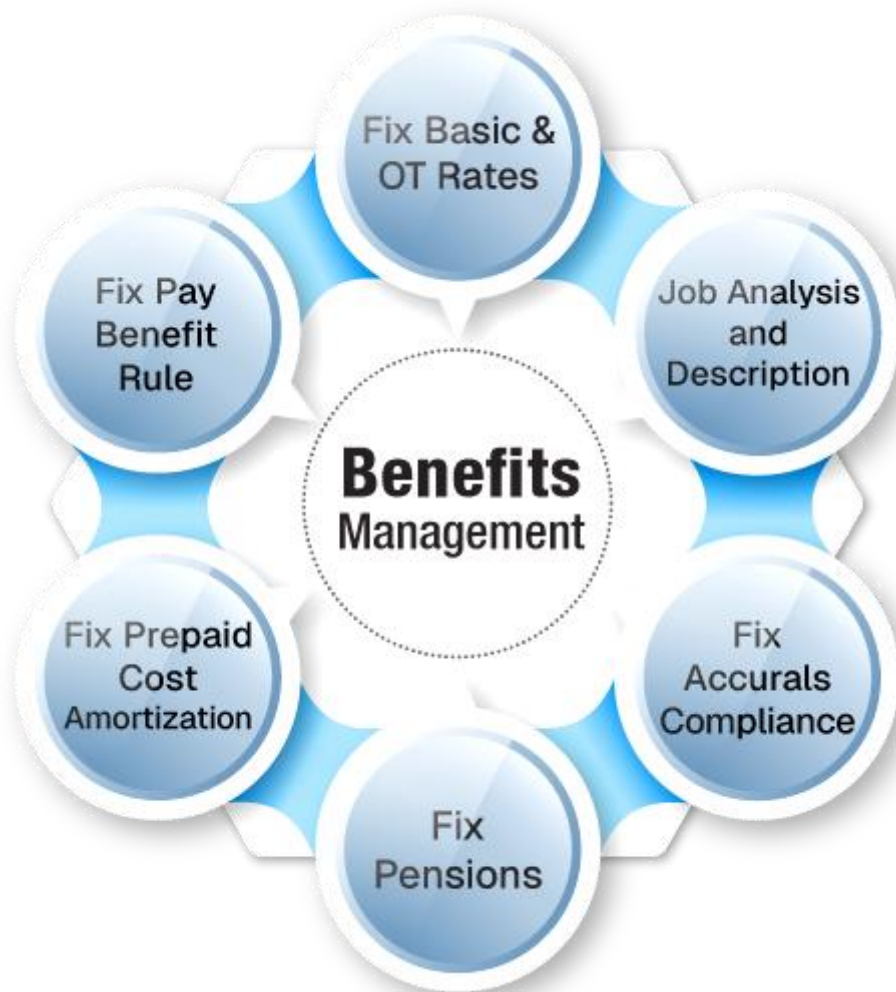


BENEFITS MANAGEMENT

DC360-HRMS streamlines benefits management by allowing companies to set fixed time rates, ensuring consistent compensation for employees based on their working hours. It also enables the management of fixed allowances, ensuring employees receive the appropriate benefits.

The system handles monthly and yearly accruals, ensuring accurate tracking and distribution of benefits like annual leave and end-of-service payments. Prepaid accruals are also managed efficiently, reducing errors. Finally, pay benefit rules can be defined to automate the benefit calculation process according to company policies and regulations.



- **Fix Basic & OT Rates:** DC360-HRMS allows organizations to set and manage Basic Salary and Overtime rates for accurate and fair compensation. This ensures compliance with labor laws and eliminates manual calculation errors. It simplifies payroll processes for standard and additional working hours.
- **Fix Allowances:** The system streamlines the management of fixed and variable allowances like housing or transportation. Employees receive benefits accurately based on their contracts, ensuring fairness. Automated calculations reduce payroll discrepancies and save time.
- **Fix Accruals & Compliance:** DC360-HRMS automates the tracking of monthly and yearly accruals for leave and other benefits, ensuring accuracy and timely payouts. This reduces errors in financial provisioning, enhances compliance with labor laws, and streamlines benefits distribution, improving overall efficiency.
- **Fix Pensions:** The platform facilitates pension contributions for employees and employers, ensuring compliance with legal requirements. It simplifies tracking and reporting for retirement funds. Accurate calculations build transparency and streamline pension management.
- **Fix Prepaid Cost Amortization:** DC360-HRMS handles the systematic allocation of prepaid costs, such as salary advances, over the relevant periods. This ensures accurate financial reporting and easier reconciliations. It reduces manual errors in cost management.
- **Fix Pay Benefit Rule:** The system automates benefit calculations by defining pay rules aligned with company policies and laws. This ensures consistency and compliance in benefits distribution. Automation saves time and enhances accuracy in payroll processing.