



Release Notes

ZingHR Web Application

Attribute Version 8.9

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Features

This release aims at making the end user self-sufficient to configure the system as needed and seamlessly use the features & functionalities. It focuses on the end user experience for ease of usage and simplicity in work flows.

These features have been tested on the following browsers.

- GoogleChrome
- MozillaFirefox

Aadhaar Vault:

Aadhaar Vault - We are delighted to share, ZingHR is now aadhar data vault compliant after today's patch, from tomorrow implementation team can implement aadhar data vault without any downtime.

TNA:

OT Report only with Actual Approved OT Application - This is a new feature enhancement where we have provided the provision of custom report of two datasets. Here we facilitate the user to pull the records of attendance as per approved OverTime applications.

User can modify the report as per need of fields through data set.

Please find the datasets (Reports) as per below :

1. Super Employee Master + Attendance OverTime
2. Super Employee Master+Attendance OverTime Summary

In normal attendance report, user gets the attendance data with approved as well as an Applications which are yet in processing. So attendance data fetched for payroll processing was not as per actual approved OT applications.

Using this custom report, user can fetch the attendance data with respect to the approved overtime application which in turn allow the payroll user to get the actual data for payroll processing.

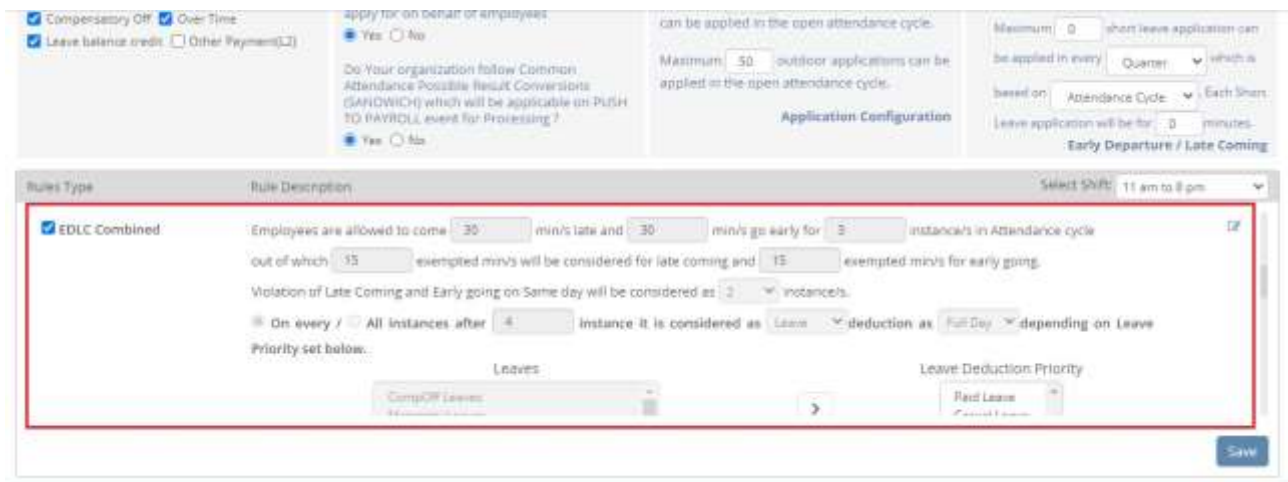
Below screenshot represents the data set created under custom report tab. Through which we can define the report.



EDLC rules and logic- This is a new rule which allows the user to built up the rule with combination of early going and late coming logic.

This is an extension of the early coming and late coming rule.

If an employee has taken early going and late coming both on same day then this rule will take the total of instances to be considered as in individual count (i.e. 2) or as in combined (1) to apply the rule.



Also, these instances can be counted as Absent or Half day or Leave for deduction.

In addition to above , If Instances counted are considered as **Leave** then it further categorized into **Half-Day** or **Full Day**.

Also we can set the priority of Leaves through which leave balance to be get deducted based on instances occurred.

The screenshot shows the 'Update Rules' configuration window for 'EDLC Combined'. The window has a title bar with 'Update Rules' and a close button. Below the title bar, there are two input fields: 'Rule Type' and 'Effective Date'. The main content area is titled 'EDLC Combined' and contains the following configuration options:

- Employees are allowed to come min/s late and min/s go early for instance/s in Attendance cycle out of which exempted min/s will be considered for late coming and exempted min/s for early going.
- Violation of Late Coming and Early going on Same day will be considered as instance/s.
- On every / All instances after instance it is considered as deduction as depending on Leave Priority set below.

There are two lists for 'Leave Deduction Priority':

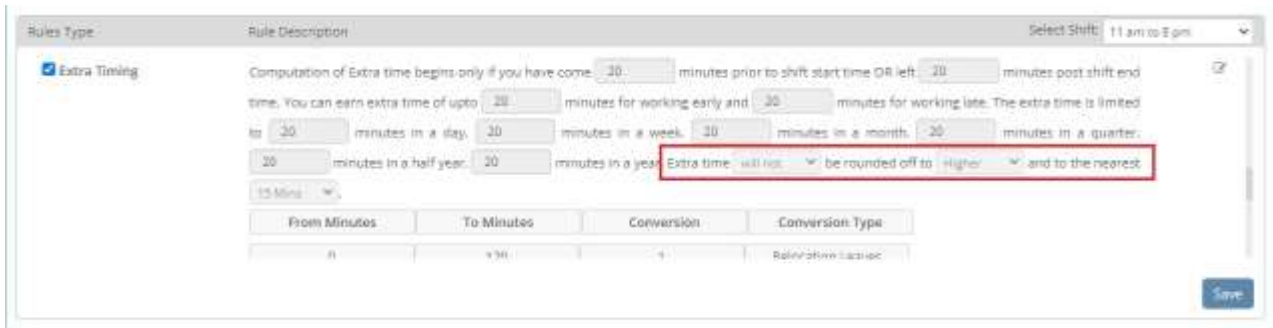
- Leaves:** A list box containing 'CompOff Leaves', 'Maternity Leaves', 'Paternity Leaves', and 'Short Leave'.
- Leave Deduction Priority:** A list box containing 'Paid Leave', 'Casual Leave', 'Earned Leave', and 'Sick Leave'.

A dropdown menu is open over the 'Leave' option in the 'Leave Deduction Priority' list, showing 'Leave', 'Half Day', and 'Absent' options. The 'Leave' option is currently selected. At the bottom right, there are 'Confirm' and 'Cancel' buttons.

Calendar Group - This is a new feature enhancement. As per old functionality when the calendar group changes then previously marked holidays was used to get removed through calendar. And employees are able to view the newly allocated holidays in Holiday List.

Now, we are able to view the old holidays which were mapped previously till the period of new calendar got assigned in calendar view as well as in holiday list.

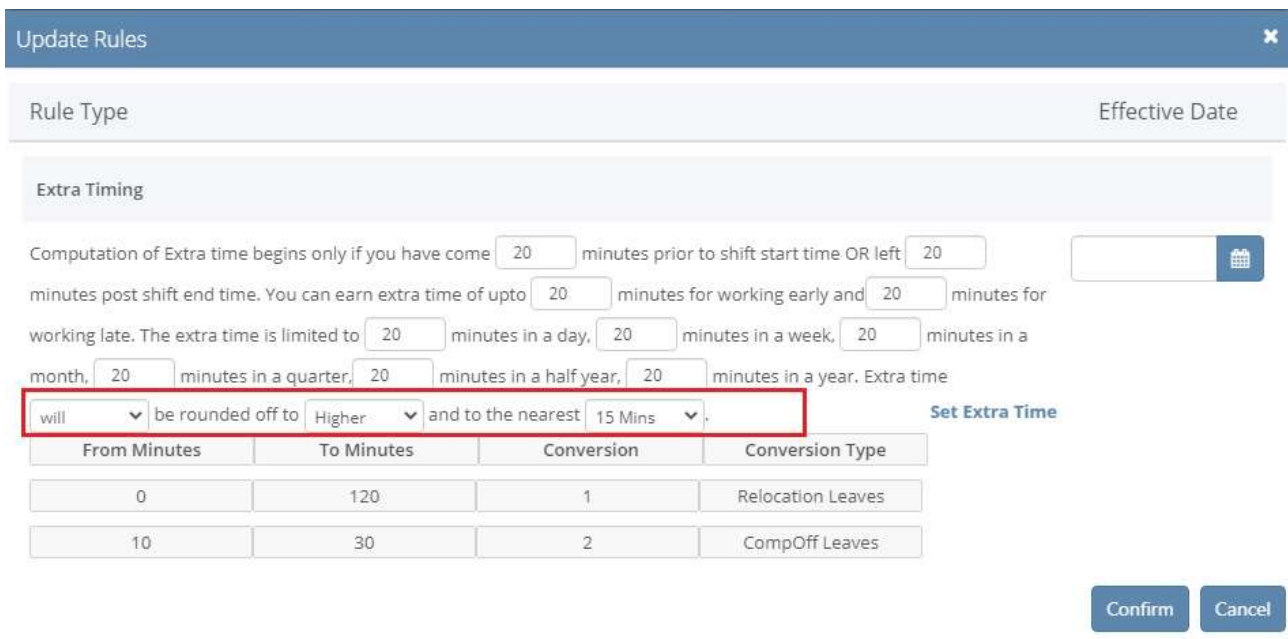
Extra Time - This is a new feature enhancement in Extra Time rule. Where previously system, by default calculates the extra time to higher conversion rate or rounded off to higher ceiling with 30. Now, we have come up with feature to be get enable/configured in system through front end itself. Where we have provided the provision to set the rule based on business policy of attendance to convert the extra time to higher ceiling or lower ceiling.



For Example :

Case 1: If an employee has worked Total Extra time as 91 min then if calculation of rounded off to **Higher** with nearest 15 Min then system will showcase the **Extra Time as 105**.

Case 2: If an employee has worked Total Extra time as 91 min then if calculation of rounded off to **Lower** with nearest 15 Min then system will showcase the **Extra Time as 90**.



Biometric Intergration:

Biometric Integration - We have come up with new collaboration of Biometric integration with **Amazon S3 Bucket**. This will facilitate the new platform where biometric vendor are bound to fetch the swipe on PAN India level on one single platform. From where we can fetch the swipe data/raw punches to our ZingHR server and push it to LIVE environment.

Payroll:

Payroll Exemption Calculation - As we have come up the new configuration to calculate month wise exemption instead of Yearly.

This configuration is available in front end as per below path :

Login -> Setup Circle -> payroll and Compliance -> Select "Role" -> select "Exemption Master"

Also find below scenarios which are handled :

a] In Case of New joinee from 01 Jun.

In current situation system provides exemption based on total amount for the year, which is wrong. Washing allowance is paid as 1000 per month. So System should consider monthly limit exemption as maximum 500.

b] In case if employee joins in mid month or an employee having LOP, then too system should check monthly exemption limit and restrict to the amount earned if it is less than 500 else exemption amount will be restricted to maximum 500 .

c] In case of LOP for any month:

System will check monthly exemption limit and restrict to the amount earned till DOL ,if it is less than 500 else exemption amount Will be restricted to maximum 500.

D] In case of DOL cases, system need to consider as per DOL date and system should check monthly exemption limit and restrict to the amount earned if it is less than 500 else exemption amount will be restricted to maximum 500.

e] Arrears due to revision or back dated salary change- In case if paid washing allowance from backdated month, then arrears amount for those months should be considered subject to capping of Rs.500