farvision erp

HRMS Apps · Employee Self Service

— INDIA EDITION

HR, in every employee's hand. *From desk to site.*

Modern employees expect every HR interaction to live in an app. For office staff at one location, that's solved territory — every generic HRMS ships a serviceable ESS. *Construction firms are different.* The workforce is distributed across project sites, supervisors who never visit head office, contract labour at remote locations, expat employees who care about visa expiry as much as payslip. Generic ESS apps need **biometric hardware at every site** to capture attendance, struggle with outdoor duty marking, and ignore state-wise statutory variations. Farvision's ESS Portal & App were built for the distributed construction reality — **facial recognition from phone, no hardware**; geo-tagged outdoor attendance; full payslip with statutory deductions; same employee record running through hire, payroll, performance, exit.

7 stages
ONBOARD → ATTENDANCE → LEAVE → PAYSLIP → APPRAISAL → SERVICE → EXIT

No hardware
PHONE-BASED FACIAL RECOGNITION · LIVENESS DETECTION · MULTI-SITE CAPTURE

Live
APP ACTIONS POST TO HRMS · PAYROLL · ATTENDANCE LEDGER · COST CENTRE

PF / ESI
MULTI-STATE STATUTORY · TDS 192 · FORM 16 IN-APP

The employee journey. *Seven app touchpoints.*

From Day 1 onboarding to F&F settlement. **Same employee record from HRMS Section 01 lifecycle through Section 02 payroll surfaces here as the employee's view.**

▸ STAGE 01
Onboard
Profile · bank · docs · dependents

▸ STAGE 02
Attendance
Facial · geo-tag · outdoor · WFH

▸ STAGE 03
Leave
Apply · balance · calendar · approve

▸ STAGE 04
Payslip
View · tax · YTD · Form 16

▸ STAGE 05
Appraisal
Self-rating · goals · evidence

▸ STAGE 06
Service Req.
Letters · NOCs · queries · vault

▸ STAGE 07
Exit
Resignation · clearance · F&F · alumni

↑ EVERY ACTION POSTS LIVE TO

HRMS · attendance ledger · leave balance · payroll cycle · appraisal record · **Project P&L** · cost-centre allocation per employee — **same record HR and finance see**

Six in-app surfaces. *One ESS Portal & App.*

Native mobile (iOS + Android) and responsive web portal — same surfaces, same data. **Employee chooses their channel.**

▸ SURFACE 01
Onboarding & profile
Day-1 setup · contact · bank details · PAN, Aadhaar, IDs · dependent profiles · tax declarations.

▸ SURFACE 02
Attendance & outdoor
Phone-based facial recognition with liveness · geo-tagged outdoor duty · WFH marking · multi-site capture — no biometric hardware.

▸ SURFACE 03
Leave & holidays
Apply · auto-routed to manager · balance & accrual visible · team calendar · approval workflow · carry-forward rules per policy.

▸ SURFACE 04
Payroll & tax
Payslip · YTD statement · **Form 16** · Form 26AS · tax declarations (80C, HRA, 24).

▸ SURFACE 05
Performance & appraisal
Goals · mid-year & annual cycles · self-rating · evidence upload · manager calibration view · increment letter.

▸ SURFACE 06
Service requests & vault
Salary cert · address proof · employment letter · NOC · HR queries · **SLA-tracked ticketing** · document vault.

▸ AI ADD-ON

Attendance anomaly & appraisal insights

Facial-recognition attendance **auto-flags anomalies** — sudden absence patterns, late-arrival trends, outdoor-duty spikes. Self-appraisal text analysed for **achievement vs aspiration tone**, calibrated against manager rating to flag inconsistencies before they become disputes. **HR ops works exceptions, not data entry.**

Liveness check
Attendance pattern
Appraisal NLP

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Why "integrated" matters, *not just "ESS app."*

Third-party ESS apps exist in market. **What changes when the app is the operator's HRMS — not a parallel system that needs reconciliation.**

▸ SAME DATABASE

One record from hire to exit

The attendance the employee marks **is the attendance payroll reads**. The leave they apply for **is the balance HR sees deducted**. The self-appraisal they submit **is the calibration the manager rates against**. The F&F worksheet at exit **auto-computes from the same record** — pending salary, leave encashment, gratuity, notice recovery. *No nightly sync, no spreadsheet reconciliation, no "the app says one thing but the system says another."*

`Live attendance feed` `Leave balance · instant` `Salary JV at close` `F&F auto-compute`

▸ DISTRIBUTED WORKFORCE

Field-ready from day one

Phone-based facial recognition with liveness — no biometric hardware at every site. **Geo-tagged outdoor duty** for site engineers and supervisors who never visit head office. **Per-site cost-centre tagging** so attendance flows to the right Project P&L. **State-wise PF/ESI/PT/LWF compliance** reflected per employee's work state. *The construction reality, supported.*

`Phone facial · no hardware` `Geo-tagged outdoor` `Cost-centre per attendance` `Multi-state statutory`

STATUTORY COMPLIANCE

India HR compliance, *visible in the app.*

Employees don't operate in a parallel reality from the operator's HRMS — they see the real compliance picture in their app. **What the operator's payroll engine computes, the employee sees in their payslip and document vault.**

▸ INDIA · SINCE 1996

Indian ESS app statutory regime

PF contributions (12% employer + 12% employee) and **ESI** (where applicable) shown per payslip. **Professional Tax** deducted state-wise per work state reflected. **TDS Section 192** at slab rates with **Form 16 + Form 26AS** accessible in document vault. **Tax declarations** (80C, HRA, 24, donations) submitted in-app at year-start; tax computation adjusted. **Gratuity** accrual visible per Payment of Gratuity Act formula. **LWF** per state.

`PF · 12+12%` `ESI · state hospital` `Prof. Tax · state-wise` `TDS 192 · slab` `Form 16 · in-vault` `Tax declarations · in-app` `Gratuity · 15/26 accrual` `LWF · state-wise`

The platform *around the employee.*

Five capabilities every HRMS Apps customer inherits from the Farvision platform.

▸ AI
AI Agents
Liveness check · attendance anomaly · appraisal NLP.

▸ BI
Executive Cockpit
App engagement · attendance compliance · leave usage · NPS.

▸ MOBILE
Native + portal
iOS + Android + responsive web. English, Hindi + regional.

▸ SECURITY
ISO certified
ISO 9001 + 27001 · payroll audit trail · cloud or on-prem.

▸ SCALE
Proven at scale
900+ Indian firms · multi-state payroll · since 1996.

FOR HR HEADS, PAYROLL MANAGERS, IT HEADS, FINANCE CONTROLLERS

The ESS that *works for construction.*

Most HRMS Apps evaluations take a single conversation to scope and one demo to validate. Talk to a Farvision HRMS Apps lead — the people who shipped the workflows, not a generic sales engineer.

Book a demo → | ☎ India · +91 98318 02122 | sales@gamutinfosystems.com

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