Comprehensive HRMS Solution

for Medium to Large-Scale Organizations

Here's **What is Next**?

A Detailed Feature Overview and Competitive Comparison
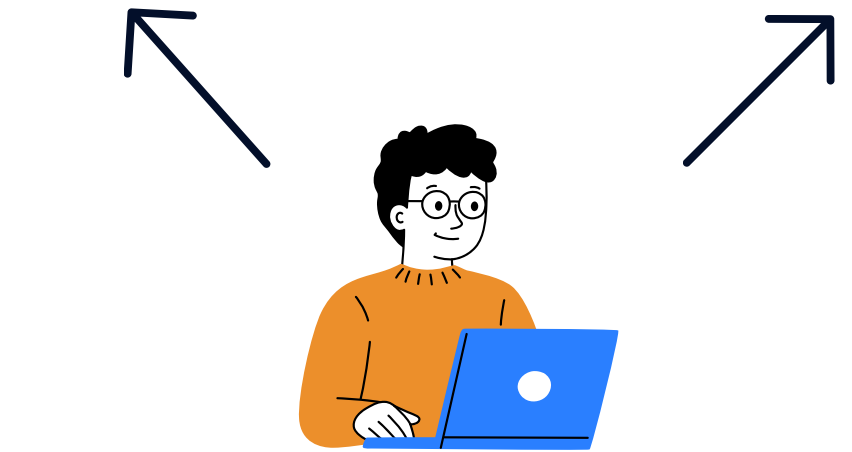
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Open-Source Flexibility

Being open-source, Dexciss HRMS allows for extensive customization and flexibility. Organizations can tailor the system to meet their specific needs without being constrained by vendor-imposed limitations.

Cost-Effectiveness

Dexciss HRMS: As an open-source solution, Dexciss HRMS is generally more cost-effective, eliminating high licensing fees and reducing overall expenditure. It is ideal for organizations looking to optimize their HRMS budget without compromising on features.

Transparency and Security

Dexciss HRMS: Offers complete transparency with its source code, allowing organizations to thoroughly vet the system for security vulnerabilities and implement their own security measures.

Feature-Packed Functionality

Dexciss HRMS: Offers a comprehensive suite of features comparable to mainstream HRMS solutions like PeopleSoft. It includes modules for payroll management, performance tracking, recruitment, employee self- service, attendance, and more, ensuring all HR processes are covered efficiently.

Scalability and Integration

Dexciss HRMS: Easily scalable and can integrate with a wide range of third-party applications due to its open-source nature. This ensures it can grow with the organization and adapt to changing technological landscapes.

Advanced Automation Capabilities

Dexciss HRMS: Includes advanced automation features that streamline repetitive HR tasks such as employee onboarding, leave approvals, payroll processing, and performance evaluations. This automation reduces manual workload, minimizes errors, and improves overall efficiency.

What makes Dexciss HRMS

SPECIAL

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Modules & Sub-Modules

These modules and sub-modules highlight the comprehensive capabilities of Dexciss HRMS, designed to address various aspects of HR management efficiently and effectively.

01 Employee Management

- Employee Information: Personal details, contact information, emergency contacts.
- Employee Onboarding: New hire orientation, document verification, onboarding checklists.
- Employee Offboarding: Exit interviews, clearance processes, document collection.

02 Attendance Management

- Time Tracking: Clock-in/clock-out, work hours tracking.
- Leave Management: Leave requests, leave balances, approval workflows.
- Shift Management: Shift scheduling, shift swaps, overtime tracking.

04 Performance Management

- Goal Setting: Individual and team goals, KPIs.
- Performance Reviews: Self-assessments, peer reviews, manager evaluations.
- Appraisal Management: Appraisal cycles, performance ratings, feedback.

03 Payroll Management

- Salary Structure: Salary components, deductions, allowances.
- Payroll Processing: Salary calculations, payslip generation, payroll summaries.
- Compliance Management: Tax calculations, statutory compliance, filings.

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05 Recruitment Management

- Job Posting: Job requisitions, job descriptions, posting to job boards.
- Applicant Tracking: Candidate applications, resume parsing, interview scheduling.
- Onboarding: New hire setup, onboarding tasks, welcome emails.

08 Benefits Administration

- Benefits Enrollment: Health insurance, retirement plans, and other benefits.
- Benefit Tracking: Benefit usage, eligibility, claims processing.
- Wellness Programs: Employee wellness initiatives, participation tracking.

06 Training and Development

- Training Programs: Course creation, training schedules, enrollment.
- Learning Management: Online courses, training materials, progress tracking.
- Certification Management: Certification tracking, renewal reminders, skill assessments.

09 Time and Project Management

- Project Tracking: Project assignments, progress tracking, deadlines.
- Timesheet Management: Timesheet entries, approval workflows, project hours.
- Resource Allocation: Resource planning, workload management, utilization reports.

07 Employee Self-Service

- Self-Service Portal: Personal information updates, document uploads.
- Request Management: Leave requests, travel requests, expense claims.
- Notifications and Alerts: Announcements, policy updates, reminders.

10 Reporting and Analytics

- Standard Reports: Attendance reports, payroll summaries, performance reports.
- Custom Reports: Customizable report templates, data export options.
- Analytics: Real-time HR metrics, graphical dashboards, trend analysis.

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Key Features

Employee Self-Service Portal: Employees can view and update their personal information, apply for leaves, submit timesheets, and access payslips, enhancing transparency and reducing HR administrative tasks.

Automated Payroll Processing: Seamless payroll management with automatic calculation of salaries, taxes, and deductions. Generates detailed payslips and ensures compliance with statutory regulations.

Attendance and Leave Management: Efficient tracking of employee attendance through multiple methods (biometric, RFID, web-based clock-in/out). Comprehensive leave management system with customizable leave types and approval workflows.

Performance Management: Tools for setting employee goals, conducting regular performance reviews, and managing appraisals. Includes 360-degree feedback and performance analytics to aid in employee development.

Recruitment and Applicant Tracking: Streamlined recruitment process from job posting to hiring. Features resume parsing, candidate screening, interview scheduling, and onboarding workflows.

Training and Development: Manages employee training programs, tracks progress, and maintains training records. Supports online learning modules and certification tracking.

Advanced Reporting and Analytics: Generates insightful HR reports and dashboards. Customizable analytics provide a comprehensive view of HR metrics, aiding in strategic decision-making.

Compliance Management: Ensures adherence to local labor laws and regulations. Automates compliance-related tasks such as tax filings, statutory reports, and audit trails.

Shift and Schedule Management: Manages employee shifts, schedules, and rosters. Supports shift swapping, overtime tracking, and ensures optimal workforce allocation.

Document Management: Centralized storage for employee documents with secure access. Facilitates easy retrieval, sharing, and management of HR-related documents.

Mobile Accessibility: Mobile-friendly interface allowing employees and managers to access HRMS functionalities on the go. Enhances convenience and productivity.

Custom Workflows and Approvals: Allows customization of HR workflows to match organizational processes. Automates approval processes for various HR tasks, ensuring consistency and efficiency.

Integration Capabilities: Seamless integration with other enterprise systems such as ERP, CRM, and third-party applications. Enhances data flow and operational efficiency across the organization.

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Darwinbox HRMS

VS

Dexciss HRMS

Parameter	Dexciss HRMS	Darwinbox
Pricing & Licensing	🟩 Free, open-source, no user fee	🚩 Paid SaaS, per-user/month cost
Ownership & Hosting	🟩 You choose on-prem / private cloud	🚩 Only on Darwinbox's cloud
Customization	🟩 Fully customizable (code & workflows)	🚩 Limited, vendor-dependent
Vendor Lock-in	🟩 None — can move anytime	🚩 Complete lock-in
Payroll & Compliance	🟩 Multi-country, easily tailored	🟩 Strong in India & GCC, add-ons needed
Performance & Appraisals	🟩 Flexible OKRs, 360, automated reviews	🟩 Rich performance features
Attendance & Timesheets	🟩 Integrated with payroll & projects	🟩 Strong attendance & leave
Recruitment (ATS)	🟩 Complete hiring & onboarding suite	🟩 Dedicated recruitment module

COMPARE

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Parameter	Dexciss HRMS	Darwinbox
Employee Self-Service (ESS)	🟩 Highly tailored self-service portal	🟩 Modern UX, standard workflows
Employee Helpdesk	🟩 Fully customizable, tied to HR records	🟩 Standard helpdesk workflows
Facial Recog & Biometrics	🟩 Works with any hardware, open API	🟩 Available, tied to select vendors
Dashboards & Reports	🟩 Build-your-own + BI tools plug-in	🟩 Standard dashboards, upgrades paid
APIs & Integration	🟩 Open REST, Python, JS integrations	🚩 Limited scope, deeper ERP integration lacking
Full ERP Scope	🟩 Includes Accounting, CRM, Inventory, Manufacturing, Projects	🚩 Pure HRMS, no direct manufacturing or accounting
Community & Ecosystem	🟩 Global community, no lock-in	🚩 Proprietary support only
Cost of Ownership (5 yrs)	🟩 ~80-90% lower vs proprietary SaaS	🚩 High recurring costs

COMPARE

PeopleSoft HRMS **VS** Dexciss HRMS

Feature	PeopleSoft HRMS	Dexciss HRMS
Deployment Options	On-Premise, Cloud	Cloud, On-Premise
User Interface	Traditional, Complex	Modern, User-Friendly
Customization	High customization potential, Requires technical expertise	Highly customizable, Low-code development
Integration	Seamless integration with only Oracle products	Seamless integration with 3rd party apps
Modules	Comprehensive (HR, Payroll, Benefits, Talent Management, etc.)	Comprehensive (Employee Management, Payroll, Recruitment, etc.)
Scalability	Highly scalable for large enterprises	Scalable for SMEs and large enterprises

COMPARE

Feature	PeopleSoft HRMS	Dexciss HRMS
Cost	Higher total cost of ownership (TCO)	Lower total cost of ownership (TCO)
Implementation Time	Longer implementation cycle	Upto 4x Faster implementation
Support and Maintenance	Extensive support from Oracle, Third-party vendors	Active community support, Dexciss support options
Mobile Access	Available at extra charge	Bundeled
User Community	Declining user community	Growing user community
Security Features	Robust security features, compliance with various standards	Strong security features, compliance with GDPR, etc.
Reporting and Analytics	Advanced reporting and analytics capabilities	Built-in reporting tools, customizable reports
Training and Documentation	Extensive training resources, certification programs	Comprehensive documentation, online training resources

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Feature	PeopleSoft HRMS	Dexciss HRMS
Updates and Upgrades	Regular updates from Oracle	Regular updates, Community-driven improvements
Industry Adoption	Limited because of limited customization options	Growing adoption, particularly in tech-savvy sectors
AI and Automation	Advanced AI and automation features	Integrates with AI and automation tools
Workflow Management	Complex workflow capabilities	Flexible workflow management
Data Migration	Extensive data migration tools available	Smooth data migration process with built-in tools

COMPARE

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Is **Dexciss HRMS** the clear winner?

Answer is YES.

👉*Let's move to the next slide to find out why!*

✅ **Total Cost Advantage:**
No license fees, minimal ongoing costs, ~80-90% lower total cost of ownership vs traditional or SaaS systems.

✅ **Full Control & Zero Lock-in:**
You own the data, infrastructure, and can shift to any partner anytime — unlike other HRMS which lock you into their ecosystem.

✅ **Rapid Implementation:**
Deploys up to 4x faster than heavy enterprise systems.

✅ **Highly Customizable:**
Tailor workflows, appraisals, payroll, and compliance exactly to your needs — low-code friendly, without costly vendor dependency.

✅ **Modern, User-Friendly:**
Dexciss HRMS offers a clean, intuitive, web/mobile experience, bundled mobile access, and seamless self-service.

✅ **Full ERP Ecosystem:**
It's not just HR — integrates with accounting, CRM, inventory, projects, and manufacturing in one platform. Other HRMS systems require separate ERPs.

✅ **Robust Security & Compliance:**
GDPR-ready, plus you decide on your audit protocols and data privacy — giving you more confidence than typical SaaS platforms.

✅ **Future-Proof with AI & Integrations:**
Connects with IoT, AI, BI tools, and new automations easily via open REST, Python & JS APIs — far ahead of proprietary systems' rigid integrations.

> *If you're seeking freedom, cost savings, faster ROI, and the power to tailor your HRMS around your unique business, Dexciss HRMS is the clear winner over both PeopleSoft and Darwinbox.*

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95%
Success cases

Dexciss HRMS has more success rate then any other main-stream propietiery HRMS application.

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