



JSM HR Software and
JSM Central Govt. Payroll Software
Meeting VI and VII Pay Commission requirements



Celebrating 16th Anniversary!
2000 to 2017
Ver 17.01
A Stable, Time Tested, Proven Payroll
Software

JSM Technologies P Ltd

The leader in Human Resource Software Automation



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, through 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.

JSM Central Govt. Payroll Software has been specially designed for Central Govt. Organizations. This software has been specially designed to meet VI Pay Commission Requirements.

PAYROLL MODULE DESCRIPTION

JSM Payroll is integrated software that has more than 50 Modules covering Employee Master, Employee Transactions, Leave and Attendance, Payroll and Statutory Modules – NPS, GPF, CGEIS, CGHS and TDS. JSM Payroll gives you tremendous flexibility to set rules as per your specific requirements.



JSM payroll software contains the following Sections and Modules.

S.No	Sections	Modules
1	Organization Structure	Financial Year, Country, Office, Division, Department, Grade, Level & Designation
2	Company Policies	Employee, Accommodation, Separation, Leave & Attendance, Remunerations, Bank, Loan
3	Statutory Policies	Income Tax, Old GIS , Statutory Bonus , Non-Monetary Perquisite, Honorarium, Gratuity
4	Central Govt. Statutory Policies	GPF, NPS, CGEIS, CGHS, LTC
5	HR Transaction	Recruitment, Employee Master details, Employee Group Configuration, Transfer, Promotion, Redesignation, Salary Restructure, Increment, Separation
6	7th Pay Commission	New Basic Pay, Pay Level, Fitment Factor, Pay Progression, Non Payable Heads, 6 cpc to 7 cpc Migration
7	Leave & Attendance	Leave, Monthly Attendance,

8	Security	Roles and Permissions, Change Password & Logout Users
9	Utilities	JSM Setup, Employee Details Report Builder, Import From Excel

Organization Structure Section and Modules

JSM Payroll captures important information about an Organization and its Branches.

S.No	Modules	Description
1.	Financial Year	This covers Financial Year of an Organization. You have been provided with the facility to enter desired Financial Year that an organization is maintaining. For Eg:-
2	Country	This captures World Regions, Zones, Countries, States and Cities. Which helps you to enter exact Office and Branch locations
3	Office	This captures Office Types and Office Details. You have been provided with facility to capture all the Details of a Company and its branches. You can enter any number of Offices and its respective branches.
4	Division & Department	This module captures all the Divisions and Departments of an Office and its respective Branches. JSM Payroll has provided facility to enter any number of Divisions and Departments
5	Grade	This module Captures all the Grades that an Organization is maintaining and Grades Hierarchy can be set. Based on the Hierarchy set in Grade Hierarchy master, Grades will appear in the order set in the Grade Hierarchy Master in Pay Bill Report
6	Level & Designation	This module Captures Levels & Designation that a Company and its respective branches are maintaining. Levels hierarchy and Designation hierarchy can be set. Based on the Hierarchy set in this Level Hierarchy Master and Designation Hierarchy master, Levels & Designations will appear in the order set in the Level Hierarchy Master and Designation Hierarchy Master in the Pay Bill Report

Company Policies Section and Modules

JSM Payroll captures Payroll Policies of a Company.

S.No	Modules	Description
1	Employee	<p>This module captures Employee's information's like Appointment Types, Employee Category, Marital Status, Nationality, Blood Group, etc</p> <p>Appointment types: you can define Appointment type like Consolidated, Deputation, Regular, Regular-in-contract</p> <p>Employee Category: You can define Employee Category like Gazetted</p>

		<p>& Non Gazetted.</p> <p>Employee Groups: You can define Employee groups such as Class I, Class II, Class III or Group A, GroupB, Group C, Group D etc.</p> <p>Retirement Age: You can define the retirement age either based on the Service period or Age</p>
2	Registrations	You can define various Registration Names such as GPF Account Number, NPS Account Number , PPAN Number , PRAN Number etc.
3	Employee Probation/Contract	JSM Software allow to define Probation Period based on Recruitment Reason
4.	Accommodation	<p>You can define Accommodation Types like</p> <ul style="list-style-type: none"> i. Unfurnished Owned ii. Unfurnished Leased iii. Furnished Owned iv. Furnished Leased <p>For each Accommodation Type you can have a different Quarter types like "Type I, Type II, Type III" etc.</p>
5	Separation	<p>You can define Separation Policy as per the policy of an Organization.</p> <p>You can define Separation Types like Resignation, Retirement, Death in Service, Permanent Disablement etc</p>
6	Leave Policy	<p>JSM Software has a provision to define the below policy:</p> <ol style="list-style-type: none"> 1. Sabbatical Leave: JSM Software has a provision to define sabbatical leave for all employees. 2. Extra Ordinary Leave: JSM Software has a provision to define Extra Ordinary leave for all employees. 3. Leave Not Due: JSM Software has a provision to define Advance Leave (negative leaves) for all employees. 4. Commutated Leave: JSM Software has a provision to define commuted Leave (If an employee applies leave for 5 days and balance of 10 days will be deducted) for all employees. 5. Sick Leave: JSM Software has a provision to define Sick Leave for all the employees. 6. Casual Leave: JSM Software has a Provision to define Casual Leave for all employees. 7. Earned Leave: JSM Software has a Provision to define Earned Leave for all employees. 8. Half Pay Leave: JSM Software has a Provision to define Half Pay Leave for all employees. 9. Quarantine Leave: JSM Software has a Provision to define Quarantine Leave for all employees 10. Maternity Leave: JSM Software has a Provision to define Maternity Leave for all employees 11. Paternity Leave: JSM Software has a Provision to define Paternity Leave for all employees.
7	Leave & Attendance	JSM Payroll has dynamic Leave Masters module where you create masters as per your organization's Leave and Attendance Policies. You can enter your own logic and JSM Payroll does all Leave processing as

		per your rules.
8	Remunerations	<p>JSM Payroll has facility to define Remuneration Heads as per the policy of your Organization.</p> <p>You can define all Fixed Earnings and Fixed Deductions of an organization and define the same as per the policy of an Organization.</p> <p>Fixed Earning Heads:</p> <p>You can define Fixed Earning Heads like</p> <ol style="list-style-type: none"> 1. Basic Pay 2. Grade Pay 3. Special Pay 4. Personal Pay 5. House Rent Allowance 6. Dearness Allowance (DA) 7. Transport Allowance 8. Handicap Allowance 9. Deputation Allowance 10. Consolidated Salary 11. Financial Assistance 12. Family Planning allowance <p>You can define the policy for fixed earning head whether you want to show in Salary Process, Salary Slip, Salary Register, Bank Transfer, LOP is applicable. You can include this Fixed Earning Head in the Calculation of-Statutory Heads like GPF, NPS, and Income Tax etc and in the Calculation of-Non Statutory Head like Bonus, Leave Encashment, Gratuity, Superannuation etc.</p> <p>Fixed Deduction Heads:</p> <p>You can define Fixed Deduction Heads such as</p> <ol style="list-style-type: none"> 1. CGHS 2. CGEIS 3. NPS 4. GPF-SUBS 5. License Fee <p>You can define the policy for fixed earning head whether you want to show in Salary Process, Salary Slip, Salary Register, Bank Transfer etc.</p>
9	Pay Band	<p>This Module Captures</p> <ol style="list-style-type: none"> 1. Pay Band Master: you can define different Pay bands like Director, HAG, PB1, and PB2 etc. <p>Here you can set the range of Each Pay Band, Fixed Amount if Applicable for any Pay Band</p> <ol style="list-style-type: none"> 2. Band Pay Annual Increment Master: Let's you set the limit for Band Pay if it shouldn't exceed the Maximum limit
10	Grade Pay	<ol style="list-style-type: none"> 1. Grade pay is unique to each designation. against each designation u can enter GP.

		2. When an employee gets promotion his GP gets changed
11	DA	<p>You can define DA Calculation Policy as per the policy of an Organization. You can select DA Applicable Heads i.e. Fixed Earning Heads on which DA shall be calculated. Based on the DA percentage entered DA will be calculated on DA Applicable Heads and will be shown in the Employee Salary Structure.</p> <p>You can change the DA percentage and configurations can be made such that Arrears on DA can be provided in desired month and year. You can do DA Arrear Payment either through Regular Pay Bill or Supplementary Pay Bill.</p>
12	TA	<p>You can define TA Calculation Policy as per the policy of an Organization. It allows you to select TA Applicable Heads i.e. Fixed Earning Heads on which TA shall be calculated. You can define TA rates based on the Grade Pay of an employee. Based on the TA percentage entered TA will be calculated on TA Applicable Heads automatically and will be shown in the Employee Salary Structure. In Case Employee is availing Govt. Transport then TA will be show as zero.</p>
13	HA	<p>You can set the rules such that if an employee is a handicap automatically Handicap Allowance will be calculated and will be shown in the Employee Salary Structure. As per the Govt. Policy Handicap Allowance can be set same as that of Travel Allowance</p>
14	HRA	<p>You can define HRA Calculation Policy as per the policy of an Organization. You can select HRA Applicable Heads i.e. Fixed Earning Heads on which HRA shall be calculated. You can enter the HRA percentage. As per this percentage HRA will be calculated on HRA Applicable Heads and will be shown in the Employee Salary Structure. In Case Employee is availing Govt. Accommodation HRA will be shown as zero for this employee.</p>
15	Special Pay	You can define this fixed earning head.
16	Personal Pay	You can define this head a constant figure and shall not change monthly.
17	Family Planning allowance	You can define the FPA calculation policy as per the policy of an organization. JSM central Govt. Payroll software provides an option to define the FPA based on Grade Pay
18	CGHS	CGHS contribution can be set as per Employee Grade Pay. You can deduct the CGHS depends upon GP of an Employee.
19	CGEIS	<p>You can deduct the CGEIS Contribution for all the employees. You can define CGEIS contribution Employee Group wise On Promotion it changes, if he moves to a new Group</p> <p>When an employee joins – mid of the year – you can set the Min Contribution. From beginning of next year – it shall be deducted manually as per the rule given.</p>
20	NPS	JSM Payroll Software lets you define all rules of NPS as per Central Govt. rules.

		<ol style="list-style-type: none"> 1. JSM Software NPS Contribution is defined based on Slab entered or NPS 2. You can exempt NPS from Tax calculation. <p>You can restrict a NPS employee not to avail GPF scheme</p>
21	GPF	<p>JSM Payroll Software lets you define all rules of GPF as per Central Govt. rules.</p> <ol style="list-style-type: none"> 1. You can set GPF contribution. You can enter Min percentage & maximum percentage on which GPF should be calculated from GPF salary. Whenever pay band annual increment percentage updates and in case an employee wish to subscribe more than the Min perc then it can be entered manually. 2. As per the Govt. Policy you can enter the Min percent as well as Max percent of GPF salary on which GPF should be calculated. 3. You can exempt GPF from Tax calculation. <p>You can restrict a GPF employee not to avail NPS scheme.</p>
22	License Fee	<p>You can deduct the Accommodation License Fee for the employees who are availing Accommodation. Accommodation license fee can be set as per Employee Quarter type.</p>
23	Bank	<p>This Module Captures</p> <ol style="list-style-type: none"> 1. Bank Transfer Types like Salary A/C, Food Plus A/C etc 2. Bank Registration Head Names such as BSR, IFSC etc 3. Bank Names 4. Bank Branch details. You can enter any number of Bank and Bank Branch Names.
24	Loan	<p>You can define Loan Policy in the JSM Software as per the Policy of an Organization.</p> <p>You can define Loan Types such as</p> <ol style="list-style-type: none"> 1. General Providend Fund Recovery 2. House Building Advance-P 3. House Building Advance-Govt. 4. MCA/Scooter-P 5. Festival Advance 6. Emergency Loan 7. Vehicle Loan 8. Computer Advance 9. CPF Recovery <p>And so on</p> <p>You can set the policy for each Loan type. You can enter Max no of Installments and set policy whether Interest is applicable or not, Single EMI, Loan is taken from GPF A/C or NPS A/C. You can make the configurations for each loan type whether loan type should shown in Pay Slip, Pay Bill Register etc.</p> <p>You can restrict an employee to take selected loan type more than once</p>

		<p>in entire Service period and also to prevent an employee to take loan if already existing loan of same loan type is already been running.</p> <p>You can set the policy so that you can Recover the Principle first then interest can be recovered separately.</p> <p>Software will calculate interest automatically and will be recovered in defined no. of EMI'S</p> <p>You can enter Fixed No. of Installements, Fixed Amount for a selected Loan type.</p>
25	Demand Heads	You can create Demand Heads like Water Bill (If the employee did not pay water bill for 3 months then we can create Demand Head as Water Bill and can deduct from the employee.) other than Regular heads
26	Out of payroll payments	You can define the Out of Payroll deduction heads like Ex-Gratia, Incentive which shall be included in the Calculation of Tax in the same month
27	LTC(Leave Travel Concession)	<p>JSM Software Provides the below Facilities for LTC</p> <ol style="list-style-type: none"> LTC Block Year: JSM Software has a Facility to define the block year for home town and All India LTC. LTC concession can be availed for self and family. Grace Period: JSM Software has a facility to View the grace period based on employees availing LTC. LTC Entitlement: JSM Software allows you to define LTC entitlements by AIR, Road and Train etc. LTC Leave Encashment Slab: JSM Software allows you to define the Encashment slab for LTC Dependents Eligibility Master: JSM Software allows you to define Eligibility for the Dependents when they avail LTC
28	TABLE RECOVERY	You can create Table Recovery Heads like SOCIETY RECOVERY, BENEVOLENT FUND, STAFF ASSOCIATION, STORE STAFF ASSOCIATION, COURT RECOVERY etc.

Statutory Policies Section and Modules

JSM Payroll captures Statutory Policies of A Company.

SI.No	Modules	Description
1.	Income Tax	<p>This Module lets you to define:</p> <ol style="list-style-type: none"> IT Financial Year as per the Govt Rule i.e. 01 March of current Year to 28 February of next financial year. Section Validity Like For Men, For Women and For All Exemption on Allowances Income Tax Slabs Income Tax Sections Income Tax Schemes HRA Exemption Rule

		<ul style="list-style-type: none"> 8. Children Education Exemption Rule 9. Citizen Type master 10. Accommodation Perquisite Rule configuration 11. Accommodation Perquisite salary percentage 12. Accommodation Perquisite salary percentage Parameter
2	Old GIS	<p>Old General Insurance Scheme:</p> <ul style="list-style-type: none"> 1. Before commencement of CGEIS from government GIS was the scheme for Central Govt. employees. 2. You can define this scheme for old employees who joined before commencement of CGEIS.
3	Statutory Bonus	You can define Statutory Bonus as per the policy of an organization
4	Non Monetary Perquisite	<p>JSM Software Lets you to Calculate Non Monetary Perquisite:</p> <ul style="list-style-type: none"> 1. Perquisite value of accommodation: If an employee is Availing Govt. /Company Accommodation you can get Perquisite value of accommodation in the JSM Software 2. Tax Average Rate: JSM software also calculates Tax average rate that the employer has to pay for Non Monetary Perquisite.
5	Honorarium	<p>JSM Software has a provision to upload Honorarium as Out of pay roll for Tax Calculation.</p> <p>You can define the ceiling amount (Max Limit) for each financial year.</p>
6	Gratuity	<ul style="list-style-type: none"> 1. JSM Software allows you to set the Max. limit for Gratuity amount to be received 2. JSM Software allows you to set Ggratuity amount as taxable received during his service and is exempted from tax received during death or superannuation

Central Govt. Statutory Policies and Modules

JSM Payroll captures Central Govt.Statutory Policies of A Company.

S.No	Modules	Description
1	GPF	<p>JSM Payroll Software lets you define all rules of GPF as per Central Govt. rules.</p> <ul style="list-style-type: none"> 4. You can set GPF contribution. You can enter Min percentage & maximum percentage on which GPF should be calculated from GPF salary. Whenever pay band annual increment percentage updates and in case an employee wish to subscribe more than the Min perc then it can be entered manually. 5. As per the Govt. Policy you can enter the Min percent as well as Max percent of GPF salary on which GPF should be calculated. 6. You can exempt GPF from Tax calculation.

		7. You can restrict a GPF employee not to avail NPS scheme.
2	NPS	<p>JSM Payroll Software lets you define all rules of NPS as per Central Govt. rules.</p> <p>3. JSM Software NPS Contribution is defined based on Slab entered or NPS</p> <p>4. You can exempt NPS from Tax calculation.</p> <p>5. You can restrict a NPS employee not to avail GPF scheme.</p>
3	CGEIS	<p>JSM Payroll Software helps you to define and calculate rules related to CGEIS as per the Govt. Rule.</p> <p>Central Govt. Employee General Insurance Scheme. – You can set the rules for Contribution of CGEIS</p> <p>1. You can define CGEIS contribution Employee Group wise.</p> <p>2. In case of promotion of employee from lower to higher then CGEIS contribution will be as per higher group.</p> <p>3. In case if employee gets promotion from lower group to higher group and again subsequently gets demotion from higher to lower then CGEIS contribution will be as per higher.</p> <p>4. JSM Software allows you set minimum subscription per month based on period for the new Joinees.</p>
4	CGHS	<p>JSM Payroll Software helps you define and calculate rules related to CGHS as per the Govt. Rule.</p> <p>CGHS-Central Govt. Health Scheme:</p> <p>You can set the rules for Contribution of CGHS in the JSM Software as mentioned below</p> <p>1. CGHS contribution can be set as per Employee Grade Pay</p> <p>2. Based on the Annual Increment CGHS contribution will be updated automatically as per the Grade Pay in the JSM Software.</p>
5	Old GIS	<p>Old General Insurance Scheme:</p> <p>3. Before commencement of CGEIS from government GIS was the scheme for Central Govt. employees.</p> <p>4. You can define this scheme for old employees who joined before commencement of CGEIS.</p>

HR Transaction Section and Modules

JSM Payroll has provision to record day to day activities related to an employee Recruitment, Employee Group Configuration, Transfers to other branches, Re-designations and finally Employee Separations.

S.No	Modules	Description
1	Employee General Information	<p>JSM Payroll captures more than 100 important information about an Employee. This forms the backbone of an Employee Database.</p> <p>This covers basic information about an Employee such as -, Emp Code, Fathers name, all Contact Addresses, Email Addresses, and Mobile Numbers etc.</p>
2	Employee Benefits Details	<p>JSM Payroll allows you to capture all the benefits that an employee is availing. Employee Benefits as mentioned below:</p> <ol style="list-style-type: none"> 1. Retiral Benefits: you configure Retiral Benefits such as Superannuation, Gratuity etc. for an employee in case he/she is availing. 2. Statutory Benefits: you configure Statutory Benefits such as GPF, CGEIS, and CGHS etc. for an employee in case he/she is availing. 3. Transport Benefits: you can configure Transport Benefits for an employee if he/she is availing Transport Benefits. 4. Insurance Benefits: you can configure Insurance Benefits for an Employee if he/she is availing the same. <p>Postal Life Insurance scheme. You can set the Policy for this Insurance scheme as per the policy of an organization.</p> <ol style="list-style-type: none"> 1. An employee can adopt more than one Policy and each Policy can have unique Policy Number 2. An employee can pay one sum of premium for all the Insured amount of all the Policy <p>Accommodation Benefits: you can configure Accommodation Benefits for an Employee if he/she is availing the same. You can enter Accommodation details such as Quarter Category, Quarter Type, Locality and Quarter Number for each employee</p>
3	Employee Salary Structure	<p>This covers complete Employee Salary Structure details covering all Earning and Deduction heads and Benefits. You can set the Parameters in JSM Software as per the Govt. Rules based on which Grade Pay, HRA, DA, TA will be calculated automatically and few earning heads are entered manually.</p> <p>You can define the Salary Structure for the Fixed Earnings like</p>

		<p>Basic Pay, Grade Pay, Academic Grade Pay, HRA, DA, TA, Handicap Allowance, Family Planning allowance etc.</p> <p>Deduction for the Fixed Deduction heads like Accommodation License Fee, CGHS, CGEIS, GPF, and NPS will calculate based on the defined slabs.</p>
4	Employee Payment Mode Details	<ol style="list-style-type: none"> 1. These cover all information about Payment Mode Details of an employee. 2. Joint Account: Facility to set the joint Account
5	Employee Registration and Dependent Details	<p>Facility to enter Registration type details such as Pan No, GPF Account No, GPF, Society Account No, PRAN NO, PPAN NO, PASSPORT NO so on. This covers all information about Employee Dependents that is required from Payroll and Reimbursement perspectives.</p>
6	Employee Groups	<p>You can configure Employees to Groups such as Class I, Class II, and Class III etc. Group can be changed from higher to lower and lower to higher.</p> <p>In case of promotion of employee from lower to higher or demotion of an employee from then CGEIS contribution will be as per higher group.</p> <p>In case if employee gets promotion from lower group to higher group and again subsequently gets demotion from higher to lower then CGEIS contribution will be as per higher.</p>
7	Employee Salary Restructure & Employee Salary Restructure for a Month	<p>Salary Restructure – You can Restructure an Employee’s Salary Structure permanently.</p> <p>Salary Restructure for a Month: You can do Salary Restructure for a Month. In case for a particular month you wish to change the earning heads amount you can change them here. The changes you make here will be reflected in this month only. Next month onwards-earning heads amount returns to original value as set in Employee Master.</p>
8	Employee Increment	<p>This Covers Promotional Increment, MACPS, Pay Fixation</p> <p>Promotional Increment: Whenever there is a promotion or re-designation for an employee then, there is a provision to give increment for that employee. You can give this incremental arrear in the desired month</p> <p>MACPS: After completion of 10 years of service in the same designation his/ her Grade pay shall be changed to next higher Grade Pay then Band Pay shall increase by 3% of (BP+GP)</p> <p>Pay Fixation: When an employee gets pay fixation his Band Pay will be increased to 3% of(BP+GP)</p>

9	Sterilization Increment / Family Planning Allowance	If an employee does Family Planning within 45 years. There is a provision in JSM Software to give Sterilization Increment .You can give increment based on date of grant of increment.
10	Employee Promotion	Whenever there is a Promotion for an employee, JSM payroll software has a provision to Enter the Promotion details of an employee. You can maintain the Promotion details of an employee from his DOJ.
11	Employee Re-designation	Whenever there is a Re-designation for an employee, JSM payroll software has a provision to Enter the Re-designation details of an employee. You can maintain the re-designation details of an employee from his DOJ.
12	Employee Transfers	You can Transfer an Employee from one branch to any other branch and track movement of an Employee across branches.
13	Employee Separations	You can separate an Employee, track notice periods and do Full and Final Settlements.
14	Change Appointment Type	Whenever there is a change in Appointment & change in the Salary Structure respective to the Appointment Type, JSM Software has a provision to do Change Appointment Type

7th Pay Commission

JSM has the provision to calculate the pay structure as per 7th Pay Commission and also has the provision of 6cpc to 7cpc migration.

S.No	Modules	Description
1	New Basic Pay	JSM Payroll lets you to define the New basic Pay as per 7 th Pay commission
2	Pay Level	Through this module you can define all Pay Levels like 1,2 3, 4
3	Fitment Factor	Through this module you can define Fitment factors for Particular Pay Level. Eg: For pay Level =1 Fitment Factor=2.57 For pay level =2 Fitment Factor=2.57
4	Pay Progression	Through this module you can define Basic Pay for Particular pay Level and Cell Eg. For Pay Level=1, Cell=1 , Basic Pay=18000 For Pay level=1, Cell=2, Basic Pay=18500
5	Non Payable Heads	As Per 7 th Pay Commission there are some heads which are non-Payable . JSM provides the provision to configure those heads which are non-Payable like Band pay, Grade pay and applicable for calculation of HRA, GHS etc..
6	6 cpc to 7 cpc Migration	Through this module Fixation Pay is revised 6th Pay to 7 th Pay. The Pay in the applicable level in the Pay Matrix shall be the Pay obtained by multiplying the Existing basic pay by fitment Factor

	rounded off to nearest rupee if such identical figure corresponds to any cell in the applicable level of the Pay Matrix the same shall be paid , if no such cell is available in the applicable level , the pay shall be fixed at the immediate next higher cell in the applicable level of pay Matrix
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Leave & Attendance Section and Modules

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

1	Leave Transaction	This helps you keep track of all leaves taken by Employees.
2	Monthly Attendance	Through this module you can enter Attendance details of employees.
3	Import Monthly Attendance	Through this module you can import Monthly Attendance of Employees into the JSM Software.
4	Monthly Attendance Summary	Through this module you can give consecutive number of Leave Without Pay for all employees
5	LTC(Leave Travel Concession)	JSM Software Provides the below Facilities for LTC <ol style="list-style-type: none"> 1. JSM Software provides a facility for employees to Apply LTC, Send for approval, check approval status and history. 2. JSM Software provides a facility to apply LTC Claims , Send for approval, check approval status and history 3. JSM Software provides a facility to apply LTC Advance , Send for approval, check approval status and history 4. JSM Software provides a facility to apply LTC Cancellation , Send for approval, check approval status and history
6	Leave Encashment during LTC	JSM Software has a provision to encash leave during LTC. If an employee has applied for LTC then he can apply for Leave encashment of any leave type.

Payroll Transaction Section Modules

JSM Payroll is provided with dynamic modules for Loan Transaction, Salary Advance, Leave Encashment, Stop Salary and Salary Processing

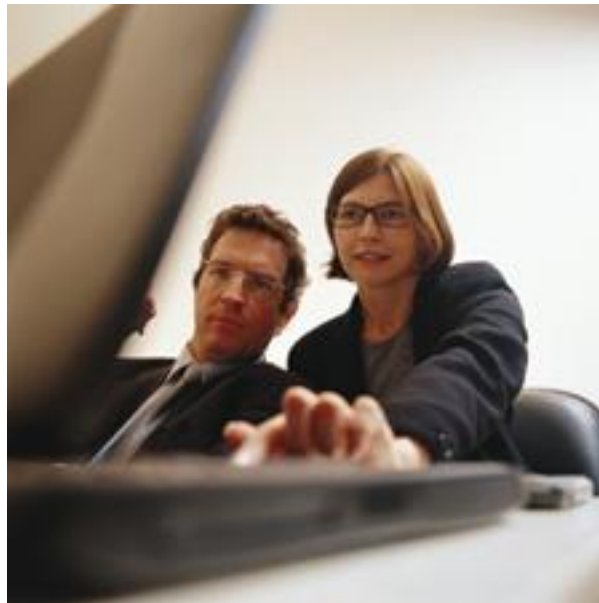
1	Salary Advance	You can give Salary Advance for an employee.
2	Loan Details	<p>JSM Payroll has a dynamic Loan Module for the below mentioned transaction</p> <ol style="list-style-type: none"> 1. You can give one or more loans in the same loan types. 2. You can enter Loan amount, Interest Rate (Per Annum), Repayment period based on which EMI will be auto calculated. You can round off EMI. 3. In case an Organization wants recover the loan amount out of payroll either through cash or Cheque you can use additional recovery where you can enter the Amount to be recovered. 4. You can Rereport loan by amount or Period in case of early completion
3	Arrears	<ol style="list-style-type: none"> 1. You can give Incremental Arrears 2. You can give Arrears against LWP. 3. You can define retrospective date for arrears. 4. You can define rules for Promotion, Redesignation, DA, Bonus Arrears, and TA Arrears. <ol style="list-style-type: none"> 1. Promotional Arrears: Incremental arrear with promotion can be given to employee Before increment, promotion has to be given Increment WEF date and Declaration date should be same as Promotion Declaration date and WEF date 2. Redesignation Arrears: Incremental arrear with Redesignation can be given to an employee Before increment, Redesignation has to be done with Increment WEF date and Declaration date should be same as Redesignation Declaration date and WEF date 3. DA Arrears: You give DA arrear in two ways: <ol style="list-style-type: none"> 1. Through Regular Pay Bill: When this option is selected then DA Arrear will be paid in DA declaration date selected provided Declaration Date salary should not be processed. 2. Through Supplementary Pay Bill: When this option is selected DA arrear will be paid in DA arrear date selected provided DA arrear date salary need not be processed. DA arrear date and DA Declaration can be same but DA arrear date cannot be less

		<p>than DA Declaration date. DA declaration date can be less than DA Arrear Date but, salary for Declaration Date should not be processed</p> <p>4. Bonus Arrears: You can give Bonus Arrears in two ways.</p> <ol style="list-style-type: none"> 1. JSM Payroll has facility to enter Bonus amount in Bonus amount direct entry form. This Bonus Arrear amount is reflected in the Supplementary Pay Bill. 2. Bonus with Policy: You can define Bonus Policy as per the policy of an Organization which enables to calculate bonus amount will be calculated automatically and will show Bonus Arrear amount in Supplementary pay bill. <p>5. You can take supplementary pay bill for each arrear.</p> <p>6. All kind of arrear can be made through Regular Pay bill</p>
4	Leave Encashment	<p>Leave Encashment can be done only during Retirement.</p> <p>At the time of Retirement, you can encash only 300.</p> <p>JSM Software allows to set a max limit of 300 Leave Encashment during Retirement, max limit of 150 during Resignation.</p>
5	Stop Salary	<p>You can stop salary for selected number of months for an employee and also to provide this arrear amount in selected month.</p>
6	Salary Processing	<p>JSM Payroll has an advanced Salary Processing module where you just need to select Office and Branch whose salary you need to process and Month for which you want to process the salary after pressing "Process" within a few seconds all Employees salary in that branch will be processed.</p> <p>You can process Salary Office wise, Branch wise, Department wise, Grade, Level, Designation wise etc.</p> <p>You can show only those remuneration heads, which are configured as show on salary Process in JSM software only those heads, will be shown during Salary Process.</p> <p>Based on configurations made for Remuneration heads in JSM software whether respective heads are LOP applicable, Included in the Calculation of GPF, NPS and Income Tax, all the Remunerations heads will be calculated for selected employee in this form.</p> <p>Based on configurations made in the JSM software CGHS, CGEIS will be calculated for each employee during Salary Process and will be shown</p> <p>You can export the Salary processing details to an Excel Sheet.</p>

7	Last Pay Certificate	You have a Provision to generate the Last Pay Certificate from the JSM Software when an employee is Transferred Out (T Out) / Retired.
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PAYROLL MODULE REPORT DESCRIPTION

JSM Payroll provides powerful reporting facilities covering all modules including Employee Master, Employee Transactions, Leave and Attendance, 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 Report Advantage	
✓	All reports are exportable to Word, Excel, Mail and other popular forms
✓	Powerful sorting capabilities in report that enable you to sort data as per your requirements
✓	Facility to select period "From" and "To" for each report.
✓	Facility to have pictorial representation for report - Bar Graphs, Pie Charts etc possible.
✓	Facility to take out report for all Offices, Branch, Grade, Division, Department, Employee Category, Level and Designation Wise.
✓	While taking out printouts facility select one Employee or many Employees or All Employees
✓	Facility to select any printer while taking printouts.
✓	Payroll report can be taken out separately for Gazetted and Non Gazetted Employees
✓	Payroll report can be taken out separately for GPF and NPS employees

Organization Structure Section Report

1.	Organization	<ol style="list-style-type: none"> 1. JSM Payroll lets you generate report for Office Type, Office Details. 2. You can generate report based on Office, Branch wise Division, Department, Section, Grade, Level and Designation report.
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Company Policies Section Report

2.	Employee General Details	JSM Payroll has provision to generate report for Employee General Details i.e. Salutation. Appointment Type, Employee Category, Registration Name, Address Type, Salary Payment mode etc that has been defined by you in JSM Payroll.
3.	LTC Block year Report	You can generate the report to View the current LTC block year of an employee.
4.	LTC Entitlement	You can generate the report to view the LTC entitlements by AIR, Road and Train etc.
5.	Leave and Attendance Masters	Report on organization rules and regulations of related to Leave and Attendance.
6.	Remunerations	You can generate report which lists Remuneration Head defined in the JSM Payroll
7.	Bank	Report on Bank and Branch Names
8.	Loan	Report on Loan Types defined in JSM Software.

Statutory Policies Section Report

1.	Income Tax	<p>Report on</p> <ol style="list-style-type: none"> 1. IT Financial Year 2. Section Validity 3. Exemption On Allowance 4. Income Tax Slabs 5. Section Master 6. Income Tax Schemes
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HR Transaction Section Report

1.	Employee Report	<ol style="list-style-type: none"> 1. JSM Payroll contains more than 30 important Report about an Employee. This forms the backbone of an Employee MIS. 2. JSM Payroll lets you sort Report on more than 10 different parameters. You can sort report data based on Employee Code, Name, Designation, Division, Department, Grade, Level, DOJ etc 3. Employee Code or Employee Name can search specific employee. This helps you search fast a specific employee and take out the Report as you may wish. 4. JSM Payroll gives you the widest range of Reports on an 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. 5. JSM Payroll lets you takeout Reports department wise. This helps you to see Department wise Employees Salary Structure. 6. JSM Payroll lets you see Report on Employee CTC. Here you can view data filtering various options available. 7. JSM Payroll enables you to take out Report on Employee Reporting 8. Report on Transfers of Employees 9. Report on Employee Re-designations 10. Report on Employee Separations
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Leave and Attendance Section Report

1.	Leave	<ol style="list-style-type: none"> 1. You can 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 Attendance report facility to take our printout Date Wise Detailed or Summary or between a specified Time Range of In Time and Out Time. 2. JSM Payroll gives you wide ranging reports on Leaves. Some of these are - Monthly Leave Aailed, Monthly report of LWP, Muster Roll, Leave register, Leave Balance and Leave Record. 3. Report on Leave Encashment
2	Attendance	JSM Payroll Software provides a comprehensive range of Attendance

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

1	Report Options	<p>You can take out head wise report or all heads, between 2 periods or for the entire year or month wise. You can sort Employee code wise or Name wise.</p> <p>JSM Payroll Software lets you take report separately for Gazetted and Non Gazetted Employees. JSM Payroll Software lets you takes report separately for GPF and NPS Employees</p>
2	Loan	JSM Payroll provides a wide range of Loan related schedules including Loan Issue Details, Loan Balance Statement, Loan Register and Monthly Recovery report. You have option to choose Loan Type wise schedule or between 2 periods or monthly report.
3	Salary Advance	Report - Advance Register
4	Miscellaneous Earnings	Report on Miscellaneous Earning
5	Miscellaneous Deductions	Report on Miscellaneous Deductions.
6	Increment	<p>Powerful report on Increment. Report include –</p> <ol style="list-style-type: none"> 1. Increment Details: Increment Details Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise. Increment type wise i.e. Annual Increment, Performance Increment and Adhoc Increment, Details or Summary view. 2. Increment Due List: Increment Due list Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise. 3. Increment Amount: Increment Amount Details Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise.
7	Stop Salary	Report showing Stop Salary Details.
8	Employee Benefit Report	<p>Complete set of reports on Employee benefits. These includes,</p> <ol style="list-style-type: none"> 1. Retiral benefit 2. Statutory benefit 3. Company Benefit 4. Transport Benefit 5. Insurance benefit

		<p>6. Accommodation benefit</p> <p>All benefit report can be taken out employee group wise.</p>
9	Bonus	Complete report on Bonus Register.
10	Salary	JSM Payroll provides an exhaustive and informative range of Salary related report. There is a Check List to help you check Salary Details before you process Salary. Other report includes - Income Details, Reconciliation Report, Department Wise Salary, Salary Reimbursement Head Wise and Summary.
11	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. Facility to show Table Recovery Details in Pay slip
12	Salary Register	<p>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.</p> <p>JSM Software lets u take report for Gazetted and Non Gazetted officers separately</p>
13	Annual Increment Report	<p>JSM Software lets you take Central Govt. report as mentioned below.</p> <p>JSM Software lets you take report on Annual Increment. This report lists all the Officers who are granted with Annual Increment on Yearly basis. Lets you takeout report GPF Employees and NPF Employees separately as well as together. Lets you also take out Report based on Office, Branch wise etc</p>
14	Table Recovery Report	Report on Table Recovery Heads. JSM Software lets you take this report on your desired filtered criteria. You can take Office, Branch, Division, Level, Department, and Designation wise. Facility has been provided to take out report based on Employee Group wise. Facility to sort accordingly either by Employee Code or Employee Name.
15	Pay Bill Report	<p>JSM Payroll has one of the best Pay Bill Report in the industry. Facility to take out Pay Bill report based on nine options i.e. Office, Branch, Division, Department, Grade, Level, Designation, App Type wise etc. Facility to order by Employee Code or Employee Name. Facility to group by Employee or Department wise.</p> <p>Facilities to take report for GPF Employees and NPS Employees separately JSM Software lets you take report for Gazetted and Non Gazetted officers separately.</p> <p>Facility to take out this Pay Bill Report based on designation wise. You can generate report based on desired order whether order should be based on Employee Code wise or Employee name wise.</p> <p>Pay Bill Report:</p>

		<ol style="list-style-type: none"> 1. Report contains entire salary structure 2. Dues/Drawn details 3. Contribution details 4. Loan details 5. Table Recovery details 6. Tax details <p>Pay Bill Report can be generated IT FY wise Provision is provided in the JSM Payroll that Current month Pay bill Report will show previous month Pay Bill details from beginning of the FY For Eg: -</p> <ol style="list-style-type: none"> 1. When user generates Pay Bill for April 2012, it will generate Pay bill Report only for April 2012. 2. When user generates Pay Bill Report for May 2012, Pay Bill Report will be generated for May as well as April month. 3. When user is generating Mar month Pay Bill Report then it will generate April to Mar Pay Bill Report
16	Pay Bill Bank List	<p>You can able to generate Pay Bill Bank list report, which is Bank Transfer Letter of Pay Bill for Central Govt. organizations in India. Facility to take out Pay Bill Bank List report with Table Recoveries or without Table Recoveries. Facility to sort this report based on Employee Code, Employee Name or Bank Account Number. Facility generates this report for GPF Employees and NPS Employees separately.</p>
17	Bank List Report	<p>Facility to generate the report Bank Name Wise. Facility to sort this report based on Employee Code, Employee Name.</p> <p>You can generate the Net pay for EPF employees Bank Name wise. You can generate the Net pay for GPF employees Bank Name wise. You can generate the Net pay for CPF employees Bank Name wise.</p>
18	Acquaintance Role Report	<p>Facility to generate the report Bank Branch Name wise. Facility to sort this report based on Employee Code, Employee Name.</p> <p>You can generate the Net pay for EPF employees Bank branch Name wise. You can generate the Net pay for GPF employees Bank branch Name wise. You can generate the Net pay for CPF employees Bank branch Name wise.</p>
19	Supplementary Pay Bill Report	<p>JSM Payroll Software lets you take print of Supplementary Pay Bill for –</p> <ol style="list-style-type: none"> 1. Promotion Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for Promotion Arrears based on Office, Branch, and EMP Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately. 2. Redesignation Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for Redesignation Arrears based on Office, Branch, and EMP Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately.

		<p>3. DA Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for DA Arrears based on Office, Branch, and EMP Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately.</p> <p>4. Bonus Arrear: JSM Payroll lets you take out Supplementary Pay Bill Report for Bonus Arrears based on Office, Branch, and EMP Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately.</p>
20	Supplementary Pay Bill Bank List	JSM Software lets you take Bank List / Bank Transfer letter for Supplementary Pay Bill payments.
	Abstract	
21	License Fee Report	JSM Software has facility to take Licence Fee Report. Facility to take out License Fee Report based on nine options i.e. Office, Branch, Division, Department, Grade, Level, Designation, App Type wise etc. Facility to order by Employee Code or Employee Name. Based on Report option i.e. Accommodation Type and Locality License Fee Report can be generated. JSM Payroll lets you take out License Fee report for only GPF Employees, NPS Employees or both separately
22	Consolidated Salary Card	Report showing consolidated salary card of each employee can be taken out Financial year wise. Consolidated salary card gives a cumulative record of Salary details all the Salary Processed month of one or more employees for a Financial Year in a single Report. Facility to take out Consolidated Salary Card Report based on all the 9 options i.e. Office, Branch, Grade, Division, Department, Emp Category , Level , Designation wise
23	Periodic Increment Certificate Report	You can generate a Periodic Increment Certificate (PIC) from JSM Software where you can check the salary difference between June and July. I.e. June (Before Updating Annual increment) and July (After updating Annual Increment). JSM Software lets you take this report on your desired filtered criteria. You can take Office, Branch, Division, Level, Department, and Designation wise.
24	IT Quarterly Report	In a financial Year Every Quarterly you can generate Income tax report where you can check income tax deducted from the employees. JSM Software lets you take this report on your desired filtered criteria. You can take Office, Branch, Division, Level, Department, and Designation wise
25	GPF Variance Report	JSM Software lets you take report on GPF Variation Schedule. If there is a increase or decrease in GPF subscription amount JSM Software allows to generate the GPF Variance report to check GPF subscription amount from previous month to current month.

Statutory Section Report

1	Form 12 C	Form 12 C Details report
2	Tax Advice	Tax Advice Report
3	Tax Register	Complete Tax Register
4	Form 16	As per Statutory Requirement
5	Income Tax Report	JSM Payroll has provision to take out Income Tax Report. Facility to take out Consolidated Salary Card Report based on all the 9 options i.e. Office, Branch, Grade, Division, Department, Emp Category , Level , Designation wise Facility to take Income Tax report, GPF Employees and NPS Employees separately, Employee Group wise.
6	GPF Report (Debit)	Report shows loan amount taken from GPF account
7	GPF Report (Credit)	Report shows regular GPF subscription of employee
8	CGEIS Report	Report shows CGEIS contribution
9	CGHS	Report shows CGHS contribution
10	NPS Recovery Report	Report shows NPS subscription of employee
11	Supplementary NPS Recovery Report	Report shows Supplementary NPS recovery.

Technologies Used

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

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



- 3 Tier / n Tier Architecture
- ASP.Net, ASP, C#, Microsoft Visual Basic.Net.®, Microsoft Visual Basic®
- Active X Controls / DLL's
- COM / DCOM
- ADO / DAO
- MS Windows® 95, 98, NT, 2000 and XP, 7 and 10.
- Microsoft MS SqlServer®

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
<p>Bayer Vapi Private Limited</p> 	<p>Bayer Vapi Pvt. Ltd. a 100% owned subsidiary of Bayer SAS France located at Vapi in Gujarat is also the single largest Synthetic Pyrethroids production facility in the world</p>
<p>Central Power Research Institute (CPRI)</p> 	<p>CPRI the power house of the Indian electrical industry. Set up in 1960 by the Government of India, it functions as a center for applied research in electrical power engineering assisting the electrical industry in product development and quality assurance</p>
<p>केन्द्रीय विद्युत अनुसंधान संस्थान (विद्युत मंत्रालय भारत सरकार के अधीन स्वायत्त सोसाइटी) Central Power Research Institute (An autonomous society under Ministry of Power, Govt. of India)</p>	
<p>Country Inn & Suites by Carlson, Jaipur.</p>	<p>The Country Inn & Suites Hotel in Jaipur - India</p>

	
<p>Heat And Control (South Asia) Pvt. Ltd</p> 	<p>Founded in 1950 by five engineers in San Francisco, California, Heat and Control is one of the world's leading manufacturers of food processing, seasoning, conveying, packaging and inspection equipment systems having over 60 years' experience and 211 U.S. patents.</p>
<p>ICT Service Management Solutions (I) Pvt. Ltd.</p> 	<p>Based in Taiwan, SMS provides a wide variety of industry-leading post-sales service solutions. ICT SMS India is one of the subsidiary of SMS group which is the global service company to provide the total service for the ICT product.</p>
<p>Indian Institute of Plantation Management Bangalore</p> 	<p>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</p>
<p>Indira Gandhi Institute of Development Research (IGIDR)</p> 	<p>The Indira Gandhi Institute of Development Research (IGIDR) is an advanced research institute established and fully funded by the RBI.</p>
<p>Insilco Limited</p> 	<p>Evonik, Headquartered in Germany, is one of the world's leading specialty chemicals companies. Insilco Limited, a group company of Evonik Industries Germany, is one of the leading producers of precipitated silica in South Asia.</p>
<p>Integral BioSciences</p> 	<p>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</p>

	institutions, and biotech companies, our vision is to support the early stages of the discovery of new therapies for important medical needs.
<p>Khadims India</p> 	Khadim's is among the top three national players in terms of organised footwear retailing
<p>Lincoln Electric</p> 	Lincoln was founded in 1895 and today is the world leader in the design, development and manufacture of arc welding products, robotic welding systems, plasma and oxyfuel cutting equipment. Headquartered in Cleveland, Ohio, Lincoln has 39 manufacturing locations, including operations and joint ventures in 19 countries
<p>National Institute of Industrial Engineering (NITIE)</p> 	National Institute of Industrial Engineering (NITIE) was established by the Government of India in 1963 with the assistance of United Nations Development Programme (UNDP) through the International Labour Organization (ILO) to create skilled professionals. National Institute of Industrial Engineering (NITIE), formerly National Institute for Training in Industrial Engineering, is a post graduate education institute located in Powai near Vihar Lake in Mumbai, India.
<p>Punjab Technical University, Jalandhar</p> 	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
<p>SJVN Ltd</p>	SJVN Limited, a Mini Ratna & Schedule 'A' CPSU under the Ministry of Power, Govt. of India, is a joint venture between the Govt. of India & Govt. of Himachal Pradesh. Incorporated in the year 1988, with more than 1600 employees, the Company is fast

 <p>SJVN LIMITED (A Joint Venture of Govt. of India & Govt. of Himachal Pradesh) A 'Mini Ratna' & Schedule 'A' PSU ISO 9001:2015 Certified Company CIN: L40101HP1988GOI008409</p>	<p>emerging as a major power player in the country.</p>
<p>Solverminds Solutions & Technologies Pvt. Ltd</p> 	<p>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. The various accolades the company received over the past years are testimony of its achievements.</p>
<p>Synchronoss Technologies, Inc</p> 	<p>Synchronoss is the mobile innovation leader that provides personal cloud solutions and software-based activation for connected devices across the globe.</p>
<p>Taka Strategic Management Group</p> 	<p>A division of Tata Industries Limited. Tata Strategic Management Group is the largest Indian-owned management consulting firm. With over twenty years of management consulting experience , it operates in SAARC and West Asian countries</p>

Thank You

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