



The need to have a single application to take care of the activities of human resources and personnel led to the development of this system. The **OnRush** Human Resource Management System. Divided into two modules the first handles the activities of the human resources side, which involves collection, sorting and organizing resumes in the database. Once a candidate is selected and chosen by an organization he/she becomes a part of the personnel department and details pertaining to the latter are transferred to the personnel department, thereby enabling the department to process the transactions and payroll.

## Features

- Easy to install, learn and use
- High-speed search and retrieval ability
- Graphical User Interface
- Multiple Document Interface
- Efficient security module
- Supports image capture of employees.
- User-friendly field level tool tips
- On Line help and step-by-step user manual
- Adaptable and customizable to suit the requirements of any organization.
- Easy Add features

## Functionality's

### Resume Bank

#### Candidate Registration

The functionality of this module is to gather, store and organize details of prospective candidates. Personnel details of the candidate with educational and experience details are kept in the database until a requirement arises. Based on the requirements a candidate is chosen

#### Vacancy Information

This module enables the user to gather all the details of a vacancy within the organization.. New vacancies are allotted a reference code once created. User can retrieve complete details of a job with the help of this code. Complete details of the skills required, experience, age, basic qualification required to apply for the job, preferred location etc are retrieved.

#### Candidate Search

A powerful search engine that enables the user look for suitable candidates. Search options available are based on degree, age, years of experience, skills,



position etc. If a suitable candidate is found it is listed with relevant details. Search enables short list candidates.

### **Marks Entry & Interview**

Short listed candidates have their aptitude and technical skills tested through a written test. The marks of all candidates whether pass / fail are stored. Candidates passing the written tests are sent for an interview after which the final selection is made, this candidate becomes an employee, is allotted an Id and records are transferred to the employee database.

### **Personnel & Payroll**

#### **Personnel Details**

This module is designed to take care of the personnel department. Keeps track of candidate turned employee from the date of joining that enables the organization keep track of the employee's career growth. This module gathers and stores personnel, contract, and dependant, Bank and transfer details of the employees.

#### **Payroll**

This module handles transactions that affect payroll processing. Payroll is processed taking into account the loans, attendance and leave transactions. A 30-day month and an eight-hour working day is taken as a default time period. Provision is available for processing the end of service payroll for the employees.

The **OnRush** HRMS application has been developed using Oracle 9i and Developer 6/6i Client / Server Technology and also available on Web Enabled Technology under Windows XP/2000.



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