





owered by Department of Electronics and Information Technology & National Informatics Centre Ministry of Communications and Information Technology Government of India

eHRMS - Manav Sampada

A Tool for Human Resource Management Joint Initiative of DeitY and National Informatics Centre



Generalized Human Resource Management System (http://ehrms.nic.in)

Preserve, decentralization, timely updation, eliminate duplication and inconsistency of employee service book record.

Product Model is Implemented in **401** Government Departments in the State of Himachal, UP, Punjab, Telengana, GOA and Maharashtra for 4.38 Lacs employees.

Replicated the Customized Application in 82 Government Departments in the State of Jharkhand for 1.9 Lacs employees



<u>State Login</u>



Covers more than **4.38 Lacs** Government Employees working in different Departments and operates from more than **50K offices** locations in Himachal The eHRMS Application was developed as the product model for providing a generalized human resource management solution for Government Departments to help them in taking right decisions at right time and for proper monitoring, manpower planning, recruitments, Postings, Promotion and Transfer based on employee skill sets. The project was initially implemented in the State of Himachal Pradesh which resulted in improvised management of human resources. "Manav Sampada" was not only the solution to manpower planning but its integration with other applications extended its ambit to various other Government G2G,G2E and G2C services. The Himachal Model was further strengthened by the DietY, Government of India for its nationwide replication as Product Model with enhanced features as per eGov Standards. The efforts were successfully replicated in the State of Jharkhand, Bihar Forest Department and Human Right Commission, New Delhi.

Objectives:-

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- To preserve employees most useful information currently available in their manual service book record to electronic form (e-Service Book) and to create a Searchable Employee Service Book database through data entry of master service book and online transactions thereon.
- To make available eService book on the Internet supporting government effort to bring transparency in a user-friendly interface for use by both the department and Government employees.
- To reduce the manual effort in maintaining service book decentralizing and timely updation of their transaction such as (transfer, promotion, joining, relieving etc.)
- To achieve the objective of RTI Act with regard to employee posting and transfers.
- Implementation of work flow based package will eliminate the redundant paper work to be performed at various levels which will result in fast disposal of matters.
- Outputs/Queries (on various selection criteria) generated by the computerized system will be useful at all the levels for effective policy decision making for manpower planning, deployment, financial cost, Transfer and recruitment
- Significant reduction in manual records/register maintenance at Establishment offices
- Elimination of duplicate and inconsistent record keeping
 - Facilitate maintenance of details of Employee Service Records
- Keep track of the Status of Employee current posting detail
- Introducing element of transparency in the working
- Facilitating concern officials with availability of Records
- Facilitating supervision of service record by the Senior Officers
- Generate various reports required from time to time
- Faster Response to employee grievances related to promotion,



transfer and posting.

Decision Support System for manpower planning at each level.

Services Introduced:-

- **Employee Annual Property Return**
- Automatic generation of draft list for transfer • •
 - Training employee selection based on criteria
- SMS based intimation of service book transactions .
- Online Recruitment and Pension Management. •
- Process Flow Role Based access Application and User Management •
- Confidential Online ACR Submission •
- Linkage of Employee data through UID and e-Salary over Web Service •
- Submission of training/departmental exam by employee himself (G2C, G2B, G2E, G2G)Services
- Manpower planning using dash board and Transaction monitoring • through graphs
- Online creation of orders appointment, transfer, promotion, dismissal, termination, penalty etc.

Scope & Features:-

Web Enabled – Generalized Online System for all departments.

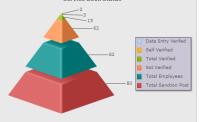
- Online leave (e-leave) and online tour (e-tour) modules
- Online creation of Transfer/Promotion orders.
- Dashboard based dynamic graphical analysis for decision support. •
- Online submission of ACR by individuals. •
- Online Submission of Annual Property Returns. •
- Interface with other application Data Sharing and User Authentication •
- Separate Modules for application customization and user management.
- Customization of application- The NIC HP team is involved in customization and productization of the application.
- Pension Management, Online Recruitment Module.
- Supplemented by Mobile Apps (eHRMS, eTransfer)- Google Play Store
- Open API for integration with other Application.

Benefits:-

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- Integration with other applications for user authentication, application role and permissions through open APIs.
- Restorable eService book
- Provision of tracking employee complete service history along with duration of stay in Hard, Tribal and Sub - Cadre and Home Postings.
- Quick search for employee in the complete employee database with in or inter department.
- Auto Generation of Unique Employee ID to all State Employees to access the software.
- Personnel Information such as Personnel, Professional, Address, Nominee, Family, Education, Training, Leaves, Loans, ACR, and Service History etc. is available on click of mouse to all employees helping all individuals to view their up to date service book from remote irrespective of their reporting office.
- Easy data availability for Manpower Planning at the higher levels. Work Flow System. Anytime anywhere availability
- System Transparency. Reduction of work load in department by • elimination of repetitive work.
- Implementation of work flow based package will eliminate the redundant paper work to be performed at various levels which will result in fast disposal of matters.
- Transaction based system helps in system generated service history of all employees.
- Provision for Local Language, User Defined Customized Forms and Dynamic Forms.

eService Book



Android based Mobile Application

The eHRMS is supplemented by two mobile applications which will be available to the users after their service data is entered into the eHRMS software and verified. These Android based Apps are presently available to the Employees of Himachal Pradesh through Google Playstore. The employees can view their service book, salary information in case it is linked to it and also GPF and daily attendance information (subject to integration).

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		17/10/2014 Adjustment Order of newly promoted AEs.
	Select Departments	17/10/2014 Transfer order of sh. Ashok Kumar Dhiman, AE
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<u>eHRMS-</u>	Name	District : Shimla Pin : 171006
Employees	Submit	Phone : 456456456456
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IRRIGATION AND PUBLIC HEALTH

cancellation order of Sh. Bhim Singh Thakur & Arun

Transfer Orders

27/10/2014

27/10/2014

Kumar Sharma, EEs