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Think Business. Exponentially.

Q-People

Your Complete HR Digitization Platform

Unified.   Intelligent.   Scalable.

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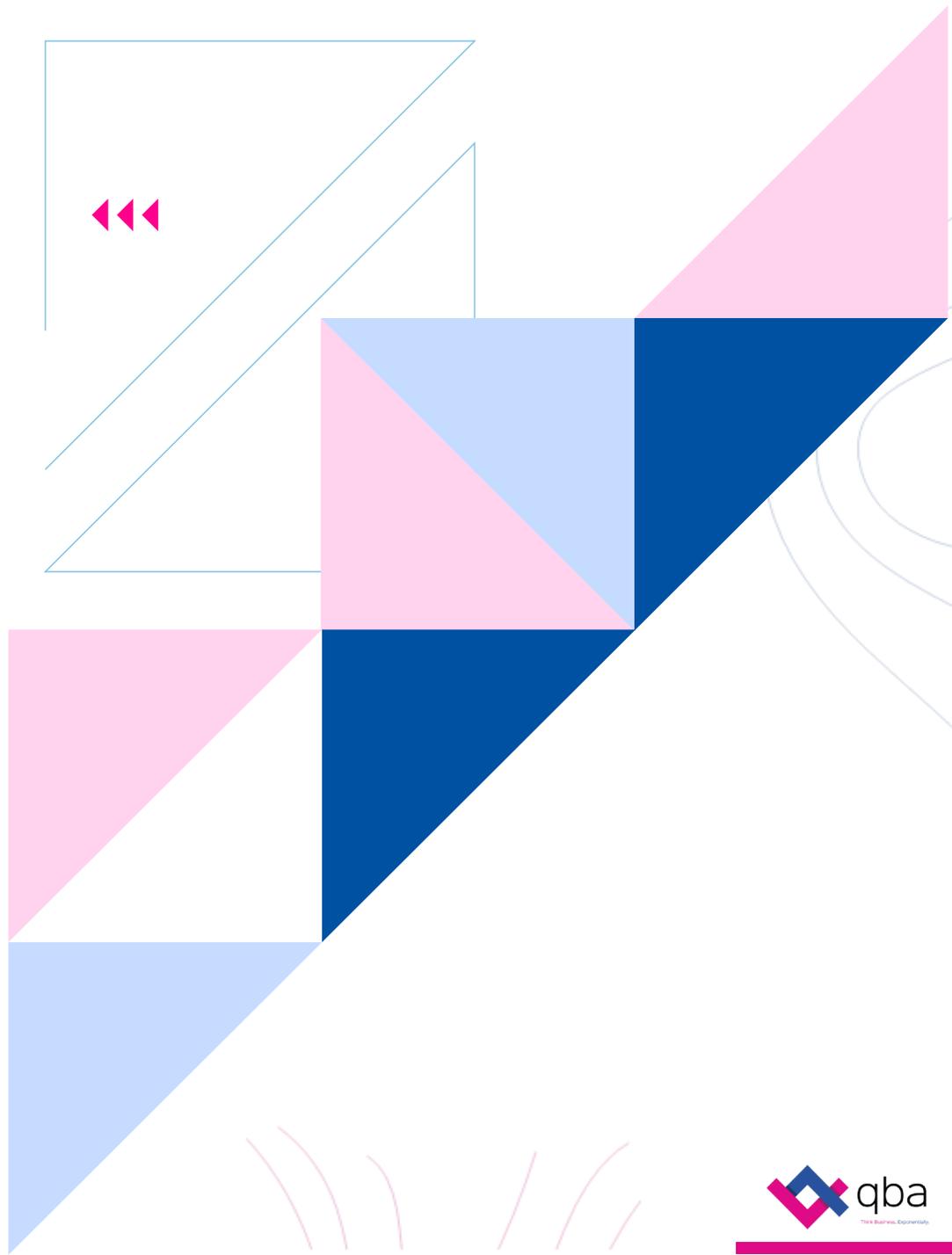
The Problem Statement

HR Teams Are Drowning in Manual Processes

Most organizations today face a **fragmented HR landscape** that drains productivity and creates operational risk:

Challenge	Impact
No Centralized HRMS	Employee data scattered across Excel sheets, emails, and disconnected systems
Disconnected Systems	PMS, Timesheet, Payroll, and Intranet don't communicate with each other
Manual Onboarding/Offboarding	New hires and exits processed across multiple platforms with Excel trackers
Email-Dependent Approvals	Leave, WFH, and attendance confirmations managed through endless email trails
Payroll Nightmares	HR manually reconciles attendance, emails managers for confirmation every pay cycle
Audit Vulnerability	Manual email trails as proof; data extraction and reconciliation for every audit cycle
Report Overload	Multiple monthly Excel reports consuming strategic HR bandwidth

The Core Issue:
HR teams spend more time managing systems than managing people — processes work, but at the cost of efficiency, accuracy, and scalability.

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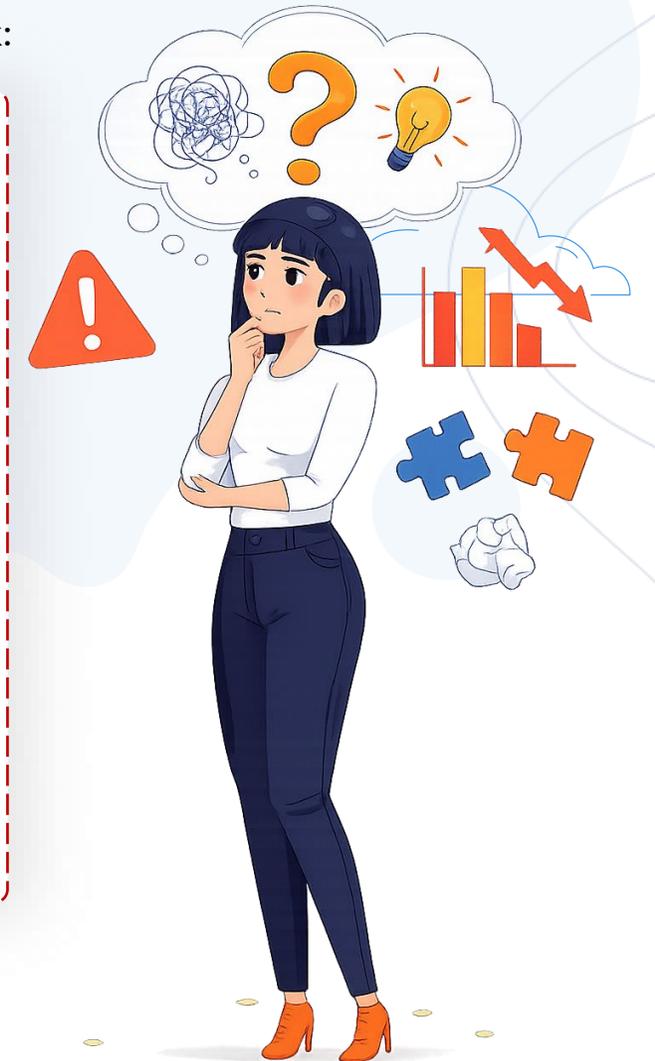
Who is Q-People For?

Stakeholder Matrix

HR Teams
Eliminate manual tracking, automate workflows, maintain audit-ready records

Managers & Supervisors
One-click approvals, real-time team visibility, simplified reporting
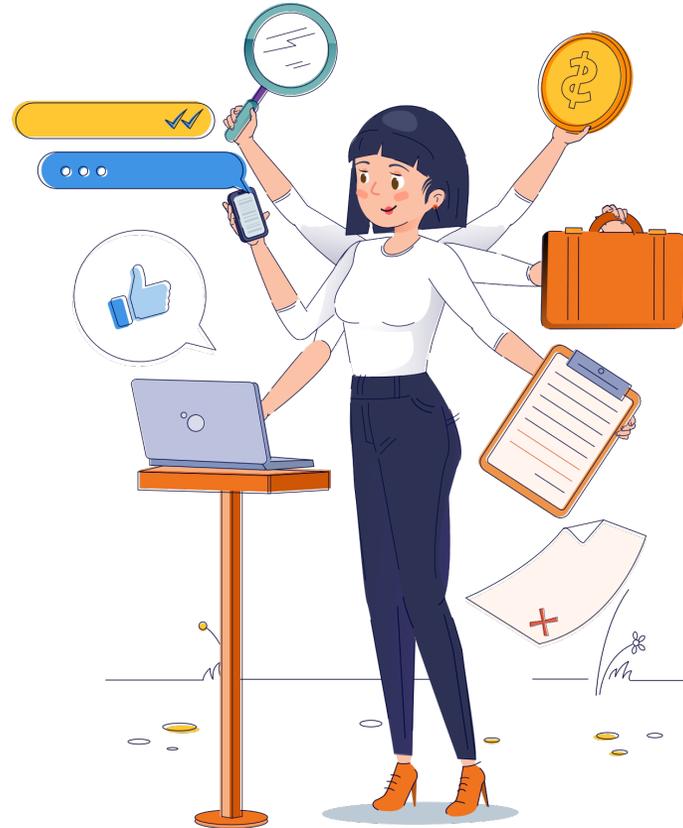
Employees
Self-service portal for leaves, timesheets, profiles, and policies

Finance Teams
Accurate, automated data flow for financial reporting

Leadership
Real-time dashboards, compliance insights, strategic analytics

Ideal Organization Profile

Mid-sized enterprises with **50–500+ employees**

Organizations with **hybrid/remote workforce**

Companies with **multi-location operations**

Businesses seeking to **replace fragmented Excel-based HR processes**

Organizations requiring **audit compliance and data accuracy**

Enterprises looking for **cost-effective, customizable HRMS** without heavy licensing

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The Solution

Introducing Q-People: A Unified HR Digitization Platform

Framework
Frappe (Open-Source, Enterprise-Grade)

Authentication
SSO Integration (Azure AD, Google, etc.)

Analytics
Power BI Integration for Real-Time Dashboards

Integrations
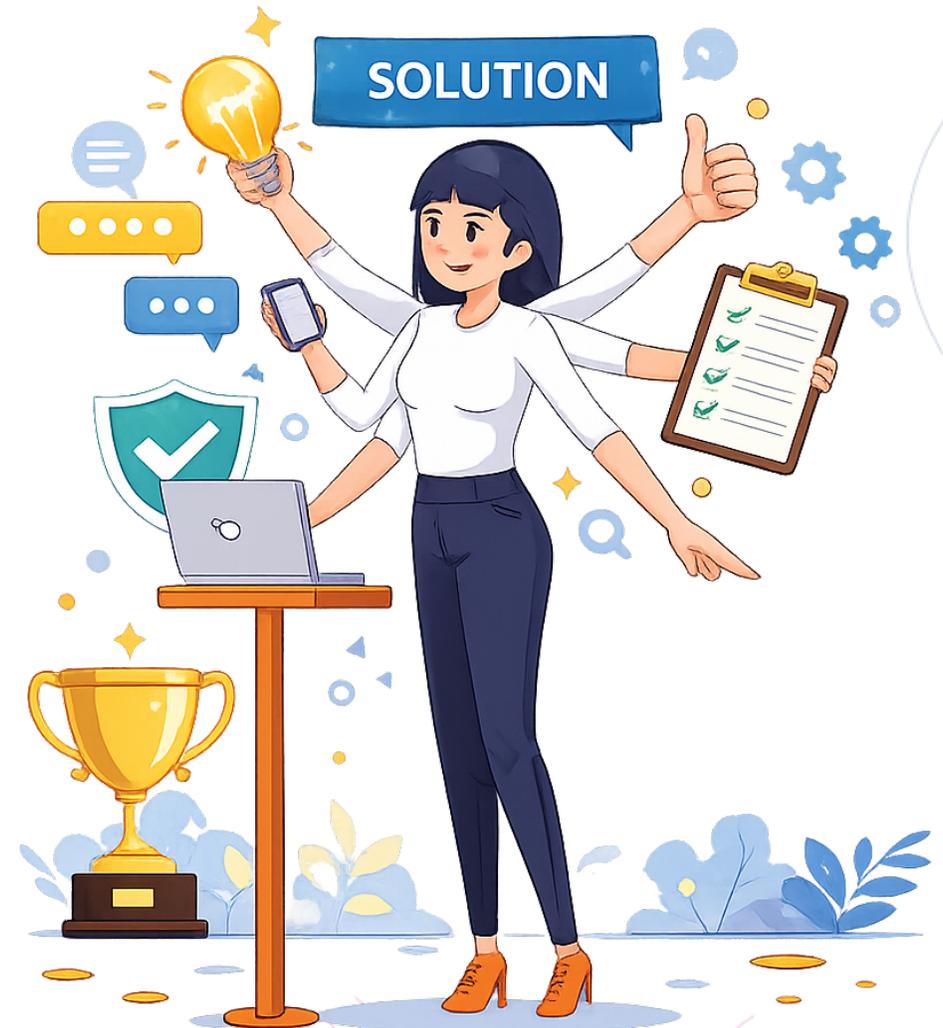Biometric Systems, Payroll, Helpdesk, Intranet

Deployment
Cloud-hosted or On-Premise

Access
Web-based, Mobile Responsive, Mobile App

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Core Modules

Q-PEOPLE HRMS

Leave & Attendance

Time & Timesheet

Employee Lifecycle

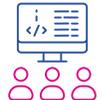Performance Management

Expense Management

Travel Management

Training & Dev

Payroll Automation

Key Features & Benefits

Feature-Rich. Benefit-Driven.

Module	Key Features	Business Benefits
Employee Self-Service	My Profile, Org Chart, Directory, Document Access	Reduced HR dependency, Employee empowerment
Leave Management	Multi-level approvals, Auto balance updates, Special leaves (Birthday, Bereavement, Maternity/Paternity), Comp-Off, 48-hr revoke window	Zero manual intervention, Audit-ready trails
Attendance & Shift	Biometric integration, WFH/WFO tracking, Shift management	Accurate payroll inputs, Hybrid work support
Timesheet	Daily/weekly logging, Project allocation %, Manager acknowledgment, Draft mode	Billability tracking, Resource utilization insights
Performance (PMS)	Goal setting, KPIs, Appraisal cycles, 360° feedback	Transparent evaluations, Data-driven reviews
Expense & Travel	Requisition → Approval → Reimbursement workflow	Policy compliance, Faster settlements
Training & LMS	Course catalog, Calendar, Completion tracking	Skill development, Compliance training
Onboarding	Checklists, Document collection, Induction workflows	Faster time-to-productivity
Offboarding	Exit checklists, Clearance workflows, Feedback capture	Smooth transitions, Asset recovery
Analytics & Reports	BI dashboards, Headcount, Attendance, Leave, Timesheet reports	Real-time insights, Leadership visibility

Let me introduce you to the key features and benefits of our product!

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Key Features & Benefits

Cross-Cutting Capabilities

Smart Notifications
Auto-reminders for pending approvals, missing timesheets, policy updates

Role-Based Access
Granular permissions for Employees, Managers, HR, PMO, Leadership

Manager Dashboards
Team leave calendar, Approval queues, Posting & Approval dates

Helpdesk Integration
Seamless ticketing with Jeeves or similar ITSM tools

Audit-Ready Reports
Exportable records for compliance, statutory audits

Key Features & Benefits

- Feature 1 & Benefit
- Feature 2 & Benefit
- Feature 3 & Benefit
- Feature 4 & Benefit

Let me introduce you to the key features and benefits of our product!

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Unique Selling Proposition (USP)

What Makes Q-People Different?

Open-Source Foundation
Built on Frappe — no vendor lock-in, full code ownership, enterprise-grade security

Highly Customizable
Tailored to your unique workflows, policies, and approval hierarchies

Deep Integrations
SSO (Azure AD), Biometric, Payroll, Helpdesk, Intranet — all connected

Proven & Battle-Tested
Successfully deployed across multiple client environments with measurable ROI

Cost Effective
No per-user licensing fees; you own the platform after implementation

BI Native
Out-of-the-box integration for real-time HR analytics and leadership dashboards

View 360 feedback
Leverage insights from peer, managers and direct reports to provide a fair and comprehensive evolution

Timesheet Automation
Automatically sync timesheet with employee's time-off and holiday schedules
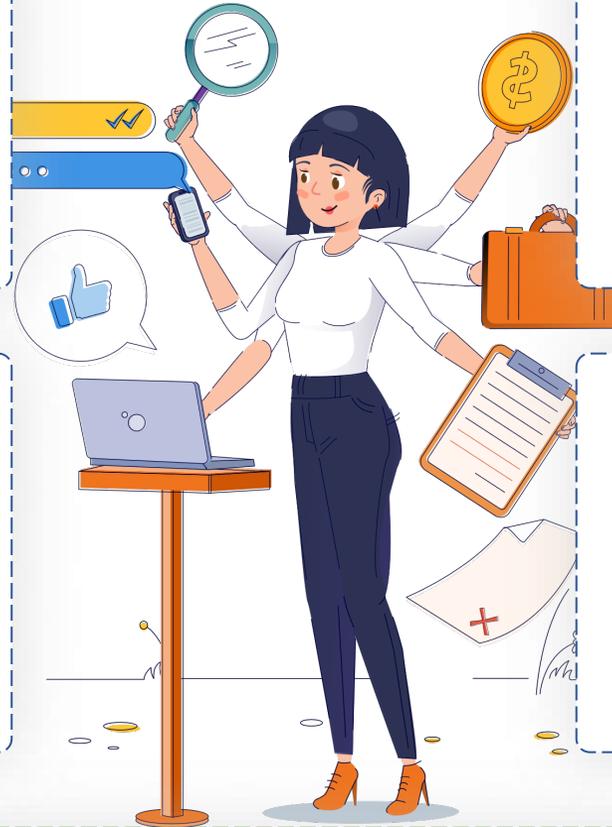
Competitive Advantages Summary

- No recurring per-user fees
- Code ownership
- Analytics-first
- Full customization
- Faster time-to-value
- Custom Approval Workflows

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Business Model

Transparent. Flexible. Value-Driven.

01 Engagement Model

- Discovery & Assessment
- Solution Design
- Build & Configure
- UAT & Training
- Go-Live & Hypercare
- Ongoing Support & Enhancements

02 Revenue Streams

Implementation Services
One-time fee for setup, customization, and deployment

Training & Enablement
User/Admin training, documentation, and change management

Annual Maintenance (AMC)
Support, bug fixes, minor enhancements, upgrades

Add-On Modules
Optional features as your organization grows

Analytics & Dashboards
Custom Power BI reporting and executive dashboards

03 Pricing Philosophy

Modular
Pay only for the modules you need
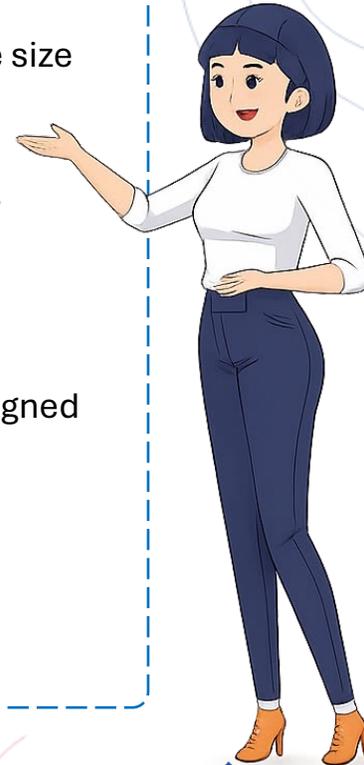
Scalable
Pricing aligned with employee size

No Lock-In
You own the code no per-user licensing traps

Partnership
Continuous improvements aligned with your roadmap

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Q-People Product Evolution

Philosophy: Learn → Adopt → Customize → Enhance

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6	Phase 7	Future
Core HRMS: Leave, Attendance, Timesheet, Employee Self-Service, Org Chart, Shift, SSO, Biometric Integration	Performance Management System (PMS) Goals, KPIs, Appraisals, Feedback	Workflow Automation Custom approval workflows, Dashboard triggers	Expense & Travel Management Requisition, Approval, Reimbursement	Recruitment & Onboarding Job posting, Tracking, Offer, Induction	Training & Development (LMS) Course catalog, Calendar, Completion	Offboarding & Clearance Exit workflows, Feedback, Asset recovery	AI-Powered Insights, Predictive Analytics, Advanced Integrations
Foundation	High	High	Medium	Medium	Medium	Medium	Innovation

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Q-People Product Evolution

Philosophy: Learn → Adopt → Customize → Enhance

Delivery Model

Sprint Cycle:
3 Weeks Build + 1 Week Testing & Stabilization

Release:
Each increment includes working features, UAT assets & runbooks

Change Requests:
Only critical changes accepted during sprint; others backlogged

https://qgpt.qbadvisory.com

Why Partner with Us

Proven Track Record
Successfully deployed across multiple organizations

Domain Expertise
HR process understanding + technology capability

Agile Delivery
Fast go-live, iterative enhancements, minimal disruption

Open-Source Advantage
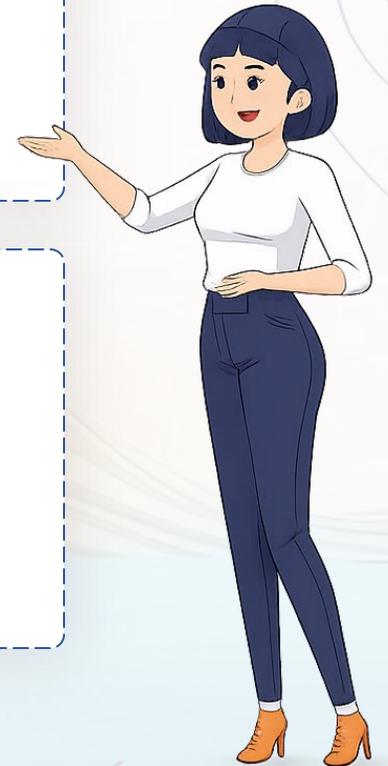Full transparency, no vendor lock-in, community support

End-to-End Partnership
From discovery to hypercare we're with you throughout

Local Support
Responsive, India-based team for implementation & support

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Thank You

From Managing Systems to Managing People

Transform your HR operations.   Empower your workforce.   Scale with confidence.

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