CONNECT, COMMUNICATE AND COLLABORATE
WITH ADRENALIN SOCIAL HCM

Need For Social HCM

The business landscape is changing. We are entering what many call the 'post-digital era' - a confluence of emerging technologies leading to new possibilities for consumers, enterprises and technology vendors. Shifts in consumer experience have led to shifts in workplace expectations too. Outside work, people are constantly immersed in consumer experiences designed to be simple, personalised and engaging. When at work, they don't forget how they were treated as consumers. Hence employees now expect a modern experience, mirroring the one they receive as empowered consumers.

This shift in consumer experience coupled with increasing pace of change, demands a technology that helps workforce complete work transactions or collaborate with colleagues too. Hence, the need for Social HCM.

Adrenalin 5.0 - The Social HCM

Move from transactional HCM to a more engaging **Adrenalin 5.0 – The Social HCM**, a single platform that allows you to perform all your cross-organisational operations across time and business locations, thereby empowering your organisation. Breakdown organisational silos and help your workforce connect, communicate, collaborate and excel at a great level.

Adrenalin 5.0 is a fusion of the most advanced of HCM services that enhances corporate and executive communication. We have applied Gartner's 'Pace Layering' for this version. 'Pace Layering' can be broadly classified into 3 types:

System of Innovation: Refers to new applications that are built on an ad hoc basis to address new business requirements or opportunities

System of Differentiation: Involves applications that enable unique company processes or industry specific capabilities

System of Record: Refers to systems that support core transaction processing and manage the organisation's critical master data

System of Innovation
Nexus of Forces - Social. Mobile. Analytics. Cloud

'Nexus of forces' primarily consists of Social, Mobile, Analytics and Cloud (SMAC). Today, we rely on technologies like smartphones, social platforms, cloud computing and analytics not just at a personal level but these technologies have infiltrated our workplace too. Adrenalin is designed with 'usability' in mind. So it's but natural that our product is Social, Mobile, Analytics and Cloud ready!

Enterprise Social Collaboration

Adrenalin introduces first of its kind enterprise social engagement & collaboration platform-'Jonction', that allows employees to connect, communicate and collaborate breaking location barriers. Jonction allows you to:

- Connect people with expertise
- Facilitate more feedback
- Break down organisational silos
- Stop "reinventing the wheel"
- Bring ideation together
- Intuitively access information
- Enable streamlined content

Mobile

Adrenalin's mobile offering delivers an experience that makes workforce decisive and smart. Mobile enable your workforce, stay connected to business from anywhere, everywhere & on any device.

- Mobile attendance through GPS & NFC
- Complete administrative tasks without disrupting your day
- Easy access to relevant & personalised information
- Quickly act on items requiring your attention
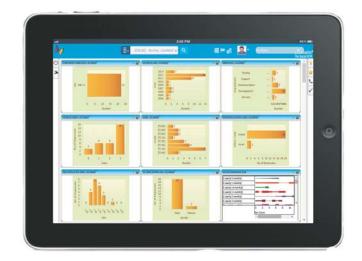- Access to detailed workforce data with various charts and reports

Analytics

Analytics is the key to dealing with people and business decisions that impact them. Adrenalin offers business intelligence **(iReporter)** and analytics **(iAnalytica)** that allow you to make winning decisions.

iReporter is our report designer that empowers report authors with creating ad hoc reports by specifying business rules, design format and filter parameters. It solves all reporting needs. Now, examine and probe data, export reports to Microsoft Office Word / Excel / Pdf for further analysis.

iAnalytica offers better insights for making the right decisions. With the right analytics tools in place, Human Resources Team can make contextual and actionable predictions. Numerous 'what is', 'what will be' and 'what if' scenarios can be analysed through this tool, which helps organisations to decide not on the basis of what they think but what they know.

Cloud

Adrenalin product is available on Cloud. This means customers can setup their own application almost immediately and benefit from a secure and scalable architecture without having to go through complex and time consuming software and hardware installations. Adrenalin's Cloud model and underlying technologies differ from the traditional software vendors and products in several ways:

No vendor lock-in - It is subscription based, so the customers can always choose not to renew if they're dissatisfied; making Adrenalin more accountable.

No large up-front investment - There is no large initial investment in an IT infrastructure and the day-to-day responsibility for maintaining that.

No maintenance headaches - With data maintained centrally on multi-tenant infrastructure, there is no maintenance required from customer end.

Simpler integration - The elimination of support to several platforms and multiple versions facilitates simpler integration

No out-dated solutions - Adrenalin Cloud application is being innovated at a rapid rate. This ensures that our customers would get the latest in Cloud offerings

System of Differentiation
Talent Acquisition

The growth of business in terms of workforce talent and human productivity largely depend on the HR hiring practices.

Adrenalin's recruitment module helps organisations get the right talent at the right time to support their business. With interesting features like 'Parsing' that helps in automatic data extraction, 'Automatic Resume Download' that downloads resumes from job portals and 'Calendaring & Scheduling' that allows you to manage events such as interviews, written tests etc. You can put in place a faster, simpler and more effective recruitment process.

Performance Alignment

Effectively managing employee performance has become critical because unnoticed employee performance leads to retention challenges.

Adrenalin's Performance Management module serves as a central online performance review and talent development tool. It empowers employees to manage their own performance, update goals and develop plans and encourage feedback. It helps managers have an objective, transparent performance assessment, recommend improvement plans and assess leadership talent and spot potentials for succession.

Talent Development

Developing talent within a company is a critical process. It ensures that companies have enough talent pools to fill particular job classifications, focusing on the individual skills, competencies and behaviours that make those jobs and employees successful in the future.

Adrenalin's Talent Development module ensures that organisations manage their talent assets and mitigate the talent risks. Put in place a training plan and deliver sharply targeted training that upgrades key competencies required for business advantage, while reducing administrative overheads.

eLearning

Often ensuring the successful implementation of training program for a geographically dispersed workforce is a challenge. This might result in inconsistent training, which impacts employee performance and organisation productivity.

Adrenalin's eLearning module helps in building an effective learning organisation. Companies can now overcome geographical constraints through eLearning courses or videos; build a learner-contributed digital library of organisation-specific knowledge & best practices and keep their employees abreast on new products thereby improving customer experience.

System of Records
Single Source of Truth

Adrenalin's centralised database contains all the present and historic information about active and non-active employees of the organisation. It is on this database that all changes pertaining to employees are carried out and all other systems viz. finance, sales, payroll, etc., which require employee data, derives information.

Therefore, Adrenalin becomes a single source for all crucial employee-related information, eliminating errors resulting in reliable data. This translates to high work efficiency for organisations.

Self Service

Adrenalin's Self Service module makes tasks simpler and quicker. It cuts out the hassles of manual operations in day-to-day work, empowers employees to complete their administrative tasks - Request/Cancel Leave, Enter Time Sheet, Apply for Permission, Travel request - without disrupting their day.

Self Service helps organisations save costs and avoid unnecessary hires as HR departments can provide good services to more employees.

Payroll Management

Adrenalin Payroll allows organisations to efficiently and accurately pay everyone in their entire workforce-no matter where they are located! A single system, that is web based, easy to access and fast. It provides complete control over payroll processes, data, and costs.

Adrenalin Payroll delivers pay cheques with ease, complete with error-free calculations, from compliances like taxation & PF to salary & reimbursements. It is compatible with the Payroll and statutory compliances of 19 countries in Asia Pacific, Middle East & Africa.

HUMAN CAPITAL ALIGNMENT SOFTWARE

adrenalin®   zólog®

WORKPLACE	WEB	MOBILE

ENTERPRISE SOCIAL NETWORKING	ANALYTICS

EMPLOYEE PORTAL	MANAGER PORTAL

BUSINESS PROCESS STUDIO (WORKFLOW HUB)

HR FOUNDATION	TALENT ACQUISITION	PERFORMANCE ALIGNMENT	TALENT DEVELOPMENT	EMPLOYEE LIFE CYCLE MANAGEMENT	WORKFORCE ADMINISTRATION
Organisation Structure	Requisition Management	Goal Management	Training Management	Confirmation Management	Absence, Time & Attendance
Job Structure	Applicant Management	Performance Management	Competency Management	Transition Management	Shift & Scheduling
Employee Information	Interview & Selection Management	360 Degree Feedback	Succession Management	Separation Management	Travel Management
Compensation Management	Offer Management	Compensation Planning & Administration	Career Development	Employee Engagement	Claims & Reimbursement
Payroll Management	New Hire On-boarding	Rewards Management	Workforce Planning	Mentoring	Timesheet Management

HUBS

COMMUNICATION HUB
SELF SERVICE HUB
ROLES & SECURITY HUB

BACK OFFICE

FINANCIAL ACCOUNTING	eLEARNING	MIS	LEGAL & COMPLIANCE	SUPPLY CHAIN MANAGEMENT
PAYROLL	PROJECT MANAGEMENT		BENEFIT MANAGEMENT	JOB SITES

About Adrenalin eSystems Limited

Adrenalin eSystems Limited is an established Human Capital Alignment software provider serving small, midsized and large organisations.

- We are a Polaris Group Company with 12+ years of successful operations, 18000+ man-months of experience in employee process automation
- 500+ customers from across different verticals; 500,000 users use Adrenalin products
- Expertise in Global Implementation
- Niche player in 'Talent Management' space
- 'Pure Play' vendor with single product focus

We ensure 'Process Efficiency' & Faster ROI

Our product is packed with various out-of-the-box configurations, which can be rolled out *"As is"*, saving time and cost for organisations. The HR is freed from mundane tasks, thus giving more time for strategic initiatives.

All these result in organisations' improved process efficiency, thereby resulting in Faster ROI.

Represented by:

Adrenalin eSystems Limited
Corporate Address: Prince Info Park, 81- B, A Block – 1st Floor, 2nd Main Road, Ambattur Industrial Estate, Chennai 600 058. India. T: 044 3988 2345 F: 044 4214 5722
info@myadrenalin.com | www.myadrenalin.com
Sales Offices in ▪ Dubai ▪ India ▪ Philippines ▪ Singapore ▪ US
Worldwide Business Partners in ▪ Africa ▪ Asia Pacific ▪ Germany ▪ Middle East ▪ UK ▪ US

adrenalin®
The Social HCM