



Complete Human Capital Management inside Oracle NetSuite



ORACLE
NetSuite + **azdan**



• Modern way to grow your business •

We've pursued our vision to become one of the leading consultancy firms using our richer understanding of —and deeper commitment to— business advisory and consultancy that has come into focus before technology as we have refined our views of what it means to be a leader.

We will succussed by Building strong commitments



Consultants



Clients



Partners



Stakeholders

Azdan Global Offices



Dubai, UAE – Global GCC HQ

Mazaya Business Avenue AA1, 2403, JLT
+971-56-182-0661
talin@azdan.com



Cairo, Egypt

Abrag Elgezira 1, Ali Elkourdy St., Maadi
+2 0122-810-1190
jack.tadros@azdan.com



Riyadh, KSA

Al Olaya Road, Riyadh
+966-50-620-6094
samer.tharwat@azdan.com



Abu Dhabi, UAE

Al Marakib Street, Silver Tower, Glass Qube Offices,
Abu Dhabi, UAE
+971-56-182-0661
talin@azdan.com



Texas, USA

182-21 150th Avenue, AUH 9799
Springfield Gardens, NY 11413
+1 (346) 210-9007
shaista.jivani@azdan.com



New York, USA

182-21 150th Avenue, AUH 9799 Springfield
Gardens, NY 11413
+1 (346) 210-9007
shaista.jivani@azdan.com



Complete Human Capital Management built inside Oracle NetSuite ERP



BUILT-IN FLEXIBILITY

Scale up, spin off, adopt new business models



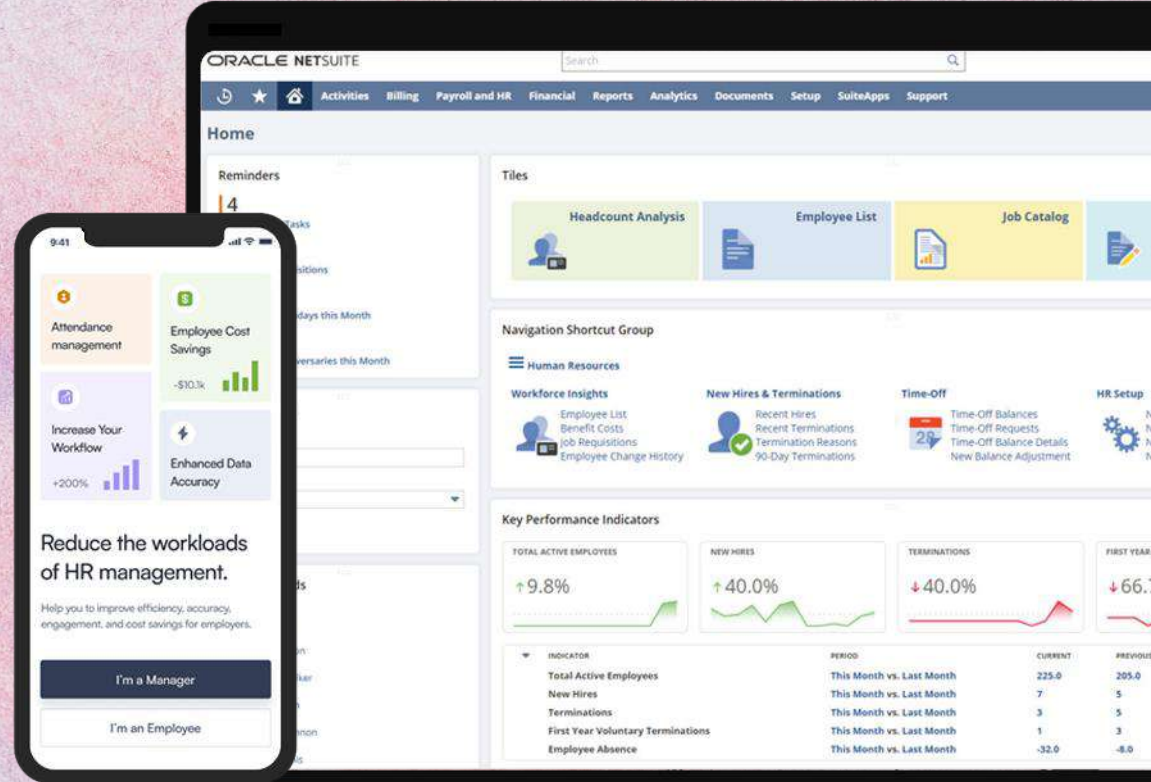
CONNECTED-READY HCM

Employee-facing system with a customizable experience.



NATIVE BUSINESS INTELLIGENCE

Use native NetSuite features like Real-time analytics.



Azdan Capabilities



Digital Advisory

Helping clients reimagine their business for the digital age, leading the digital transformation.



Implementation

Azdan 7 proven linked stages to support long-term success of the solution deployment.












Software Development

Azdan leverages and integrates disruptive technologies through innovative development.



Operational Rollout

we accompany your team to make sure that the deployment is running smoothly.

 Agrimatco	 Treach GROUP	 HEA INVESTMENTS
 FOS FOS ENERGY LLC		 ROTANA STAR RENT A CAR
 الحرييد AL JURAIID®	 7dental center	 INTERTEC INTERTECH VISION MIDDLE EAST

InoPeople Solution Overview

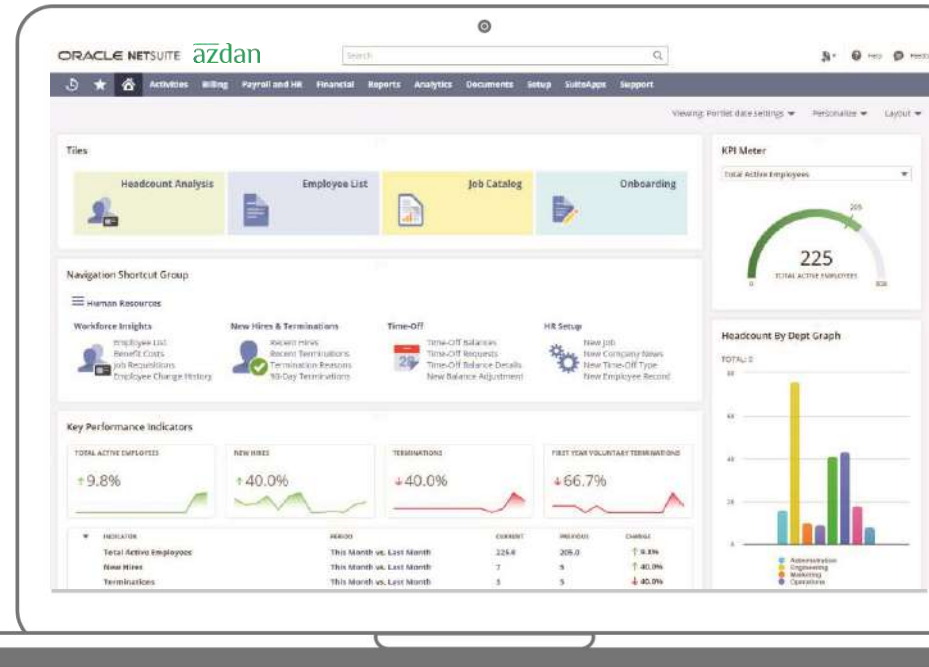
Human Capital Management

InoPeople is a Human Resources SuiteApp that is built for Oracle NetSuite. It was developed in compliance with the local employment rules and regulations throughout GCC, Levant and North Africa.

Key Benefits

- Centralized solution to manage global employees
- Provides real-time people analytics
- Connects HR data with financials and procurement
- Payroll Automation
- Employee self-service
- Recruitment
- Performance Appraisal

“ InoPeople enables organizations to automate their daily HR processes to help building a better workplace environment and achieving HR goals more effectively.



InoPeople - Organizational Planning & Setup

Class, Department,
Location, Subsidiary



Document
Management



Time-Off Plans &
Work Calendar



Employee
Record



Employee Categories &
Statuses



Custom Roles &
Permissions

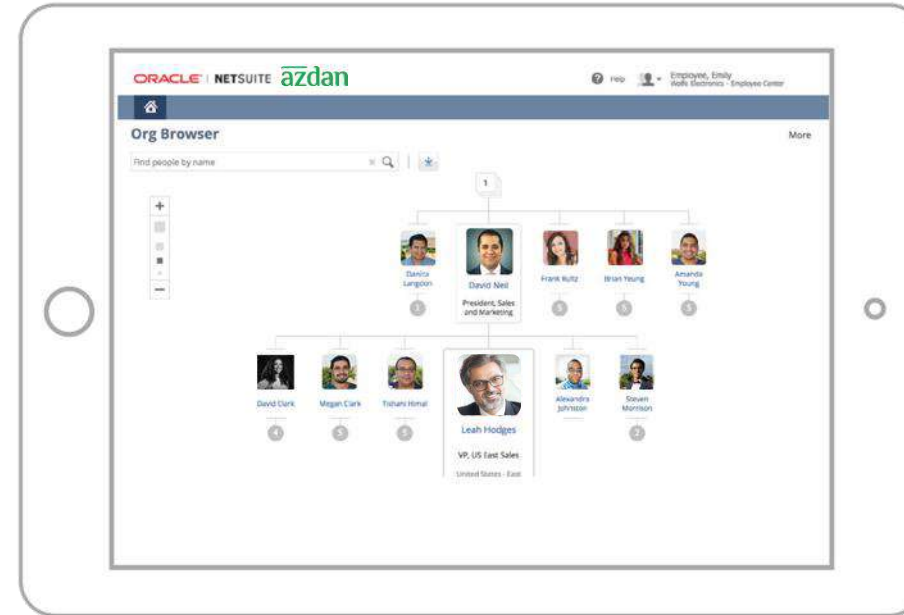


Employee Record
Standards

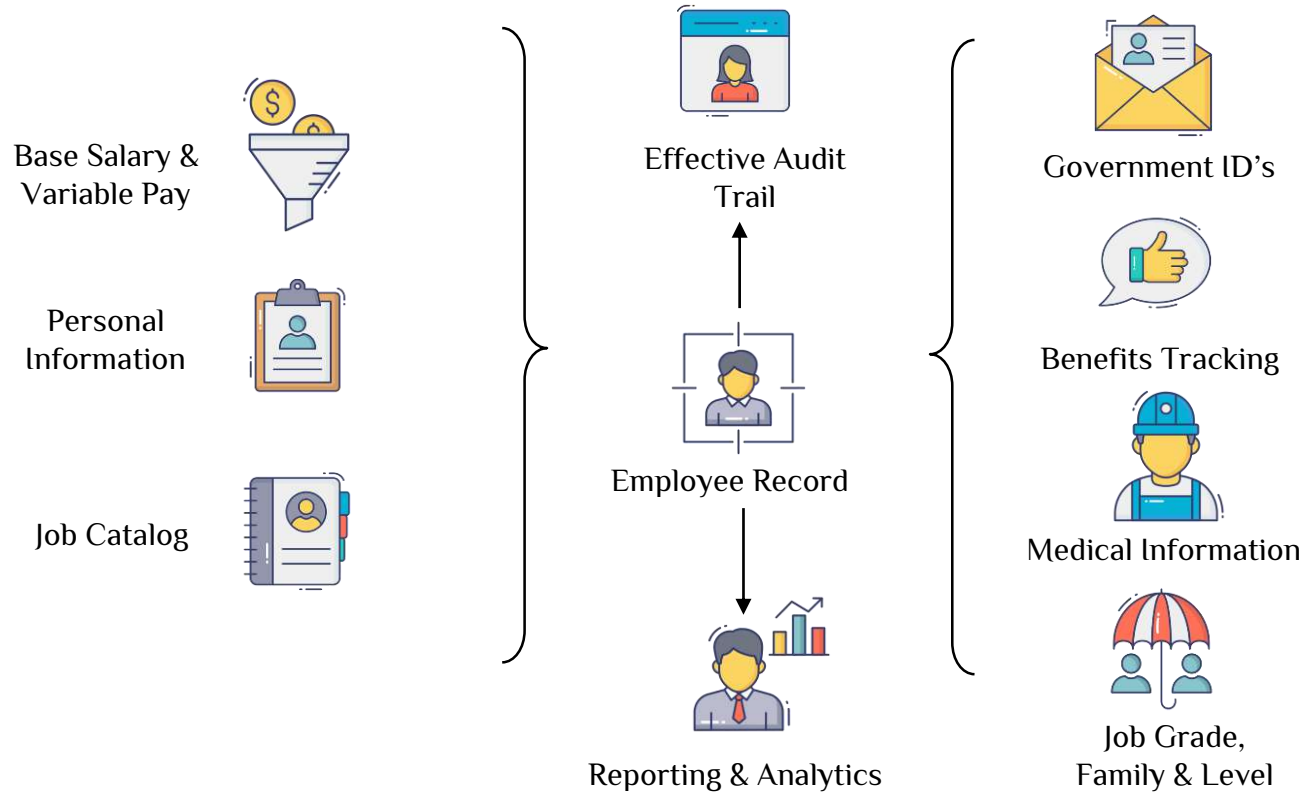
Core HR Capabilities

- Employee directory including all employees' information
- Employee assignment history
- Employee belongings
- Employee dependencies
- Organization structure
- Role-based access (field-level security)
- Trend analysis, KPIs
- Role-based and user-based configurable dashboard
- Multi-layer approval workflows
- Alerts and notifications (contract expiry, birthdays, passport expiry, documents expiry, etc..)

“ InoPeople meets all the local requirements for the HR and Payroll in Middle Eastern Countries.



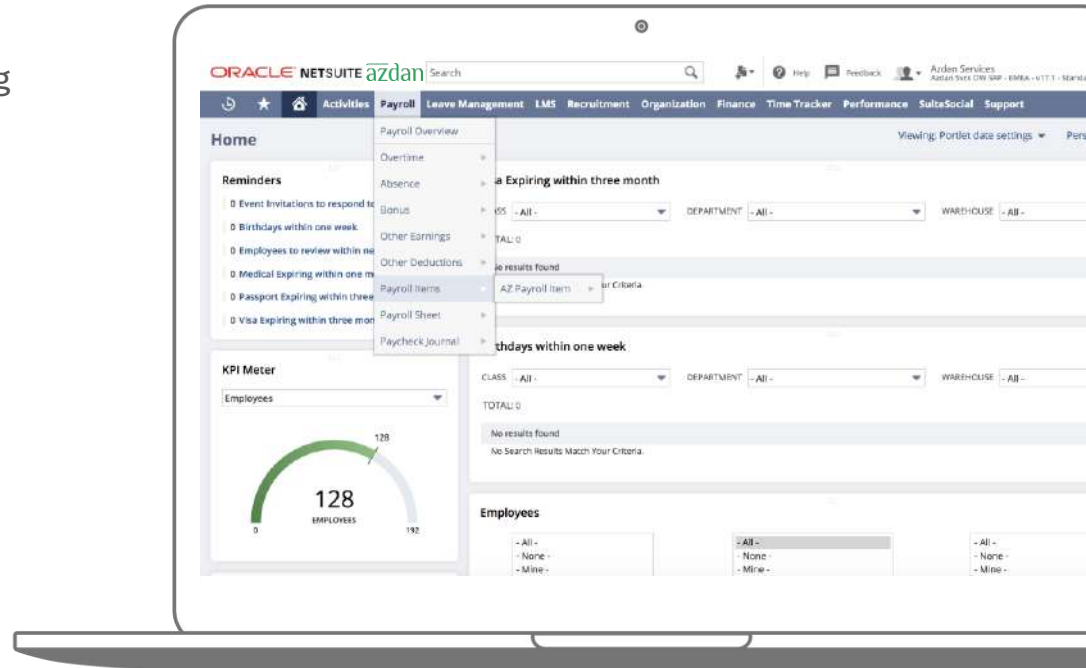
InoPeople - Employee Record Management



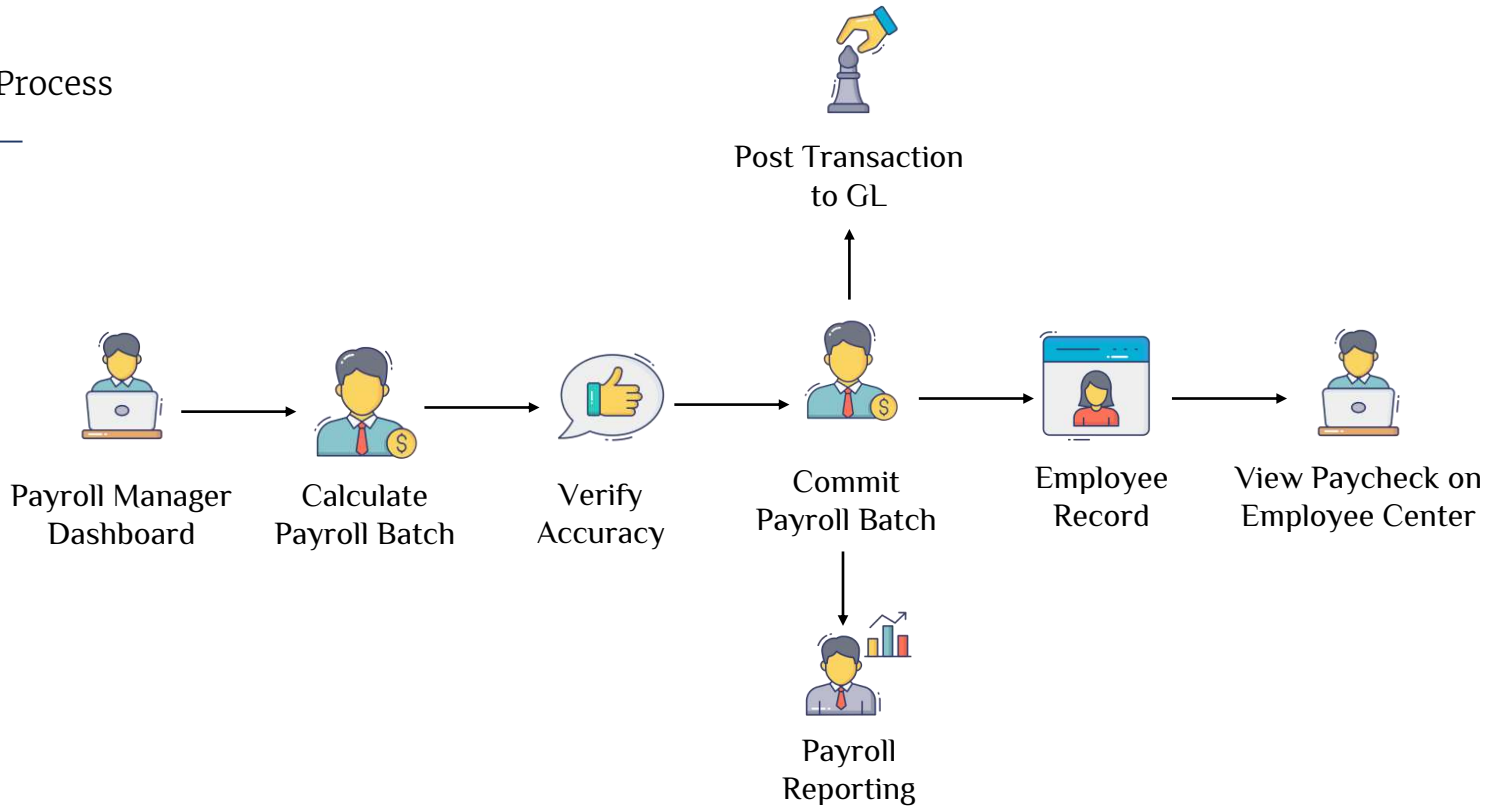
Payroll Automation

- Compensation and benefits
- Configurable payroll items per each company (subsidiary)
- Dynamic variable elements (bonus, non-recurring items)
- Payroll tax engine / country-based configurable
- Social insurance engine / country-based configurable
- Payroll hold up to item level
- Payroll accruals and payments connected to financial module
- Air-ticket provisions
- Gratuity calculator and provision

“ Daily repetitive tasks and high-volume, low-value activities are managed more efficiently.



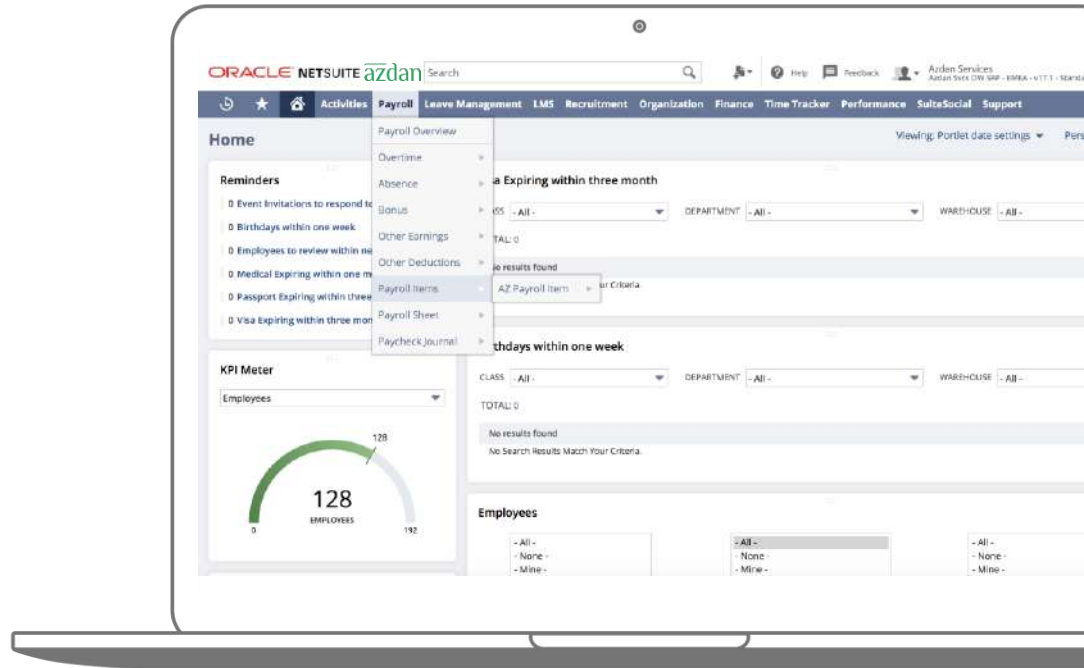
Payroll Process



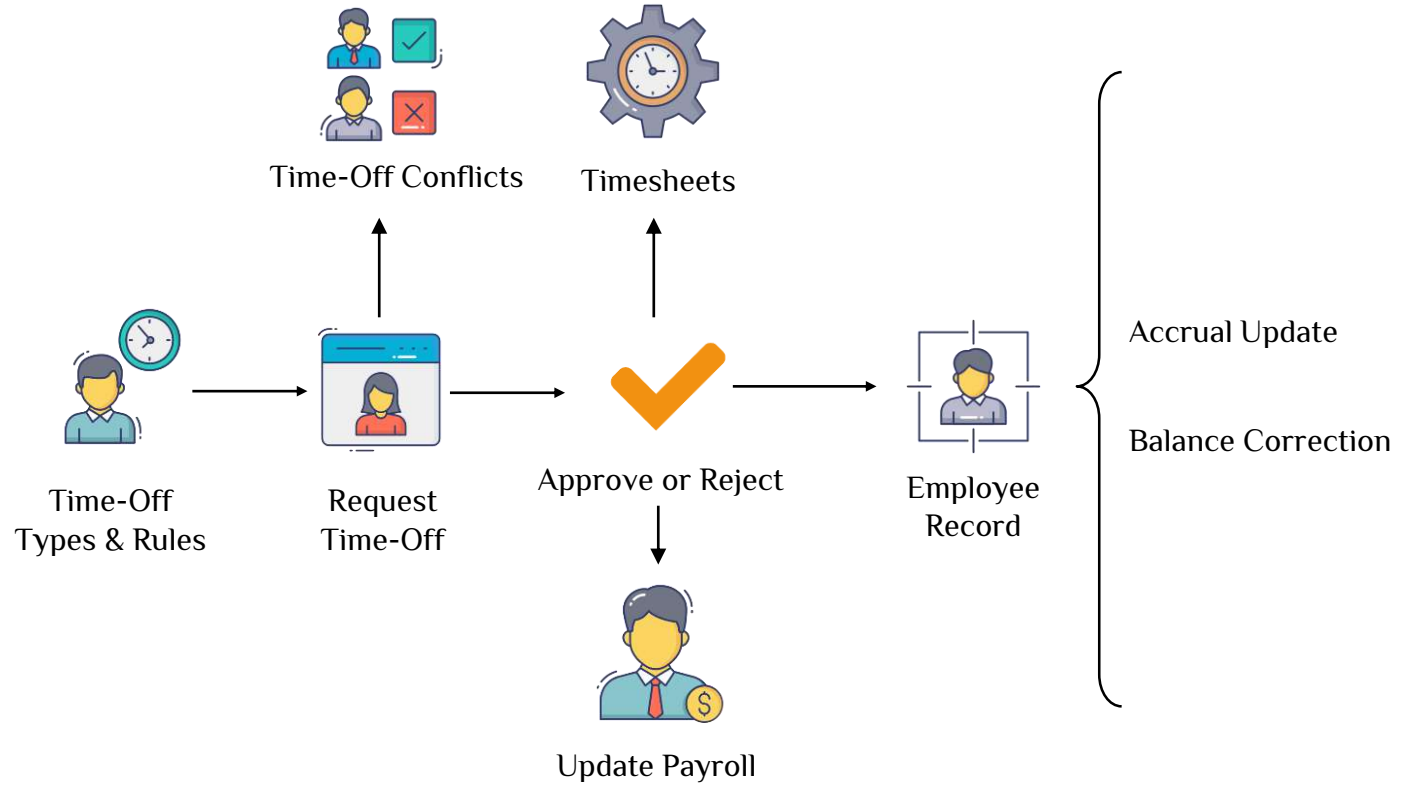
Leave & Attendance Management

- Leave types and leave rules
- Leave entitlement
- Unpaid leave
- Leave proration
- Leave approvals and notifications
- Attendance calendar
- Integration with biometric machine
- Automatic payroll calculation
- Overtime calculation
- Early leave and late arrival calculation
- Absence calculation

“ Eliminating manual timekeeping practices which takes a toll on employees productivity and morale.



InoPeople - Time-Off Management

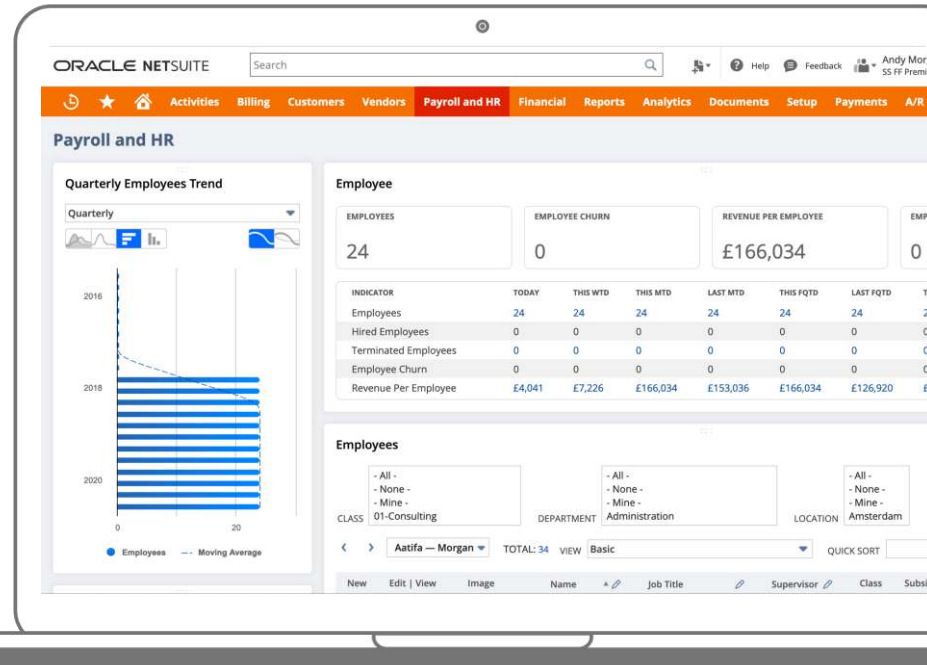


Performance Management

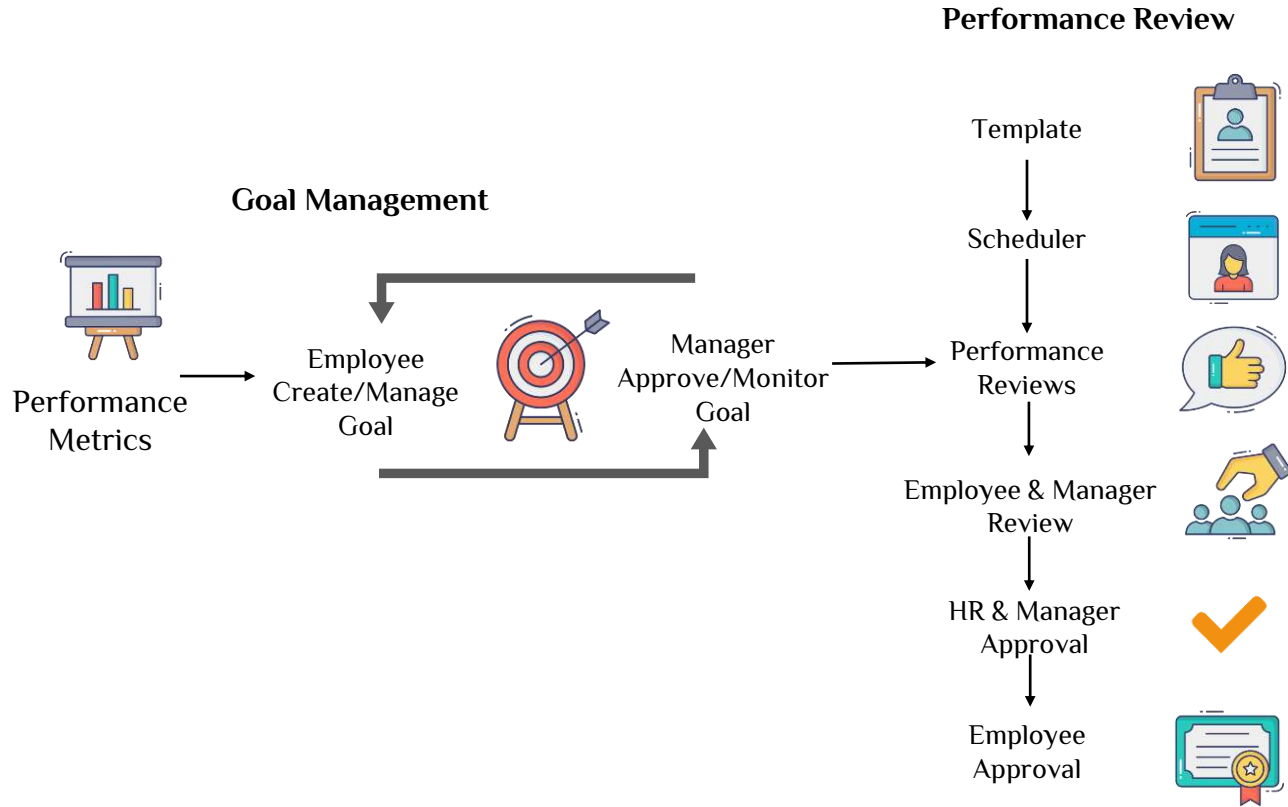
Performance management is a process by which managers and employees work together to plan, monitor and review an employee's work objectives and overall contribution to the organization.

- Define multiple performance KPIs performance factor
- Multiple performance appraisals per year
- Employee feedback
- Supervisor feedback
- Evaluation score history

“ InoPeople performance management measures the employee's overall performance considering previous achievements and planned objectives.



InoPeople - Performance Management



Recruitment

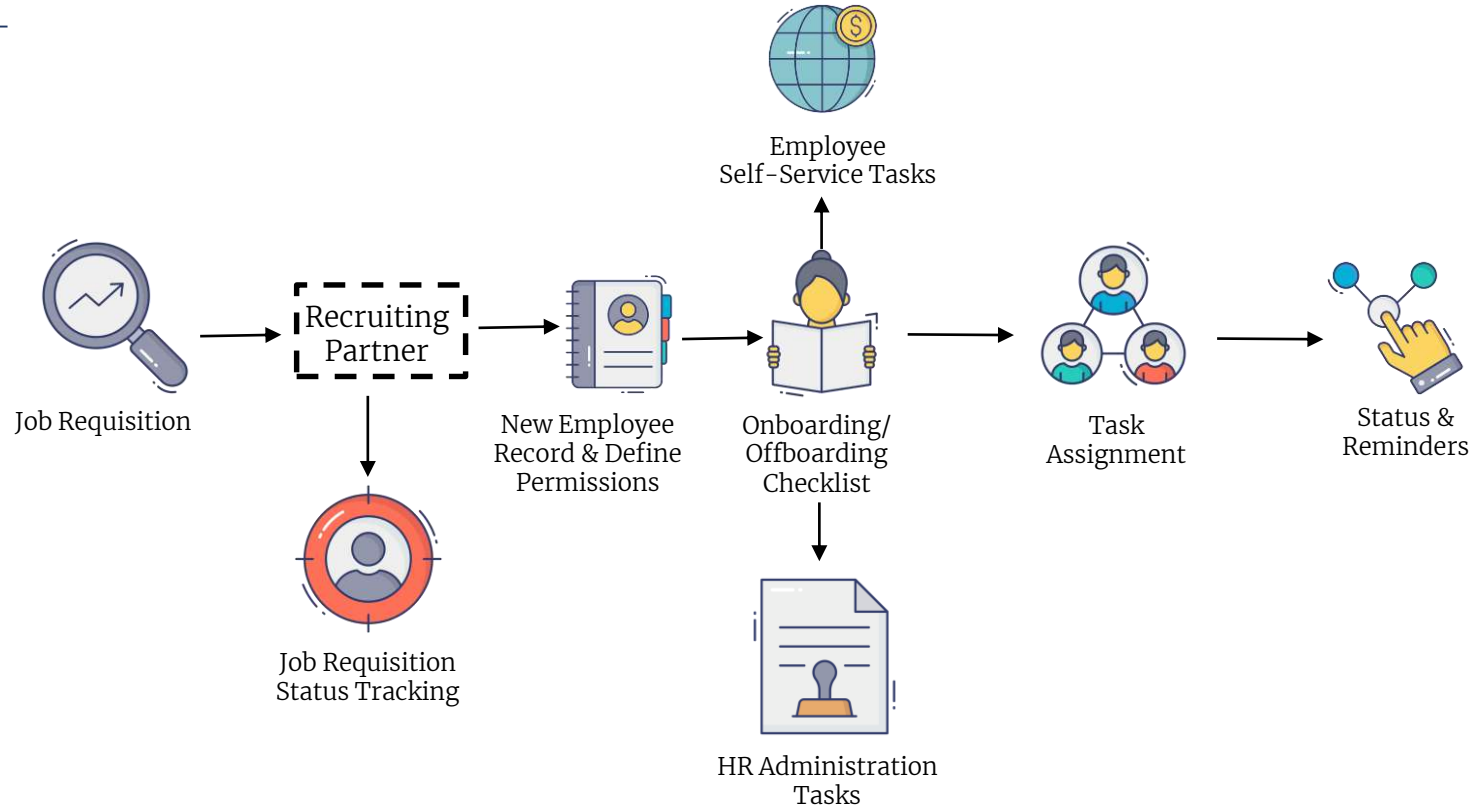
Azdan provides an online job board that manages your entire recruitment and selection process - from posting job ads to sending offer letters.

- Job post
- Candidate profile
- Candidate processing
- Interview report
- Feedback
- Workflow automation

“ Having a structured system for recruitment management allow organizations to filter the right candidates and hire the top talents.

The screenshot displays the Oracle NetSuite Azdan Recruitment interface. The top navigation bar includes 'ORACLE NETSUITE' and 'azdan' logos, a search bar, and a menu with options like 'Activities', 'Payroll', 'Leave Management', 'Organization', 'Finance', 'Time Tracker', 'Recruitment', 'Performance', 'SultaApps', and 'Support'. The main content area is titled 'Interview' and contains several form fields: 'CUSTOM FORM' (Interview Form), 'ID' (To Be Generated, AUTO), 'INTERVIEW TITLE', 'INACTIVE' checkbox, 'JOB', 'CANDIDATE', 'TYPE', 'CATEGORY', 'INTERVIEW STATUS' (Scheduled), 'INTERVIEWER' (Type then tab), 'LOCATION', and 'DATE'. Below the form is a 'Notes' section with a 'Remove all' button and a table with columns 'TITLE', 'MEMO', 'DATE', and 'TIME'. The table contains one entry with a date of 5/10/2020 and a time of 2:43 am. At the bottom of the form are 'Save', 'Cancel', and 'Reset' buttons.

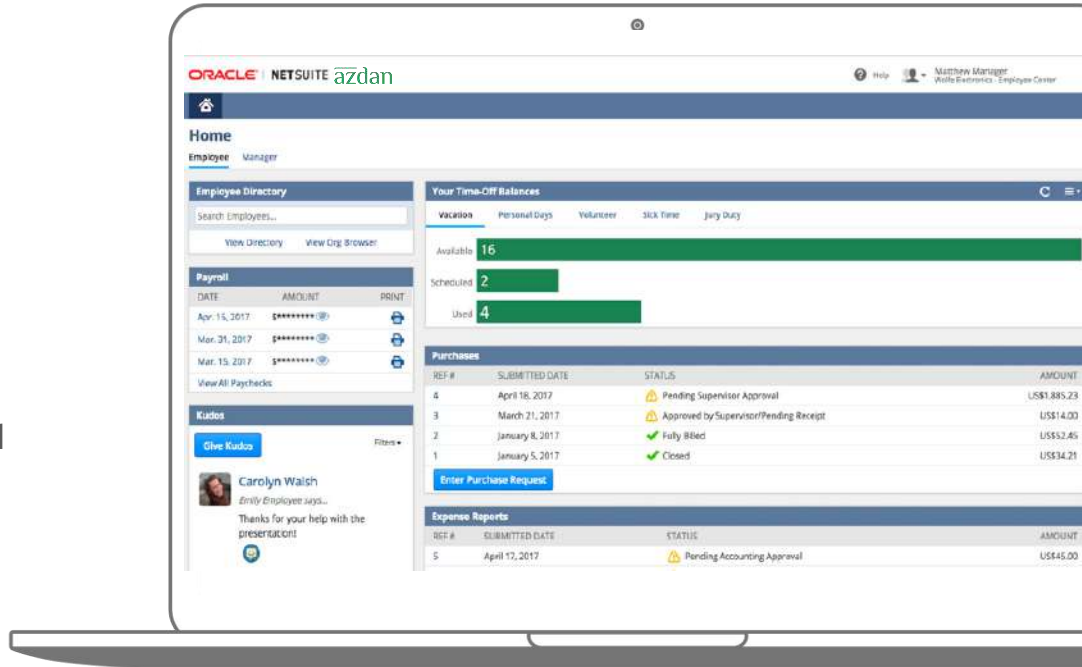
InoPeople - Employee Hire Process, Onboarding & Offboarding



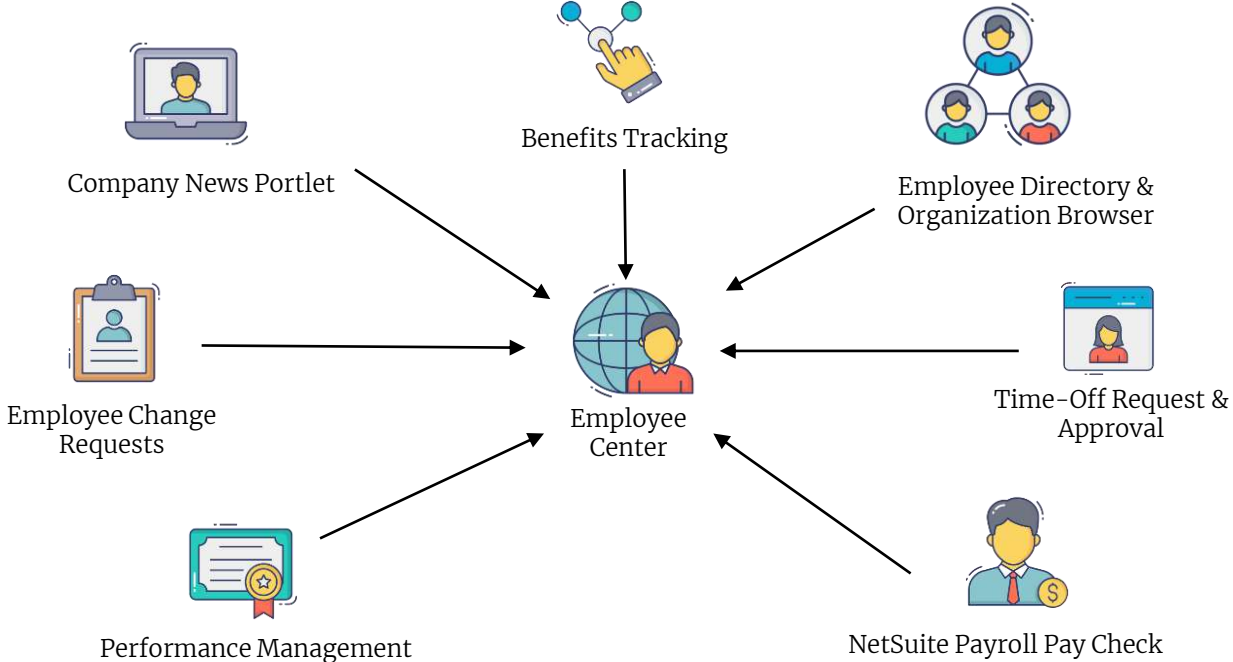
Employee Self Service

- Pay slip generation and notification
- Leave requests & balance
- Document request
- Loan and advance request
- Track absence history
- View compensation history & pay-slips expense reimbursement
- Purchase requests
- Task management
- Time sheet recording and tracking reminders and activities

“ Processing employees’ queries through self-service will help the HR department to manage their time in a hassle free and effective way.

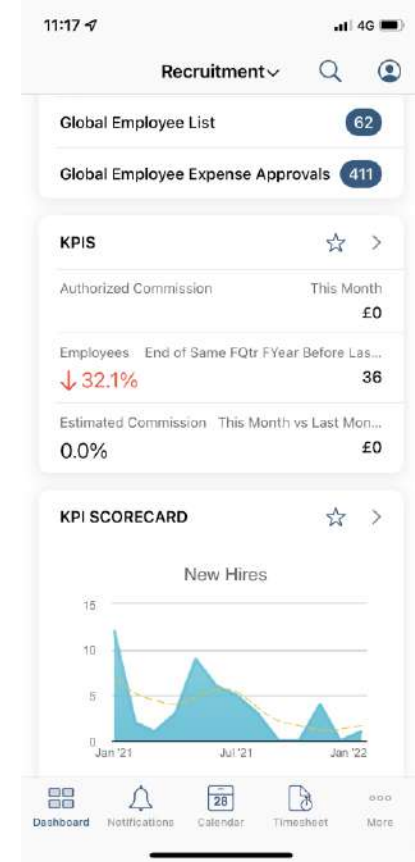
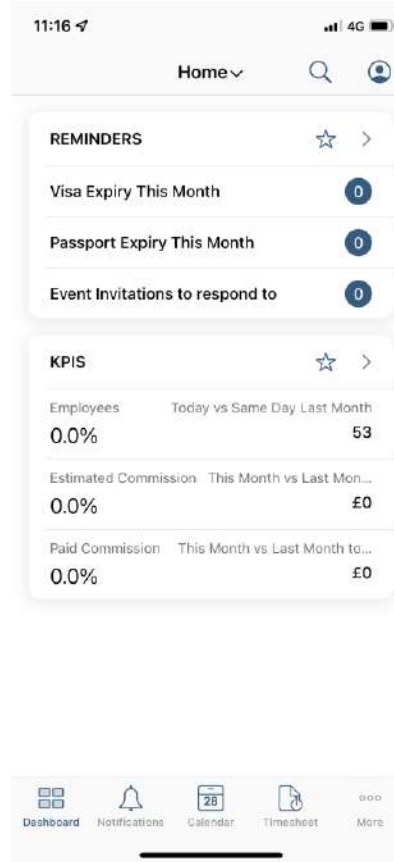


InoPeople - Employee & Manager Self Service

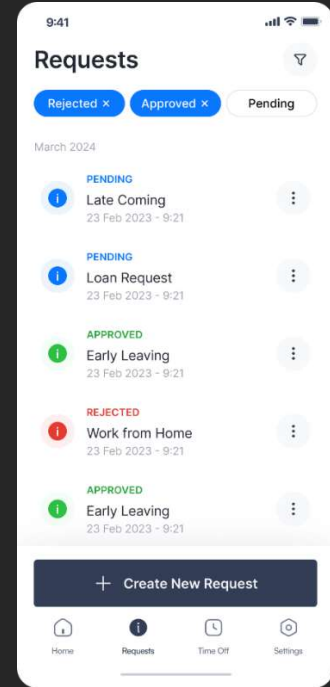
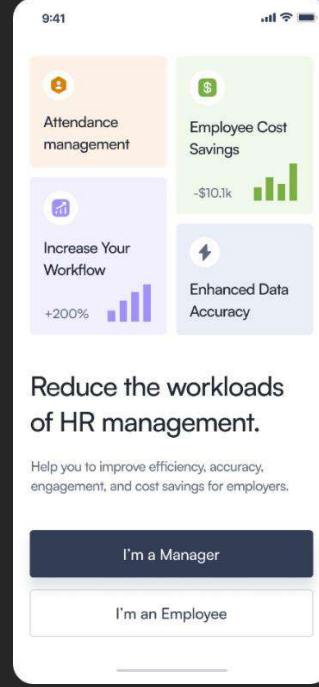
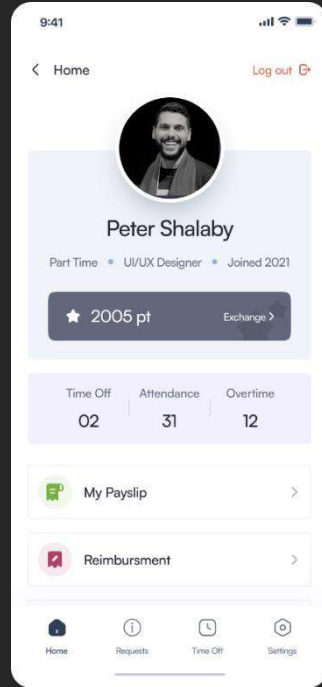
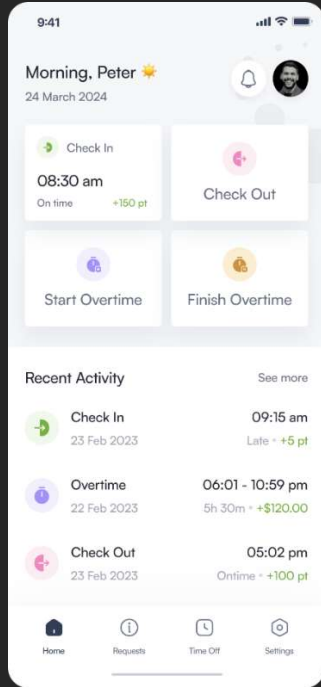


NetSuite Mobile Application

- Full fledged mobile application for:
 - HR staff mobile application
 - Employees mobile application
- Employee can perform all hr activities
 - Leave request and approval,
 - Payroll run,
 - Document request such as HR letter
 - Submit timesheet
 - Add expense report
 - Make purchase request



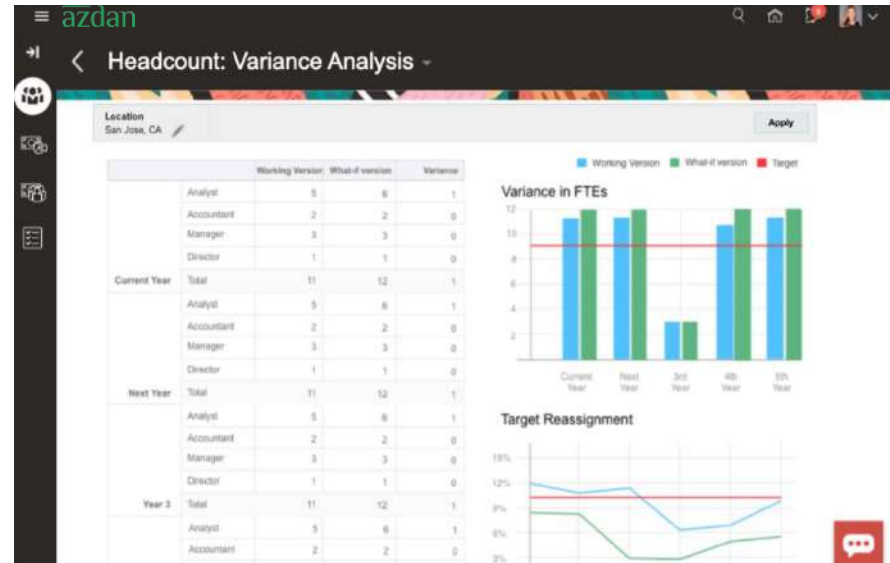
InoPeople HCM Mobile Application



People Planning

- Close the gap between workforce supply and demand
- Drill down into what skills, competencies needed for long-term organizational success
- Analyze workforce trends and gain insights into attrition and retirement
- Predict costs and effectiveness of organizational changes
- Get a complete view of your headcount across your entire organization
- Improve collaboration between HR and Finance

“ Align headcount planning with demand drivers and budgets using skills, competencies and costs by department or employee level.



People Analytics

Real-time visibility into performance across all business functions improves communication among decision-makers.

Key Benefits

- Real-time searches,
- Reporting
- Industry Leading KPIs
- Dashboards
- SuiteAnalytics Workbook
- Granular permissions

“ InoPeople is helping HR leaders understand what’s happening in the business by personalizing NetSuite.

