



# Simplify your business

The only competitive advantage many organizations have is the ability to improve the performance of their people at all levels. That's why **peopleBond** exists. We simplify your business operations by handling your entire HR needs. People will be allowed to work more effectively and the HR management will be able to achieve routine tasks with less work, and more importantly, gives organizations a focus on people rather than paperwork.



## how **peopleBond** is Different (and Better)

**peopleBond** provides immediate access to employees information such as career history, performance evaluation, competency assessment, training needs analysis, attendance / punctuality information, compensation benefits, and much more.

Designed to help organizations bring the difficult and often cumbersome task of HR record keeping and reporting under complete control, **peopleBond** provides easy access of extensive employee information and helps protect an organization's most valuable asset – the people.



## Your benefits

### Employee Self Service (ESS)

Free up your HR team to do what they are supposed to do: Focus on the things they do the best and meet business goals

### Modular Platform

Add features you need as your organization grows  
Enjoy our flexible and customized packages you may choose to fulfill your current needs

### Customized Features

Designed to support your business differentiation and to meet rapidly changing business circumstances

### Work Anywhere, On Any Devices

Limitless type of platform to work from : iPad, Android tablet, or even SMS-based gadget

### Rapid Implementation

Fully functional in no time, suited to your business time frame

### Minimum Additional Infrastructure Requirements

Run on what you already have

Focus On Your People  
Rather Than Your Paperwork

# Features at a glance:



## ● MASTER DATA

- Organization structure
- Position and Job description
- Salary grade and Facilities
- Family status
- Absence and Leave
- Medical platform and Insurance packages
- Warning, Religion, Education, and Accident

## ● RECRUITMENT

- Employee requisition
- Candidate management
- Interview report
- Progress monitoring

## ● EMPLOYEE DATABASE

- Detailed information
- On-site Duty
- Mutation and promotion
- Warning
- Severance pay calculation

## ● COMPETENCY AND TRAINING

- Competencies and Training Matrix
- Individual Training Needs Analysis
- Training Record and Report : Internal or External

## ● GENERAL HR ACTIVITIES

- Attendance entry, Import and Reports
- Interconnection with Attendance Machine
- Absence and Leave
- Overtime and Overday
- Medical platform
- Business trip
- Working Schedule (rooster)
- Working accident

## ● EVALUATION

- Evaluation Survey
- Calculation and Report

## ● REPORTS

- Employees activities and information
- Payroll and Tax
- Attendance
- Contract monitoring
- Working accidental
- Askes calculation

## ● PAYROLL and INCOME TAX

- Loan management
- Askes and Jamsostek calculation
- Salary & Tax calculation : Nett-based / Gross-up, Gross-based and Cleanwage method
- THR calculation
- Retroactive Salary Increment (*rapelan*)
- Payslip Printout : Continous-form paper ready
- SPT-1721 (PPh21) Downloadable Excel file
- Export PPh21 reports to Excel

**Payroll Calculation Table**

**Leave, Absence, Overtime, Medical Claim**

**Working Schedule : Individual or Group**

