

iOrganization[®]

iINTERACT[®] is a portal based integrated Human Resources eBusiness Suite that is developed using and Adaptable Evolutionary eBusiness Architecture and Frameworks. It is a Rich Internet Application (RIA) that covers all aspects of human resources management over the Net. Unlike other HR products, where internet support was added as an afterthought, and where the product supports one HR model, iINTERACT[®] was conceived as an RIA application that supports multiple HR models and business practices, with rich internet and business features that cover all aspects of human and manpower management based on the best practices in the industry.

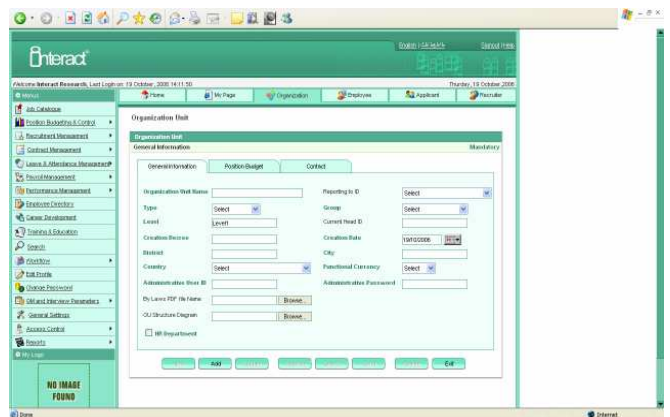
iINTERACT[®] consists of a set of integrated rich internet applications including:

- iJob - Job Classification System
- iOrganization – Organization Management System
- iPosition – Position Budgeting and Control System
- iRecruit – Recruitment Management System
- iOrg – Organization Self Service
- iApplicant – Applicant Self Service
- iContract – Employee Contract Management
- iEmployee – Employee Self Service
- iTime – Attendance and Leave Tracking
- iPay – Payroll Management
- iPassVisa – Passport and Visa Tracking
- iPerformance – Employee Performance Evaluation
- iCareer – Career Planning System
- iSuccession – Succession Planning
- iTrain – Training Management System

Engineered using an intuitive multilingual User Interface framework, which handles the front-end, an HR business components framework that deals with HR business logic, and a backend database services framework.

At the heart of interact is an R3 (Rules, Roles, and Routes) compliant Workflow, known as iWorkflow, which is used by all iINTERACT[®] applications to handle HR review, assessment, approval, and HR actions and associated activities.

iINTERACT Applications are designed to support HR business processes within an Enterprise environment consisting of multi-employers with unlimited number of employers.



iINTERACT[®] applications can be deployed to support the business operation of one or more employers within an enterprise, where each employer will have its own policies and procedures supported by iINTERACT HR business suite. The business entities that have a role in the HR business process model supported by iINTERACT[®] include Enterprise, Employer, Organization Unit, Employee, Applicant, and Recruiter.

iINTERACT[®] applications can be deployed to support different business policies and rules by employer, while consolidating reporting at the enterprise level. iINTERACT[®] can be setup for a total distributed business operation while providing centralized consolidated reporting for planning, programming, operation, and financial management and manpower planning.

iOrganization[®] is an iINTERACT application that enables you to manage the definition of the organization structure of the employer, whereby each organization unit (division, department, section, subsection, etc.) can be defined to reflect the organization structure of the employer. Once the organization unit is defined then the system becomes fully aware of its responsibilities/role through the workflow and each organization unit is assigned an administrator with a User-ID and Password who then can access the organization MyPage to conduct the organization unit HR Related Activities through iORG, organization unit self-service.

General Features

- General Organization Unit Definition including Name, type, level, reporting-to, manager, bylaws, and primary contact.
- Policies and procedures can be loaded as a PDF or Word Document.
- Functional currency of the organization used for compensation and payroll in case specific organization units employee are paid in different currency.
- Different address than employer address if required.
- HR department flag to identify the organization unit responsible for activities, i.e., HR department
- Organization Unit Administrative User ID and Password to enable the designated employee to conduct HR activity on behalf of the organization unit

- Position budget flag, once set the position budget control will be initiated for the organization unit. Thus all recruitment and hiring will be controlled by the position budget of the organization unit.
- Key performance indicators tab for the organization unit depicting the HR Cost versus budget and other KPI indicators.
- Once an organization unit is defined, it is used by all other iINTERACT applications.
- HTML-based Organization Chart with hyperlink to the organization unit.
- Drilldown to access any HR information pertinent to the organization unit – requisitions, applicants, employees, policies, procedures, performance evaluation, position budget, training, payroll, etc.
- Organization Unit Workflow Participation via its employees enabling the organization unit to participate in specific HR Actions and associated activities.

Standard Reports

- Organization Units list by Name
- Organization Structure
- Organization Unit Employee List
- Organization Unit Directory
- Organization Unit Position Budget
- Organization Unit Manpower Cost Report
- Organization Recruitment Requisitions Status Report
- Organization Unit KPI Report by Fiscal Year
- Organization Unit Employee Performance Review Summary Report

iINTERACT is built on top of Open Source Proven, Reliable and High Performance Technology including Apache, PHP, and MySQL. Additionally all iINTERACT applications are built using our OO frameworks that encompass the UI Framework, Business Logic Framework, and Database Framework. Using these low level frameworks, we have built HR Adaptable Business Objects (HR/ABO) that are used to build iINTERACT applications. Thus making iINTERACT applications easily modifiable, customizable, and adaptable. The basis for this technology strategy is that we come to recognize that no single shrink-wrap HR software can support all customers' requirements. Reason for this is that each country has its own HR Business Practices, and each customer has its own unique requirements. Thus our strategy is to provide a comprehensive HR solution that uses a core set of standard HR applications coupled with HR/ABO which enables us to quickly and efficiently build and deploy the right HR solution for our customers at an optimal cost. *The primary driver behind our strategy is not to have the customer adapt to the HR application, but to have an HR software that is adaptable to the customer needs.*

From the business process perspective, iINTERACT core applications are developed to support HR Best Practices, while providing flexible tools to enable the users to define their own business practices in support of their specific HR business requirements. This is achieved through two iINTERACT middleware technologies which are the heart of iINTERACT applications: (1) An R3/HR Based Workflow Management system known as iWorkflow

that can be used to define all activities/tasks associated with an HR process or action, and the required quality/performance indicators that need to be used in conducting each task pertinent to an HR action/process. Additionally, each activity is assigned as a role to the concerned HR officer. Once the instance of the process/HR Action is triggered through an HR transaction that is entered and processed through one of iINTERACT applications, the Workflow Engine will automatically assign each activity associated with the HR action to the designated HR Officer, who will be automatically notified (MyPage, eMail, or SMS) of the pending activity. The workflow management system provides a Workflow Console that enables the HR manager or supervisor to monitor all HR activities to ensure that activities are performed in a timely manner and he/she has the authority to reassign each activity, if this is required. (2) Supporting the Workflow Management System, is the Quality/Performance Indicators Management engine which enables the user to define the quality and performance indicators and parameters that are used to conduct the HR tasks/Activities. These two middleware technologies provide the customer with the flexibility to implement an effective HR solution in support of the customer HR policies, while enabling the customer to modify the behavior of iINTERACT HR applications to support the organization's changes to HR policies. While other HR products build HR actions into the business logic of the HR Software, iINTERACT is very unique in the fact that it provides flexible and powerful technologies to enable the user to setup the system to adapt to the user HR business.

Two other middleware technologies that are used by iINTERACT applications include an advanced Search Engine that works in tandem with an Automatch Engine. While the search engine is invoked when a search is required for specific data entity or transaction occurrence such as employee, applicant, application, etc., the Automatch Engine is invoked in support of applicant/application automatic matching to Job Vacancies, Job Advertisements, and/or Requisitions based on user predefined matching preferences.

All iINTERACT applications are multilingual and support right to left languages including Arabic and provide support for multiple calendars including Hijri and other lunar calendars. The User Interface is consistent and maintain the same behavior when the user changes from one language/region to another.

A comprehensive Granular Access Control (GAC) based Security System and associated framework is used by all iINTERACT applications and enables the authorized user to define the required security policy while providing the just-right access level to both internal and external users of iINTERACT applications. Combined with the security system is an Audit Trail Management System that enables the user to track and monitor all changes made to the organization data by any user.



We don't provide HR Software, we provide HR Technology Solutions that Work *Our strategy is not to have the customer adapt to the HR application, but to have an HR solution that is adaptable to the customer needs.*

For more information, send you inquiries to 2interact@2interact.us