



## Industry Whitepaper- Healthcare Industry

### Organisation

Emportant Technologies is young, vibrant, much focused and extremely committed to meeting the goals set by our clients and stakeholders.

**The product - a robust and comprehensive online HR, payroll & Workforce management suite and is called Emportant.com. This is available to you on a simple pay-per-user subscription model. Emportant Technologies has vast experience and expertise in Microsoft technologies and Oracle technologies. We leverage this experience to provide mission critical and scalable applications and support services to our valued clients. These results in the solutions and applications developed with the same precision and zeal, which is our hallmark.**

### Technologies

We are committed to provide applications which are, by design – web based and utilize latest technologies for business benefits.

### Customer Centric

Our team understands the sensitivity and importance of applications supplied by us and hence we design our product and services to surpass customer expectation. Our products keep growing in capabilities and breadth of offering along with the requirements of our clients as we continually build new features with growing market feedback. This reinforces our ability to work closely with customers. After all, "Coming together is a beginning. Keeping together is progress. Growing together is success".

### Security and Scalability

We are paranoid about security and hence we ensure that our application meets or exceeds the expectation on clients and passes the toughest security audits. Web based applications need not be less secure!

Every healthcare administrator undertakes a critical evaluation of the manpower requirements to optimally deliver affordable healthcare services. The right set of doctors, technicians and nurses are recommended after considering the medical services offered by the hospital.

Modern healthcare requires a modern approach to managing all such that it directly contributes to your bottom-line. Critical to this approach is [Emportant's](#) ability to deliver proven, integrated end-to-end HRMS systems that drive efficiencies into these aspects of efficient healthcare service delivery.

**Emportant HR Software addresses several areas critical to Healthcare industry:**

**Manpower Planning:**

- Organization Structure management
- Manage cross reporting structure dynamically
- Compensation administration including statutory compliances , fixed and variable pay and with different pay modes like bank transfer / cheque / etc.
- Variable pay based on staff grade / job category / location or employee type (medical / non medical)
- Shift Scheduling for round the clock hospital operations for medical and non medical staff
- Capture real time attendance data from any hospital / clinic

**Recruitment assistance:**

- Recruiting against open positions, integrate with external candidate sources , web site or consultants and job portals
- Create and manage different Pre-interview screening and interview assessment for medical and non medical staff
- Position specific interview process, e.g., screening and interview of specialists for medical, paramedical and managerial / administrative positions
- Assign compensation, joining dates, reporting location and manager, and print job offer and appointment letter all from one single system

**Training:**

- Identifying the training requirements for different categories of medical / non-medical staff
- Define the training methodology based upon employee type / grade / department

- End to End Training administration including training assessments and employee feedback
- Co-ordination of training activities and training administration through one single system for all hospital / clinic locations
- Integrated system for training need analysis and performance and skill analysis
- MIS reports for training feedback and training assessments,
- Workflow based training nomination process

### **Wages and Calculation:**

- Get Department and Cost-centre wise manpower and staff cost reports
- Simple and automated payroll process- rule based payroll configuration- flexible earning and deduction heads
- Reimbursement and expense claims settlements
- Automatic calculation of arrears for mid month joiner and promotions
- Performance based incentive structure
- Automatic F&F processing with departmental clearance checklist
- Multiple pay structure support for permanent and contractual hospital staff
- Statutory deductions for PF, ESIC, Professional Tax, MLWF and others
- Location wise and employee type wise department wise salary processing
- Mid month salary adjustments

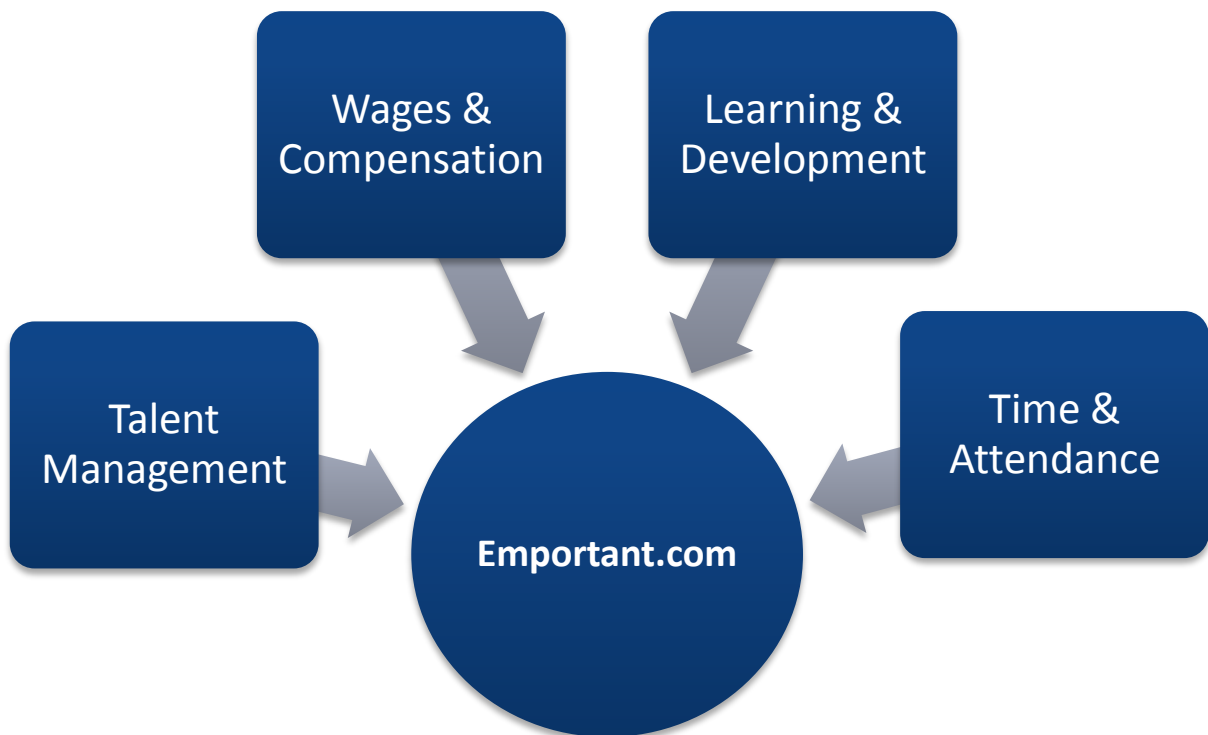
### **Time & Attendance:**

- Easily manage different shifts for round-the-clock hospital operations
- Auto calculated allowance for overtime and shift allowance for medical staff
- Accurately manage all shifts via automated integration with attendance systems and in-built
- Flexibility to Create Leave Application Policy as per hospitals requirement
- Parameters and escalations setting for Leave application
- Different types of leave rules for medical / non-medical staff
- Attendance regularization for any exception in attendance
- Employee / team lead can see Leave balance in ESS before they apply.
- Auto mail initiations by system on apply, approve & reject of leaves to User & HOD respectively based upon workflow configured

- Tight integration with leave and payroll without any manual interaction
- Web attendance / Real time integration and attendance file upload facility to capture attendance data

#### You can even do more with Emportant:

- Delegate HR administration to each HR/Admin executive at each hospital / clinic location while retaining centralized control over data, policies and processes
- Flexibility to choose and subscribe to only what you need, and upgrade to more modules as your needs evolve. Subscription costs ensure you only pay for your current employee strength and scale up or down as the business grows. This ensures your capex is contained and you pay only for the services you use.



#### Integration with Hospital Information System-

- API based end-to-end integration with Hospital Information System frees you up from managing data across two systems
- Integrated solution for employee, patient and other hospital management
- Get all the locations departments and employee connected in one integrated system (Emportant HRMS & your HIS)
- We can work out integration with your existing HIS OR could recommend our partners to you.