Introduction to MobileERP AI ROWE System

10x Retention with MobileEXM: Employee Experience Management

ROWE: Result Only Work Environment

ROWE: MobileERP Suite

10x Work: MobileWXM Show how?

10x Sales: MobileCXM Show how?

10x Delivery: MobileSXM Show how?

10x Retention: MobileEXM Show how?

10x Profit: MobileFXM Show how?

10x Freedom: MobileMXM Show how?

A **Employee Experience Management System** is a structured approach that helps in managing empLoyee satisfaction at all touch points right from hiring to retirement. This system helps your organization achieve 10x retention without hiring MBA.

ERP stands for Enterprise Resource Planning. MobileERP is a type of software that organizations use to manage day-to-day business activities such as accounting, procurement, project management, risk management and compliance, human resource, payroll, construction, manufacturing, services and supply chain operations. It includes enterprise performance management, software that helps plan, budget, predict, and report on an organization's financial results. MobileERP tie together a multitude of business processes and enable the flow of data between them. By collecting an organization's shared transactional data from multiple sources, MobileERP systems eliminate data duplication and provide data integrity with a single source of truth. Today, ERP systems are critical for managing thousands of businesses of all sizes and in all industries. Without EXPERIENCE of working on ERP Systems an employee is considered uneducated and cannot work in company for long or cannot progress.

AI stands for Artificial Intelligence. It is a branch of computer science that deals with the creation of intelligent machines that can perform tasks that typically require human intelligence, such as visual perception, speech recognition, decision-making, and language translation. MobileERP is AI based system which makes management decisions to automatically defining and allocating the work to specific employees into their TODO List. MobileERP AI also monitors and followup work which are not done or delayed and gets it done in time and budget. MobileERP AI works like Manager to get work done.

MobileFXM SoftRobot System for 10x Profit – 10 Modules

HCM | TLM | TOM | PAY | WAG | PGM | PA | LEG | ESS

MobileWXM

Workplace Experience Management

DBM: Dashboard Management
DBS: Daily Briefing System
GTD: Getting Things Done
ETM: Enterprise Task Management
DRS: Daily Reporting System
ECM: Ent. Collaboration Mgmt
ESP: Ent. Sharepoint Portal
DSS: Department Self Service
TSS: Travel/Claim Self Service
ESS: Employee Self Service

GTD, ROWE, DMS, PDCA, 8020

MobileCXM

Customer Experience Management

CRM: Customer Relation Mgmt
DMM: Digital Marketing Mgmt
TMM: Tender Marketing Mgmt
OMS: Offer Management System
SDM: Sales & Distribution Mgmt
SMS: Service Management System
PMS: Project Management System
COM: eCommerce Management System
CSS: Customer Support Systemm
PLM: Product Lifecycle Mmgt

COPC, ISO, CXO, CANVAS

MobileSXM

Supplychain Experience Management

SCM: Supply Chain Management
PPP: Plan, Procure & Purchase
MFG: Manufacturing & Shopfloor
EPC: Engg., Procure, Construction
IMS: Inventory Management Systems
LMS: Logistics Management Systems
EAM: Enterprise Asset Management
MMS: Maintenance Mgmt Systems
QMS: Quality Management System
SCS: Seller Center Portal

APICS, MRP, LEAN, PMI, 5S

MobileEXM

Employee Experience Management

HCM: Human Capital Management
TLM: Travel & Leave Management
TOM: Time Office Management
PAY: Staff Payroll Management
WAG: Labour Wage Management
LMS: Learning Management Sys
PGM: Performance & Goal Mgmt
PAM: Personal & Administration
LEG: Legal Management System
FOR: Front Office Reception

PCMM, HRBS, KPI, KRA, ISO

MobileFXM

Finance Experience Management

ACC: GL Accounts Management
FRM: Finance Resource Management
CSM: Costing & Spend Management
GST: Goods and Service Tax
EXM: Export Import Management
SEM: Strategic Enterpise Mgmt
CGM: Corporate Governance Mgmt
GRC: Governance Risk & Control
AAM: Account Audit Management
SMS: Security Management System

ABC, COPA, GAAP, RISK, RATIOS

MobileMXM

Management Experience Management

IDE: Int Codeless Development Env.
EIM: ERP Implementation Mmgt
ULM: User Lifecycle Management
UXM: User Experience Management
EPM: Enteprise Process Management
EBI: Enterprise Biz Intelligence
ECM: Enterprise Content Mgmt
ITM: IT Services Management
ITA: IT Asset Management
ISO: ISO Quality Management

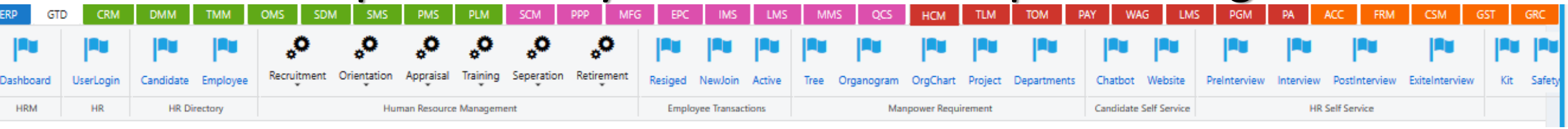
CMMi, 6S, BPR, AIOP, ITSM, DEVOPS

My Daily Briefing System

Email Inbox | **Meetings/MOMs** | **Tasks/Activities** | **Tickets/Holds** | **Alerts/Reminders** | **Chat Messages**

Above are 50+ Free ready-to-use business apps with MobileERP SoftRobot

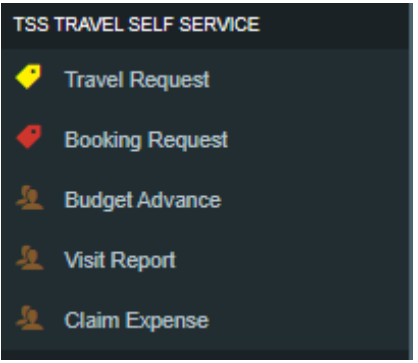
MobileERP AI Copilot HCM System => Human Capital Management

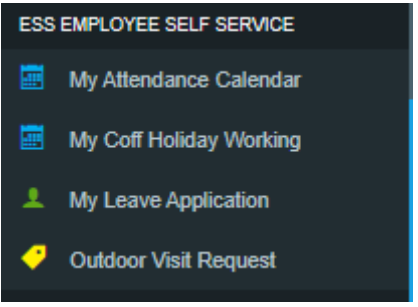


Human capital management (HCM) is a set of practices and tools used to attract, recruit, train, develop, manage and retain employees to achieve business goals. HCM is committed to maximizing the value of human capital through proper management and ample investments. It involves managing all aspects of the employee life cycle, including recruitment, onboarding, performance management, career development, and succession planning. HCM software can help optimize the performance and efficiency of a company's staff, simplify HR duties, and offer analytics.

1. **HR Directory,** also known as staff directory software or HR software directory, is a software application that centralizes and manages all your employee information in one place. It can be used to store employee data such as contact information, job titles, and other relevant details.
2. **Human Resource Management (HRM)** is the strategic and coherent approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. HRM involves coordinating, managing, and allocating human capital, or employees, in ways that move an organization's goals forward. It is designed to maximize employee performance in service of an employer's strategic objectives. This has 6 process steps:
    1. **Recruitment** is the process of finding and hiring the best and most qualified candidate for a job opening, in a timely and cost-effective manner. It involves identifying the needs of the company with respect to the job, attracting candidates, screening, selecting, hiring, and integrating them.
    2. **Orientation** is a term that can refer to different things depending on the context. In general, it refers to the act or process of orienting or being oriented, the state of being oriented, or a direction of thought, inclination, or interest. It includes process of training for newly joined employees .
    3. **Appraisal** is a formal process of evaluating an employee's job performance and productivity over a specific period of time. It is usually conducted by a manager or supervisor and involves setting goals, providing feedback, and identifying areas for improvement. The purpose of an appraisal is to help employees understand their strengths and weaknesses, and to provide them with guidance on how to improve their performance.
    4. **Training:** The employee training process is a crucial aspect of any organization's success. It involves identifying the training needs of employees, establishing specific objectives, designing the training program, implementing the program, and evaluating the results.
    5. **Separation** process refers to the formal process of ending an employee's employment with a company. It can be a positive or negative experience for both the employee and the employer, depending on the circumstances.
    6. **Employee retirement** refers to the process of an employee leaving their job, usually after reaching a predetermined age. Retirement can be voluntary or involuntary, and it can be a positive or negative experience for both the employee and the employer.
3. **Candidate Self Service:** Candidate can register with company and apply for vacancies via Candidate Portal or Candidate Chabot's.
4. **HR Self Service:** This is self-service for managers who can take Pre-Interview, Interview, PostInterview and Exit Interview. PostInterview are Appraisal Interview.

MobileERP AI Copilot TLM System => Travel, Claim and Leave Management





Travel, budget, advance , claim, and expense settlement management software are applications that help businesses manage their travel expenses more efficiently. These software solutions can help businesses save time and money by automating the process of booking travel, managing expenses, and processing claims. It has 5 steps:
Employees enter travel requests and send for managers approval. If manager approve then following process of 4 step is triggered and employee can then give Ticket Booking Request, Budget & Advance request to accounts, Fill-up Visit Report after travel is done. Expenses that needs to be Claimed are entered by employees with necessary proofs for accounts to check and do proper settlement.

Employee Self-Service (ESS) is a functionality of an HR platform that enables employees to access and update their HR information, including their personal, contact, and payment information, as well as access to other relevant company documents and policies. ESS is a web-based technology within company HR systems that empowers employees to manage personal information, access resources, and perform administrative tasks independently, enhancing efficiency and reducing reliance on traditional paper-based or manual processes. This process consists of employee managing his own attendance calendar, Coff or Compensatory Off Holidays, Leave Applications and Day to day few hours Outdoor visits.

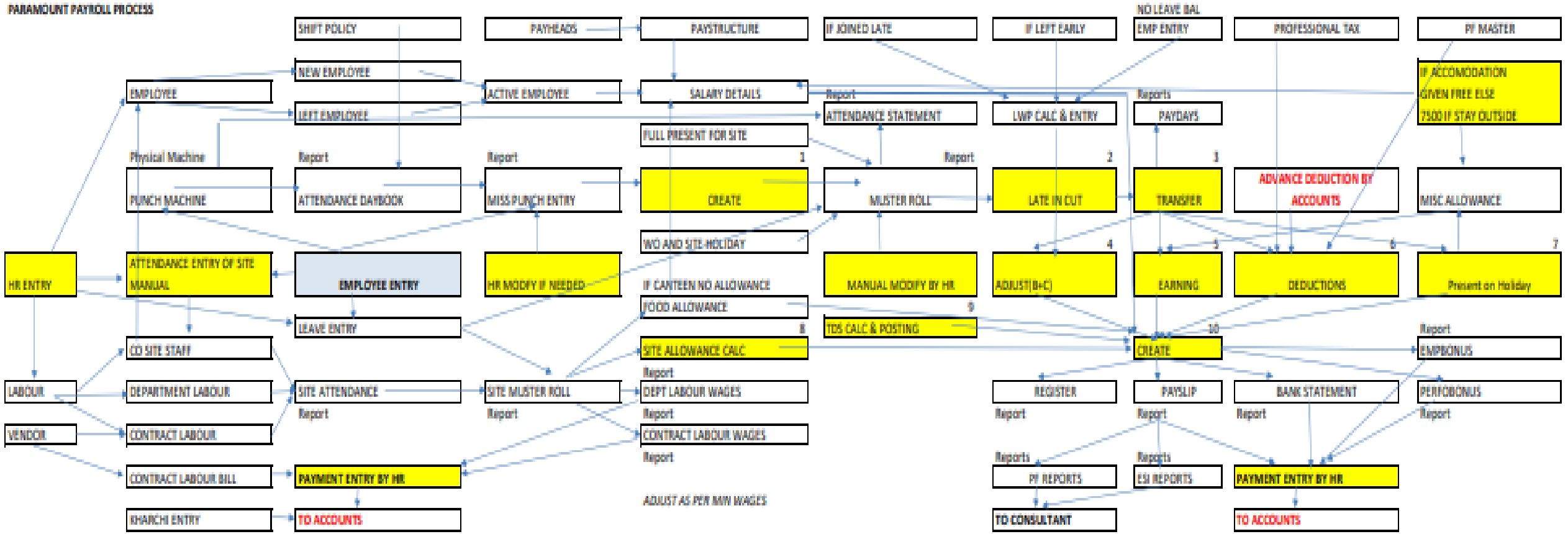
Employee Access: Employees can access TSS and ESS vis Employee Self Service Portal or Employee Chatbot built in system

Here are a few things that travel management software can do for your company:

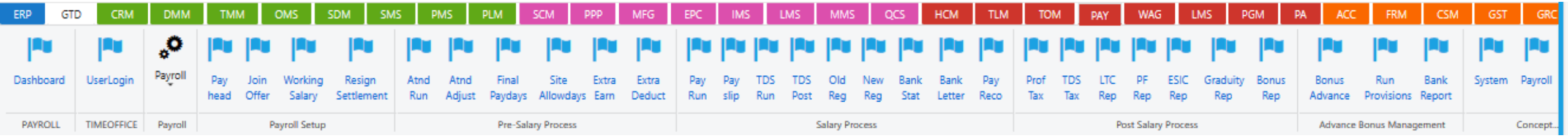
1. Save time and effort by letting you do all booking (flights, cab, hotels, etc) with an integrated self-booking tool (SBT)
2. Integrate multiple approval workflows (pre-book, pre-trip, post-trip) in one place
3. Replaces manual workflows with efficient, accurate, and automatic processes
4. Insightful and robust reporting and analytics
5. Greater visibility into travel expenses helps track missed savings
6. Compliance improves and stays audit-ready at all times
7. Employee experience improves significantly

MobileERP AI Copilot TOM System => TimeOffice Management System

TimeOffice management systems are software applications that help businesses manage their workforce more efficiently. These systems offer a range of features, including attendance tracking, leave management, and payroll processing.



MobileERP AI Copilot PAY System => Payroll Management System



Payroll Management software is a type of software that helps businesses manage their payroll processes more efficiently. It automates the process of calculating employee salaries, taxes, and other deductions, and can help businesses save time and money by reducing the need for manual calculations and paperwork. Payslip is prepared for Employees in office or on site.

Human Resource Management - Compensation

MobileHRM	Payroll Management														
PAY PERIOD TRANSACTION	CHECK MUSTER ROLL	MODIFY ATTENDANCE LEAVE/OT	ENTER EARNINGS DEDUCTIONS	CREATE PAYSLIP	EDIT PAYSLIP HOLD SALARY	PRINT SALARY REGISTER	PRINT BANK LETTER	PRINT PAYSLIP	FILE TDS	FILE PROF TAX	FILE ESIC	FILE PF	SETTLE LOANS	SETTLE LEAVE ENCASHMENT	SETTLE OT
ROLES	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE

MobileHRM	Resource Allocation					Timeoffice Management					Bonus and Incentive Management				
PROCESSES	Apprentice Management	Labour Management	Internship Management	Probation Management	Employee Management	Shift Management	Attendance Management	Timesheet Management	Overtime Management	Leave Management	Benefits Management	Deductions Management	Expense and Claims	Sales Incentives	Performance Incentives
1	Apprentice Strength	Labour Strength	Internship Program Design	Program Design	Department Management	Shift Timings	Mobile/GPS based Attendance	Daily Activity Timesheet	Overtime Timesheet	S-From	Graduity Benefits	Security Deposit	Set Budgets for Expense Heads	Get Sales or Collection Targets	Get KPI Targets
2	Apprentice Shift	Labour Shifts	Internship Published	Probation Published	Designation Management	Shift Employees	Login Based Attendance	Attendance card	Approved OT List	Leave records	Retirement Benefits	Society Share	Budget Approved by Management	Report Achievement	Report KPI Achieved
3	Apprentice Uniform	Uniform List	Students Invited	Employees hired on	Role Management	Shift Rotation	Attendance API Recording	Musterroll Report	Rejected OT List	Leave register	Bonus Allowance Management	Staff Club	Claim for Expenses	Claim for Incentive	Claim for Incentive
4	Apprentice Placement in Plant	Labour Placement in Plant	Internship Alloted List	Probation Started	Pay Structure	Shift Allotment	NFC/ QRCODE based Attendance	Habitual Absentism	OT Earnings List	Lapsed Leave	LTA Allowance	Company Loan	Claim Verified	Claim Verified	Claim Verified
5	Interviewed / Trained /Joined List	Resigned/Retired /NSO	Internship Executed	Probation Executed	Leave Structure	Shift Transfer	Manual Office Attendance	Work/NoWork Report	Eligible OT Members	Carry Forward Leave	HRA Allowance	Insurance	Claim Approved	Claim Approved	Claim Approved
6	Apprentice Performance	Superannuation List	Internship Completed	Probation Completed	Hierarchy Structure	Shift Generate	Site Attendance Entry	Delayed Work Report	Regular OT Takers	Leave Encashed	Vehicle Allowance	Advance	Expense Passed/Fail	Incentive Granted/Failed	Incentive Granted/Failed
7	Apprentice Removed List	Labour Court Cases	Report Submitted	Report Submitted to Hire or Nohire	Employee TDS Declaration & Form16	Shift Failures	Activity Timesheet Entry	Irregular Employee Report	Regular OT Failures	Leave Credited	Medical Allowance	Travel	Expense Record maintaing along with CTC	Incentive, Award History Maintained	Incentive, Award History Maintained
ROLES	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE	TIMEOFFICE

MobileERP AI Copilot WAG System => Wage Management System

A Wage Management System is a software application that helps businesses manage their workforce's wages more efficiently. It automates the process of calculating Labourers salaries, taxes, and other deductions, and can help businesses save time and money by reducing the need for manual calculations and paperwork. Employees will have Salaries. Labour will have Wages.

What is Labour? : Labour refers to the physical or mental effort exerted by individuals in the production of goods or services. It encompasses the work performed by people in various occupations and industries to contribute to economic activities. Labour involves a wide range of tasks, skills, and abilities, ranging from manual labor to intellectual and creative work. It is a fundamental component of any workforce and plays a vital role in driving economic growth, development, and the overall functioning of societies.

Contract labour refers to the practice of hiring workers through a contract by a contractor for a specified period. A worker is considered a contract labourer when they are assigned to work in an establishment for a specific period through a contract by a contractor with or without the knowledge of the principal employer. Here company pays to Contractor Bills as per wages calculated.

Department labour or Voucher staff refers to the practice of hiring workers through a contract by a company for a specified period. A worker is considered a department labourer when they are assigned to work in an establishment for a specific period through a contract by a company on project site.

Site Employee: Employees working on project site are site employees. Theses employees get Site Allowance. But their records are kept in Labour master and Employee master both. There are then connected in employee master. Attendance comes via site.

What are Types of Labour

1. Agricultural Labour
2. Industrial Labour
3. Informal Labour
4. Skilled Labour
5. Unskilled Labour
6. Professional Labour
7. White-Collar Labour
8. Blue-Collar Labour

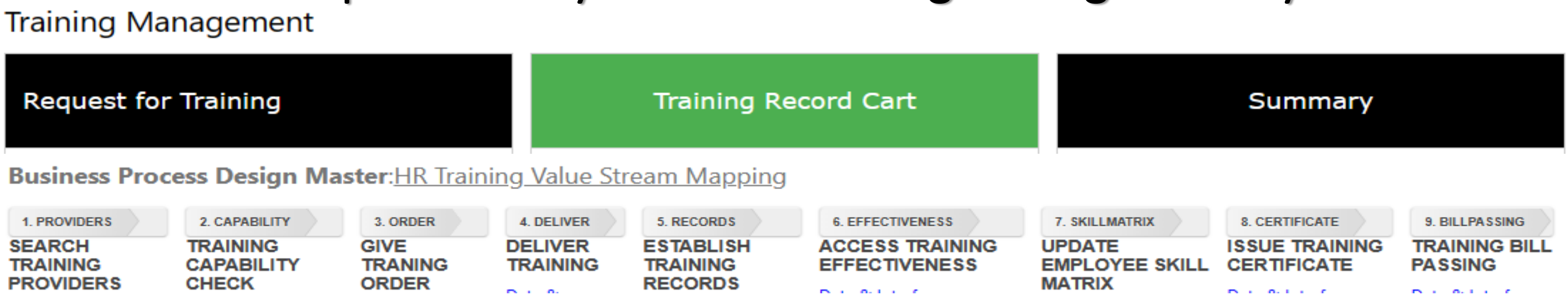
Apprentice is a person who has agreed to work for a skilled person for a particular period of time and often for low payment, in order to learn that person's skills. Apprenticeships are a form of on-the-job training that combines classroom instruction with paid work experience. They are designed to help people learn a trade or profession, and can lead to certification or licensure in a particular field. Apprenticeships are available in a wide range of industries, including construction, manufacturing, healthcare, and IT. They are often used as a way to fill the skills gap in industries that are experiencing a shortage of qualified workers.

Retainer employee is someone who is hired by a company to provide services on an as-needed basis. They are typically paid a flat fee or hourly rate for their services and are not entitled to the same benefits as an employee. Retainer employees are often used for specialized services such as legal or accounting work, or for consulting work on a project-by-project basis. Retainers are paid on per hourly basis or per day of work basis. They are not paid on holidays or weekly off days.

Internship Staff is a temporary position with an emphasis on on-the-job training rather than merely employment, and it can be paid or unpaid. Interns are usually students or recent graduates who are looking to gain practical experience in a particular field. They are not employee of company and do not get any benefits.

Domestic Workers: Peon, Bai etc. are paid for number of days and hours they work. They are not employees of company and do not get any employee benefits.

MobileERP AI Copilot LMS System => Learning Management System



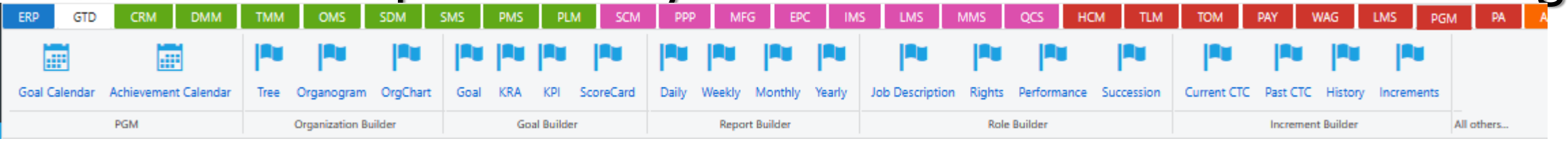
A Learning Management System (LMS) is a software application that helps businesses and educational institutions manage, deliver, and track their training programs and courses. It provides a centralized platform for creating, managing, and delivering online courses, as well as tracking student progress and performance.

1. Employee On boarding or Orientation Training: Get new hires to get into working mode from day one.
2. Employee Development Training: Help your employees grow and watch your organization flourish.
3. Quality Standards Training: Train your entire staff into quality standards like ISO, 6-Sigma etc.
4. ERP / AI Software Training: Train your entire staff into IT / ERP/ AI related tools and software training.
5. Customer Training: Support customers, Build trust and strengthen relationship.
6. Vendor Development or Supplier Training: Support suppliers, Build trust and strengthen relationship.
7. Compliance Training: Centralize compliance records and protect your organization.
8. Virtual Classroom: Digitize classroom with our integrated webinar tools.
9. Course Selling: Monetize your courses with our powerful e-commerce Tools.

The LMS Workflow in Brief

1. First, create a file of trainees and upload the required details such as names and e-mail addresses in the LMS for registration.
2. Assign the required courses to either individuals or specific groups.
3. Track and view reports on employee learning progress.

MobileERP AI Copilot PGM System => Performance and Goal Management



Performance and goal management systems are software applications that help businesses manage their workforce more efficiently. These systems provide a centralized platform for creating, managing, and delivering tasks, targets and goals, as well as tracking of progress and performance. It helps companies elevate their people and boost performance with comprehensive tools for development, recognition, coaching, and feedback. Our holistic solution helps people stay aligned on goals and projects, receive valuable performance insights, and discuss relevant career opportunities. These systems have 3 main parts:

A. **Organization Builder:** This system helps you build employees organization chart, hierarchy, reporting structure etc.

B. **Goal Builder System:** This system will provide you Goal, KRA, KPI and Balance Scorecard of employee w.r.t their roles and rights

C. **Report Builder System:** Daily, Weekly, Monthly and Yearly reports to be delivered are defined in system which employees will provide to BOSS

D. **Role Builder System: Each Role is developed in system who will be assigned to tasks, documents and rights**

1. Job Description Builder, employees can view their own current and past job descriptions in their employee records, and management can view the job descriptions assigned to their employees. Jobs could be Process Owner or Process Driver. Process Owner will be responsible to manage entire process and show performance time in forms of reduced cycle time & costs.

2. Access Rights Builder: Access Rights Management (ARM) software. ARM is a software application that helps businesses manage their employees' access to technology resources. It ensures that people in an organization have appropriate access to technology resources while keeping other areas off-limits to protect the organization and its users 1

3. Performance appraisal process is used to capture, measure, and manage an employee's progress and performance on the job during a predetermined time frame. Your company may refer to an appraisal process as reviews or evaluations.

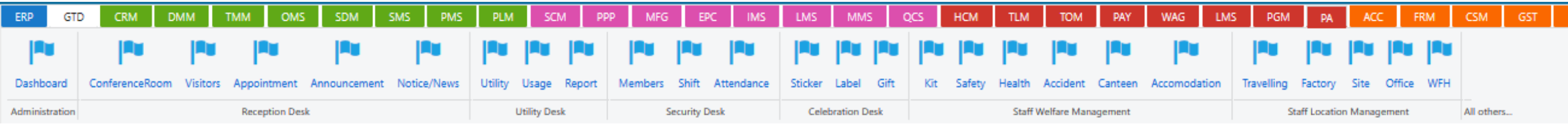
1. Scheduled — can be initiated at any given time, and is not bound by anniversary or quarterly time frames
2. Anniversary — usually completed once a year, dates are predefined and can vary for each employee and department
3. Interim — can be initiated on a quarterly basis, or reflect probation time frames

4. Succession allows you to: This system will help you visualize who will do work if existing employee leaves or who can be promoted.

1. Generate larger pools of promotable employees for all key areas (not just leadership).
2. Address your current and future needs as per corporate vision.
3. Retain key talent. Statistics show employees that are part of a Talent Pool are more likely to stay with an organization.1.

D. Increment Builder System: Based on above process and employee achievements Increment to be given is decided and computed in this system.

MobileERP AI Copilot PA System => Personal and Administration System



Personal and Administration System is Front office desk, security cabin, CCTV cabin, canteen, meeting room, accommodation, travel booking, property maintenance and utility management systems are software applications that help businesses manage their house keeping operations more efficiently. These systems provide a centralized platform for managing tasks such as Reception Desk, Utility Desk, Travel Desk, Security Desk, Celebration Event Desk, Staff Welfare Desk, Staff Locations and Postings.

1. Reception Desk: Manages Visitors, Appointments, Conference Rooms, Notices and Announcements
2. Utility Desk: Manages Electricity, Water, Telephone etc. utility services
3. Housekeeping Desk: Manages cleaning schedule, work allotment and checking of toilets, rooms etc.
4. Security Desk: Manages Gatepass, Material checking, Vehicle parking, theft and security of company
5. Celebrations Desk: Manages activities related to celebrations
6. Travel Desk: Manages activities related to travel ticket booking
7. Staff welfare management: Manages staff tea, snack, kits, health checkups, canteen, accommodation etc.
8. Staff Location management: Staff transfers, staff mobilization, project site inventory etc.
9. Property Maintenance: Repairing or installing new electrical or plumbing items etc.

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