

Executive Summary

Human Resource Management is one of the key functions in any organization. Organizations have to manage their human resources efficiently and effectively in order to achieve the best results. If administrative functions are delayed or wrong HR related decisions are taken, the whole organization's performance will be affected severely. Both the top management and the employees expect an efficient service from the HR department.

Most companies use Time Attendance and Payroll Systems to streamline salary processing activities. But other important HR functions like recruitment, promotions, training & development, and performance evaluation are handled manually or using Excel sheets. A comprehensive Human Resource Information System (HRIS) can streamline and automate HR functions and workflows reducing delays and errors introduced due to manual procedures. Both the top management and employees can get a better service from the HR department by using a good system. The comprehensive HRIS solutions currently available in the market are highly expensive. Therefore the entrepreneur saw a business opportunity in the market for developing a comprehensive HRIS that can be offered at an affordable price for the small to medium enterprise sector.

The entrepreneur has a Software Engineering and an Entrepreneurial background. Using the knowledge and skills gathered through the PIM MBA program and his past education and own experience the PulseHR Company and the product was launched as a successful business. PulseHR is a comprehensive HRIS solution for small to medium scale enterprises developed and supported by PulseHR Software Solutions (Pvt) Ltd. It provides a platform to streamline and automate most HR related functions while reducing the manual interactions. The product is customizable according to the customer's different requirements.