. With HROS on mobile, your entire workforce stays connected and in control. From quick actions to critical approvals, everything is just a tap away. Whether employees are on-site, remote or on the move, HROS ensures HR processes stay fast, flexible and frictionless.

- 🛡️ **Mobile Check-In / Check-Out**
- 🛡️ **Expense Claims on Mobile**
- 🛡️ **Employee Profile Access**
- 🛡️ **Apply & Approve Leaves**





Thank you

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