

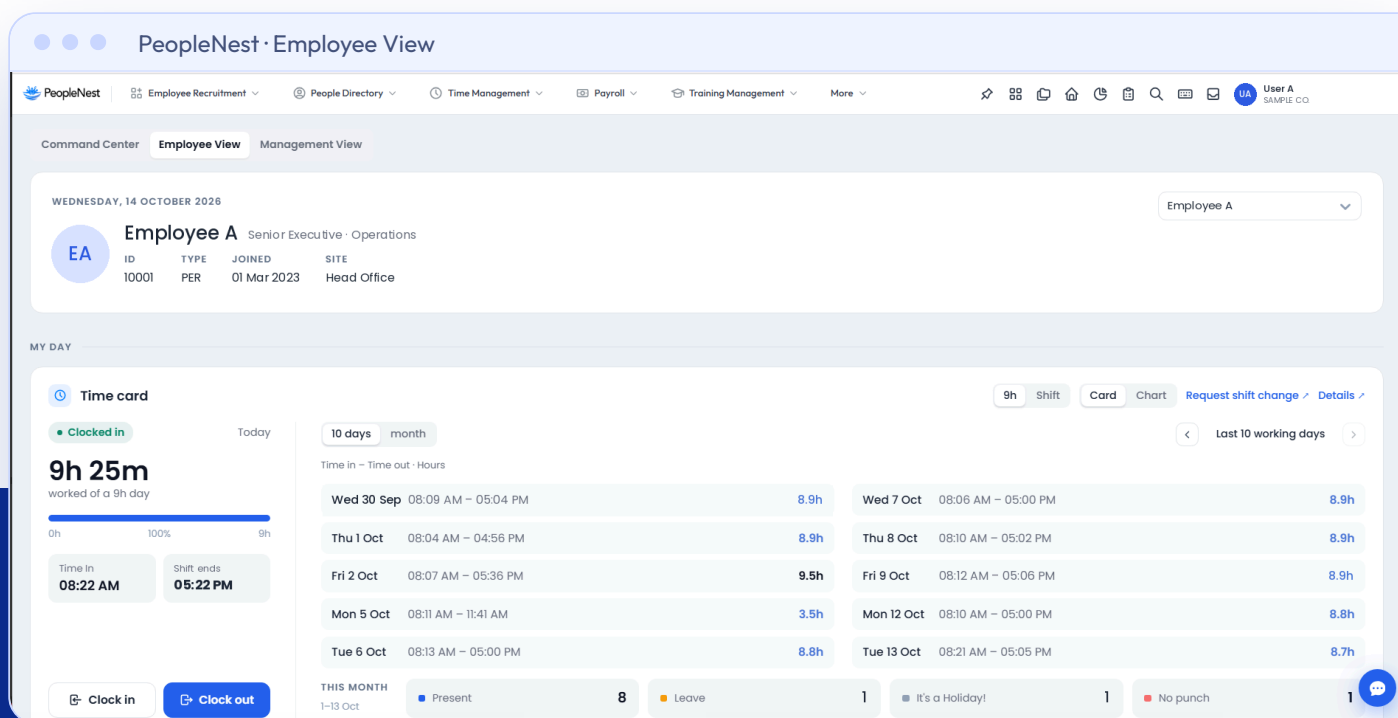


by Align Business Systems

HUMAN RESOURCE MANAGEMENT

# One smart platform for people, payroll & performance.

Experience the perfect synergy between technology and business functions.



## Payslip EARNED SO FAR

**PKR 72,550**

As of 14 Oct 2026  
01 Oct - 31 Oct 2026

Earnings **PKR 52,000** Benefits **+ PKR 24,000**

Deductions **- PKR 3,450** Net pay **PKR 72,550**

Payroll not yet run for this period - before tax

[Download payslip](#)



## My benefits

Paid in your latest payroll

- Conveyance Allowance **PKR 8,000**
- Inconvenience Allowance **PKR 1,500**
- Medical Allowance **PKR 6,500**
- Mobile Allowance **PKR 1,500**
- Utilities Allowance **PKR 6,500**

**Paid with net pay PKR 24,000**

Employer Provident Fund **PKR 4,200**  
EOBI Employer Contribution **PKR 1,850**  
Deposited to your fund

## ABOUT PEOPLENEST

# Your complete workforce partner — the only HR you need.

PeopleNest HR, a flagship solution by Align Business Systems, is an intelligent HR management platform that simplifies, automates and strengthens everyday HR operations.

From core HR, payroll and attendance to performance and engagement — one unified digital ecosystem to manage your workforce with accuracy and transparency. Our expert implementation team and dedicated local and online support ensure smooth adoption and long-term scalability.



**20+**

YEARS OF EXPERIENCE

**50+**

CLIENTS

**1K+**

ACTIVE USERS

## OUR VISION & MISSION

# Taking a Pakistani-origin ERP to the global stage.



## Vision

To be recognised as a leading global HR technology brand from Pakistan — transforming the way organisations manage, engage and empower their people through intelligent, people-centric digital solutions that build stronger, smarter and more connected workplaces worldwide.



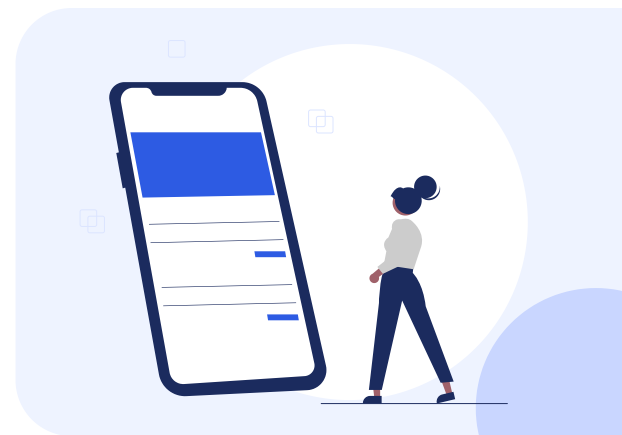
## Mission

To design and deliver a comprehensive, secure and user-friendly HR ecosystem that digitally automates the complete employee lifecycle — using continuous innovation, seamless integrations and data-driven insights to improve productivity, ensure transparency, enhance employee experience and support smarter workforce decisions.

## WHY PEOPLENEST

# Features that make us stand out.

One smart platform for people, payroll & performance — secure, mobile and ready for every site you run.



## SECURE BY DESIGN

## ERP-grade security

-  **OTP-enabled 2-step secure access**  
A one-time password confirms every sign-in.
-  **Role-based access control (RBAC)**  
Each user sees only what their role allows.
-  **Audit trails & activity logs**  
Who changed what, and when — on record.
-  **Secure cloud-based, real-time access**  
Live workforce data, wherever you work.



Android

iOS

## Full-featured mobile app

The complete HR experience in every pocket — not a cut-down companion.



## Self-service portals (ESS)

Employee

Manager

HR

A dedicated self-service view for every role, from requests to approvals.



01

### Biometric & geofencing

Attendance machines plus mobile geofenced check-in.



02

### Instant payroll, one click

Process the full payroll run with a single click.



03

### Smart approvals & alerts

Approval routing with instant notifications.



04

### Dashboards & PDF reports

Smart dashboards, analytics and PDF reports.

## SCALES WITH YOU

# 10 → 10,000+

Employees on one platform — from a small team to a large enterprise workforce.



Multi-company ready



Multi-location ready

## INTEGRATIONS

# Connected to devices, WhatsApp & ERP.

Attendance flows in, payslips and alerts flow out, and payroll posts straight to finance — without manual hand-offs.



## 01 Real-time biometric & access control integration

Punches from biometric and access-control devices sync automatically and securely — no manual entry.

|                                                                                   |                                                                                     |                                                                                |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <b>LAN/IP &amp; internet</b><br>Local network or public internet connectivity.    | <b>Shift &amp; roster rules</b><br>Shifts, duty rosters and calendars per employee. | <b>Smart calculations</b><br>Late, early, overtime and absence, automatically. |
| <b>Direct payroll impact</b><br>Processed attendance feeds payroll automatically. | <b>Zero data loss</b><br>Continuous device connectivity monitoring.                 | <b>Multi-site ready</b><br>Uninterrupted in multi-site, high-volume setups.    |

## 02 WhatsApp integration

Payslips, reports and system alerts reach employees and stakeholders instantly — no manual distribution.

Payslips

Attendance summaries

Salary notifications

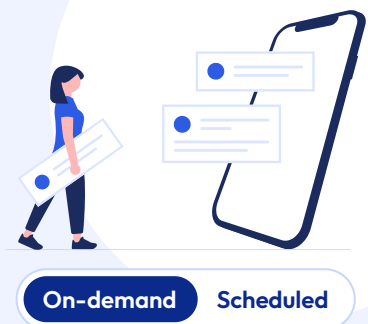
Approvals

System alerts

Secure delivery

Access control

Audit tracking



On-demand Scheduled

## 03 ERP integration

HR, payroll, finance, tax and core business operations in one unified system.

- ✓ Real-time HR to ERP data synchronisation
- ✓ Automated payroll & financial posting (GL)
- ✓ Automated FBR tax & statutory compliance
- ✓ Centralised cross-department data integration



WORKS WITH **Businessflo** **SAP** **SAP Business One** **Dynamics 365** **Business Central** **Odoo**

## MODULES • EMPLOYEE LIFECYCLE

# From first hire to final exit.



## 01 Recruitment Management

### Smart hiring from requisition to onboarding.

End-to-end hiring, from manpower request to final candidate onboarding.

- ✓ Requisition & approval workflows
- ✓ Resume bank
- ✓ Interview scheduling & evaluation
- ✓ Recruitment dashboards & analytics
- ✓ Multi-channel job posting
- ✓ Candidate screening & shortlisting
- ✓ Offer letter generation

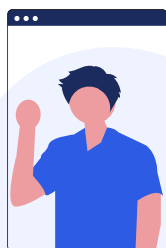


## 02 Onboarding Management

### Smart onboarding for a faster, compliant start.

Structured joining with complete documentation, access control and department assignment.

- ✓ Digital joining forms
- ✓ Document verification
- ✓ Employee ID & system access creation
- ✓ Asset assignment
- ✓ Probation & confirmation tracking



## 03 People Directory

### Centralized employee profiles with complete lifecycle management.

The digital backbone for the complete employee lifecycle and organization structure.

- ✓ Central employee profiles
- ✓ Education & certifications
- ✓ Position & grade control
- ✓ Promotions, transfers & resignation
- ✓ Role-based security
- ✓ Document & asset repository
- ✓ ESS, Manager & Officer portals



## 04 HR Letters & Documents

### One-click generation of all HR letters from a central hub.

Secure generation and issuance of official HR letters and employee documents.

- ✓ Appointment, confirmation, increment & warning letters, show cause notices
- ✓ Digital templates
- ✓ Letters attached to employee records in secure, centralized storage
- ✓ Send letters directly via Email and WhatsApp
- ✓ ESS-based delivery



## 05 Off-Boarding Management

### Smart off-boarding for a compliant exit.

Structured, compliant employee exit with financial & asset clearance.

- ✓ Digital resignations
- ✓ Exit approvals
- ✓ Clearance workflows
- ✓ Asset recovery
- ✓ Full & final settlement processing
- ✓ Exit interview form

## MODULES • TIME, LEAVE &amp; PAY

# Every hour counted. Every salary right.

## THE CORE MODULE

## Payroll Management

**Accurate, compliant, and fully automated payroll processing.**

Fully automated, accurate and compliant salary processing, integrated with attendance and finance.



- ✓ Multi-structure payroll (daily / weekly / monthly)
- ✓ Allowances & deductions
- ✓ Income tax & statutory compliance
- ✓ EOBI
- ✓ Loans & advances
- ✓ Bonus & incentive processing
- ✓ Bank disbursement files
- ✓ Full & final settlement

## Time & Attendance

**Smart attendance, shifts and workforce time control in one system.**

Real-time control over attendance, shifts, geo-tracking and workforce time.

- ✓ Biometric machine integration
- ✓ Real-time syncing
- ✓ Mobile & ESS check-in/out
- ✓ Geo-fenced attendance
- ✓ Shift & roster control
- ✓ Overtime automation
- ✓ Attendance change workflows
- ✓ Dashboards & analytics



## Leave Management

**Smart, policy-driven leave control with full automation.**

Fully automated, policy-driven employee leave control with real-time balances.

- ✓ Workflow-based requests & approvals
- ✓ Paid / unpaid / special leave policies
- ✓ Leave encashment
- ✓ Carry forward rules
- ✓ Auto quota assignment
- ✓ Pro-rata calculation
- ✓ Overtime & holiday adjustment
- ✓ Leave analytics & team calendars

## Expense Management

**Simple, transparent and policy-driven expense control.**

Digitizes claims, approvals and payroll reimbursements with full control.

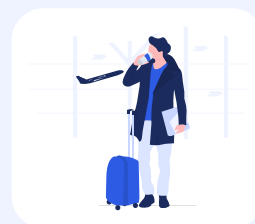
- ✓ Travel, medical & operational expense claims
- ✓ Approval workflows
- ✓ Payroll reimbursements
- ✓ Expense limits & policies
- ✓ Real-time expense reporting

## Travel Management

**Complete travel request automation from requisition to approval.**

Structured requisitions, approvals and travel logistics.

- ✓ Travel requisition with multi-level approval workflow
- ✓ One-way & return trip requests with attachments
- ✓ Departure, arrival & travel mode details
- ✓ Pick & drop and accommodation tracking
- ✓ Travel requests generated against approved requisitions



## MODULES • PART III

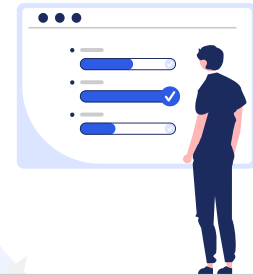
# Grow your people. Keep everyone informed.

## 01 • PERFORMANCE

## Performance Management

Measure, manage, and improve employee performance with clarity.

Enables KPI-driven, measurable, and structured employee performance evaluation.



- Managerial & non-managerial evaluations
- 360° performance review
- Performance scoring
- Appraisal forms
- KPI configuration
- Increment & promotion impact
- Dashboards

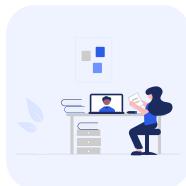
## 02 • LEARNING

## Training & Development

Planned learning, smarter skills, stronger workforce.

Manages planned employee learning, skill development, and training effectiveness.

- ✓ Training programs & calendars
- ✓ Attendance tracking
- ✓ Trainer management
- ✓ Certifications
- ✓ Training cost & effectiveness reports



## 03 • AUTOMATION

## WhatsApp & Notification Automation

Automated reports, smart alerts, and real-time workforce notifications.

Enables instant communication of payslips, alerts, and system updates.

- ✓ Auto payslip delivery
- ✓ Scheduled reports
- ✓ Approval alerts
- ✓ Announcements



## 04 SUPPORT

## Reliable, responsive, and always available.

A dedicated team that stays with you, from go-live to everyday use, so your HR runs smoothly.

WITH YOU AT EVERY STEP

Implementation

Onboarding

Ongoing support



Expert implementation team



Dedicated support team



Smooth adoption, long-term scalability



DEDICATED SUPPORT

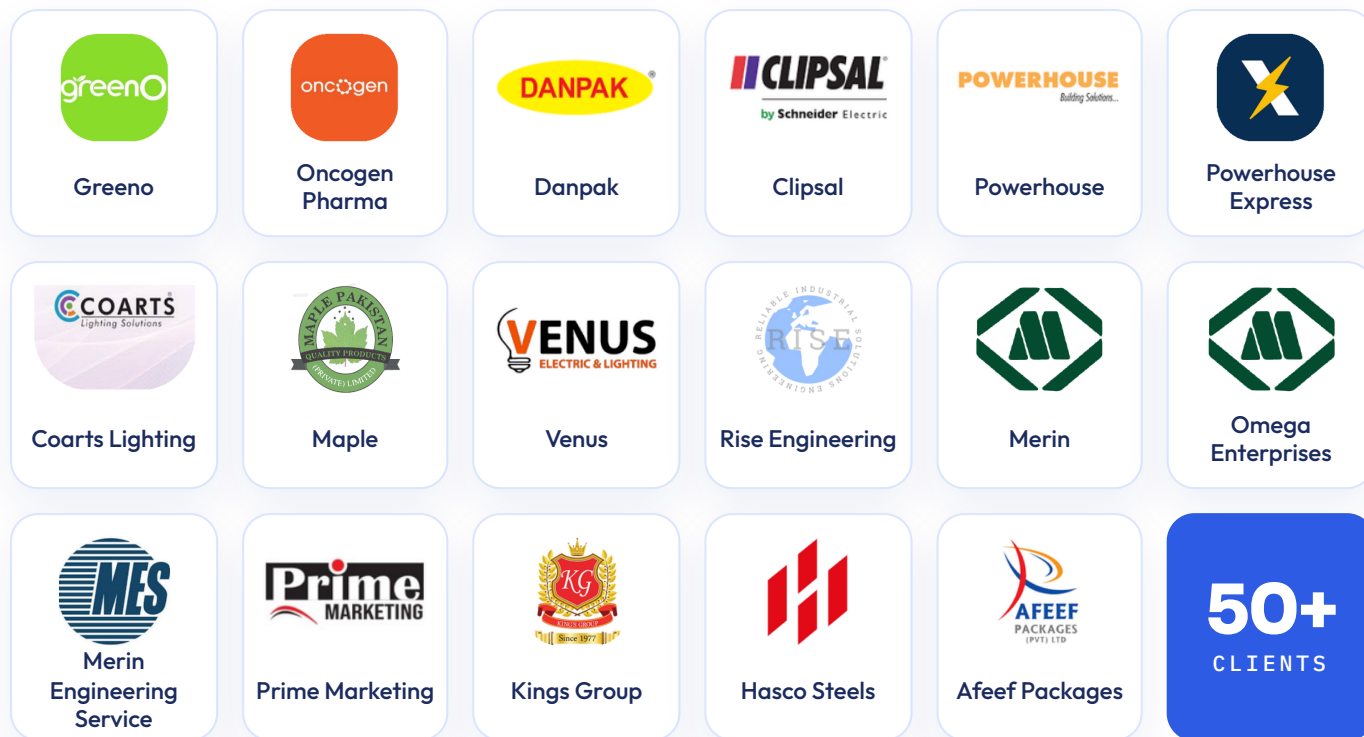
## Here to help

Local and online assistance

## OUR FEATURED CLIENTS

# Happy clients, powered by PeopleNest HR.

Trusted by **50+ clients** and **1K+ active users**.



## PeopleNest

by Align Business Systems

## See PeopleNest in action.

[Book a Demo →](#)

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