



## SMART STAFF MANAGEMENT SOLUTIONS



Smart Solutions for Manpower  
& Business Management

[www.pbtresourceline.com](http://www.pbtresourceline.com)

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**Pbt**  
\_\_\_\_\_ PRODUCT



# Statement Of Intent

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Peak Bandwidth Technologies Ltd proposes to offer [ResourceLine](#): an affordable realtime remote staff Enrollment, HR, Attendance and Payroll management system from seamlessly integrated into existing manpower management workflows.

# Offline Staff Management Systems

## CHALLENGES

- Today most offline staff management systems are paper-based
- Heavy workload - **overwhelming manual data entry, error prone**
- Time-consuming and labour intensive
- Processing delays are common

## CONSEQUENCES

- Deployment errors lead to over or under payment
- Insufficient time spend curbing over deployment, or managing absenteeism
- **Anomalies are detected too late**
- **Adverse financial impact on business**

# Online Staff Management

Equip field or remote staff with cost effective and proven mobile technology or biometric technology

Electronic deployment record entry is distributed; easier for field supervisors to notice errors due to their lower workload.

Improve productivity of back-office technical staff by detecting loss-causing activity faster and cheaper.

Complete end-to-end audit trail. Accountability at all stages of data entry and delivery

Automate attendance processing, payroll deductions, allowances, overtime management and more.

Reduce financial leakages, control costs, better resource planning  
- **Big return on investment**



# Online Staff Management

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**Secure-** Limit access to authorized personnel; Custom mobile applications transact over secure internet communication channels to cloud server.



**Flexible-** Define custom roles and access levels; Easily deployed on affordable feature phones. Handsets are quickly replaced in case of loss or damage.



**Convenient-** The mobile handset is a familiar multifunctional device. Staff with modest education level are quickly trained in system usage.

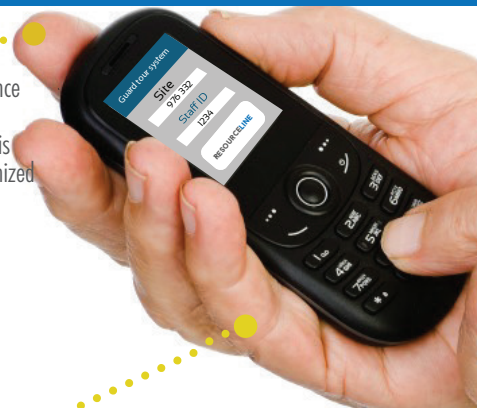
# How it Works

All attendance data is received in real-time from the field

Hosted Management System, Central Database, ResourceLine cloud services

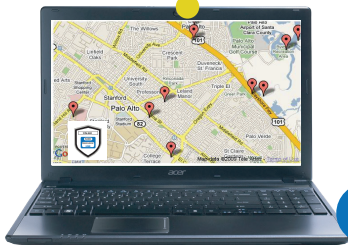


Field supervisor inputs attendance or productivity data of staff at remote site. Phone application is data of staff at remote synchronized with the ResourceLine cloud



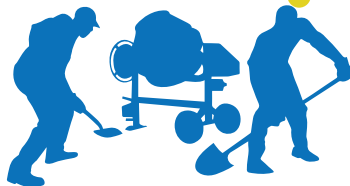
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Enterprise or residential clients have access to all received data and audit trail. Data analytics and custom reporting provided



Field staff are enrolled with ResourceLine cloud before any shift assignment or pay-related activity is accepted

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# Online Staff Management



Schedule manpower and materials allocation to remote sites.

Configure exception rules and alerts.

Access schedule and allocation data through custom mobile apps





# Online Staff Management

## HUMAN RESOURCE MANAGEMENT



### STAFF PROFILE MANAGEMENT

Identification & Contact details / Wage details / Skills and qualifications / Allowances allocated / Evaluations and disciplinary hearings



### MOBILE/REMOTE STAFF ENROLLMENT & ADMIN

Capture biodata, pictures / Document digitization / Staff enrollment approvals / Leave application and Tracking / staff appraisal and performance tracking

# Online Staff Management

REMOTE TIME & ATTENDANCE



## MOBILE ATTENDANCE & PRODUCTIVITY MANAGEMENT

Cost effective solution Custom data collection mobile app  
Real-time submission to Resouceline cloud Allows for  
affordable mass-deployment devices easily maintained  
or replaced



## AUTOMATED BIOMETRIC ATTENDANCE MANAGEMENT

Fixed devices installed at remote work sites / Automated  
syncing of staff bio-identity / Real-time transfer of clock-in/  
clock-out data / Ideal for applications requiring daily /  
personnel identity confirmation

# Online Staff Management

CLIENT CONTRACT/SITE MANAGEMENT



## CONTRACT & SITE MANAGEMENT

Contract details and approvals / Wage-to-revenue target percentage  
Shift hours and times / Personnel requirements  
Site allowances / Contract skill requirements



## REMOTE STORE & MATERIALS MANAGEMENT

Custom store management mobile app / Allocate equipment, uniform, safety gear etc. / Materials/equipment requisitions  
Approvals & remote dispatch / Materials usage reporting and analytics

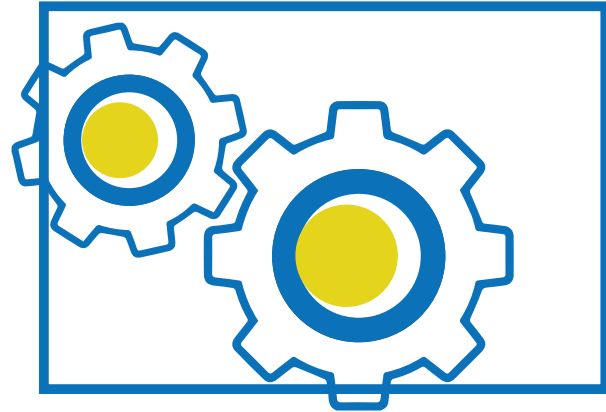
# Online Staff Management

A U T O M A T E D   P R O C E S S I N G



## TAX REPORTING & PAYMENT OPTIONS

- Country-specific tax reporting
- Statutory deductions
- Flexible bank payment processing
- Automated mobile payments
- Serving remote or unbanked staff



## CUSTOM PAYROLL ADDITIONS & DEDUCTIONS

- Process company staff loans
- Disburse and track monthly advances
- Benefits and allowances
- Define custom pay deductions and fines

# Additional Modules



## PERFORMANCE & APPRAISALS

Custom appraisal cycles /Goal development /iterative performance planning /Self-assessment /Integrated approval process /Integrated document management



## LEAVE & HOLIDAYS

Custom appraisal cycles /Goal development /Iterative performance planning /Self-assessment /Integrated approval process /Integrated document management

# Additional Modules



## TRAINING & DEVELOPMENT

Training management, tracking & histories  
Staff self-registration /Training Feedback /Training notifications  
Integrated approval process /Integrated document management



## RECRUITMENT & PLACEMENT

Qualifications Management /Job Description Planner /Applicant/  
Candidate on-boarding /Vacancy management /Interview  
Planner & Assessment /Job Offers & candidate notifications  
Integrated document management

# Additional Modules



## DOCUMENT MANAGEMENT

Custom Company document folders  
Flexible document access control



## EMPLOYEE SELF-SERVICE

Employee access to staff profile / Pay history / Leave requests  
Attendance check-in/out / Training requests / Performance  
self-assessment / Integrated document management

## CUSTOM MODULES

# Publishing: Sales & Marketing



### CLIENT MANAGEMENT

Central client database/ Keep track of all client information changes / Easily onboard or off board clients as soon as required / Assign client relationship managers and monitor their activity/ Classify clients by payment method, payment terms etc.



### ORDER & BILLING AUTOMATION

Automated billing cycles and payment reminders/ Flexible billing cycles/ Quick and easy-to-use order management/ Client self-service Order Portal / Accounts package integration available / Custom billing /order reports



## CUSTOM MODULES

# Publishing: Circulation Management



### SUBSCRIPTION MANAGEMENT

Manage custom subscription cycles/ Custom service offerings/ Client specific discounts, payment periods/ Automated reminders / Classify subscribers by location, business type etc.



### PRODUCTION & DAILY SALES

Track inventory from production, through sales channels and monitor returns / Restrict user access by function/ Custom reporting available

# Realtime Mobile Staff Tracking



Affordable GPS enabled handset, in collaboration with off-the-shelf commercial tracking solutions-[Mzone](#), [Gurtam-Wialon](#) etc. allows the ResourceLine system to track and plan site visits by mobile staff



# The Versatile ResourceLine Mobile Handset



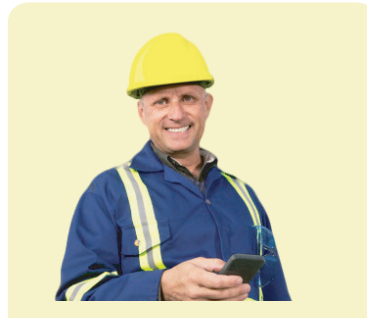
## Radio Replacement

The ResourceLine patrol handset offers a cost saving alternative to site radios. Cellular voice packages can be configured to fit various business communication needs



## Patrol Flashlight

The ResourceLine feature phone is equipped with a built-in flash light to improve remote worker's night time safety



## Add-on productivity applications

ResourceLine offers the option of customised applications to facilitate various tasks in the field: Data capture for **field service staff**, **emote store/asset management**, **time**, **attendance** and more



## Rugged Handset Option

In addition to regular feature handset, ResourceLine provides an optional rugged, water proof, dust proof phone ideal for tasks Conducted in harsh working environments

# Online Staff Management

DATA REPORTING, ALERTS AND ANALYTICS



Management, Operations and control room can now monitor deployment, attendance or **absenteeism and respond immediately**

All attendance, overtime or productivity data is available in realtime

**Configure email, sms or automated voice alerts** triggered by deployment/manpower allocation exceptions

Data **analysis begins immediately** with customized data views and custom reports

# Management Usability Benefits

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Deployment data, staff profiles and site allocation managed centrally from ResourceLine cloud services or compatible enterprise software



Managed on secure servers. No new infrastructure required. Secure and reliable integration services available



Staff training provided. Remote or on-site technical support available locally. Call centre assistance services provided.

# Return On Investment

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With improved remote staff oversight, data insight and complete electronic audit trail. Management knows whom to ask to account for issues without delay



Excessive overtime and irregular manpower allocation can be detected and reacted to in real-time



The savings gained by improved manpower allocation and reduced overtime will very quickly generate return on investment; Financial benefits are realized almost immediately

# CONTACTS

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