



RAMCO HCM

EXTENDED PROFILE



OVERVIEW

Ramco HCM is a modular HRMS delivered as a SaaS, on-premise, or managed HR and payroll solution by Ramco Systems. The HRMS provides functionality for employees and managers across HR and payroll including workforce management, competency management, employee development, leave management, and more.

Employee self-service access to the HRMS is available, allowing employees to access and record their personal and payroll details. Travel management functionality provides employees with self-service access to an end-to-end facility to manage their travel - including expenses and approvals.

Employee self-service also gives access to Ramco HRMS grievances management. This provides businesses with a direct route to employee grievances, allowing them to measure gaps in existing bureaucracy and plan corrective actions.

Ramco HCM also provides functionality for businesses to manage and track loans and advances given to employees. The loan criteria and recovery process can be fully automated through the HRMS.

Users of Ramco HCM include professional services company KPMG, Hotel brand Radisson, and business communications provider Avaya.

FEATURE OVERVIEW



SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Ramco HCM
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✗
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✓
EMPLOYEE SELF SERVICE	✓
FMLA	✗
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓

PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✓
REVIEWS	✓
SOCIAL NETWORKING	✗
SUCCESSION MANAGEMENT	✓
TIME & ATTENDANCE	✓
TRAINING & SKILLS	✓
VACATION & SICK LEAVE	✓
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✗
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✓
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✗
PLATFORM	
CLOUD	✓
INSTALLED	✓
PRODUCT INFO	
MODULAR	✗

MULTI LANGUAGE	✓
MULTI CURRENCY	✓
CUSTOMIZABLE	✗
FURTHER INFORMATION	