JSM Payroll Software
With
Web Based ESS Modules &
Business Intelligence (BI)

Celebrating 15th Anniversary!
2000 to 2015
Ver 15.0

A Stable, Time Tested, Proven Payroll Software

JSM Technologies P Ltd
The leader in Human Resource Software Automation

JSM HRIS helps you in Managing and deriving value through analytics to better manage your business and align closer to your customers' needs, using JSM HRIS to enable you to run complex business analytics on HR, Leave and Attendance and Payroll Data thereby enabling key executives to drive faster decision making

Vision Statement

Our vision is to be a Leader of the "Human Resources Processes" automation segment. Being a Leader means we will achieve Product Excellence, Implementation Excellence, Operational Excellence and superior customer satisfaction

Mission Statement

JSM is committed to Design and development of software products setting the highest standards in Quality and Value. Our purpose is to constantly innovate and bring industry leading software products thereby enriching life of all employees.

We strive to achieve operational excellence in implementing software products leveraging our deep industry knowledge and skills, evolved over decades

We endeavor to deliver outstanding customer service through dedication and excellence, though our culture, our drive and expertise of each individual employee, using our deep domain experience and expertise, superior skills and competencies.

We endeavor to enable our clients to excel. We enable our clients to analyze data from critical angles, gain invaluable insights and make better business decisions using JSM BI.

We act with absolute honesty, integrity and fairness in the way we conduct our business and the way we live our lives. We pledge to treat each other with respect and dignity.

JSM will shape and lead the markets it operates.

Payroll is an important activity in any organization. With JSM Payroll it is possible to maximize the potential of HR and Accounts through timely and accurate Salary Processing, efficient handling of Reimbursements, Loans & Advances and statutory requirements including all PF and ESIC challans and TDS.

Automating Payroll with JSM Payroll will reduce the work load on HR and Accounts staff, facilitate confidentiality, produce error-free information and enhance speed in accessing Payroll related information

The JSM Payroll Advantage

✓ **Proven Product with over 15 years of research**
✓ **Domain knowledge gathered from leading industry experts**
✓ **Successfully running at multiple locations all over India**
✓ **100 % Customizable to meet your specific needs**
✓ **Windows based for Admin Users.**
✓ **Web based functionality with ESS. All Employees can have a Web Login**
✓ **Online / Intranet Modules for Employees to log in from anywhere in the world**
✓ **Advanced, Feature Rich, Flexible and User Friendly**
✓ **Completely Parameter Driven**

✓	**Completely Master Driven**
✓	**Completely Policies Driven**
✓	**Very Powerful Policy Driven Software where Policies can be defined based on 9 Parameters – Company Wise, Branch Wise, Division Wise, Department Wise, Grade Wise, Level Wise, Designation wise, Appointment Type Wise and Employee Category Wise**
✓	**User Friendly with Forms, Naming Conventions n Labels – used as per day to day HR Usage. Easy to understand**
✓	**Can accommodate different companies, Branches, different policies within same company**
✓	**Can meet most of the requirements of each client without any customizations**
✓	**Proven Implementation Methodology which has evolved over 12 years**
✓	**Excellent support systems refined n perfected over 12 years.**
✓	**JSM has expertise in 3 things – Product, Implementation n Support.**
✓	**All Web Based Workflows are supported by Powerful, User Defined Email Notifications.**
✓	**Powerful Report Builder to build your own reports based on any of the 200 + fields in Employee Master**
✓	**Excellent Online Web based module for Fixed Reimbursements with complete Workflows**
✓	**Excellent online Web Based module for Tax Declarations, Submission of proofs, Approvals and Viewing Tax Advice by each employee on the Internet / Intranet**
✓	**Meets Sox Compliance requirements with a Powerful n Advanced Maker Checker concept.**
✓	**Will satisfy all your Auditing Requirements. Has Powerful checks on Proxy Employees, Changes in Employee Master, Increments, Promotions and Variable earning.**
✓	**JSM can meet your present needs as well as future needs. You can either go for a full fledged HR and Payroll Software with Web Based ESS or start with a Basic Admin version Payroll Software used only by the Finance / HR Department and Later can add JSM ePayroll which is Web Based ESS for all Employees and can also later enable the complete HR Module too.**
✓	**With JSM you need not look at any other software in this lifetime. Either we shall have what you need, or we will have that as part of our Product Enhancement schedule or we shall build for you. Once with JSM you need not look anywhere else for any needs be it in HR, Payroll or ESS.**
✓	**Guaranteed Project success due to 4 Very Important Factors – Advanced Product which can meet even the most difficult requirements, Proven Implementation Methodology and excellent support systems all backed by an Experienced, Competent and stable team.**
✓	**JSM team is Well Experienced, Competent, Technically well qualified and stable. The relative stability of JSM team ensures that you don't have to deal with a new person every 6 months. Minimum period a TM stays with JSM is over 2 Years. The client is benefitted tremendously due to stability of JSM team.**
✓	**Long Term Relationships – JSM believes in Long Term Relationships. JSM has less than 10% client attrition. Once with JSM we expect a client to stay at least for 10 years. From the time you give order till many years from now whatever your need will be, either JSM has it already in its product, or JSM can customize it for you or JSM will have it on its agenda as part of its Continuous Product Enhancement Plans. JSM has an astounding repeat signing of AMC year after year of more than 95%. That means more than 95% of JSM clients will again sign up for AMC the next year. That shows the trust n belief JSM clients have in JSM - the**

JSM Payroll Software History

JSM Payroll Software is more than 15 years old product of JSM Technologies. The first version was launched in 2000. JSM Payroll was developed with valuable inputs from leading experts in Payroll from top MNC's and Indian Corporate's. Over the years we have implemented JSM Payroll at some of the most demanding customers and with their inputs JSM Payroll now has features that are rarely seen in other products.

Today JSM Payroll Software is used by Private sector companies as well as Govt. Organizations to manage their Payroll.

Year	Event
2000	JSM Technologies P. Ltd launched in New Delhi, India with the objective of Launching World class HRIS in India.
2001	JSM HRIS – The First Integrated, Most Comprehensive HRMS Launched in New Delhi, India
2002	JSM becomes the First company to launch ESS – Web Based Employee Self Service.
2003	JSM launches a completely new version of JSM HRIS right from ground up incorporating powerful new features. JSM Launches the Cafeteria Concept in JSM HRIS Software. Long before Flexi Benefit became a common feature in corporate India JSM launched the Flexi Benefit module in JSM HRIS software.
2004	JSM Launces JSM TSMS – Time Sheet Management System an online Web Application to enter time sheets.
2005	JSM launches for a Second time a Brand new Version totally revamping the Product from ground up. This was the Third Brand new Version launched in the history of the Product. The version running right now is a descendent of the year 2005 Version. JSM Launces the Copyrighted "**YTD Salary Slip**" in India. This copyrighted proprietary design incorporated many path breaking concepts. JSM Launces the copyrighted '**Report Builder**". With this tool now JSM clients could build their own reports picking and choosing from any of the 300 fields available in Employee master.
2006	JSM Launches new Version – 5.50 of **JSM Data Porting Software** to import all Employee Master data into JSM HRIS Software. This Utility had the facility to import even historical Appraisal, Training, Increment and Promotion data among other Data. JSM Launces the copyrighted 'Report Builder". With this tool now JSM clients could build their own reports picking and choosing from any of the 300 fields available in Employee master.
2007	JSM Bangalore Office inaugurated JSM Launches **Integration with SAP**. JSM Software develops a Utility to import JV from JSM Payroll Software into SAP. JSM launches Powerful New Audit Features in JSM HRIS to meet SOX compliance. JSM introduces" **Maker Checker concept"** for Audit Purposes to meet the most stringent Audit Requirements.
2008	JSM makes Bangalore Global Research n Development center. In order to cater to All

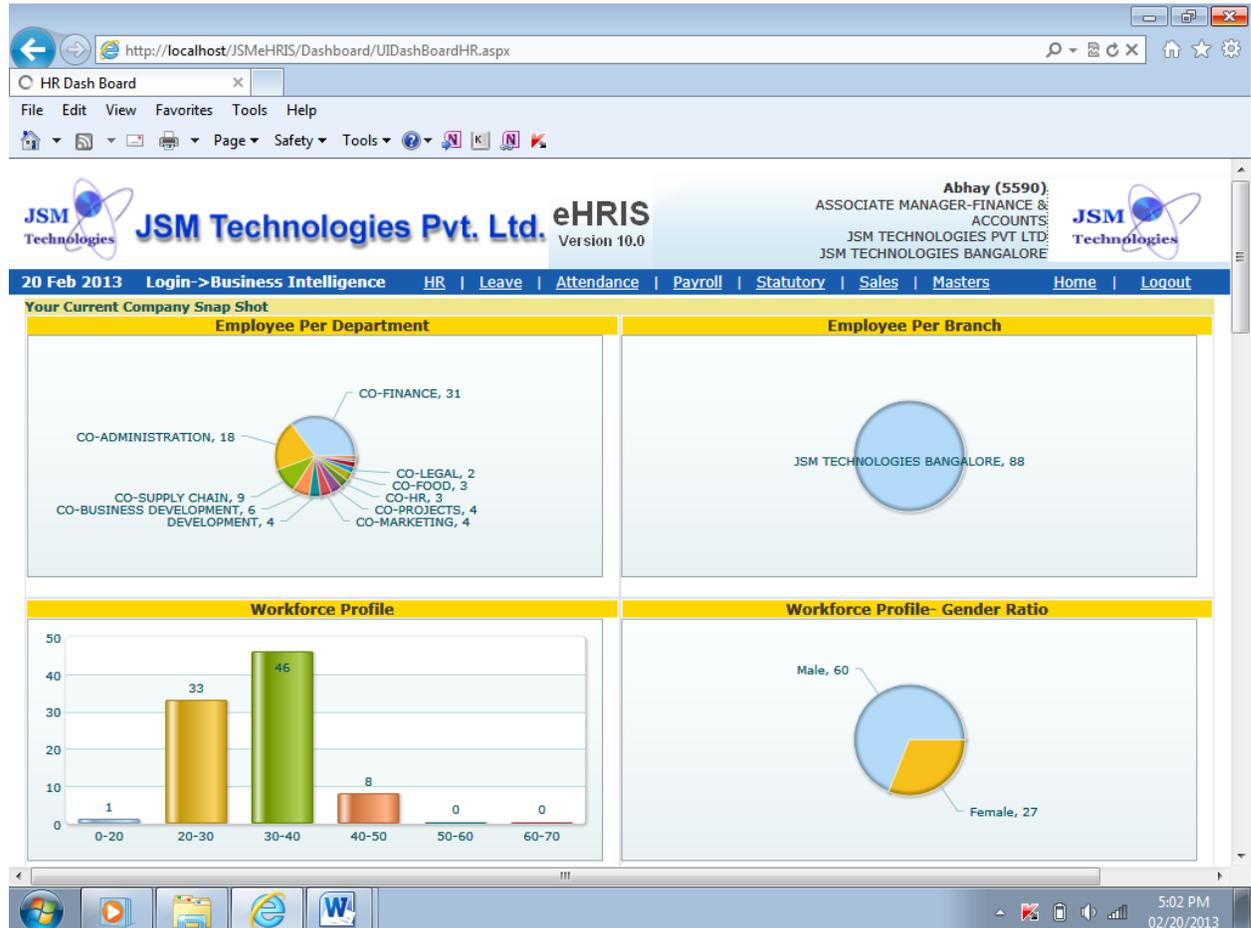|	
	India as well as to Global Markets JSM makes Bangalore Global Delivery n Support center. JSM Launches **Integration with Payroll Vendors** Module. With this revolutionary concept now clients having just the HR module – JSM HR Software can now seamlessly connect with either in-house Payroll Department or 3rd Party Payroll Vendors and vice versa. With this duplication of work by HR department was greatly reduced.
2009	JSM launches JSM HRIS in Nigeria with a Specific Version incorporating special features for Nigeria JSM Launches JSM **Central Government Payroll Software** specially meant for Central Government n Public Organizations meeting VI Pay Commission requirements JSM Launches Payroll Software adding Specific requirements for Beedi Manufacturing companies as per Indian Govt Regulations specifically for these industries.
2010	JSM Launches 10 New Sub Versions adding many new modules n features in JSMHRIS Software
2011	JSM Launches 16 New Sub Versions adding many new modules n features in JSMHRIS Software JSM adds 5 Powerful and usefull workflows to JSMEHRIS – the Web Based ESS for all Employees making JSM eHRIS the Most Comprehensive Web Based ESS. JSM improves and radically changes the **Auto Emailing** and entire mailing concept in JSM eHRIS giving tremendous Flexibility in Mailing content and Choosing recipients and Mail Scheduling in each HR workflow.
2012	JSM Launches 12 New Sub Versions adding many new modules n features in JSMHRIS Software. JSM launches New Version 12.05 of Reimbursement Module further improving on the facilities available to all Employees as well as to HR Admin users. JSM launces the New Improved and Copyrighted version of Online / Web Based Reimbursement Slip which added new design n flow to the existing one. JSM Launches new version 12.09 of Full n Final Settlement Module greatly enhancing the functionality and redesigning the entire module based on our 12 Years user feedback making it a very powerful FnF module incorporating great new features as well flexibility in user experience. JSM Launches Powerful New Version of JSM TSMS – Time Sheet Management System incorporating great new features n reporting systems with powerful Auto Emailing and Reminder Emailing features..

JSM Payroll Software with Business Intelligence (BI)

JSM Payroll Software has a powerful Business Intelligence (BI) Module providing vital insights into HR, Leave/ Attendance and Payroll.

JSM HRIS BI applies analytic processes to the human resource department of an organization for improving employee performance and in turn getting a better return on investment. It also aims at providing insight into each process by leveraging the data to make relevant decisions about how to improve these processes. In other words, it deals with how HR impacts business effectively.

JSM HRIS BI helps you to leverage HR data in an effective manner to predict workforce trends and reduce risks. JSMHRIS BI can help businesses manage the people assets effectively giving them an edge over their competition.
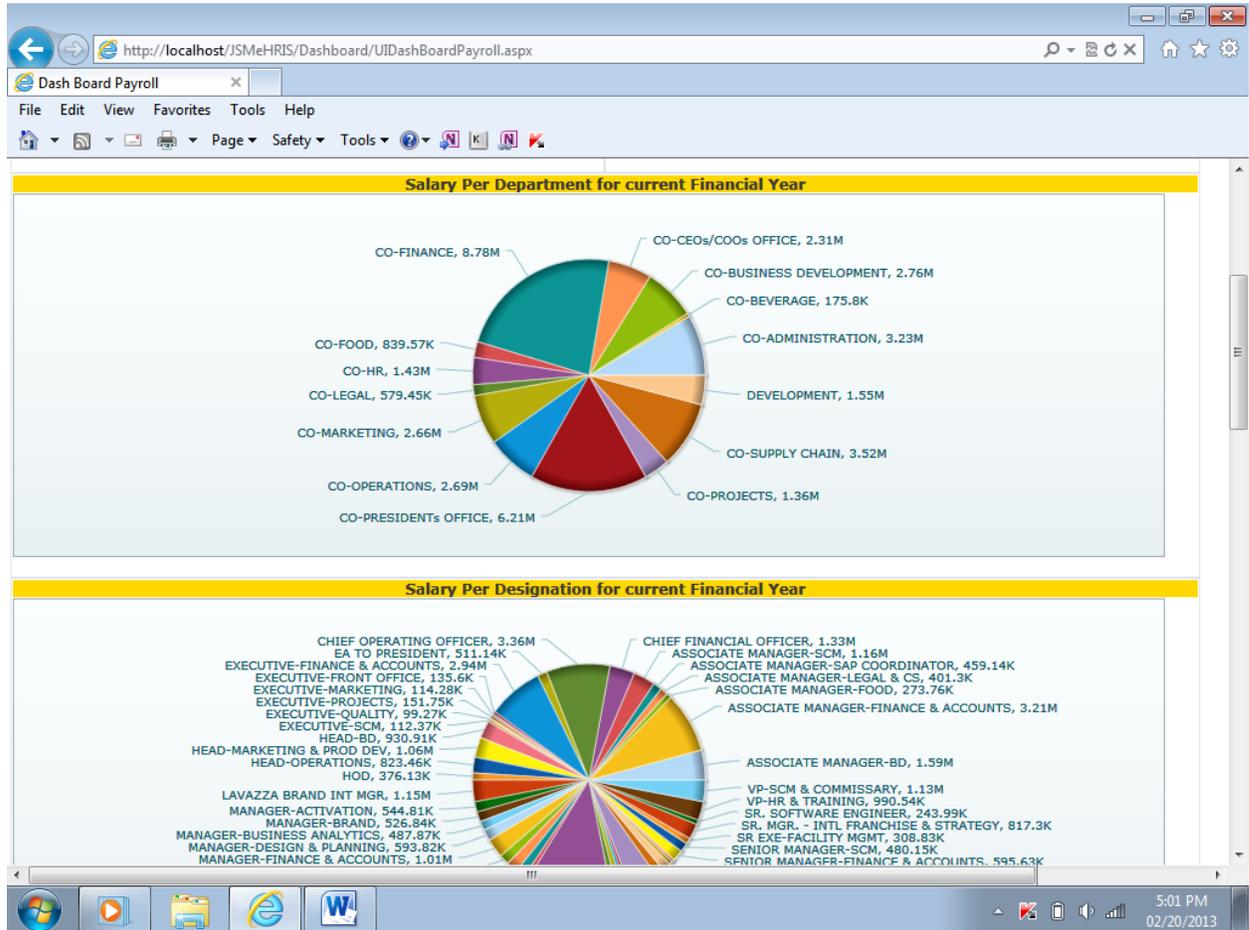
Less than half a per cent of the digital information is analyzed today. Businesses need to recognize this and invest in understanding and tapping it. We at JSM recognize this opportunity and continue to invest in developing solutions to help businesses tap the potential of Big HR and Payroll Data,

As companies are increasingly under pressure to better manage their business and align closer to their customers' needs, they are increasingly turning to highly leveraged HR database to

enable them to run complex business analytics that can be accessed by a broad range of client devices. This enables key executives to drive faster decision making enabled by powerful JSM HRIS solutions that are designed and architected to be agile and flexible to adapt to fast moving business world.

JSM HRIS BI helps you in storing, securing, managing HR and Payroll data and deriving value through analytics.

JSM Payroll Software Special Features

1.	**Completely Masters Driven Payroll Software**	There is no hard coding of any business logic. You define your own rules / business logic. JSM Payroll has been designed so that it can take care of variations in business logic / rules from company to company. The advantage to you as a customer is that this avoids costly customizations.
2	**Powerful and Flexible Business Logic to suit any kind of organization**	JSM Payroll lest you define your business logic for Earnings, Deductions, Salary Rules, Bonus, Arrears, Overtime, Leave and Attendance, Income Tax, Professional Tax, PF and ESIC and other important areas. So you can create rules that exist in your organization in JSM Payroll.
3	**Powerful and Flexible Organizational Structure Module**	JSM Payroll has an powerful Organizational Structure module that lets you create multiple office types and offices. JSM Payroll lets you define the Organizational Structure as applicable in your organization. JSM Payroll lets you create multiple Divisions, Departments or Sections as well as Multiple Grades, Levels, Bands or Designations.
4	**Multi Company Multi Location Payroll Software**	JSM Payroll is an Multi Company, Multi-Location Payroll software. You can create multiple offices.
5	**Completely Policies Driven**	JSMHR is an completely Policies driven software.
6	**Different versions to suit different client requirements**	JSM Payroll is available in Single User version or Multi -user version. Single user version uses Access and Multi user version uses SQL Server or Oracle as the database.
7	**Powerful reporting capabilities**	JSM Payroll offers unparalleled Payroll Reporting capabilities. User has the control on selecting reporting criteria. JSM Payroll has more than 200 reports and satisfies the needs of powerful reports in Payroll.
8	**Linking with Attendance Machine**	JSM Payroll has an in built import module which helps you import Attendance data from any Attendance Machine. JSM Payroll can import data from any DBF or MDB file that is commonly used by all Attendance Machines.
9	**Facility to print Letters**	JSM Payroll Software lets you printout important letters freeing up your time. You can print Increment letter, FnF letter, Bank Transfer Letter, Insurance related letters, PF and ESIC Letters and other important letters.
10	**Facility to Email Salary Slips**	JSM Payroll lets you email Salary Slips to all Employees
11	**Soft Copy Generation**	JSM Payroll lets you create Soft Copy for Bank Transfer, PF, ESIC, Insurance and TDS.
12	**Powerful PF and ESIC Reporting Module**	JSM Payroll has one of the most powerful PF and ESIC Reporting in the Industry. We provide the most comprehensive range of PF and ESIC reports. JSM Payroll has more than 15 PF and 7 ESIC reports available.
13	**Report Codes**	JSM Payroll lest you create your own report codes. These report codes appear on upper left hand corner of each report. So if you are following lets say ISO and have an specific code fro each report JSM Payroll lets you specify that.
14	**Powerful Reporting Tool**	JSM Payroll uses Crystal Reports that is the most powerful reporting tool in the industry today.
15	**Facility to export all**	JSM Payroll lets you export all Reports into Excel, Word and

	Reports	many other formats.
16	**Powerful Security Module**	JSM Payroll has an advanced Security Module that lets you create Roles and then assign these to as many users as possible. JSM Payroll lest you create form and report level security. JSM Payroll lets you restrict access to each Form and in that too you can specify for each user these activities - Whether he / she can view the form, modify data or delete data.
17	**Back up and Restore Module**	JSM Payroll has an robust Backup Module that lets you create your own backups and specify where you wish to take backup.
18	**Report Designer**	JSM Payroll has an advanced Report Designer that lets you create reports the way you want. JSM Payroll lets you decide which fields you want to select and then take out an report as per your specific needs.
19	**Alerts**	JSM Payroll lets you create Automatic Alerts so that you can get timely reminders of important events at times you want. So you can now get reminders of Increments due, Important statutory date etc.
20	**Centralized Documents Management**	Take the pain out of managing multiple documents in multiple locations / systems. Now you can attach any Windows document to JSM Payroll. JSM Payroll software gives you facility to attach any document be it Word, Excel, Notepad or any other document and then open it from JSM Payroll itself.
21	**Facility to Scan photographs and Signatures**	JSM Payroll lets you scan photographs and signatures and attach to JSM Payroll software
22	**Personalized Salary Slip Printing**	JSM Payroll let you choose between common messages for all Employees on Salary Slip or personalized messages for individual employees. So go ahead and wish your Employees "Happy Birthday" and Happy Anniversary" on their important days.
23	**Email Notifications**	JSM Payroll Software allows to set up Email Notification for all Web Based Workflows. You can set who all will get an email on which event and also decide what content shall be there.

Customizations

JSM Payroll is 100% customizable. In case you have any special needs JSMTPL can customize the Payroll Software as per your specific needs at a nominal cost. In case you require any special report specific to your organizational needs that too can be done.

Implementation Support

1	**Master Entry / Business Policies Entry Support**	JSMTPL shall help you in entering all Masters. We shall understand your business logic and guide you in inputting these in JSM Payroll.
2	**Employee Masters Entry Support**	JSMTPL shall guide you in building up the Employee Masters. Keeping your time deadlines in mind JSMTPL shall guide you with the fastest way of building up Employee Masters.
3	**Leave and Attendance Data Entry Support**	JSMTPL shall help you in entering Leave and Attendance related data. These can be imported from your Attendance machine also.

3	**Payroll Data Entry Support**	JSMTPL shall hand hold you in entering all Payroll data in the first month of installation. That way you shall get valuable insight on usage of the software and various features available.
4	**Payroll Processing Support**	JSMTPL provides support on the first salary processing day where our experts shall assist you while processing salary. We shall help you in matching your salary.
5	**Data Porting Support**	In case you have data in Excel and wish it to be ported JSMTPL can support you here also. JSMTPL shall provide you with pre defined Excel formats and then import the same.
6	**Employee Master Data Porting**	JSM has deep expertise in Employee Masters Data Porting. JSM can import all kinds of Employee Data. This shall cover 1. Employee personal data 2. All Addresses 3. All Previous Experience Details 4. All Qualifications details 5. All Transfer History 6. All Increment History 7. All Trainings attended 8. Previous Appraisal Final Scores. 9. All Numbers – PAN, PF No, ESI No, Passport No, Visa No, etc 10. Salary Structure You can import any amount of historical data related to the above. Example – If your company wants to import 20 years old Increment details JSM has expertise to do this. JSM Data Porting software has capability to import all this data.

Training Support

JSM provides extensive Training to all users to get up to speed in the shortest possible time. JSM's proven and tested Training Methodology helps you in understanding the numerous features in JSM Payroll. At the start of the implementation JSM charts out the Training Map and by the end of Implementation users gain valuable expertise of the usage of the software.

Training is given by Senior experts who have more than 12 years experience in doing the same. When u are with JSM you in expert hands.
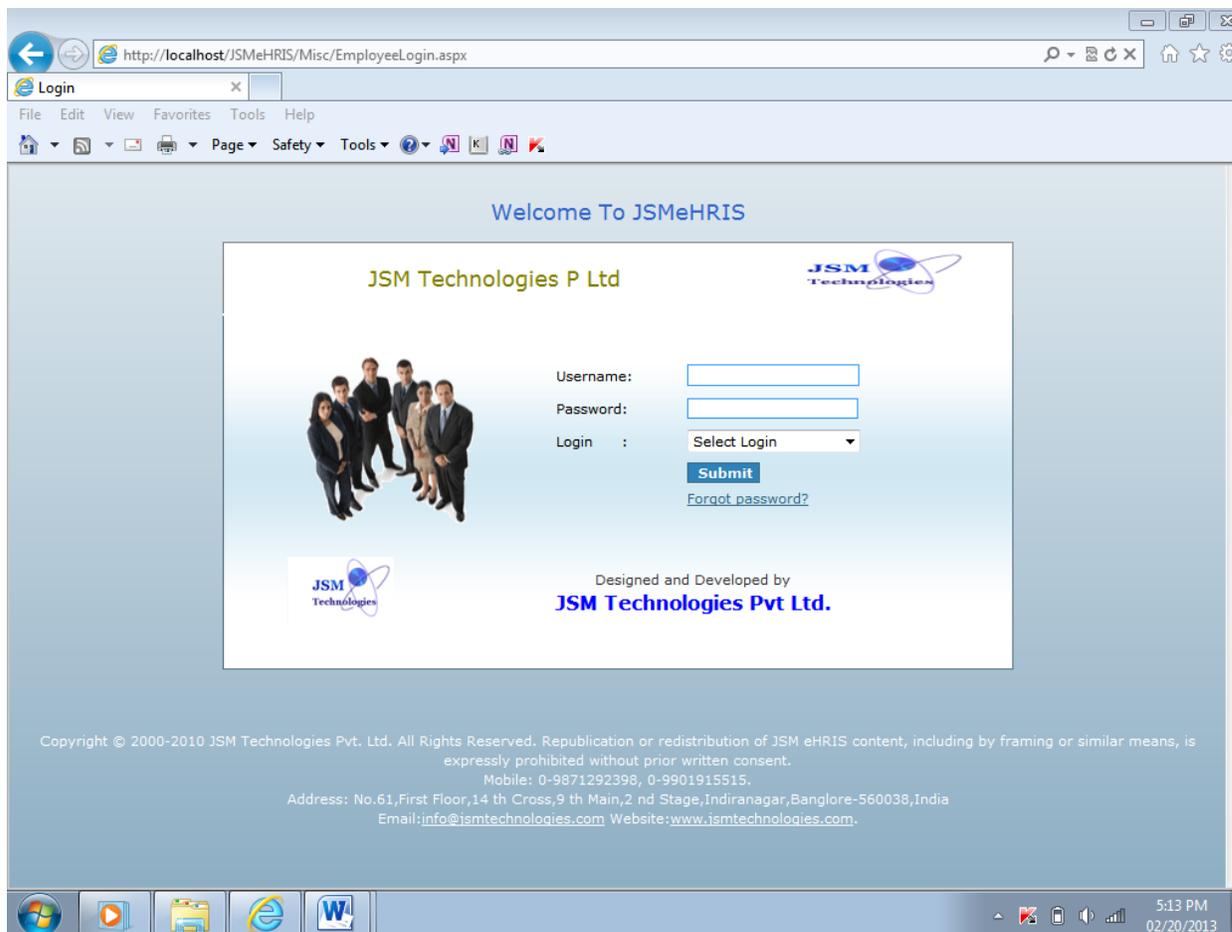
Maintenance

After JSM completes Implementation and Training of all uses free Maintenance starts for a fixed period. JSM shall take care of any queries you may have during this period. The free Maintenance period lets you get settled down in the software. After you have developed confidence in the software and had a few months successful Salary Processing from JSM Payroll JSM encourages you to sign up for the paid Maintenance. Here you get cost effective support on an annual basis along with new versions and updates.

JSM Launches more new versions in a year than any other company.

One of best features of JSM Payroll is integration with Internet / Intranet. JSM Payroll has an database of some very important information that is of interest to all employees. JSM Payroll makes it possible to create a login for all employees so that they can log securely with their username and password into the Intranet. This is a browser based application each Employee can view his / her (only) Payroll related details. These can be - Reimbursements, Leave and Attendance, Loan and Advances, Salary Slips and Tax related details. This shall reduced routine queries to HR / Accounts.

JSM ePayroll is a complete Web Based Online ESS (Employee Self Service) with all workflows related to Payroll.

Workflows included are
1. Tax workflows
2. Leave Workflows
3. Attendance Workflows
4. Out Door Duty Workflows
5. Comp Off Workflows
6. Working on Weekly Off Workflows
7. Reimbursement workflows
8. Loan Workflows

PAYROLL MODULE DESCRIPTION

JSM Payroll is an integrated software that has more than 50 Modules covering Employee Master, Employee Transactions, Leave and Attendance, Payroll and Statutory Modules - PF, ESIC and TDS. JSM Payroll gives you tremendous flexibility to set rules as per your specific requirements.

JSM Payroll software modules are categorized as -

S.No	Module Category
1	Employee Masters
2	Employee Transaction
3	Leave and Attendance
4	Payroll
5	PF
6	ESIC
7	Income Tax
8	Professional Tax
9	Labor Welfare Fund

Employee Master Modules

JSM Payroll captures more than 300 important information about an Employee. This forms the backbone of an Employee Database.

1.	**Employee General Information**	This covers basic information about an Employee such as -Name, Emp Code, Fathers name, all Contact Addresses, Email Addresses, Mobile Numbers etc.
2	**Employee Salary Structure**	This covers complete Employee Salary Structure details covering all Earning and Deduction heads and Benefits.
3	**Employee Dependent**	This cover all information about Employee Dependents that is

	Details	required from Payroll and Reimbursement perspectives.
4	Employee Payroll Information	This cover important information line Bank Details, Account Number, PF and ESIC Number, PAN Number, Blood Group etc.
5	Past Employment Details	This covers important information of past employment including Employer Name, Salary Structure and Positions held.
6	Educational Qualification	All Educational qualifications attained by a employee can be captured here.

Employee Transaction Modules

JSM Payroll has provision to record day to day activities related an employee covering reporting relationships, Transfers to other branches, Re-designations and finally Employee Separations.

1.	Employee Nominees	Facility to add Nominees
2	Employee Reporting	This covers Employee Reporting relationships. JSM Payroll provides facility for an Employee to report to more than 1 Superior.
3	Assets	JSM Payroll Software provides facility to issue Office Property of any kind to an employee.
4	Employee Transfers	JSM Payroll provides facility to Transfer an Employee to any other branch and track movement of an Employee across branches.
5	Employee Re-designation	JSM Payroll provides facility to re-designate an Employee.
6	Employee Promotion	JSM Payroll provides facility to Promote an Employee.
7	Employee Separations	JSM Payroll provides an facility to separate Employee, track notice periods and do Full and Final Settlements.

Leave and Attendance Modules

JSM Payroll has an dynamic Leave and Attendance Module covering Attendance Machine Integration, Leaves Entry, Employee Attendance Entry and Leave Encashment

1.	Leave Policies	JSM Payroll has an dynamic Leave Policies / Masters module where you create Policies as per your organization's Leave and Policies. You enter your own logic and JSM Payroll does all Leave processing as per your rules. Leave policies are very flexible and you can create Policy based on 9 Parameters – Company wise, Branch wise, Division wise, Department wise, Grade Wise, Level Wise, Designation wise, Appointment type wise or Employee category wise. You can have different rules for different types of employees within same organization. If u have Group Companies each Group Company also can have different Policies
2	Attendance Policies	JSM Payroll has an dynamic Attendance Masters module where you create masters as per your organization's Attendance Policies. You enter your own logic and JSM Payroll does all Attendance processing as per your rules.
3	Attendance Machine	JSM Payroll has superb Attendance Machine Integration module

		whereby you can import attendance machine data into JSM Payroll software with the click of a button. JSM has a standard format in which data has to be supplied by the Attendance Machine vendor. This is an MDB (Microsoft Access) format. JSM Payroll Software can import Monthly Attendance data from this format.
4	**Leave Transaction**	This helps you keep track of all leaves taken by Employees. JSM ePayroll (ESS) gives you facility to apply for leave, get approval, cancel and sanction leave.
5	**Leave Encashment**	In case your organization has Leave Encashment policy this module helps you in providing Leave Encashment to Employees.
6	**Monthly Attendance**	Through this module you can enter Attendance details of employees.

Payroll Modules

1	**Earning and Deduction Heads Master**	JSM Payroll lets you create any number of Earning and Deduction heads. Our powerful rules engine lets you set rules and regulations against each head the way you want. You decide for each earning head which you want to show on the salary slip, which shall be an reimbursement, whether you want each to be paid monthly or yearly, whether LWP is applicable and whether Leave Encashment is applicable. JSM Payroll also lets you decide whether each should be included in the calculation of Income Tax, PF, ESIC and Bonus. JSM Payroll has an unique feature whereby you can set formulas so that each earning head can be set as an Percent of Basic or a fixed Amount. This can be fixed Grade / Level / Designation wise.
2	**Reimbursement**	A complete Reimbursement module to help you check reimbursement-head- wise balance due to each employee, given reimbursements, track bills submissions and also record dependents bills wise. JSM ePayroll has an Advanced Reimbursement workflow
3	**Loan**	JSM Payroll has an Advanced Loan module. You can create any number of Loan Types and define each loan as interest bearing or not. Provision to give loan, define periods and auto calculation of EMI. Further provision to reschedule loan by period or amount, early completion and additional recovery make our Loan module a dynamic one to handle any kind of situation.
4	**Salary Advance**	Facility to give Salary Advance
5	**Miscellaneous Earnings**	Facility to give miscellaneous earning to any employee
6	**Miscellaneous Deductions**	Facility to deduct under miscellaneous deduction from any employee
7	**Arrears**	Facility to give Incremental Arrears and Arrears against LWP. Facility to define retrospective date for arrears.
8	**Increment**	Facility to give Increment.
9	**Stop Salary**	Facility to stop salary.
10	**Insurance**	A complete Insurance Module
11	**Bonus**	Complete Bonus module where u set in rules existing in your

		organization. Facility to auto calculate bonus as well as manual edit facility
12	**Gratuity**	Complete Gratuity module
13	**Superannuation**	Complete Superannuation module
14	**Welfare Fund**	JSM Payroll lets you automate Punjab and Haryana related Labor Welfare Fund and integrate it with Salary Processing.
15	**Salary Processing**	JSM Payroll has an advanced Salary Processing module where you just need to select Office and Branch whose salary you need to process and after pressing "Process" within a few seconds all Employees salary in that branch is processed.
16	**Salary Processing - Hourly Wages**	JSM Payroll has provision to process salary of Hourly Wages Employees.
17	**Salary by Cheque / DD**	This gives you facility to pay Salary by Cheque / DD.
18	**Special Remuneration**	This is a special facility provided in JSM Payroll where in case in a particular month you wish to change the earning heads amount you can change them here. The changes you make are reflected in this month only. Next month onwards earning heads amount returns to original value as set in Employee Master.
19	**Overtime Module**	Complete Overtime Module
20	**Full and Final Settlement**	JSM Payroll have a powerful FnF module which takes care of notice period, flexibility to calculate based on gross or basic, checks office property, loan and all other details and finally does FnF. Facility to record payment details and then printout Full and Final Settlement Letter.
21	**Salary Transfer**	Facility to automate Salary Transfers. JSM Payroll lets you take out Bank Transfer Letters. Floppy generation in pre-defined format is possible with JSM Payroll.
22	**Manpower Budgeting**	JSM Payroll enables you to do Manpower Budgeting.
23	**Forecasting**	JSM Payroll lets you forecast salaries for the next year based on pre defined parameters.

PF Modules

1	**PF Master**	JSM Payroll lets you define PF rules / slabs as they exist. In case of any changes in rules you can change them in the masters and it shall get reflected them in the masters.
2	**Nominees**	JSM Payroll lets you define nominees for PF.
3	**Challans / Forms**	JSM Payroll software takes the pain out of PF challans making. Now you can take out all PF Challans / Reports / Forms from JSM Payroll. We offer the most comprehensive range of PF reports in the industry. These cover - Monthly Details, Monthly Challan, Form 3A, Form 5, Form 6A, Form 10, Form 12A, Form 10, Form 19, Form 2, Form 7, Form 11, PF Eligibility Register, EDLI List of Employees, EDLI list of Left Employees and PF Statement.
4	**Floppy Generation**	JSM Payroll software lets you automatically create Floppy containing PF Data, Member data, Family Details, Guardian Data and Nominee Data.

ESIC Modules

1	ESIC Master	JSM Payroll lets you define ESIC rules / slabs as they exist. In case of any changes in rules you can change them in the masters and it shall get reflected them in the masters.
2	Nominees	JSM Payroll lets you define nominees for ESIC
3	Challans / Forms	JSM Payroll software takes the pain out of ESIC challans making. Now you can take out all ESIC Challans / Reports / Forms from JSM Payroll. We offer the most comprehensive range of ESIC reports in the industry. These cover - Monthly Details, Monthly Challan, Form 1, Form 3, Form 6,and Form 32.
4	Floppy Generation	JSM Payroll software lets you automatically create Floppy containing ESIC Data.

Income Tax Modules

1	Previous Employer Details	JSM Payroll lets you capture tax details of previous employer.
2	House Rent Details	JSM Payroll lets you capture House Rent details of an Employee and also track Metro / Non Metro movements.
3	Form 12 C	JSM Payroll lets you capture all Form 12 C details.
4	Tax Computation	Our Tax Computation sheet looks at Gross Salary (Head Wise), calculates Total Income, considers Deduction and Rebate, Tax already paid and Previous Employer Tax paid and finally returns the EMI.
5	Tax Deposit	Captures all Tax deposit details
6	Tax Advice	JSM Payroll lets you take printout of Tax Advice of each employee showing detailed Tax Computation details.
7	Tax Register	Lets you take our report on Tax details month wise
8	Form 16	JSM Payroll automates Form 16 printing.

Professional Tax Modules

1	Professional Tax Masters	JSM Payroll provides an master where you can define State wise Professional Tax rates as applicable. These can be amount wise or percentage wise.

Labor Welfare Fund Modules

1	LWF	JSM Payroll provides a master where you can define LWF rates as applicable.

PAYROLL MODULE REPORTS DESCRIPTION

JSM Payroll provides powerful reporting facilities covering all modules including Employee Master, Employee Transactions, Leave and Attendence, Payroll and Statutory Modules - PF, ESIC and TDS. JSM Payroll Software provides you with more than 150 reports that shall meet even your most stringent requirements.

The JSM Payroll Reports Advantage
✓ **All reports are exportable to Word, Excel, Mail and other popular forms**
✓ **Powerful sorting capabilities in reports that enable you to sort data as per your requirements**
✓ **Facility to export reports to Floppy.**
✓ **Facility to add codes to each report**
✓ **Facility to select period "From" and "To" for each report.**
✓ **Facility to have pictorial representation for reports - Bar Graphs, Pie Charts etc possible.**
✓ **Facility to take out reports for all Offices or Branch Wise.**
✓ **While taking out printouts facility select one Employee or many Employees or All Employees**
✓ **Facility to select any printer while taking printouts.**

Employee Masters Modules Reports

JSM Payroll more than 30 important reports about an Employee. This forms the backbone of an Employee MIS.

1.	**Reports Sorting Facilities**	JSM Payroll lets you sort reports on more than 10 different parameters. You can sort report data based on Employee Code, Name, Designation, Division, Department, Grade, Level, DOJ etc
2	**Employee Search**	JSM Payroll helps you zero in on a specific employee by searching by Employee Code or Employee Name. This helps you search fast a specific employee and take out the reports as you may wish.
3	**Employee Reports**	JSM Payroll gives you the widest range of reports possible on a employee. You have the choice to take out reports on General Employee Information, Qualifications, Experience, Salary Structure, Previous Training Details, Dependent Details, References, Membership Details and Office, Division, Department details.
4	**Department Wise Salary Structure**	JSM Payroll lets you see reports department wise. This helps you see Department wise Employees Salary Structure and total Department Wise.
5	**Employee CTC**	JSM Payroll lets you see reports on Employee CTC. Here you can view data filtering various options available.

Employee Transaction Modules Reports

1.	**Employee Reporting**	JSM Payroll enables you to take out reports on Employee Reporting
2	**Employee Transfers**	Reports on Transfers of Employees
3	**Employee Re-designation**	Reports on Employee Re-designations
4	**Employee Separations**	Reports on Employee Seperations

Leave and Attendance Modules Reports

1.	**Report Options**	Facility to take out reports Branch Wise, Date Wise, Between 2 Periods (From Date and To Date). Facility to take out Leave Register Leave Type wise or all Leave Types. In Attendence Reports facility to take our printout Date Wise Detailed or Summary or between a specified Time Range of In Time and Out Time.
2.	**Leave and Attendance Masters**	Reports on organization rules and regulations of related to Leave and Attendance.
3	**Attendance Machine**	JSM Payroll provides you with Attendance In-Out Reports, and Employee Punch Card reports.
4	**Leave Transaction**	JSM Payroll gives you wide ranging reports on Leaves. Some of these are - Monthly Leave Availed, Monthly Report of LWP, Muster Roll, Leave register, Leave Balance and Leave Record.
5	**Leave Encashment**	Reports on Leave Encashment
6	**Monthly Attendance**	JSM Payroll Software provides a comprehensive range of

		Attendance reports. Some of these are - Daily Attendance Report, Muster Roll and Days Worked.

Payroll Modules Reports

1	Report Options	You can take out head wise reports or all heads, between 2 periods or for the entire year or month wise. You can sort Employee code wise or Name wise.
2	Earning and Deduction Heads Master	Reports on Remuneration Heads, Details and Policies
3	Reimbursement	JSM Payroll provides you with complete set of Reimbursement Reports to view balances heads wise, employee wise and monthly payment details.
4	Loan	JSM Payroll provides a wide range of Loan related reports including Loan Issue Details, Loan Balance Statement, Loan Register and Monthly Recovery Report. You have option to choose Loan Type wise report or between 2 periods or monthly report .
5	Salary Advance	Reports - Advance Register
6	Miscellaneous Earnings	Reports on Miscellaneous Earning
7	Miscellaneous Deductions	Reports on Miscellaneous Deductions.
8	Arrears	Reports on Arrears - Arrear Details and Arrear Statement.
9	Increment	Powerful reports on Increment. Increment type wise, Details or Summary view. Reports include - Increment Details, Increment Due List and Increment Amount.
10	Stop Salary	Report showing Stop Salary Details.
11	Insurance	Complete set of reports on Insurance. These include - Insurance Policy Details, Employee Serial Numbers, Employee Insurance Details and Left Employee Insurance Details.
12	Bonus	Complete report on Bonus Register.
13	Gratuity	Gratuity related reports
14	Superannuation	Superannuation related reports
15	Welfare Fund	Welfare fund related reports
16	Salary	JSM Payroll provides a exhaustive and informative range of Salary related reports. There is an Check List to help you check Salary Details before you process Salary. Other reports include - Income Details, Reconciliation Report, Department Wise Salary, Salary Reimbursement Head Wise and Summary.
17	Salary Slip	JSM Payroll provides an comprehensive Salary Slip which is very dynamic with facility to user to select heads which are to be shown on Salary Slip. Facility to pre define Signatory name on Salary Slips. Facility to print messages on Salary Slips.
18	Salary Register	JSM Payroll has one of the best Salary Register in the industry. Facility to take out Salary Register Employee wise. Facility to order by Employee Code or Employee Name. Facility to group by Employee or Department wise. Facility to show or remove certain heads from Salary Register.
19	Salary - Hourly Wages	Reports on Salary Payments - Hourly Wages.

20	Salary by Cheque / DD	Reports on Salary Payments by Cheque and DD.
21	Special Remuneration	Reports on Special Remuneration.
22	Overtime Module	Overtime Details.
23	Full and Final Settlement	Complete Full and Final Settlement Report.
24	Bank Transfer - Salary	Facility to export Bank Transfer report to word or Excel. Facility to sort by Account number or Name. Facility to remove specific heads. We can also print your Bank Transfer letter. JSM Payroll also gives you a report on Salary Credit.
25	Manpower Budgeting	Manpower Budgeting related reports
26	Forecasting	Forecasting reports.

PF Modules Reports

1	PF Master	Report on all PF rules inputted in the software
2	Nominees	Report on Employee nominees
3	Challans / Forms	JSM Payroll software takes the pain out of PF challans making. Now you can take out all PF Challans / Reports / Forms from JSM Payroll. We offer the most comprehensive range of PF reports in the industry. These cover - Monthly Details, Monthly Challan, Form 3A, Form 5, Form 6A, Form 10, Form 12A, Form 10, Form 19, Form 2, Form 7, Form 11, PF Eligibility Register, EDLI List of Employees, EDLI list of Left Employees and PF Statement.
4	Floppy Generation	JSM Payroll software lets you automatically create Floppy containing PF Data, Member data, Family Details, Guardian Data and Nominee Data.

ESIC Modules Reports

1	ESIC Master	Report on all ESIC rules inputted in the software
2	Nominees	Report on Employee nominees
3	Challans / Forms	JSM Payroll software takes the pain out of ESIC challans making. Now you can take out all ESIC Challans / Reports / Forms from JSM Payroll. We offer the most comprehensive range of ESIC reports in the industry. These cover - Monthly Details, Monthly Challan, Form 1, Form 3, Form 6,and Form 32.
4	Floppy Generation	JSM Payroll software lets you automatically create Floppy containing ESIC Data.

Income Tax Modules Reports

1	Previous Employer Details	Report on Previous Employer
2	House Rent Details	Report on House Rent Details
3	Form 12 C	Form 12 C Details report
4	Tax Deposit	Report on Tax Deposit
5	Tax Advice	Tax Advice Report
6	Tax Register	Complete Tax Register
7	Form 16	As per Statutory Requirement

Technologies Used

JSM Technologies specializes in providing Payroll Software Solutions for Microsoft Windows®.

JSM Payroll Software uses the following Technologies / Languages / Platforms / Databases:

- 5 Tier / n Tier Architecture – Used for JSM ESS / Web Based ESS.
- ASP.Net, ASP, C# for ESS, Microsoft Visual Basic® for JSM Admin Version.
- Active X Controls / DLL's
- COM / DCOM
- ADO / DAO
- MS Windows® 2000,XP and 7.
- Microsoft Microsoft MS SqlServer®, Oracle®

Microsoft, Visual Basic, SqlServer, Access are trademarks or registered trademarks of Microsoft corp. Oracle is trademark or registered trademark of Oracle corp.

Client List

JSM is proud to state that its Payroll Software drives Payroll in leading International and Indian corporate's. Given below is an partial list of organizations where JSM Payroll Software powers the Payroll Function.

Partial Client List (In Alphabetical Order)	
Client Name	**Profile**
Alpha Mead Facilities & Management Services Ltd, Nigeria	AlphaMead Facilities and Management Services Limited (AM Facilities) was incorporated in January 2006 with the vision to be the biggest and the best facility management company in Nigeria with strong presence in all major cities across the continent of Africa
BGR Energy Sytem (India)	A multi-product, multi-location engineering group undertaking high value turnkey engineering contracts in power and process sector industries.
Blueocean Market Intelligence	blueocean market intelligence is a next-generation services organization with a deep focus on analytics, market intelligence and social media, all uniquely delivered under one roof by 650 plus professionals. We serve many of the world's largest and most respected companies representing an array of industries and business sectors.

	Active in over 60 countries, including leading markets in North America, Latin America, Europe and Asia
Charoen Pokphand Seeds (India) Pvt.Ltd C.P. SEEDS INDIA	Thailand's largest agriculture based conglomerate
CNSI CNSI *Aligning Technology with Business Success*	CNSI delivers a broad portfolio of information technology (IT) and business process outsourcing (BPO) solutions to a diverse base of federal, state and local government agencies, and commercial enterprises. CNSI helps clients improve business performance and align IT with their mission and business objectives. Formed in 1994, CNSI is headquartered in Gaithersburg, Maryland, with locations throughout the U.S. With an R&D Center of Excellence also based at its headquarters location, CNSI also has a research and development center in Chennai, India.
Cottage Industries Exposition Ltd «CIE» Cottage Industries Exposition	CIE - India's leading crafts chain company
Firepro Systems Pvt.ltd. firepro STAY SAFE	Firepro Systems, a part of Panasonic Corporation, Japan, is a pioneer and leader in the Infrastructure Protection and Safety sector. Firepro operates out of 14 locations in India and 5 locations globally.
India Motor Parts & Accessories Limited (IMPAL)	India Motor Parts & Accessories Limited (IMPAL) a TVS Group Company was incorporated on 12th July 1954. The Company is engaged in the distribution of automobile spare parts and accessories through its 50+ branch network representing over 50 manufacturers
Indian Institute of Plantation Management Bangalore	Indian Institute of Plantation Management is an Autonomous Organization promoted by the Ministry of Commerce and Industry, Government of India. IIPM has been conceived as a world renowned academic

	institution focusing in the field of plantation & associated agri-business and commodity management education
Insilco Limited	Evonik: Core specialty chemicals business Evonik is one of the world's leading specialty chemicals companies.
Integration BioSciences	Conceived in the pursuit of science and fueled by economic drivers, Integral represents a confluence of the best of the entrepreneurial spirit in America's Silicon Valley and India's commercial centers. Capitalized by individual investors, financial institutions, and biotech companies, our vision is to support the early stages of the discovery of new therapies for important medical needs.
Jain University	Jain University is deemed-to-be-university in Bangalore, India, it is now ranked consistently among top universities in India. Jain University is certified ISO 9001:2008 for quality management by TÜV Rheinland and it is a member of Association of Universities of Asia and the Pacific (AUAP).
Khadims India	Khadim's is among the top three national players in terms of organised footwear retailing
Mapal	MAPAL is today the major specialist worldwide for individual machining solutions with the highest precision and cost-effectiveness. HQ = Germany
Perfect Relations	Perfect Relations is South Asia's image management specialist.
Prerana Motors	One of the Biggest Dealers of Tata Motors in India, operating out of 39 Locations with more than 1500 employees

Punjab Technical University, Jalandhar 	Punjab Technical University (PTU) was established in the Year 1997 under the Punjab Technical University Act, 1996. The University has affiliated 100+ engineering Colleges, 139 Management and Computer Application courses, 37 institutions imparting Pharmacy education, 11 colleges imparting Hotel Management education, 06 Colleges providing Architecture Education and 21 Regional Centre for M.Tech and Ph.D in different branches of Engineering and Management and 01 Regional Centre for M.Pharmacy. More than 2013 Learning Centres of PTU are providing professional education through Distance Learning all over the Country and abroad
Rajiv Gandhi Institute of Petroleum Technology 	The Ministry of Petroleum & Natural Gas (MOP&NG), Government of India set up The Rajiv Gandhi Institute of Petroleum Technology (RGIPT) as An Institute of National Importance established under the Act of Parliament along the lines of the Indian Institutes of Technology (IIT).
Sequoia Capital 	A leading VC firm
Solverminds Solutions & Technologies Pvt.Ltd 	Solverminds is a software and analytics solution company specializing in providing enterprise application and analytical solutions for maritime transport and health/pharmaceutical industry. Since its inception in September 2003, the company has been in the forefront of delivering innovative solutions to its customers globally.
Solid State Physics Laboratory. 	Part of DRDO, Ministry of Defence, Govt of India

Sykes Enterprises, Incorporated	SYKES is a global leader in providing customer contact management solutions and services in the business process outsourcing (BPO) arena. SYKES provides an array of sophisticated customer contact management solutions to Fortune 1000 companies around the world, primarily in the communications, financial services, healthcare, technology and transportation and leisure industries
Synchronoss Technologies, Inc	Synchronoss is the mobile innovation leader that provides personal cloud solutions and software-based activation for connected devices across the globe.
Takata India	Leading Japanese Automotive Safety Components Company
Tesa Tapes	tesa SE is one of the world's leading manufacturers of self-adhesive product and system solutions for industry, trade, and consumers.
VIT University	VIT University is on the Top 10 Engineering Colleges in India
Wallace Pharmaceuticals Ltd	Leading Pharmaceutical company.

Thank You

JSM Technologies Pvt Ltd.

Registered Office	New Delhi, India
Global Research & Development Center	Bangalore, India
Global Support Center	Bangalore, India
Mobile	9901915515, 9871292398
Email	sales@jsmtechnologies.com
Web Site	www.jsmtechnologies.com