



MANAV SAMPADA

A Tool for Human Resource Management

Initiative of National Informatics Centre, Ministry of Electronics & IT, Govt of India



Generalised Human Resource Management System

<http://ehrms.nic.in>

The eHRMS Application has been developed as a product model for providing a generalized human resource management solution for Government Departments to help them in taking right decisions at right time and for proper monitoring, manpower planning, recruitments, postings, promotion and transfer based on employee skill sets. The project was initially implemented in the State of Himachal Pradesh which resulted in improvised management of human resources. "Manav Sampada" is not only the solution to manpower planning but its integration with other applications extend its ambit to various other Government G2G, G2E and G2C services.

OBJECTIVES

- To preserve employees' most useful information currently available in their manual service book record to electronic form (e-Service Book) and to create a Searchable Employee Service Book database through data entry of master service book and online transactions thereon.
- To make available eService book on the Internet supporting government effort to bring transparency in a user-friendly interface for use by both the department and Government employees.
- To reduce the manual effort
- To achieve the objective of RTI Act with regard to employee posting and transfers.
- To eliminate the redundant paper work to be performed at various levels
- Elimination of duplicate and inconsistent record keeping
- Faster Response to employee grievances related to promotion, transfer and posting.

FEATURES

- Web Enabled – Generalized Product model for all departments
- Online leave (e-leave) and online tour (e-tour) modules
- Online creation of Transfer/Promotion orders
- Dashboard based dynamic graphical analysis for decision support
- Online submission of ACRs by individuals
- Online Submission of Annual Property Returns
- Interface with other applications – Data Sharing and User Authentication
- Separate Modules for application customization and user management
- Pension Management, Online Recruitment Module
- Manpower planning using dash board and Transaction monitoring through graphs
- Supplemented by Mobile Apps
- Open API for integration with other Applications/ data sharing
- Provision for local language support and customized forms for capturing additional parameters related to employees
- Security audited hosted on National Cloud – easy on-boarding process for States.
- Role based - process flow access to users, Access based on employee GPF/CPF/UID/eHRMS number.
- SMS Integration- SMS based intimation of service book transactions to employees.

IMPLEMENTATION

The Himachal model has further been strengthened by the MEITY, Government of India for its nation-wide replication as Product Model with enhanced features as per eGov Standards. Presently 17 States/UTs of the country have come on board, out of which 14 States/UTs of Assam, Arunachal Pradesh, Bihar, Chandigarh, Delhi, Goa, Himachal Pradesh, Jharkhand, Maharashtra, Ministry of Water Resources RD & GR, Puducherry, Punjab, Uttar Pradesh, Telangana have implemented the software. The other states of Chattisgarh, Gujarat and Uttrakhand have come on board and shall start using it soon.



Android APP

The eHRMS is supplemented by various mobile applications which become available to the users after their service data is entered into the eHRMS software and verified. The eHRMS and eTransfer Android based Apps are available to the Employees of Himachal Pradesh through Google Playstore. The employees can view their service book, salary information in case it is linked to it and also GPF and daily attendance information (subject to integration). The generic eHRMS App for other State users is Manav Sampada. The employees can submit their leave and tour request to their reporting officer through mobile app who may further approve/reject applications on their mobile.



High Lights

Awards

Gems of Digital India Award
National eGovernance Award
CSI-Nihilent eGovernance Award
Skoch Award

Covers approximately 17 Lacs Government employees working in different departments and operates more than 3.46 lacs offices located in various States Government departments.

Preserve, decentralization, timely updation, eliminate duplication and inconsistency of employee service book record.

Product Model is Implemented in 720 Government Departments in the States of Himachal, Punjab, UP, Maharashtra, Bihar, Forest Department, Arunachal Pradesh, Delhi, Assam, Goa, Chandigarh, Telangana, Puducherry.