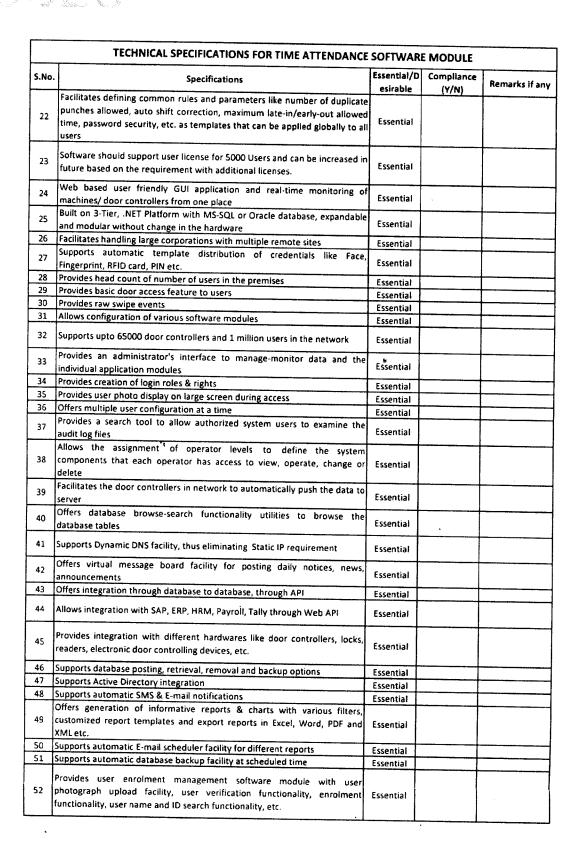
Annexure-B

	TECHNICAL SPECIFICATIONS FOR TIME ATTENDANCE SOFTWARE MODULE						
S.No.	Specifications	Essential/D esirable	Compliance (Y/N)	Remarks if any			
1	Facilitates superlative range of flexible functions such as Multiple Organizations, Late-In, Early-Out Policy, Overtime Policy, Absenteeism Policy, Multiple Holidays, Holiday Scehdules, Manual Entry and corrections of Entry-Exit Events and Attendance Summary	Essential					
2	Allows to create multiple branches, department, sections, designations, grades and categories	Essential					
3	Offers the leave management module covering different leave type creation, organization-wise leaves, leave request and approvals, leave balance management, leave accumulation and carry forward option and leave encashment option for organized leave management		·				
4	Sends SMS/ Email alerts for various pre-defined events such as User Events, Leave Application, Leave Approval/ Rejection, Monthly Attendance, and Missing In/ Out Punch to multiple users automatically on the occurrence of any such events	Essential					
5	Offers integration through API, database to database, and customized export template	Essential					
6	Allows creating 150+ time-attendance, leave, and shifts related reports and colorful charts using various filters and formats, also offers customized reports						
7	Offers generation of various statutory reports	Essential					
8	Offers an option to assign a new shift automatically based on user's punch details	Essential					
9	Manages 999 shifts and 999 schedules. Each Schedule can have 32 Shifts.	Essential					
10	Manages continuous shifts with Over time functionality. Manage overnight shifts	Essential					
11	Interprets User punches for entry or exit depending on attendance policy configuration	Essential					
12	Monitors late-in entry and early-out exit of employees based on their shift timings	Essential					
13	Allows calculating overtime on a daily, weekly, or monthly basis	Essential					
14	Facilitates converting overtime hours to compensatory off hours and offer additional leave or encashment options	Essential	`				
15	Allows creating multiple shifts and schedules with break time, grace time off day, repeat days, etc. to manage workforce of organization	' Essential					
16	Allows creating 30 holiday schedule groups with 32 holidays in each group	Essential					
17	Facilitates corrections and manual entries of entry-exit events like attendance records, overtime/C-OFF hours, late-in/early-out timings, etc.	e Essential					
18	Send customized SMS and email messages to announce gathering meetings, latest news, changed rules, etc.	Essential					
19	Offers User Group wise options with Late-In, Early-Out, Overtime, C-OFF an Absenteeism Policies	d Essential					
20	Offers generation of attendance summary that includes various employe data like attendance, leaves, weekly off and holidays organization-wise department-wise and user defined period-wise		·				
21	Offers creating up to two levels of authorization for leaves and tou approval	Essential					



TECHNICAL SPECIFICATIONS FOR TIME ATTENDANCE SOFTWARE MODULE						
S.No.	Specifications	Essential/D esirable	Compliance (Y/N)	Remarks if any		
53	Admin should be able to disable any user authentication on all machines or selective machines from console.	Essential				
54	Admin should be able to map users with machines like which user can punch on which machine.	Essential				
55	Feature of configuring polling of data from machines at intervals or schedule. Eg. Every 3 seconds or 5 seconds or time based like 08:00 AM then 08:30 AM, etc.					
56	While pushing data from machine to server, only new entries should be pushed and old data should not be pushed every time.	Essential				
57	License for software should be perpetual and should not be PC or OS dependent. Preferably License should be provided in Hardware USB Dongle.	Essential				
58	Support and Warranty of Software module should be for 1 year from date of final acceptance of solution. OEM should provide free software updates and patches during warranty period. Vendor/ OEM should provide onsite support in case of any software related issue.	Essential				
59	Installation to be done by vendor or OEM at HAL TAD Kanpur Factory Data Center	Essential				