

SmartHRIS

Choice of the Smart Generation



Human Capital Management System (HCM)



FIDAGLOBAL

www.smarthris.com

SmartHRIS S H R I S C O N T E N T S

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Introducing SmartHRIS

Smart HRIS is an innovative Human Capital Management (HCM) system by FIDA Global Pvt Ltd. With over a decade of industry experience and a team of seasoned professionals, FIDA Global delivers award-winning solutions across ICT and Human Resource development.



The Path to Efficient HCM

Our digital platform empowers enterprises to plan, build, and manage Human Capital Management with greater efficiency and control

We've seen HR evolve – from a cost centre into a function that actively supports business performance – through smarter, more structured management.



Why We Stand Apart



Built Around You

Most HR systems ask your business to adapt to them. Smart HRIS does the opposite. Every feature is configured to your exact structure and culture — from kickoff to training — powering your digital transformation, your way.

Zero Learning Curve

A clear, color-coded interface guides employees through every action, so navigating the system feels natural from the very first login. Whether it's checking attendance, applying for leave, or viewing a payslip, every screen is designed to be understood at a glance, by anyone, in any role.

Structure, Your Way

Structure doesn't have to be uniform either. Whether your workforce is organized into small teams or complex, multi-layered formal hierarchies, Smart HRIS simplifies it all — adapting to your organization's dynamic structure, instead of forcing your organization to adapt to it.

Proven at Scale

Smart HRIS isn't tested in theory — it's proven where it matters. From government institutions to large conglomerates, we've managed 10,000s of employees across complex, dynamic organizational structures — all while meeting strict compliance and reporting requirements, without breaking a sweat.



Industry Vertical



Apparel Manufacturing

Managing the people behind fashion and apparel production.



Security Services

Empowering workforce management in safety and security.



Conglomerates

Streamlining HR for diverse businesses under one umbrella.



Construction

Building futures with stronger workforce management.



Automobile

Driving efficiency in automotive workforce operations.



Education

Supporting educators and institutions for a better tomorrow.



Banking, Finance & Insurance (BFI)

Ensuring compliance and productivity in financial services.



Government

Enabling public sector excellence through smart HR solutions.



BPO

Empowering connected workforces for global customer support.



Health

Caring for healthcare professionals who care for us.



Hospitality

Delivering exceptional experiences through engaged teams.

One System. Zero Compromise.

From strict government compliance to fast-moving BPO operations, no two industries run HR the same way. Smart HRIS doesn't force them to. Backed by vast experience across dynamic industries, we know the best practices — because scalability and right-sizing aren't an option, they're a requirement.

Regulatory complexity, workforce size, and shift patterns bring a different set of demands, and Smart HRIS adapts to each one without losing consistency, control, or accuracy across the board.



Feature comparison



	Starter Package - Basic	Standard	Enterprise	Optional Modules
1. Enterprise Management - Base Module	✓	✓	✓	—
2. Employee Profile	✓	✓	✓	—
2.1 Employee Master - Personal Details -	✓	✓	✓	—
2.2 Official Details -	✓	✓	✓	—
2.3 Address Details -	✓	✓	✓	—
2.4 Job details -	✓	✓	✓	—
2.5 Emergency details -	✗	✓	✓	—
2.6 Family deals -	✗	✓	✓	—
2.7 Dependant details -	✗	✓	✓	—
2.8 Immigration	✗	✓	✓	—
2.9 Qualification -	✗	✓	✓	—
2.11 Special Needs -	✗	✓	✓	—
2.10 Skills -	✗	✓	✓	—
2.12 Membership -	✗	✓	✓	—
2.13 Documents -	✗	✓	✓	—
2.14 Assets -	✗	✓	✓	—
2.15 Benefits -	✗	✓	✓	—
2.16 Discipline -	✗	✓	✓	—

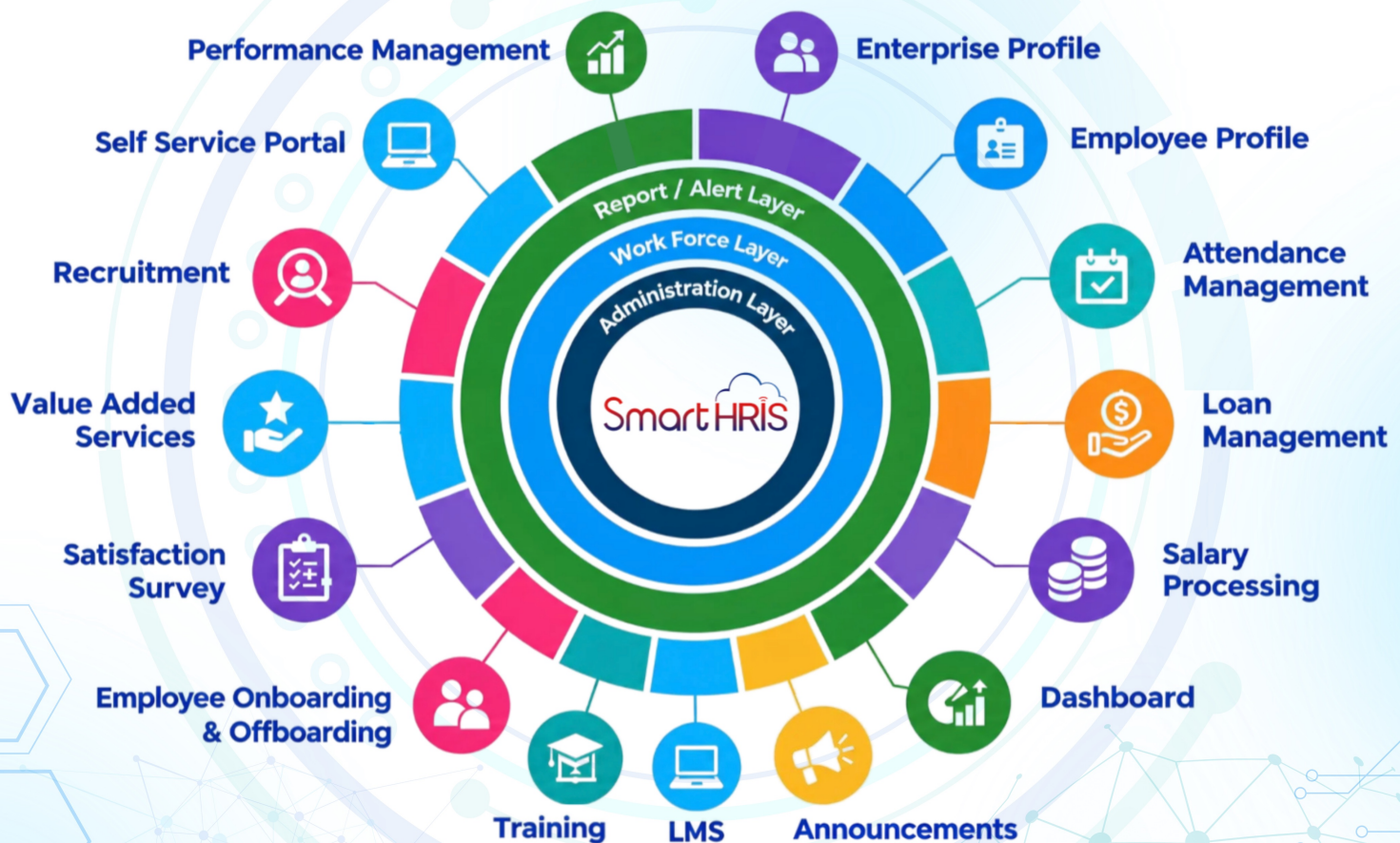
2.17 Transfer -	X	✓	✓	—
2.18 Body Measurements -	X	✓	✓	—
2.19 Employee Wellness Measurements	X	✓	✓	—
2.20 Government Administrative Divisions	X	✓	✓	—
3. Attendance Management Module	✓	✓	✓	—
3.1 OT Calculations	X	✓	✓	—
3.2 Attendance Upload from different locations / branches	X	✓	✓	—
3.3 Company Calendar Management	X	✓	✓	—
4. Self Service Portal for online leave approval (Web portal)	X	✓	✓	—
5. Online Salary Processing	✓	✓	✓	—
5.1 Production Incentive Calculation	X	X	✓	—
5.2 Performance Allowance Calculation	X	X	✓	—
5.3 Attendance Incentive Calculation	X	X	✓	—
6. Multi Companies Department Support	X	X	✓	—
7. Performance Management	X	X	X	✓
8. Training Management Module	X	X	X	✓
9. Recruitment	X	X	X	✓
10. Document Management	X	X	X	✓
11. Loan type management	X	X	X	✓
12. Assets Management	X	X	X	✓

	Starter Package - Basic	Standard	Enterprise	Optional Modules
13. Benefit Management	X	X	X	✓
14. Value Added Services - Meal Tracking	X	X	X	✓
15. Value Added Services - Email Notification	X	X	X	✓
16. Increment Management, and Increment Reminders	X	X	X	✓
17. Promotion Management, and Reminders	X	X	X	✓
18. Widows and Orphans Deduction Schemes	X	X	X	✓
19. Dashboard	X	✓	✓	—
20. Report Portal	✓	✓	✓	✓
21. Smart HRIS AI (system Intelligence tool)	X	X	X	✓
22. Agreements Letters and Bonds	X	X	X	—

Note - Scope of the work to be clarified at the time of implementation.



Core features



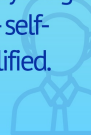
Report & Alert Layer

Insights and alerts, delivered automatically.



Work Layer

Where employees get things done - self-service, simplified.



Administration Layer

Where control lives — setup, payroll, and data, centralized.



One System

One System. From daily employee actions to full administrative control — every layer works together, seamlessly.

SmartHRIS Mobile App

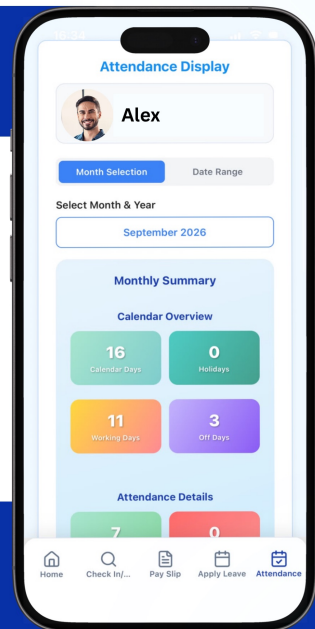
HR in your pocket.

Your workforce doesn't stop at a desk. Neither should your HR system.

Whether it's checking in from a job site, applying for leave on the go, or approving a request between meetings – the Smart HRIS mobile app puts the full power of the platform in your employees' hands, wherever they are.

Approvals Without the Wait.

Leave and attendance requests move through your exact approval hierarchy – from direct supervisors up to top management – based on the workflow structure you've defined. No more chasing signatures. No more delays.



- ✓ Workflow-based leave approvals – right up to top management
- ✓ Geo-tagged check-in & check-out
- ✓ Manual attendance entry for exceptions
- ✓ Real-time attendance dashboard for employees
- ✓ Push notifications for approvals & alerts

**Easiest
experience for
employees.**

**Full control for
management.**





FIDA AI for Smart HRIS

Smart HRIS isn't just automated — it's intelligent. Built-in AI works quietly in the background, handling the repetitive so your HR team can focus on people, not paperwork.



- ✓ Answers employee HR questions instantly
- ✓ Predicts leave patterns & staffing gaps
- ✓ Flags attendance anomalies before they become problems
- ✓ Auto-generates reports & insights on demand
- ✓ Learns from your data to improve over time



AI THAT DOESN'T REPLACE HR — IT MAKES HR SHARPER.

From Ask to Insight — Automatically



System is capable of handling its own intelligence by various analytics using behavior patterns.

The area is customized based on the requirement of the customer. Also the system can facilitate to integrate with industry leading AI tools to work on the system data.



01. Enterprise profile

Every system needs a foundation. Enterprise Management lets you build your organization's exact structure — departments, hierarchies, and reporting lines — before anything else runs on top of it.



Define your
organizational structure,
your way

Set up departments,
roles, and hierarchies

The foundation every
other module builds on

02. Employee profile

Not just a record — a complete picture. Employee Profile brings every detail together in one place, built to match how HR professionals actually track people.



Master data, official
details, and job
history — unified

Assets, benefits,
transfers, and disciplinary
records — tracked

Address, emergency,
and family details,
always up to date

Assets, benefits,
transfers, and disciplinary
records — tracked

03. Attendance Management

Work hours, shift rosters, holidays, and overtime — handled with precision, not guesswork. Attendance Management is built to manage the most time-consuming part of HR, so every hour worked is captured accurately, from every branch, every time.



Multi-branch
attendance upload

Automatic OT &
allowance calculations

Custom company
calendar setup

Streamlined, no manual
verification

04. Self Service Portal

HR, in employees' own hands. Employees log in to check attendance, apply for leave, and stay connected with the team — without waiting on HR for every small request. Supervisors and admins approve it all through the same system.



Apply for leave &
manual attendance

View attendance,
overtime & personal data

In-app messaging &
team collaboration

Hierarchy-based leave &
attendance approvals

05. Online salary processing

Payroll, fully dynamic – and fully digital, start to finish. Add pay items on the fly, define tax and PF parameters, and let workflow-based approvals handle every salary change securely, with full visibility at every level. Once processed, salaries and allowances move straight into employee bank accounts – no manual transfers, no delays.



Dynamic pay items,
tax & PF
configuration

Workflow-based
approval for
salary changes

Custom calculation
methods – biometric,
piece-based & more

Geo-location & remote
attendance logging
(via API or app)

Direct bank transfers
via standard electronic
banking formats



06. Multi-Company & Department Support

Every system needs a foundation. Enterprise Management lets you build your organization's exact structure – departments, hierarchies, and reporting lines – before anything else runs on top of it.



Independent salary
processing per company

Separate payroll cycles
across departments

No cross-over, no conflicts
– full autonomy per unit

08. Performance Management

Appraisals that fit how you evaluate – not the other way around. From direct manager reviews to full 360-degree evaluations, the system adapts to whichever method suits your organization.



Direct performance
appraisals

360-degree evaluation
support

Flexible, structured
evaluation cycles

09. Training Management

Training, tracked and compliant. Manage employee training programs while staying on top of compliance standards and health & safety requirements – all in one place.



Plan & track employee
training programs

Meet compliance
standards, effortlessly

Health & safety
training built in

10. Recruitment Management

Hiring, organized from the start. Register candidates and set up evaluation criteria for every job opening — so recruitment stays structured, not scattered.



**Candidate registration
& profile management**

**Custom evaluation
criteria per job opening**

**Structured hiring,
start to finish**

11. Document Management

Every employee document, in one place. Upload profile images and store employee-related documents securely — no scattered files, no missing paperwork.



**Upload employee
images & photos**

**Store employee-related
documents centrally**

**Secure, organized,
always accessible**

12. Loan type Management

Loans, deducted automatically — settled accurately. Set up automatic loan deductions during salary processing, with workflow-based settlement to keep every repayment aligned with the outstanding balance.



**Candidate registration
& profile management**

**Custom evaluation
criteria per job opening**

**Structured hiring,
start to finish**

13. Asset Management

Every asset, tracked to the employee. Manage company assets assigned to employees — always know what's issued, to whom, and where.



**Full visibility on asset
ownership**

Better tracking, less loss

**Centralized asset records
across departments**

14. Benefit Management

Training, tracked and compliant. Manage employee training programs while staying on top of compliance standards and health & safety requirements — all in one place.



Plan & track employee training programs

Meet compliance standards, effortlessly

Health & safety training built in

15. Meal Management

Meals, matched to attendance. Track meal allowances against employee attendance, or issue tokens directly — accurate, automated, and easy to manage.



Attendance-linked meal allowance tracking

Attendance-linked meal allowance tracking

Accurate, automated meal records

16. Value Added Services - Email Notification

Stay informed, automatically. Activate email notifications so important updates reach the right people, exactly when they need to.

17. Increment Management, and increment reminders

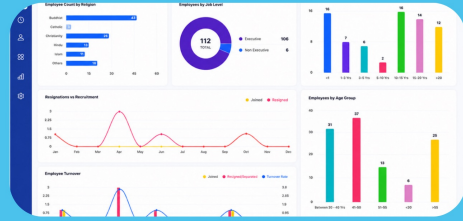
Increments, never missed. Manage complex increment schedules with automated reminders, so no salary revision falls through the cracks.

18. Promotion Management, and Reminders

Promotions, on schedule. Manage promotion timelines and reminders, keeping career progression organized and on track.

19. Dashboard

Dashboard enables the stakeholders to visualize the holistic picture, or status of the selected area at the fingertips. This enables various analyses, and many of them in graphical representation.



Real-time visibility
across every area

Graphical, easy-to-
interpret analytics

Insights at your
fingertips, always

20. Report portal

Promotions, on schedule. Manage promotion timelines and reminders, keeping career progression organized and on track.

21. Employee Succession plan

Every report you need, categorized and ready. From employee records to attendance and payroll, pull the exact data required for planning, tracking, and decision-making – no manual digging.



Employee reports –
active, inactive, new
joiners & confirmations

Attendance reports –
daily, summary, leave &
OT tracking

Payroll reports –
EPF/ETF, pay slips, loans
& salary audits

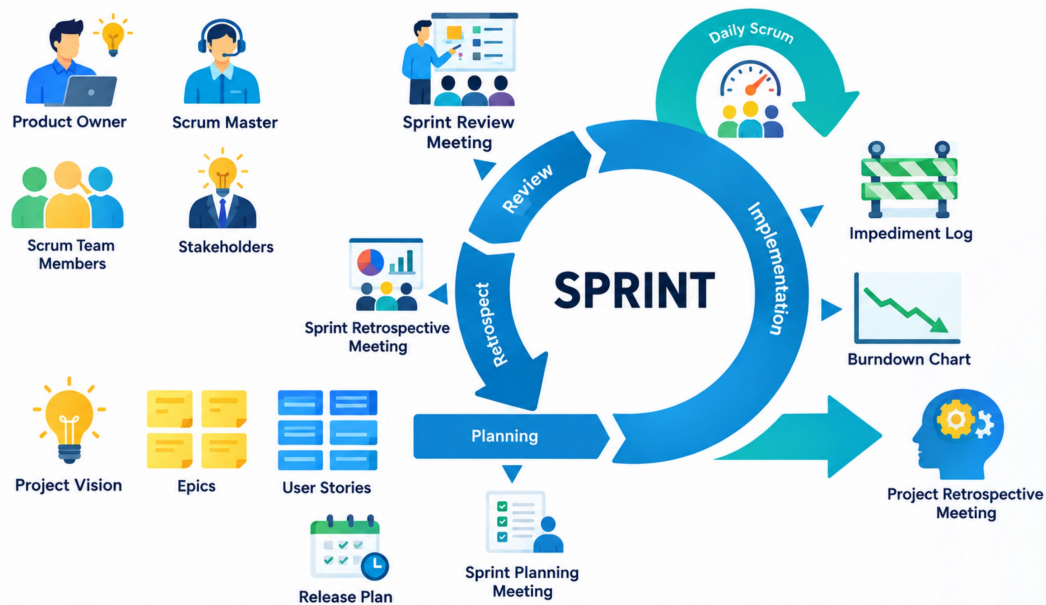
50+ report types,
covering every HR
function



Project Management Methodology

In order to fast-track delivery, we use the Agile Scrum Framework – designed to keep every stage of the project moving quickly, while ensuring optimum satisfaction for all stakeholders involved.

Every active project we run is built and deployed using this same model. Before we begin any development, our focus stays fixed on one thing – ultimate customer satisfaction, delivered through the best practices of the industry.



SmartHRIS Support, On standby

Implementation is just the beginning.

You're never on your own.

Every system needs support that keeps up – not one that disappears after rollout. Whatever comes up after go-live, our dedicated call centre is ready, so no question or issue goes unanswered.

- ✓ Backed by a team that knows your system inside out
- ✓ Ongoing assistance, not a one-time handoff
- ✓ Dedicated call centre – always reachable
- ✓ Support for any question, big or small
- ✓ Fast resolution for technical issues



History of the Proposed product



01

2011

Initially developed desktop version in 2011.

02

2013

Converted to cloud in 2013 as the first release as the Profit Plus ERP – HRM as Desktop and Cloud Hybrid version.

03

2015

Launched fully cloud version in 2015.

04

2018

Launched full cloud application in 2018 on Google platform.

05

2021

National ICT Award recognition, and international acclaim for Smart HRIS.

06

2022

Expanded into international markets, driving HR digital transformation within government sector deployments.

07

2024

Introduced AI-powered digital transformation, bringing intelligent automation into the Smart HRIS platform.



BUILT TO RISE WITH YOUR BUSINESS.

**Stack up as you grow -
at your own pace.**

Vender Profile



About FIDA Global Private Limited

We are FIDA Global (Private) Limited – an innovative company offering Business e-HRM solutions, ERP systems, IT infrastructure, and IT consultancy services. Our customers range from small and medium businesses to multinational enterprises.

Founded in
2011

Over 15 years, we've built and maintained a consistently satisfied customer base - supporting organizations across industries, company sizes, and regulatory environments, with solutions that evolve as they grow.

15+



Award-Winning HR Tech

NBQSA Winner

Finalist — APICTA Awards

Selected by ICTA to represent Sri Lanka in the Australian Business Mission Programme

Team



15+ years of hands-on experience, backed by a well-qualified team dedicated to the core application and development of the HRIS system.

Some of OUR CLIENTS



370+ Clients



15+ Years Experience



10+ Solutions



70K+ Cloud Payroll Users

11+ Industry Segments





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