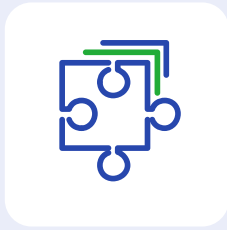


# 8MSaaS HCM Advantage

Get a full view of talent, attract, develop  
and retain diverse talent

Make smart talent decisions and talent performance mgt  
based on contextual insight





## 1 Platform 6 Modules

- All HR modules are managed in 8MSaaS, data is real-time connected.
- eRecruitment, Employee Records, Attendance & Utilization, Compensation & Payroll, Benefits, Training & Performance, eLeave and Employee Self-services.



## Recruitment Mgt

- User-defined recruitment process.
  - Talent demand analysis and planning.
  - Talent pool management.
  - Recruitment site and Flexible applicant management.
- Recruitment analytics.



## Talent mgt

- 360° Talent info mgt.
- Talent skills and training mgt.
- Talent contract mgt.

Identify retention risk trends

Workforce Planning and Analytics.



## Performance Mgt

- Performance and goals setting.
- Employee goals aligned with business targets.
- Automated performance scoring.

Support MBO/BSC, and 360 degree review process.

Approval flow and verification.



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### **Compensation/ eLeave /Attendance**

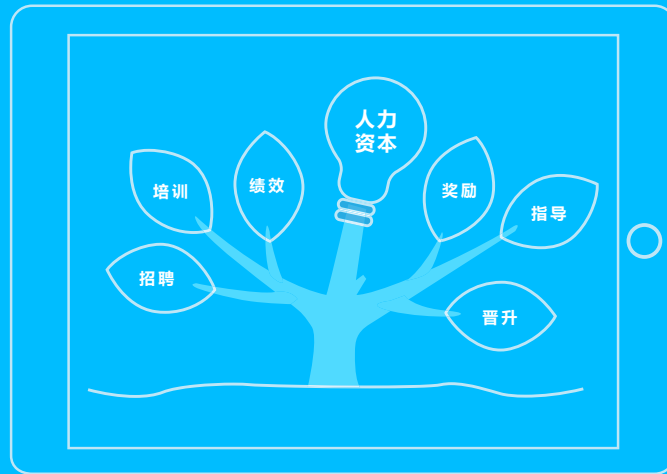
- Compensation and payroll mgt.
- Absence, resource allocation and actual utilization.
- Resource time and cost.
- Define different leave types.
- User-defined calculation methods.



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### **Succession and Development**

- Defining career objective and path.
- Identifying skill set gaps and training needs.
- Identifying potential successors and pinning down their nurturing needs.



**8M**SaaS HCM

[www.8msaas.com](http://www.8msaas.com)

Wisage Technology is an international software product company with clients in many countries and regions, including the U.S., Canada, China mainland, Hong Kong, Macau, Taiwan, Malaysia and Singapore. All its products are mobile internet ready and can be accessed with IE, Firefox, Safari and Chrome browsers and we also provide different apps on Android and iOS. It offers perpetual licenses for all regions and SaaS in certain regions only for the following products:

- |   |  |
|---|--|
| <b>8Manage CRM</b> : Mobile Internet CRM                                  | <b>8Manage eExpense</b> : Web & Smartphone Expense Report System |
| <b>8Manage SPM</b> : Supplier & Procurement Management                    | <b>8Manage eLeave</b> : eLeave & Leave Management                |
| <b>8Manage Simple PM</b> : Simple to Start & Extend PM                    | <b>8Manage eTimesheet</b> : Web & Smartphone Timesheet System    |
| <b>8Manage PM</b> : Advanced Tool for Project Planning & Execution        | <b>8Manage eLearning</b> : Advanced eLearning System             |
| <b>8Manage PMO</b> : High Performance PMO                                 | <b>8Manage eSurvey</b> : Easy-to-use eSurvey System              |
| <b>8Manage Finance</b> : Strong Connectivity with Businesses & Operations | <b>8Manage eDMS &amp; KM</b> : eDocument & Knowledge Management  |
| <b>8Manage HR</b> : Human Capital Management                              |  |
| <b>8Manage OA</b> : New Generation Office Automation                      |  |
| <b>8Manage BI</b> : Point-and-click BI                                    |  |
| <b>8Manage O2O</b> : B2C, B2B, eExchange, eSettlement & eERP              |  |
| <b>8Manage FAS</b> : Knowledge Enterprise Full Automation Suite           |  |
| <b>8Manage eERP2</b> : Manufacturer eERP2                                 |  |

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