Integrity driven and trusted HR Solution
Fujitsu Alliance with Humanica

A **Human Resource Management System (HRMS)** or **Human Resource Information System (HRIS)**, refers to the systems and processes at the intersection between human resource management (HRM) and information technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing systems.

The function of Human Resources departments is generally administrative and common to all organizations. The HR function consists of tracking existing employee data which traditionally includes personal histories, skills, capabilities, accomplishments and salary. To reduce the manual workload of these administrative activities, organizations began to electronically automate many of these processes by introducing specialized Human Resource Management Systems. HR executives rely on internal or external IT professionals to develop and maintain an integrated HRMS. Currently Human Resource Management Systems encompass:

|	
Security	: Security control by functional to support business process authorization.
Organization	: Flexible for define company structure, job structure, grading structure and others.
Personnel	: Store employee information, employee movement and able to define some additional information.
Time Attendance	: Fully define time attendance rules and regulation to support business process.
Payroll	: Flexible to define payroll calculation formula of income/deduct and support all legal requirement.
ESS & MSS	: Flexible to define workflow to support employee and manager self service.
Training	: Enable you to plan and manage all kinds of training events to conventions simply and efficiently.
Benefits & Claim	: Enable you to manage reimburse administration.

HR Solution

Currently Fujitsu proposes the 2 kinds of HR Solution as follows:

- Human Resources Management Package (Humatrix7)
  - HRMS Licensing
  - HRMS Implementation
  - Maintenance & Support

- Human Resources Outsourcing
  - Payroll Outsourcing
  - Payroll & Time Outsourcing
  - Payroll Outsourcing & System Rental

HRMS Package

✓ Pure Web-based HRMS with Advance Workflow.
✓ Humatrix is built on an Advanced Framework that offers the Ultimate in configurability and Application design.
✓ The following are the modules that Humatrix has provided.
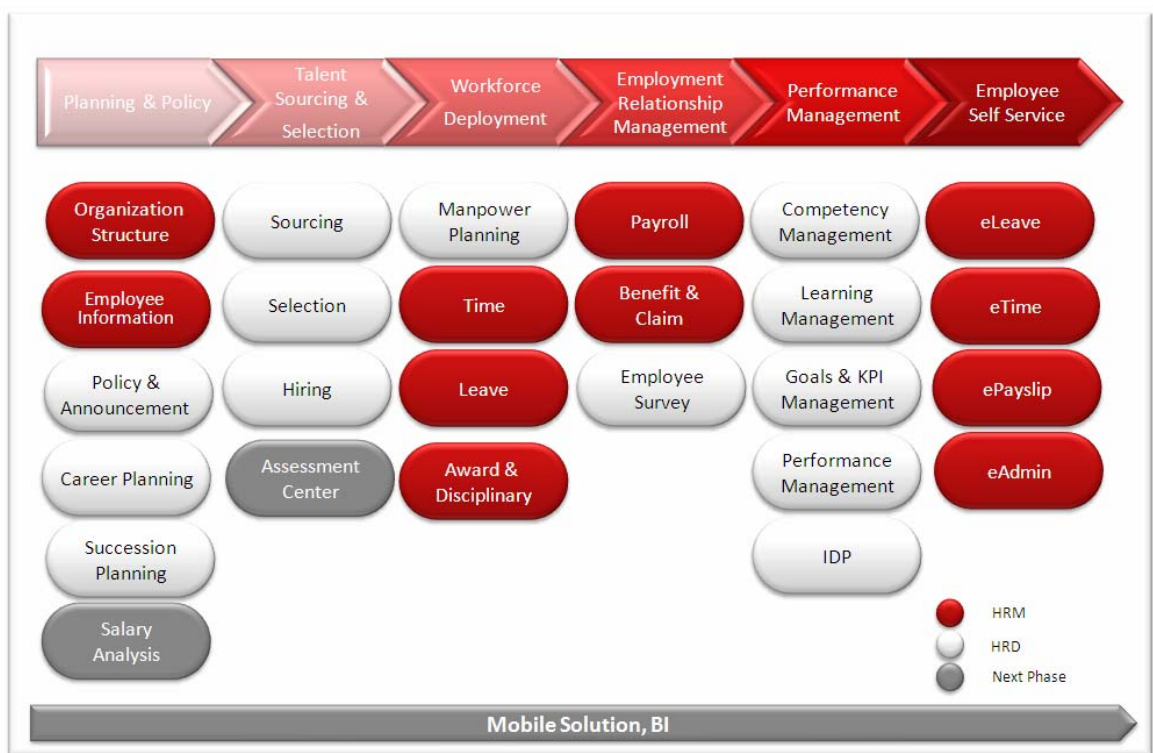
Humatrix (Modules & Development Roadmap)

HR Outsourcing

What is HR Outsourcing?

HR Outsourcing is a contractual agreement between an employer and an external third party provider whereby the employer transfers responsibility, management for certain HR, benefits or training-related and services to the external provider. There are 3 parts of HR Outsourcing service, see the below picture.

What is the Opportunity?

The customer will get superior, best practice process through principled, experience professionals using powerful, streamlined process on HRMS technology. Customer will be empowered with the freedom to focus the creative energies and resources on their core competencies.

HR Outsourcing Models

Fujitsu would like to offer the HR Outsourcing service into the 3 models:

- **Payroll Outsourcing (PO)**
- **Payroll Outsourcing and Time Management Outsourcing (PT)**
- **Payroll Outsourcing and Provide HRMS-ESS (PE)**

HR Outsourcing Benefits

- No capital expense (hardware, software, infrastructure, operations and maintenance cost)
- Improve resource productivity and focus on core competency
- Company gains the best of its human resources
- Minimize potential risks on employee's liability
- Keep up to date with the ever-changing rules & regulations
- Reduce the risk of resource availability and turnover
- Reduce risk of confidential information to unauthorized person

Why trust Fujitsu?

- ■ **Total solution** Our services and solution cover both hardware, software, project management with Thai and Japanese support base on worldwide standardization.

- ■ **Knowledge** Our team specializes in business processes and leveraging IT to improve business processes.

- ■ **Professional & Experience** Our team has experiences and professionally trained to respond to your verity of requirements.

- ■ **Best Practice** We have incorporated best practices from our experience to ensure you will get the efficient solutions.

- ■ **Confidentiality** All staffs are required to sign confidentiality agreement with the firm to protect your information.

- ■ **Security & Technology Driven** We focus on information security of our customer data. We have invested in security technology to handle large scale of customers. Data center and back up sites have been arranged to protect data.