



MAGNAR HCM





Transforming HR & Payroll to a digital era

About Magnar Systems

It all started in 2015 , having the idea to create a digital platform to manage HR & Payroll for SMEs. The technology was changing fast and the need for a cost effective loosely cooppled , born in cloud platform was really in need.

Magnar Systems team of HR analysts along with a group of experienced developers were engaged in a 4 years project to deliver an HR and payroll cloud solution, using latest technologies and more than 15 years of business experience.

Our targêt is to be the HR & Payroll choice of the SME market with a solution that is second to non, integrating with major ERP platforms and providing a fast and effective ROI



A Loosely Coupled application that works with your ERP with the below deployment options



On Premise

Key Benefits

- Compliance with internal Data Security Policies
- Direct control and access to your data, allowing flexibility in local reporting accesses
- Leverage internal hardware and existing IT infrastructure and resources
- Less dependence on always-connected internet



On Cloud

Key Benefits

- Easy and affordable deployment
- Secure browser-based access from anywhere, at any time
- Access to the most up-to-date functionality without having to use rely on in-house IT resources to maintain the solution
- Manage your most critical business functions in your Web browser.

Highly Secured and impeccable Performance



Security

Highly secured application that provides Role based security as well as data security at records level. Payroll data is secured to ensure financial information are only accessed by the authorized payroll admins.



Performance

When it comes to payroll processing performance is a key requirement. With Magnar you can process the payroll for 1000's of employees within seconds

Magnar HCM is...



Multi Country Magnar HCM has a highly configurable payroll engine that supports unlimited number of local tax, social Security , and labor laws that supports your business without geographic boundaries within the same system



Multi Company Magnar HCM also supports unlimited number of companies within the same country to ensure that each of your legal entities can be managed separately within the same country rules



Multi Currency No worries about how you pay your employees as Magnar supports all currencies with no limitations



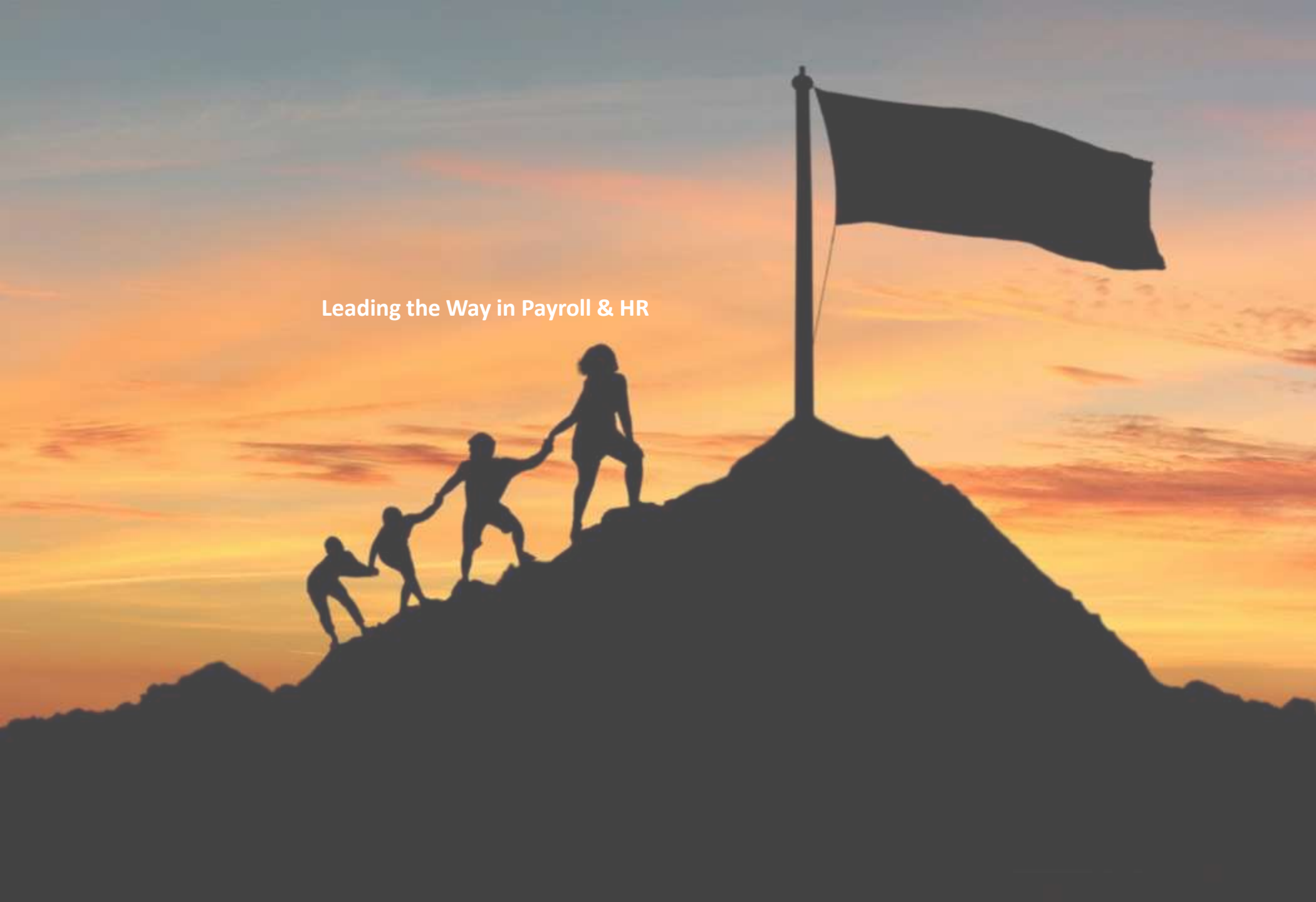
Multi Language

The system comes in 4 languages:

- English
- Spanish
- Turkish
- Arabic

With a plan to add much more in future releases

Leading the Way in Payroll & HR



MAGNAR HCM is a Complete and Innovative HR and Payroll solution specifically designed for SME's



Payroll & Income Tax Processing

MAGNAR

1

Employee Benefits

There is no limit to the benefits that can be flexibly configured with Magnar. The benefits configuration engine is a formula based engine that allows the creation of all kinds of benefits that can be linked to the Employee Type , Grade, Level, Years of Experience , etc..

2

Social Security

Social Security is a key item in any HR system. With Magnar the social security benefits are configured based on the country labor law and takes into consideration all the country rules to ensure the employee and the company are compliant to labor law.

3

Income Tax

Income Tax is usually a complex part of any HR system and with Magnar it could not be easier. Tax brackets and related income tax percentages are easily configured and linked to the taxable benefits for each employee type and country tax rules.

4

Accrual Management

Magnar allows to take provisions for any benefit that needs to be paid in the future whether it is a Bonus, a ticket, and extra month or any benefit that needs to be accrued

5

Multiple Calendars

Multiple Calendars are supported and linked to different employee types taking into consideration the working schedule and holidays at the company and country level

6

Offcycle process

Official payroll processing is a must and allows the payment or calculation of any benefit outside the normal payroll run and can be for one employee a group of employees or the entire company

HR Management

1

Employee Master

All information related to the employee are gathered in one place . General Information, Company Information, Education, Dependencies, Addresses, Skills, Competencies, Personal Objectives, Cost Centers up to 5 dimensions.

2

Leave Management

The system supports any type of leaves with all related conditions. The system allows to have provisions for annual leaves and control the expiry of annual leave balances according to country or company rules.

3

Loans

Magnar supports different types of loans with a ceiling on the loan amount an number of payments. The employee can skip and reschedule loans.

4

Expenses

Magnar supports multiple expense types which can be entered in different currencies and paid with the payroll run or as an off cycle payment.

5

Performance Management

Employees are measured based on Business./ Department Objectives, Personal Objectives and job competencies. The system supports self and line manager appraisals.

6

Organization Structure

Setup branches, Departments, Unit, Divisions and Sections. In Addition, the system allows to have a structure for the different positions at the company that are related to the necessary jobs

7

End of Service

Magnar supports multiple termination reasons each with its own rules as well as linking the termination benefits to the years of experience and type of employee and termination reason

8

Training & Recruitment

Basic Recruitment functionality is currently available where vacant positions can be identified and the duties and skills related to the vacation position. Training module to allow internal and external training

MAGNAR

- Dashboard
- My info
- My Requests
- My Tasks
- Training

Leave Request Total: 6 Approved: 2 Pending: 0 Rejected: 4	Clearance Request Total: 0 Approved: 0 Pending: 0 Rejected: 0	Employment Letter Request Total: 0 Approved: 0 Pending: 0 Rejected: 0	Training Request Total: 0 Approved: 0 Pending: 0 Rejected: 0
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External Training Request Total: 0 Approved: 0 Pending: 0 Rejected: 0	Rejoin Request Total: 0 Approved: 0 Pending: 0 Rejected: 0	Hiring Request Total: 5 Approved: 4 Pending: 0 Rejected: 1	Loan Request Total: 0 Approved: 0 Pending: 0 Rejected: 0
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Expenses Request Total: 4 Approved: 2 Pending: 0 Rejected: 2	General Request Total: 2 Approved: 2 Pending: 0 Rejected: 0	Appraisal Request Total: 3 Approved: 0 Pending: 0 Rejected: 3
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Travel Request Total: 5 Approved: 3 Pending: 0 Rejected: 2	Overtime Request Total: 0 Approved: 0 Pending: 0 Rejected: 0
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My Pending Tasks (4) Appraisal Created on 08/02/2021 Task created for request of Id: 2053	My Approved Tasks (15+) HiringTask Created on 09/02/2021 Task created for request of Id: 5	My Rejected Tasks (15+) HiringTask Created on 09/02/2021 Task created for request of Id: 4
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ESS

ESS supports multiple employee self service functions on his laptop or mobile . ESS functions include:

- Leave Request
- Expense Claims
- Loan requests
- General Requests
- Self Appraisals
- Pay slip view

MSS

With manager self service managers can check and approve:

- Leave Requests
- Expense Claims
- Loans Requests
- Other Requests
- Line manager appraisals

In addition a manager can delegate his responsibilities.

Workflow & Approvals

Magnar Workflow engine allows to setup an approval workflow for any type of ESS/MSS service at multiple levels. It is so flexible and has unlimited number of approval levels

TIMESHEET

POLICIES & PROCEDURES

CORPORATE OFFERS

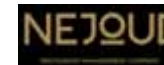
HOLIDAYS

ORGANIZATION



Meet our Clients

Our Clients



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