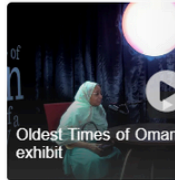




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## Result

WE BUILT AND CUSTOMIZED THE FOLLOWING MODULES FROM SCRATCH ENSURING THEY ADDRESS THE EXACT PAIN POINTS OF THE HR DEPARTMENT:

### Leave Management and Encashment:

Employees apply for leave and can encash unused balances based on company policy.

**Attendance Management and Integration with Odoo:** Attendance is captured via biometric/device logs and synced directly into Odoo; attendance policies are also implemented.

**Gratuity Management:** End-of-service benefits are calculated automatically based on tenure and salary rules.

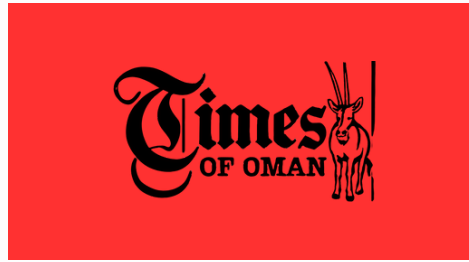
**Resignation Process:** Employees submit resignations, and the system manages approvals, notice periods, and final settlement steps.

**Expense Management:** Employees submit claims with receipts, and managers approve them for reimbursement.

**Employee Self Service Portal:** Staff manage leave, documents, requests, and payslips through a self-service interface.

## Conclusion

This shift from manual to automated system resulted in the data availability and accuracy by the HR, who can then use it to create compelling reports in a matter of minutes.



# A Success Story

## HR management system for Muscat Media Group

The Muscat Media Group (MMG) is the leading media group in the Sultanate of Oman. The group has played a vibrant role in Omani society since 1975. MMG offers advertisers more than 32 products in Arabic and English, including the Times of Oman, Al Shabiba, and Tweekly.

## Challenges

- **Difficult Hiring Process**  
The entire hiring lifecycle (creating JDs, posting ads, shortlisting, interviewing, and hiring) is challenging in the post-COVID world.
- **Overwhelming for HR**  
These manual processes are too daunting for the HR department.
- **Reliance on Spreadsheets**  
Everything, including the core hiring and workforce management tasks, is performed using spreadsheets, which is inefficient.
- **Time-Consuming Data Management**  
Managing, documenting, and reporting on crucial workforce data (leaves, attendance, salary, benefits) takes excessive time.

## Solution

We at Visiomate realize the true potentials of automation and the wonders it can do in terms of productivity, and time management. Keeping this in mind, we helped the Muscat Media Group by providing them with a fully automated HR management system built on Odoo 13.

## CONTACT US!

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