From hire to exit. From desk to site. *One employee record.*

Construction HR isn't office HR. The workforce is distributed — site engineers at five different projects, supervisors who never see the head office, contract labour with state-wise compliance, permanent staff with multi-state PF/ESI registrations. *Most HRMS platforms were built for the office model where everybody clocks in at the same building.* Farvision was built for the distributed construction workforce — attendance from phones with facial recognition, outdoor-duty marking for field staff, salary cost allocating to project P&L, and statutory compliance running across states. **One employee record across hire, pay, retain, exit.**

14 stages
ACQUISITION → ONBOARDING → APPRAISAL → EXIT · PAYROLL · SELF-SERVICE

3 sections
EMPLOYEE LIFECYCLE · PAYROLL MANAGEMENT · SELF-SERVICE

Live
SALARY COST · COST-CENTRE ALLOCATION · LIVE TO PROJECT P&L

PF / ESI
MULTI-STATE STATUTORY · TDS · PT · GRATUITY · SINCE 1996

The full employee journey. *One arc, three sections.*

Fourteen operational stages from job posting to final settlement. **Same employee record across lifecycle, payroll and self-service — no re-keying, no parallel HRIS.**

▸ SECTION 01 — Employee *lifecycle*	▸ SECTION 02 — Payroll *management*	▸ SECTION 03 — Employee *self-service*

01	02	03	04	05	06	07	08	09	10	11	12	13	14
Acquisition	AI Screen	Onboarding	Appraisal	Exit	Attendance	Leave	Salary	Bank Advice	Statutory	Portal/App	Facial / Out.	Self Appr.	Service Req.

↑ EVERY STAGE POSTS LIVE TO — **Financials** · salary JV at payroll close · statutory liability at remittance · **Project P&L** · cost-centre allocation per employee · attendance against site — **HR cost meets project cost on the same ledger**

Beyond standard HRMS. *Three capabilities built for construction.*

Generic HRMS works for office staff. Construction HRMS has to handle **distributed workforce, multi-region statutory, and salary-cost-to-project integration**.

▸ SALARY COST INTEGRATION

Cost-centre allocation to Project P&L

Every employee tagged to a project or cost centre. **Salary, PF/WPS, gratuity, overtime — all auto-allocated** to the right project budget at payroll close. HR cost shows up in Project P&L the same day the JV posts. *No spreadsheet allocation, no quarter-end reconciliation.*

`Per-employee cost-centre` `Project P&L live` `Salary JV automated`

▸ DISTRIBUTED WORKFORCE

Facial recognition + outdoor attendance

Field staff mark attendance via mobile app — **facial recognition or geo-tagged outdoor duty**. Site engineers, supervisors, contract labour all marked against their actual location, not the office. No biometric hardware to maintain at every site.

`Facial recognition` `Geo-tagged outdoor` `Multi-site capture`

▸ MULTI-REGION STATUTORY

Multi-state India compliance

PF, ESI, PT, LWF across all 28 states + 8 UTs — each with its own slab, register and filing format. TDS 192, Form 16, 24Q quarterly. Multi-establishment registrations on one platform.

`PF · ESI · PT` `Multi-state` `TDS 192 · Form 16`

Three sections. *Three operational stretches. One platform.*

The pages that follow break each section down — its sub-modules, its automations and its statutory considerations.

▸ SECTION 01 · PAGE 2

Employee lifecycle. Acquisition to exit.

From manpower planning and talent acquisition, through **AI-powered CV screening** and interviewing, to onboarding, performance management, appraisal cycles and exit settlement. The audience: HR heads, talent acquisition managers, L&D managers.

▸ PAGE 02 COVERS THIS SECTION IN DETAIL

▸ SECTION 02 · PAGE 3

Payroll management. Attendance to statutory.

Attendance and leave management, salary calculation with reimbursements and deductions, bank advice file, statutory remittance, leave encashment, payslip distribution. The audience: payroll managers, finance controllers.

▸ PAGE 03 COVERS THIS SECTION IN DETAIL

▸ SECTION 03 · PAGE 4

Employee self-service. Portal & App.

Web portal + mobile app for every employee. Attendance (facial recognition / outdoor duty), leave applications, payslip download, **self-appraisal** entry, HR service requests, profile updates. The audience: every employee, plus HR ops teams.

▸ PAGE 04 COVERS THIS SECTION + STATUTORY + CTA

▸ SECTION 01 · EMPLOYEE LIFECYCLE

Acquisition to exit. *The full lifecycle on one record.*

Manpower planning starts with project / department demand — how many engineers does the upcoming tower need, how many supervisors does the procurement team need to scale. Talent Acquisition opens the requirement, posts to channels, and starts collecting CVs from job portals, employee referrals, and direct applications. **Incoming CVs are parsed by AI** — name, contact, experience, education, skills, past employers — and auto-scored against the job description. Top candidates flow to interview scheduling. Selected candidate gets a digital offer; on acceptance, onboarding workflow runs (documents collected, asset assignment, joining day checklist, induction). The employee record is now live — **all downstream payroll, attendance, appraisal and exit activity attach to the same record without re-keying**.

The Section 01 journey. *Seven stages, end to end.*

From manpower requirement to exit settlement. **One employee record across the full lifecycle.**

▸ 01 **Acquisition** — Demand · job posting · sourcing

▸ 02 **AI Screening** — CV parse · score · rank

▸ 03 **Interview** — Schedule · panel · scorecards

▸ 04 **Offer** — Digital · e-sign · CTC breakup

▸ 05 **Onboarding** — Docs · assets · checklist · induction

▸ 06 **Appraisal** — Goals · review · rating · increment

▸ 07 **Exit** — Notice · clearance · F&F · NOC

↑ EVERY STAGE POSTS LIVE TO — **Same employee record** · downstream payroll attaches at onboarding · cost-centre tagged · **F&F settlement** auto-computes gratuity, leave encashment, notice-pay recovery

Six sub-modules. *One employee master.*

All internal HR tools. **Same employee database from CV through exit interview.**

▸ INTERNAL
Talent Acquisition
Requisition · job postings · channels · candidate pipeline · ATS.

▸ INTERNAL
AI Screening
CV parsing · skills extraction · JD-fit scoring · candidate ranking.

▸ INTERNAL
Interview Manager
Panel scheduling · scorecards · feedback aggregation · decision log.

▸ INTERNAL
Onboarding
Offer · e-sign · document collection · joining checklist · induction.

▸ INTERNAL
Performance Mgmt
Goal-setting · mid-year & annual cycles · rating calibration · increment.

▸ INTERNAL
Exit Management
Resignation · notice · clearance · F&F computation · exit interview · NOC.

▸ AI ADD-ON

CV to data · auto-screen and rank

Incoming CVs (PDF, Word, image, LinkedIn export) **parsed by AI** — personal details, education, experience, employers, skills, certifications all extracted into structured fields. Auto-scored against job description. **Top candidates surface in minutes**, not days. Talent team works the shortlist, not the inbox.

PDF · Word · image
Skills extraction
JD-fit scoring

Automations *that move candidates faster.*

Four manual workflows replaced with platform-native automation. **What HR teams used to chase manually, Farvision tracks automatically.**

▸ AUTOMATION 01
Requisition routing
Department raises requisition · **auto-routed** to HR + finance approval via authority matrix. Budget check. No email chains.

▸ AUTOMATION 02
CV ingestion
CVs from every channel **auto-flow into a single pipeline**, deduplicated by phone/email. AI screens against JD. No manual sorting.

▸ AUTOMATION 03
Offer-to-onboarding
Accepted offer **auto-creates employee record** with cost-centre, manager, payroll group. Joining checklist triggered. Asset requests routed.

▸ AUTOMATION 04
F&F auto-compute
Resignation triggers **F&F worksheet** — pending salary, leave encashment, gratuity, notice recovery, asset clearance.

▸ SECTION 02 · PAYROLL MANAGEMENT

Attendance to statutory. *The monthly cycle that has to be perfect.*

Payroll is the one HR process where errors cost trust instantly — wrong salary, missed PF/WPS, late tax, and the entire workforce loses confidence. Farvision runs the cycle on one engine: **attendance flows in from facial recognition / mobile / biometric**, leave applications are approved and balanced, salary is calculated with all deductions and reimbursements applied, bank advice file generates for bulk payment, statutory remittance handles PF, ESI, PT, TDS. **Leave encashment is computed automatically at year-end or at exit.** Payslip distributes via the ESS portal. *The full cycle runs in days, not weeks.*

The Section 02 journey. *Monthly payroll cycle.*

Seven stages from attendance capture to payslip distribution. **Every output posts live to Financials.**

▸ 01 **Attendance** — Facial · biometric · mobile · outdoor

▸ 02 **Leave** — Apply · approve · balance update

▸ 03 **Salary Calc** — Gross · deductions · reimbursements

▸ 04 **Bank Advice** — Bulk payment file · upload to bank

▸ 05 **Statutory** — PF · ESI · PT · TDS · LWF

▸ 06 **Encashment** — Leave encashment · year-end / exit

▸ 07 **Payslip** — ESS portal · email · tax statement

↑ EVERY STAGE POSTS LIVE TO **Financials** · salary JV at payroll close · **cost-centre allocation** to project P&L · **statutory liability** accrued at calc, cleared at remittance — **no spreadsheet bridges**

Six capabilities. *The payroll operating cycle.*

Where most payroll systems handle salaried office staff, Farvision handles the construction reality. **Multi-state, multi-emirate, contract labour, field staff, all on one cycle.**

▸ CAPABILITY 01
Salary calculation
Earnings, deductions, reimbursements, arrears, retroactive adjustments. **Multi-component CTC** with optional benefits. Multi-currency for cross-border employees.

▸ CAPABILITY 02
Bank advice
Bulk payment file in every major Indian bank's format. NEFT/RTGS/IMPS schedule. Auto-reconciliation against bank statement.

▸ CAPABILITY 03
Attendance integration
Multi-source capture — facial recognition, biometric, mobile geo-tag, outdoor duty, manual override with approval. Single attendance ledger.

▸ CAPABILITY 04
Leave management
Earned, casual, sick, paternity, maternity. **Auto-accrual** per policy. Carry-forward, encashment, lapse rules. Balance visible to employee in ESS.

▸ CAPABILITY 05
Statutory engine
PF, ESI, PT, LWF, TDS — each with its own slab, state-wise variation, register and filing format. Form 16, Form 24Q quarterly.

▸ CAPABILITY 06
Leave encashment
Auto-computed at year-end or exit. Eligible leave × applicable salary component. Tax treatment per Section 10(10AA) of Income Tax.

Automations *that close payroll faster.*

Four manual workflows replaced with platform-native automation. **Cycle that took two weeks now runs in days.**

▸ AUTOMATION 01
Attendance-to-payroll
Attendance ledger **auto-feeds payroll calc** — present days, OT hours, late deductions, outdoor allowances. No manual roster compilation.

▸ AUTOMATION 02
Statutory liability accrual
Every payroll close **auto-creates statutory liability entries** in Financials. PF, ESI, TDS sit as payables until remitted.

▸ AUTOMATION 03
Cost-centre allocation
Salary cost **auto-allocated to projects / departments** per employee tag. Engineering Project P&L sees HR cost as it accrues, not at month-end.

▸ AUTOMATION 04
Payslip dispatch
Payslip **auto-published to ESS portal** + emailed (encrypted) + visible in mobile app on payday. Annual tax statement at year-end.

▸ EMPLOYEE-FACING APP USED IN THIS SECTION

E **Employee Self Service Portal & App**
Payslip view · tax statement · attendance · leave applications
▸ SECTION 03 COVERS THIS IN DETAIL

▸ SECTION 03 · EMPLOYEE SELF-SERVICE

Portal & App. *HR in the employee's hand.*

The same employee record that started at Section 01 hire and runs through Section 02 payroll surfaces here as **the employee's own view**. Web portal, native mobile app, both connected to the same data. Mark attendance with **facial recognition** or geo-tag outdoor duty without ever entering the office. Apply for leave; the manager approves on phone. Download payslip, tax statement, employment letter. **Submit self-appraisal** during the cycle. Raise HR service requests for documents or queries. Update personal profile, bank account, dependents. *HR teams shift from data entry to exception handling.*

The Section 03 journey. *Self-service touchpoints.*

Seven employee touchpoints, all from portal or phone. **Same record visible to HR, employee, and finance.**

▸ 01	▸ 02	▸ 03	▸ 04	▸ 05	▸ 06	▸ 07
Login	**Attendance**	**Leave Apply**	**Payslip**	**Self Appraisal**	**Service Req.**	**Profile**
Portal · App · SSO	Facial · geo-tag · outdoor	Type · dates · balance · approve	Download · tax · YTD view	Goals · self-rating · evidence	Letters · NOCs · queries	Personal · bank · dependents

↑ EVERY ACTION POSTS LIVE TO — **HR system** · attendance ledger · leave balance · profile updates · self-appraisal record — **HR ops works exceptions, not data entry**

▸ CAPABILITY 01
Facial recognition
Phone-based facial check-in with liveness detection. No biometric hardware at sites. Geo-tagged location captured.

▸ CAPABILITY 02
Outdoor duty
Field staff mark **outdoor duty against project / location**. Travel time, allowances and per-diem auto-flow to payroll.

▸ CAPABILITY 03
Self appraisal
Employee enters **goals, achievements, evidence** during appraisal cycle. Manager reviews against organisation rating curve.

▸ CAPABILITY 04
Service requests
Letters (salary cert, address proof, employment), NOCs, document requests, HR queries — **SLA-tracked ticketing**.

▸ 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.

Attendance pattern
Liveness check
Appraisal NLP

▸ EMPLOYEE-FACING APP

E **Employee Self Service Portal & App**
Attendance · leave · payslip · self-appraisal · service requests · profile
▸ SEPARATE 1-PAGER

STATUTORY COMPLIANCE

India HR compliance, *built into the workflow.*

HR in India means PF, ESI, PT, TDS, LWF, gratuity, bonus — each with state-wise variations, slabs, register formats and filing cadences. **All handled at the transaction, not in a separate filing process.**

▸ INDIA · SINCE 1996

Indian HR statutory regime

EPFO filing (PF) at 12% employer + 12% employee, multi-establishment registrations. **ESI** for employees below wage threshold, state-wise hospital networks. **Professional Tax** state-wise (Maharashtra, Karnataka, West Bengal, etc.) each with its own slab. **TDS Section 192** at slab rates with Form 16 + 24Q quarterly. **Payment of Gratuity Act** at 15/26 × salary × years. **LWF** per state. **Bonus** per Payment of Bonus Act.

PF · EPFO · 12+12% | ESI · state hospital | Professional Tax · state-wise | TDS 192 · Form 16 | Form 24Q quarterly | Gratuity · 15/26 | LWF · state-wise | Bonus Act

The platform *around the employee.*

Five capabilities every HRMS customer inherits from the Farvision platform — at no extra licence.

▸ AI
AI Agents
CV-to-data · attendance anomaly · appraisal NLP.

▸ BI
Executive Cockpit
Headcount · payroll cost · attrition · cost-by-project.

▸ MOBILE
Native apps
ESS App · Manager App · HR App · Recruiter App. iOS + Android.

▸ 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, FINANCE CONTROLLERS

From job posting to F&F settlement — *one employee record.*

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

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