



Q-People

Your Complete HR Digitization Platform

Integrated HRIS

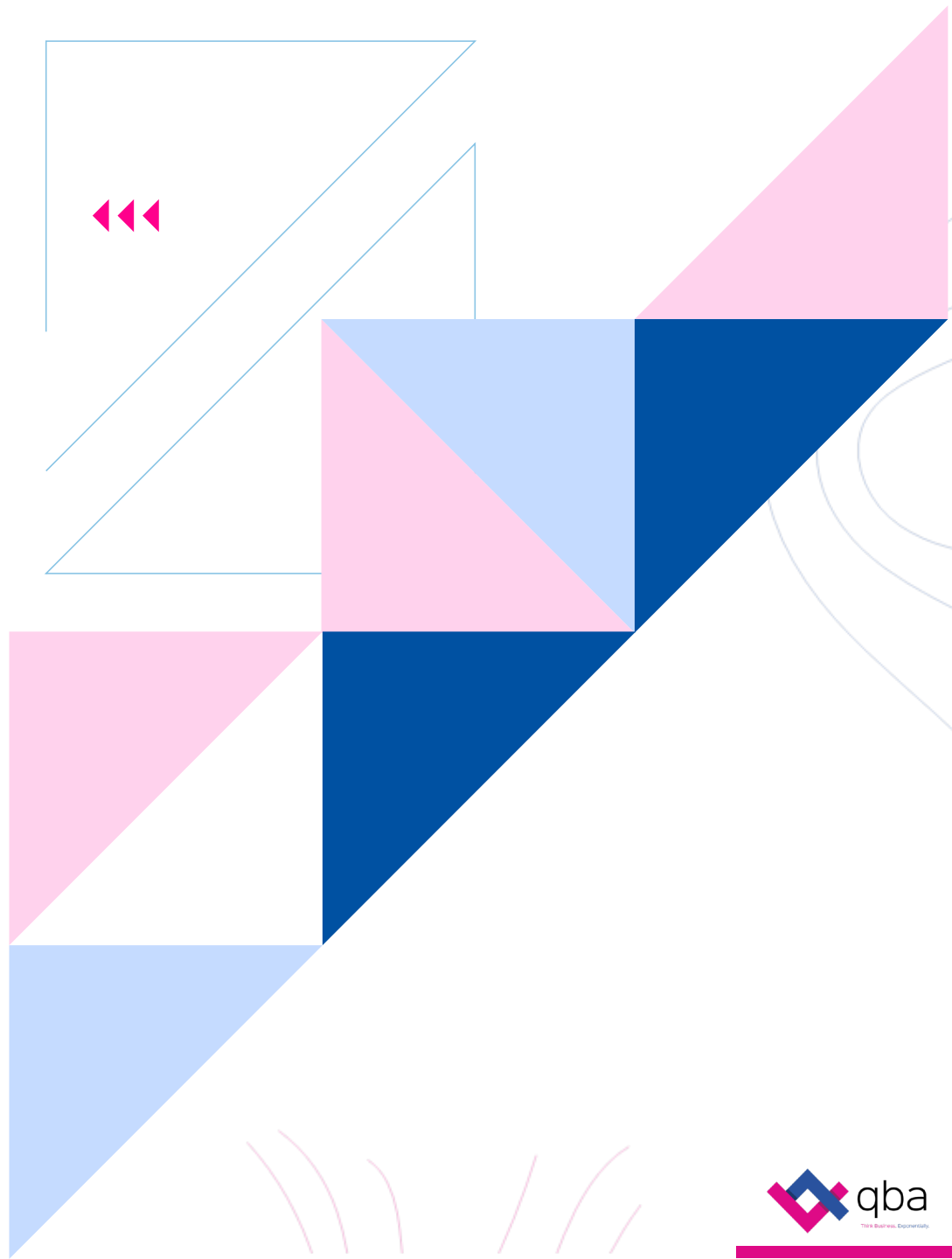
Low code

Built on Frappe

Multi Module

100% Open Source

Unified. Intelligent. Scalable.



The Problem Statement

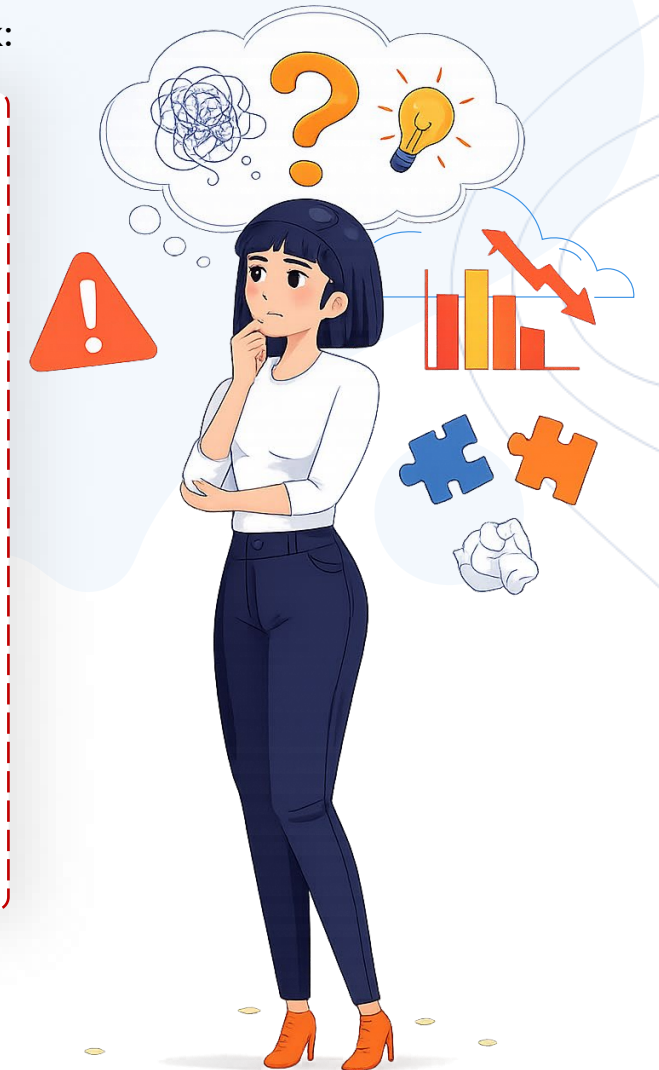
HR Teams Are Drowning in Manual Processes

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.



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

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



Core Modules

Q-PEOPLE HRMS



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!



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



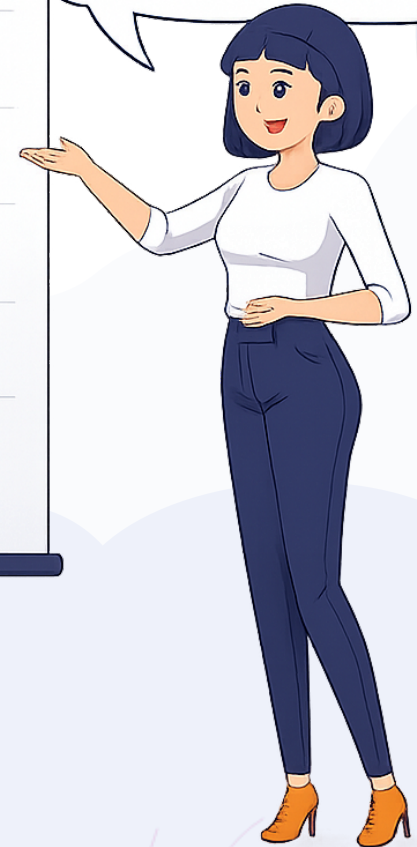
Feature 3 & Benefit



Feature 4 & Benefit



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



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

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



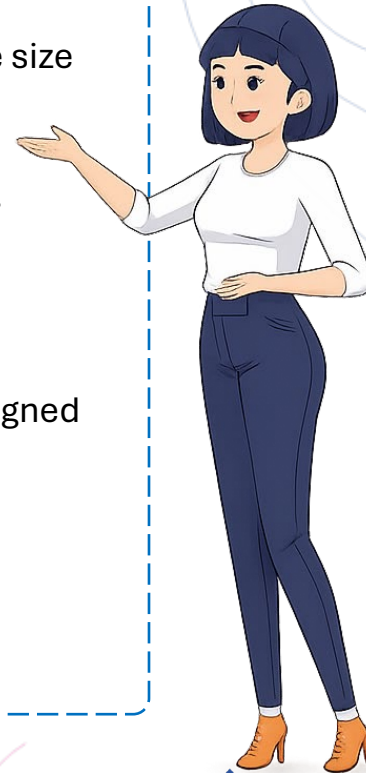
No Lock-In

You own the code no per-user licensing traps



Partnership

Continuous improvements aligned with your roadmap



Q-People Product Evolution

Philosophy: Learn → Adopt → Customize → Enhance



Q-People Product Evolution

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Let me show you the Q-People product evolution...



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

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



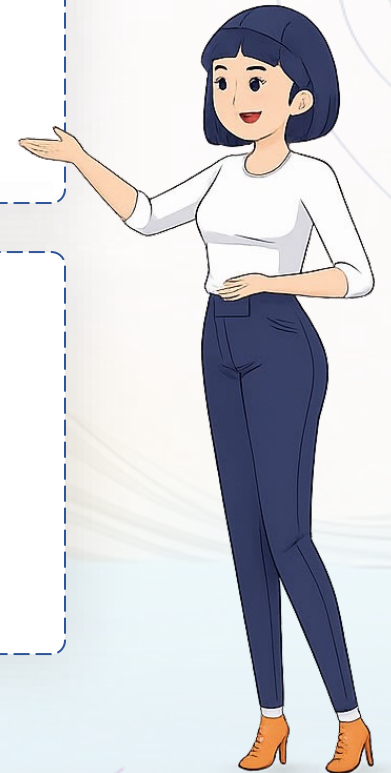
End-to-End Partnership

From discovery to hypercare we're with you throughout



Local Support

Responsive, India-based team for implementation & support



Thank You

From Managing Systems to Managing People

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

