



# SCREENSHOTS OF USER INTERFACES ADMINISTRATION

Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bengaluru – 560064 www.reva.edu.in



#### E-GOVERNANCE – ADMINISTRATION

REVA University has been aggressively promoting paperless campus strategies and most of the communication in house and external is done paperless.

- Management of e-service books (ER Sheets) of employees,
- Supervision of various scholarship schemes
- Maintenance & disclosure of comprehensive information on its web-page
- Applications including transfer applications & online leave management through HCM
- Wi-Fi campus and biometric attendance system
- Fully computerised office and academic departments
- Digital display boards in all blocks for stakeholder notification
- Webinars, seminars/workshops/trainings online
- Management of e-resources in central library & departmental libraries,
- Availability & monitoring of LAN/RF/internet connection
- Issuance of salary/PF e-slips
- Online payment of fee
- · Salary payment to employees through net-banking
- Management of website
- Digital campaigns
- Cashless transactions & payments
- SAP

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**Empower HCM** Application to cover the complete employee life cycle of the employee right from recruitment to retirement:

#### 1. Employee Information

- a) In empower HCM you can create upto 200 fields to capture entire Employee Information.
- b) Below are Standard field information
  - Employee Detail Salutation, First Name, Middle Name, Last Name, Name, Employee Number, Date of Joining, Date of Confirmation, Official Email, Experience In Current Company, Effective Date, Manager's Manager Name, Reporting Manager, Company, Work Location, Department, Designation, Band, Leave Pattern, Week Off Pattern, Confirmation Remarks, Confirmation Due Date, Probation Extension Date
  - Confirmation Info Confirmation Status
  - Personal Info Gender, Actual Date of Birth, Record Date of Birth, Age, Marital Status, Wedding Date, Place of Birth, Personal Email, Mobile, Official Mobile Number, Alternate Email, Alternate Mobile, Blood Group, Religion, Specially Abled. Identity Section Aadhaar Number, Passport Number, Passport Expiry Date, ESIC Number, UAN, Earlier a Member of Pension Scheme, PAN, Passport Issued Date, PF Account Number, ESI Applicable, PF Applicable, Earlier a Member of Provident Fund
  - Address Section Present Address, Present City, Present State, Present Country, Present Pincode, Permanent Address, Permanent City, Permanent State, Permanent Country, Permanent Contact Number, Permanent Pincode, Permanent Residence Type.
  - ❖ Bank Details- Mode of Payment, Bank Account Type, Branch Name, Bank Name, Bank Account Number, IFSC Code.
  - Emergency Contact Section Contact 1 Name, Contact 1 Relationship, Contact 1 Mobile, Contact 1 Address, Contact 2 Name, Contact 2 Relationship, Contact 2 Mobile, Contact 2 Address.
  - Separation Date of Separation. Custom Fields
  - Unit
  - **❖** Section
  - Employment Type
  - Institution DOJ
  - Relative Salutation, Family Member Name, Relationship Type, Occupation, Profession, Gender, Date of Birth.
  - Identity Section Aadhaar Number, PAN
  - Contact Details Email, Address, State, Mobile, City, Country.
  - Additional Information- Dependent, Guardian Name, Residing With you, Is Minor.
- a) Nominee Details
  - Nominee Details Name, Family Details, Percentage, Employee, Nominee Master.
- b) Qualifications
  - Qualification Name, From Date, To Date, Qualification Type, Program Type, Completed, Class / Grade, Roll Number, Percentage, Year of Completion.
  - ❖ Institute Information University, Institute, Location, City, State, Country.
- c) Previous Employments
  - Employer Name, From Date, To Date, Department, Designation, Employee Code, Key Responsibility, Self Employed, Nature of Employment, Grade, Phone, Address, Last Drawn Annual CTC, Reason for Leaving.





- Reference Section Reference Name, Reference Designation, Reference Contact Number, Reference Email.
- Custom Field Reporting Manager Name / Reporting Manager Designation / Reporting Manager Department
- d) Certifications Certification Name, Certified From (Institution), Certified On, Result, Grade, Certification Expiry Date. Certification objects will be used for Publications also.
- e) Employee History Track complete history of an employee related to various designations, departments, locations and grades of the employee along with time period for each position.
- f) Publications Using certification objects create a custom component to record Publication details.
- g) Onboarding:
  - ❖ Issuing of Offer Letters Manually signed and scanned copy is shared with the candidate Signed copy once scanned will need to be uploaded into Empower HCM for Future Reference
  - Initiating and sharing employee logins on the day of joining for online onboarding.
  - Collecting Employee's personal information and documents such as ID proof, address proof, age proof, and photographs on Empower HCM (Uploaded by Employee once onboarded)
  - Investment Declaration
  - ❖ FBP concept will be used for NPS and Meal Card allocation
  - Issue of Appointment letter Manually signed
  - ❖ Signed Copy once scanned will need to be uploaded into Empower HCM for Employee

#### **Leave Management**

- a. Leave Year January to December
- b. Leave Approval Approved by concerned Reporting Manager
  - ❖ Define and manage Leave accruals & workflows manager approval
  - Check their available leave balance before sending in their leave applications
  - Leave application by Employee
  - Leave approval / rejection by Manager
  - Review the status of leave applications
  - Request for comp-off
  - Canceling Leave Application
  - Tracking Your Leave Applications Probation period needs a checkbox if the employee is eligible for leaves or not.
  - Comp Off

#### **Standard Reports**

**HR Report** 

- ❖ All Employees Leave Balance
- All Employees leave Transactions
- All Employees leave accrual details
- All Employees Comp off Requests
- All Employees Comp off Availed details

**Employee Reports My Leave Balance** 

- My Leave Transactions
- My Comp Off Details

**Manager Reports** 





- My Team Leave Balance
- My Team Leave Transactions
- My Team Comp off Details

#### 2. Service Book

- a) Access to the salary history of an employee.
- b) Enable you to update and revise the salary of an existing employee.
- c) Issuing of revision / Promotion Letters Standard Reports
- d) Promotion and Increments details along with & of hike Output Pages
- e) Promotion Letter with increment
- f) Promotion Letter without increment
- g) Increment letter Template Received
- h) Employee can Apply for resignation
- i) Submitted resignation will get for reporting manager approval
- j) Managers can see the details of notice period and other relevant information.
- k) No dues clearance from department heads
- I) Issuing of no due clearance form Template
- m) Issuing of Relieving and Experience Letters
- n) Date of separation will be considered for F&F No due Department
- o) Own Department School / Institution Check
- p) Library
- q) Administration
- r) IT -Tech Infra
- s) Accounts
- t) Vice Chancellor and Registers
- u) Hostel
- v) HR

#### 3. Compensation and Benefit Payroll and Statutory Setup

- a) Fiscal Year April to March
- b) Cutoff Date would be 1st to 31st for payroll
- c) Maternity Leave
- d) PF calculation
- e) Information from other modules like New hire, Exits, Revisions
- f) Other inputs like one time payment / deduction can be uploaded.
- g) Monthly Based Payroll Process
- h) Cut-off dates for considering input for new hire and attendance
- i) Locking the payroll
- j) Investment Declaration and Approved Proof information will be considered automatically.
- k) Processing payroll
- I) Full and Final Settlement along with payroll
- m) No PF for age > 58
- n) No PT for age > 60
- o) Notice Period is 90 days for all employees
- p) Gratuity: 5 years of continuous service
- g) New Joinee Arrears
- r) Revision Arrears





- s) LOP reversal arrears
- t) IT Declarations and Proofs Submission
- u) Employees can submit investment declarations at the beginning of the financial year.
- v) New employees can declare investments at the time of joining.
- w) HR can set the locking period for Investments declaration.
- x) Enables employees to attach the proof of investments for your income tax declaration
- y) Approving Team will approve the investment proofs and the same will be considered for the payroll process.
- z) Proof submission is enabled from December month and the actual tax is calculated from Jan

#### **Other Letters / Output Pages**

- a) Employment Certificate
- b) Address Proof Letter
- c) NOC Visa
- d) NOC Job
- e) NOC for PhD

#### **Talent Management Key Process Include:**

- a) KRA Master's
- b) Role Based KRA's
- c) Multiple Review types Design Elements
- d) Rating Masters
- e) Levels Masters
  - KRA Category
  - KRA(Rating Level)
  - KPI
- f) Review Templates
- g) Publish
  - Publish to Employees
  - Publish to Managers Rating Masters
- h) This enables to configure Rating Masters:
  - 2 Values (Ex: Yes, No)
  - 3 Values (Ex: Good, Average, Poor)
  - ❖ 4 Values (Ex: Excellent, Good, Average, Below Average)
  - 5 Values (Ex: Excellent, Above Average, Average, Below Average, Poor)
- The nomenclature of the values also can be defined as per your preference
- j) Every Value will be given a Rating Score
- k) Based on the Score associated and the weightage of the corresponding KRA, Overall Score is calculated Review Types
- I) This enables you to define the frequency / duration for a Performance Review

Examples of few Review Types can be:

- Annually Half Yearly (H1, H2)
- Quarterly (Q1, Q2, Q3, Q4)
- m) Parameters can be defined at 3 Levels
  - KRA Category
  - KRA
  - ❖ KPI





- n) All the Parameters are defined at Company Level and are tightly bound to each other. Means,
  - This starts with defining a KRA Category
  - Every KRA Category will have KRAs
  - Under a KRA, KPI is captured in the form of Description
  - ❖ There cannot be a KRA at Master level without KRA Category being mapped.

#### aa) KRA Category

- This is basically grouping of all KRAs
- Weightage to be defined for Category Level

#### bb) KRA

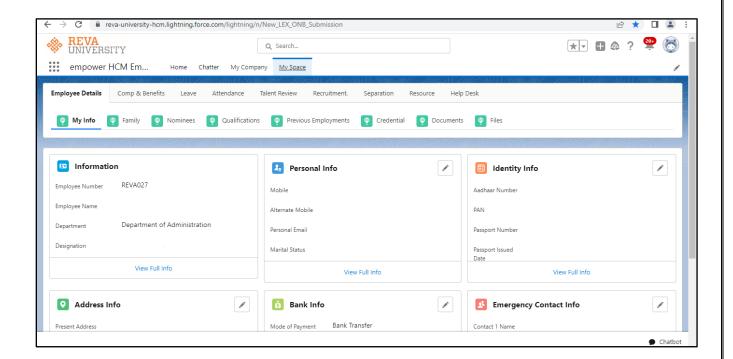
- This is the level where the actual Rating happens
- Weightage is defined at this level also
- ❖ Weightage of all KRAs should sum upto 100 for the given KRA Category

#### cc) KPI

- This is captured in the form of a Description. More as an explanation of KRA.
- No Individual Rating available at this level 25
- No Weightage nor calculation.

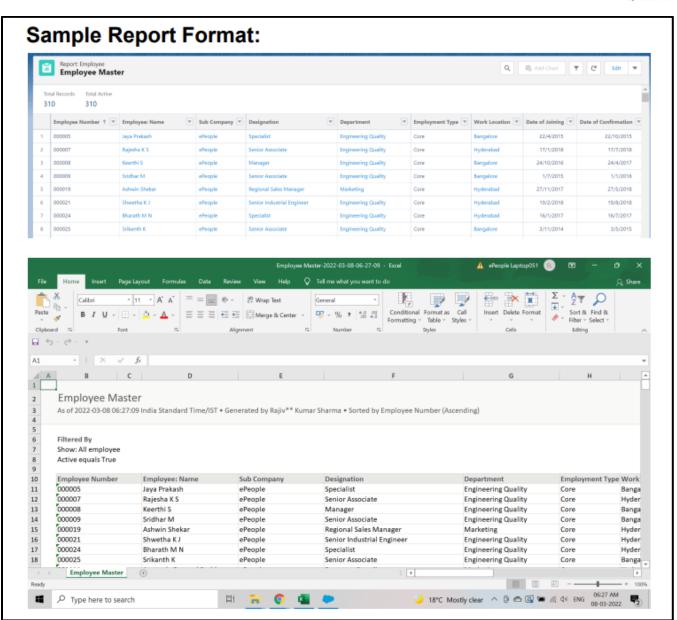
#### 4. Help Desk:

- Employee can raise the tickets
- The responsible team assigned with the desk categories, can go ahead and resolve these queries.
- ❖ HR can configure the help desk category, help desk types and map responsible teams.



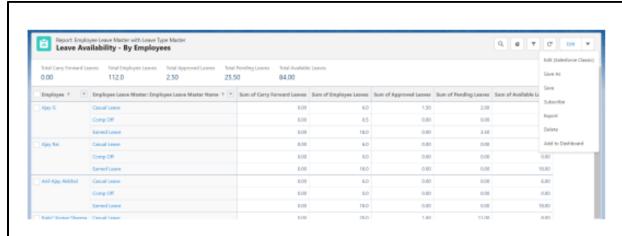




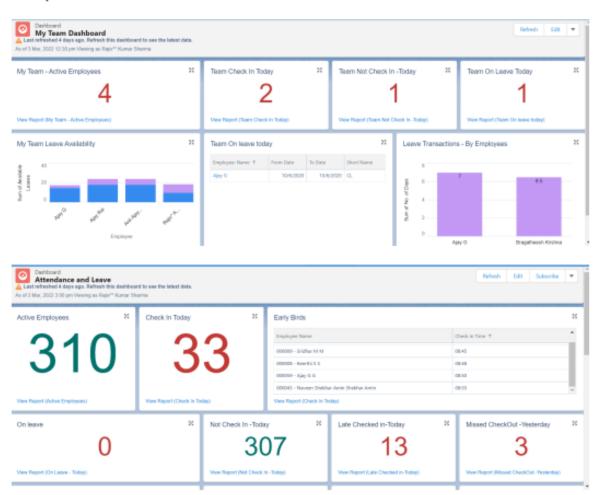








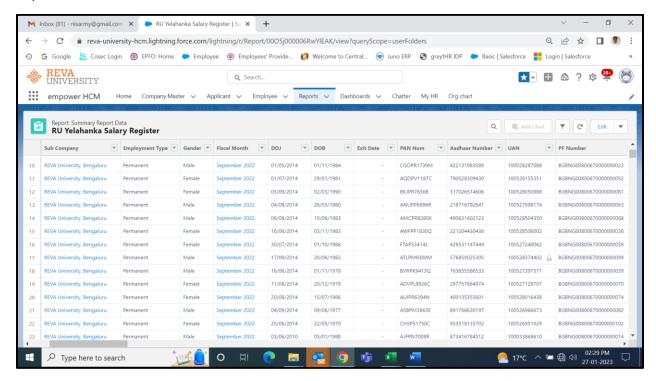
### Sample Dashboard Format



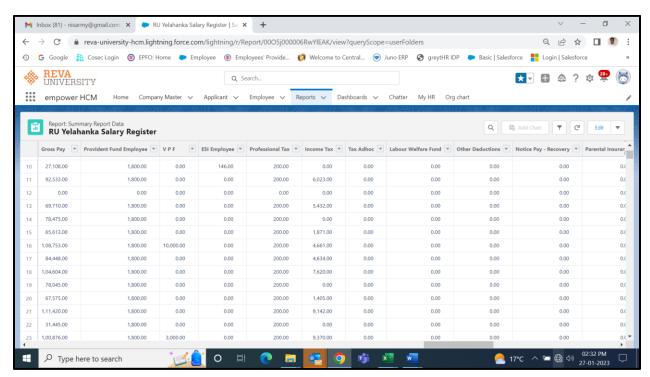




#### Payroll screenshot:



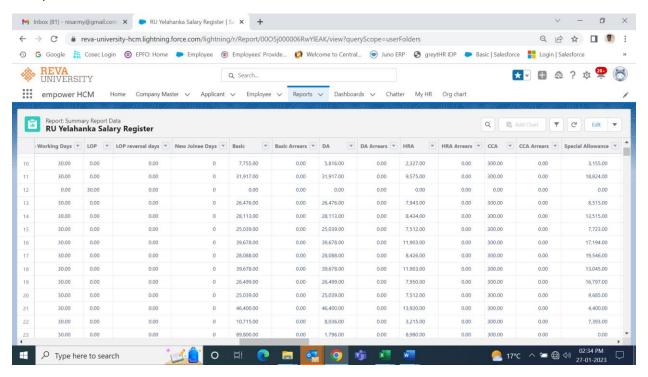
#### **TDS Portion**



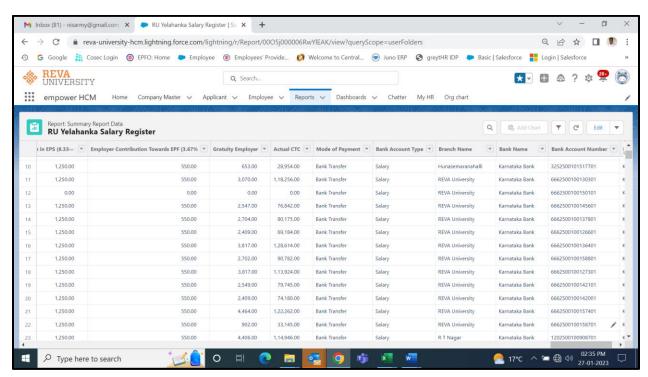




#### Salary calculation

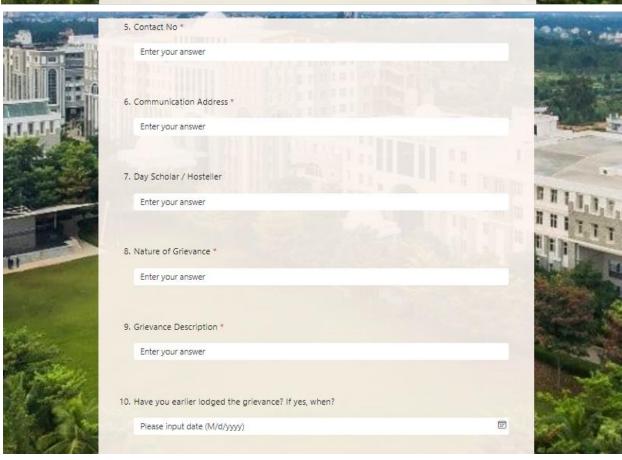


#### Bank transfer



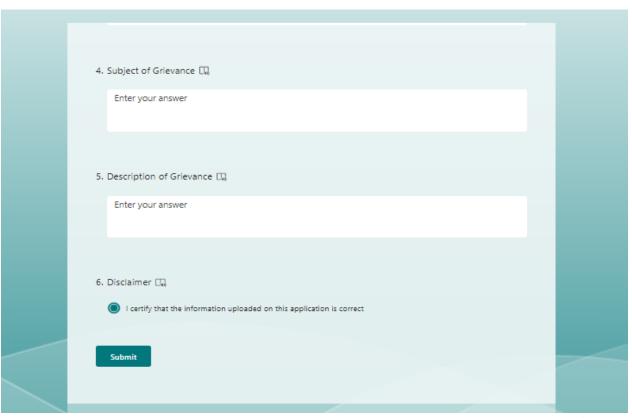








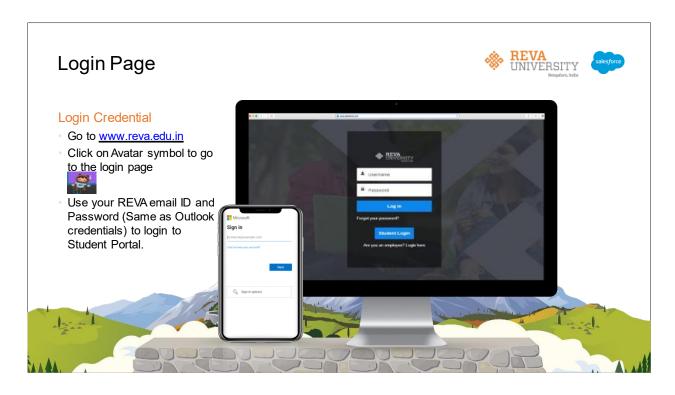
# Employee Grievance Form Hi, Sowmika S. When you submit this form, the owner will see your name and email address. 1. Employee Name CQ Enter your answer 2. Employee ID CQ Enter your answer 3. Email ID CQ Enter your answer 4. Subject of Grievance CQ Enter your answer

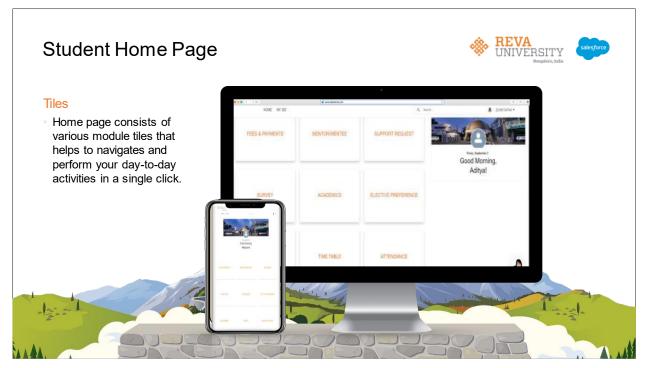




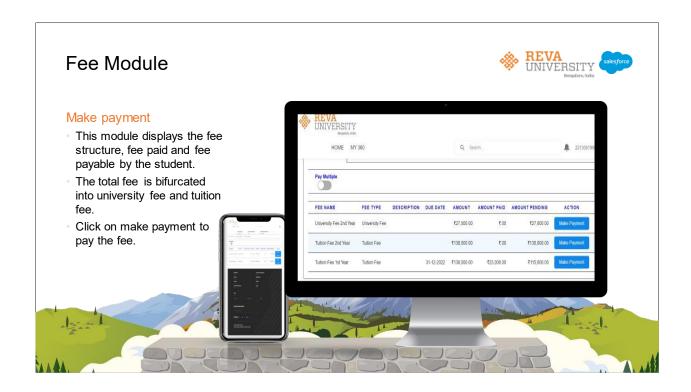
#### Salesforce - Student Portal

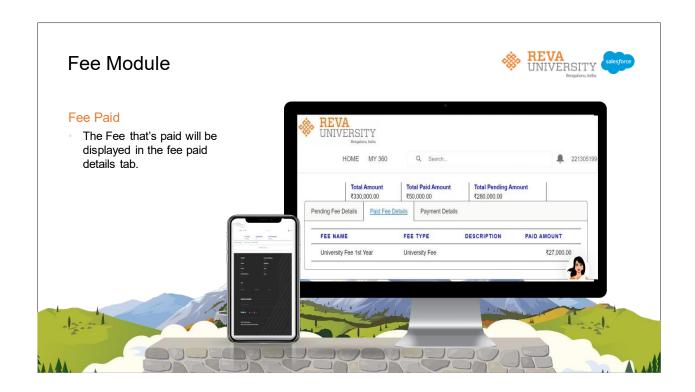
The following are the screenshots of various application modules available in the Salesforce Application Portal with a brief description.



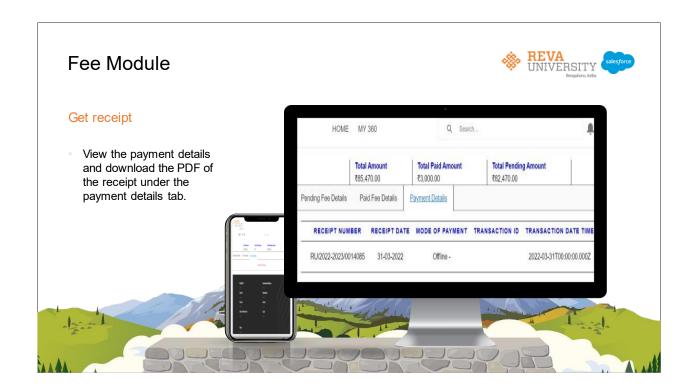


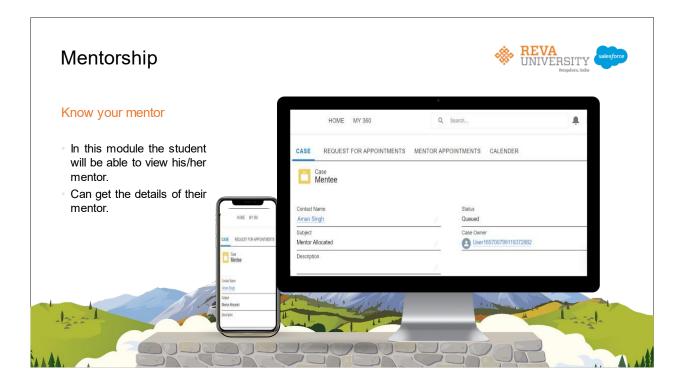




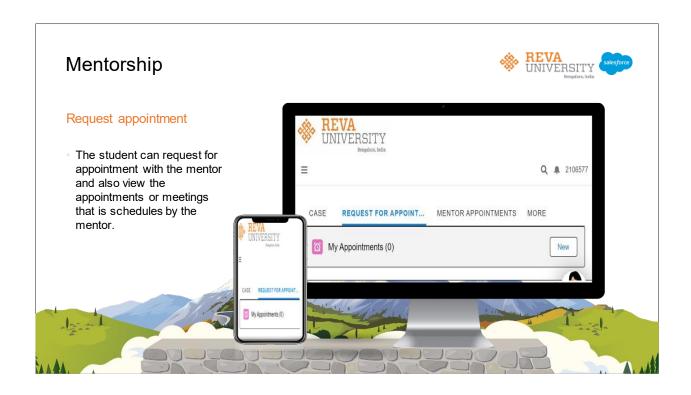


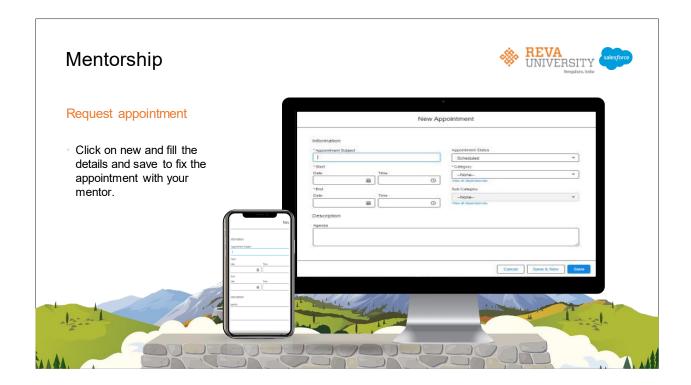




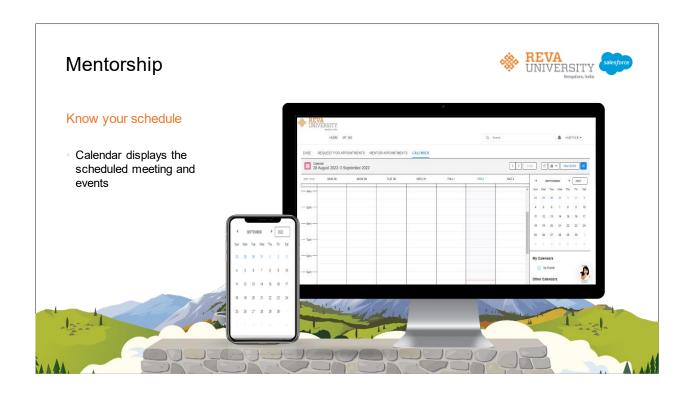


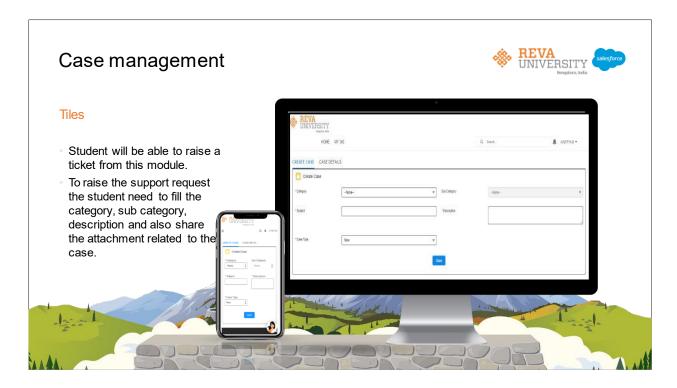
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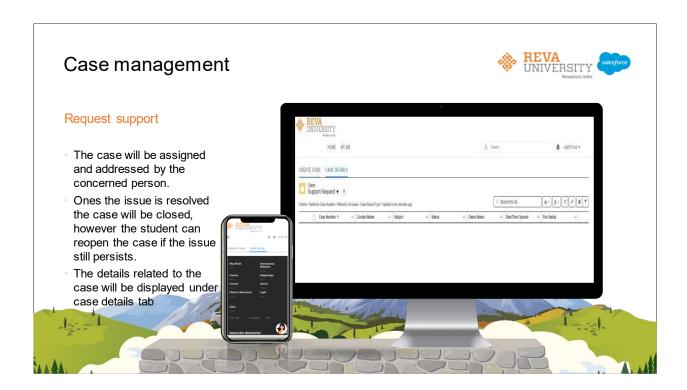


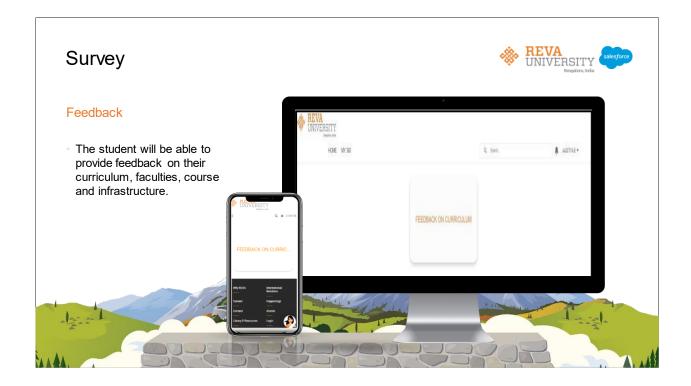




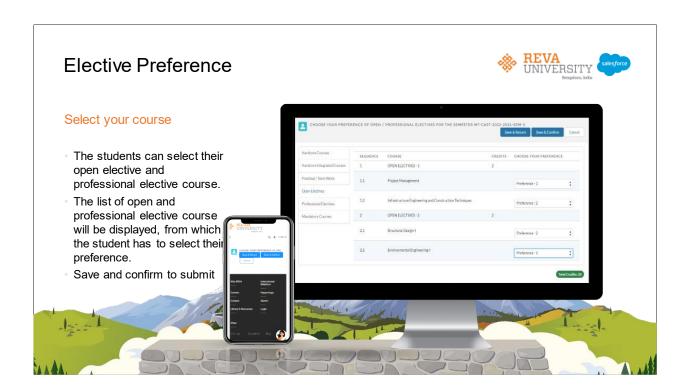


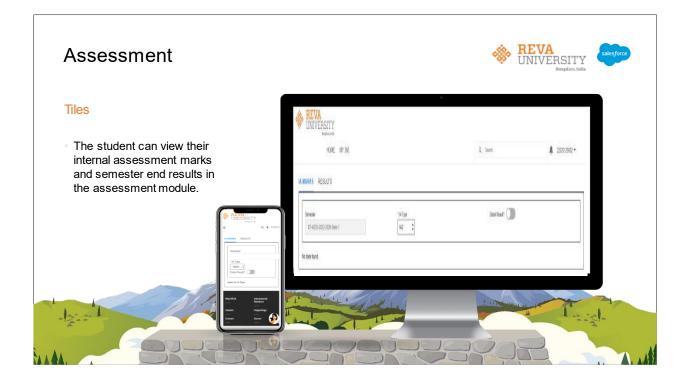








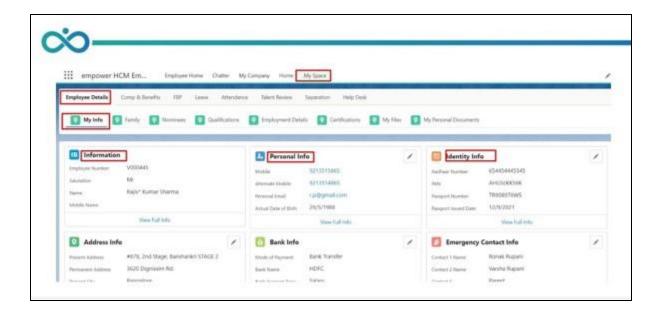






#### Salesforce - Employee Portal (HCM)

The following are the screenshots of various application modules available in the Salesforce Application Portal with a brief description.

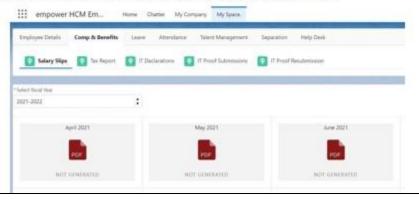


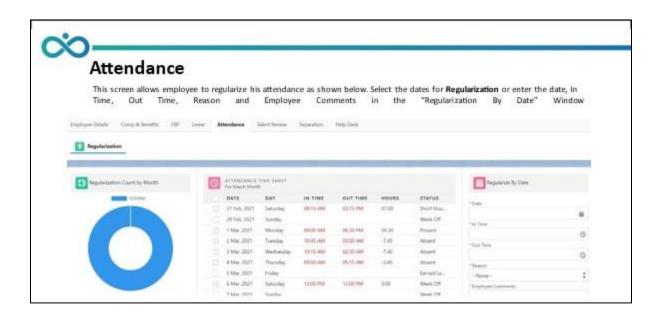


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This Section is all about your Commercials. This will have information on Salary Slips, (T Declarations and Proof Submissions (if eligible). Click on the tabs below "Comp and Benefits" to see Salary Slips, Tax Reports, Investment Declaration.

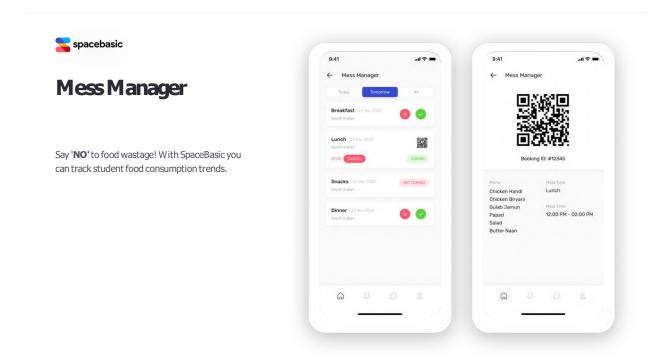


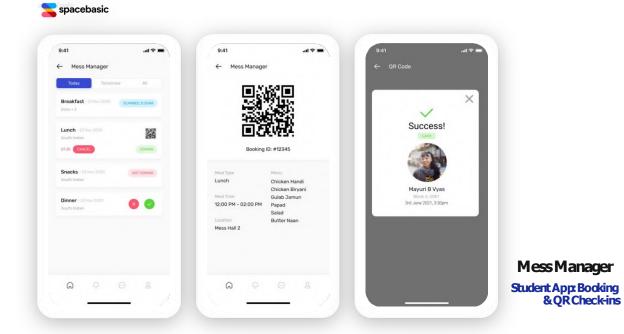


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#### **Space Basic - Hostel**

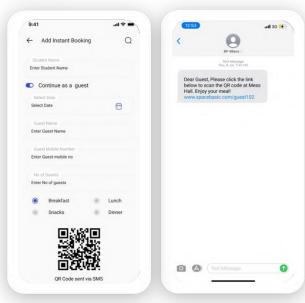
The following are the screenshots of various application modules available in the Space Basic Application Portal.





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# Mess Manager

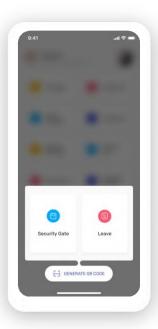
#### Instant, Guest Bookings

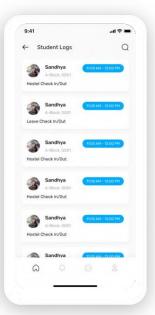
- Student and Staff can add guest booking (role based access).
- Guest receive a QR code via SMS, to be scanned at the mess location.



# Student Check-in, Checkout

Capturing student in-and-out patterns has never been easier!









# **Maintenance Requests**

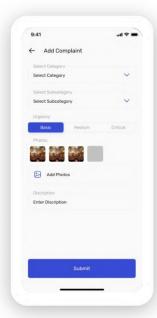
Students add maintenance requests via their App. View & assign requests to your team or vendors easily!







Integrates with WhatsApp, Sms and Email





## Leave Application & **Permissions**

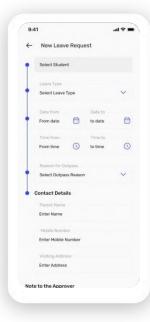
One touch student leave approval by hostel management. Parents approval via Voice and SMS.







Integrates with WhatsApp, Sms and IVR calls









# **Daily Attendance**

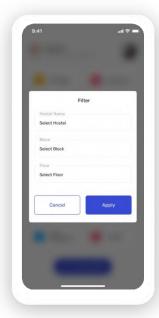
One-touch student attendance can be captured daily via the SpaceBasic app.

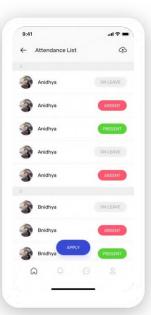






Integrates with WhatsApp, Sms and Email







# **Payment Tracker**

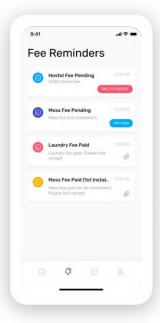
Never miss a payment again! Trackand managestudent fee payments easily. Auto reminders and invoice generation integrated.







Integrates with WhatsApp, Sms and Email



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# **Login to Salesforce From REVA Website**

- To login to Salesforce visit the Reva Website (<a href="https://www.reva.edu.in">https://www.reva.edu.in</a>).
- On the right hand side, Click on "SLCM".



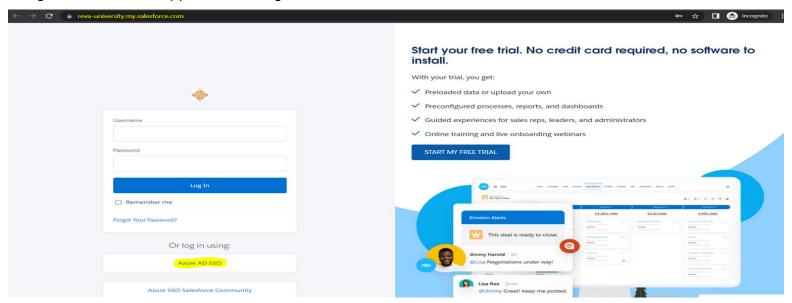


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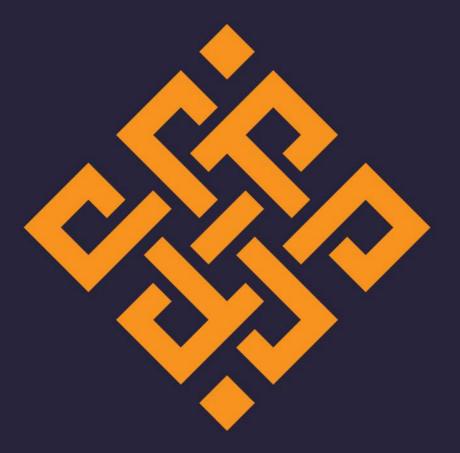


# **Login to Salesforce From REVA Website**

Login to Salesforce Application Using REVA Email ID and Password.









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