



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.

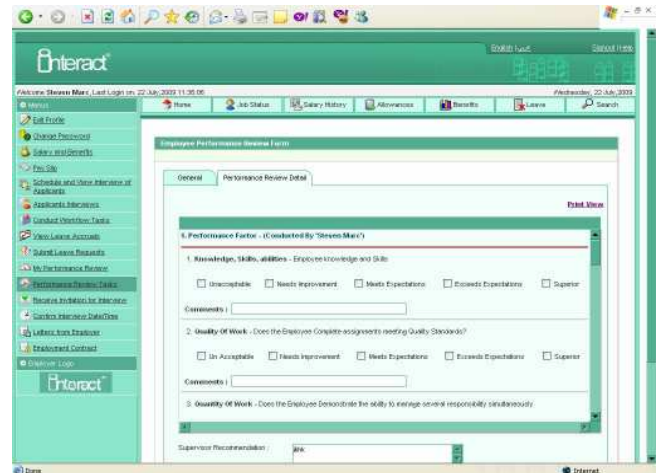
iINTERACT© consists of a set of integrated rich internet applications including:

- 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.

iPerformance© - Employee Performance Evaluation: 360-degree based performance evaluation system with user defined evaluation parameters and automatic generation of performance evaluation forms with multiple evaluation blocks/sections where each evaluation block/section with associated parameters can be assigned to a different employee/supervisor for assessment and recommendations. Multiple evaluators per evaluation, unlimited number of evaluations per employee, predefined evaluation activities through the workflow with auto-notification. Integrated with Career Planning and Training Management. iPerformance enables the employer to develop and implement an effective employee performance and appraisal system and supports 360-degrees performance evaluation paradigm.

General Features

- User Defined Performance Evaluation Parameters and Groups.
- User Defined Performance Evaluation Form Blocks
- Multiple Performance Evaluation Periods
- Unlimited Number of Performance Appraisals.
- Unlimited Number of Performance Evaluators.
- Performance Evaluation Assignment by Category/Block with the same performance evaluation form.
- Performance evaluation of employee through the employee self-services.

- Workflow based performance evaluation activities routed and tracked through the workflow.
- Overall performance evaluation by supervisor and manager.
- Employee performance evaluation comments.
- Final performance evaluation recommendations including Job Status Change, Salary Change, Promotion, Training, and others.
- Employee performance tracking.
- Fully interfaced to the Career Planning and Training Management.

Standard Reports

- Performance Evaluation Form Print
- Performance Evaluation Assignment List
- Performance Evaluation Status Report
- Draft Performance Evaluation Form
- Final Performance Evaluation Form Print
- Performance Evaluation History Report
- Performance Evaluation Comparison Report
- Performance Evaluation Turnaround Report
- Employees Due for Performance Evaluation List
- Performance Evaluation Indicators Report

iNTERACT is built on top of Open Source Proven, Reliable and High Performance Technology including Apache, PHP, and MySQL. Additionally all iNTERACT 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 iNTERACT applications. Thus making iNTERACT 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, iNTERACT 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 iNTERACT middleware technologies which are the heart of iNTERACT 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 iNTERACT 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 iNTERACT 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, iNTERACT 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 iNTERACT 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 iNTERACT applications are multilingual and support right to left languages including Arabic and provide support for multiple calendars including Hijri and other lunar calendars.

A comprehensive Granular Access Control (GAC) based Security System and associated framework is used by all iNTERACT 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 iNTERACT 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