



JSM Central Govt. Payroll Software
Meeting VI Pay Commission requirements



Celebrating 15th Anniversary!
2000 to 2015
Ver 15.01

**A Stable, Time Tested, Proven Payroll
Software**



JSM Technologies P Ltd

The leader in Human Resource Software Automation



Vision Statement

Our vision is to be a Leader of the “Human Resources Processes” automation segment. Being a Leader means we will achieve Product Excellence, Implementation Excellence, Operational Excellence and superior customer satisfaction

Mission Statement

JSM is committed to Design and development of software products setting the highest standards in Quality and Value. Our purpose is to constantly innovate and bring industry leading software products thereby enriching life of all employees.

We strive to achieve operational excellence in implementing software products leveraging our deep industry knowledge and skills, evolved over decades

We endeavor to deliver outstanding customer service through dedication and excellence, though our culture, our drive and expertise of each individual employee, using our deep domain experience and expertise, superior skills and competencies.

We endeavor to enable our clients to excel. We enable our clients to analyze data from critical angles, gain invaluable insights and make better business decisions using JSM BI.

We act with absolute honesty, integrity and fairness in the way we conduct our business and the way we live our lives. We pledge to treat each other with respect and dignity.

JSM will shape and lead the markets it operates.

JSM Central Govt. Payroll Software has been specially designed for Central Govt. Organizations. This software has been specially designed to meet VI Pay Commission Requirements.

PAYROLL MODULE DESCRIPTION

JSM Payroll is integrated software that has more than 50 Modules covering Employee Master, Employee Transactions, Leave and Attendance, Payroll and Statutory Modules – NPS, GPF, CGEIS, CGHS and TDS. JSM Payroll gives you tremendous flexibility to set rules as per your specific requirements.



JSM payroll software contains the following Sections and Modules.

S.No	Sections	Modules
1	Organization Structure	Financial Year, Country, Office, Division, Department, Grade, Level & Designation
2	Company Policies	Employee, Accommodation, Separation, Leave & Attendance, Remunerations, Bank, Loan
3	Statutory Policies	Income Tax, GPF, NPS, CGEIS, CGHS, Statutory Deductions Rounding Off, Statutory Bonus
4	HR Transaction	Recruitment, Employee Master details, Employee Group Configuration, Transfer, Promotion, Resignation, Salary Restructure, Increment, Separation
5	Leave & Attendance	Leave, Monthly Attendance,
6	Security	Roles and Permissions, Change Password & Logout Users
7	Utilities	JSM Setup, Employee Details Report Builder, Import From Excel

Organization Structure Section and Modules

JSM Payroll captures important information about an Organization and its Branches.

S.No	Modules	Description
1.	Financial Year	This covers Financial Year of an Organization. You have been provided with the facility to enter desired Financial Year that an organization is maintaining. For Eg:-
2	Country	This captures World Regions, Zones, Countries, States and Cities. Which helps you to enter exact Office and Branch locations
3	Office	This captures Office Types and Office Details. You have been provided with facility to capture all the Details of a Company and its branches. You can enter any number of Offices and its respective branches.
4	Division & Department	This module captures all the Divisions and Departments of an Office and its respective Branches. JSM Payroll has provided facility to enter any number of Divisions and Departments
5	Grade	This module Captures all the Grades that an Organization is maintaining and Grades Hierarchy can be set. Based on the Hierarchy set in Grade Hierarchy master, Grades will appear in the order set in the Grade Hierarchy Master in Pay Bill Report
6	Level & Designation	This module Captures Levels & Designation that a Company and its respective branches are maintaining. Levels hierarchy and Designation hierarchy can be set. Based on the Hierarchy set in this Level Hierarchy Master and Designation Hierarchy master, Levels & Designations will appear in the order set in the Level Hierarchy Master and Designation Hierarchy Master in the Pay Bill Report

Company Policies Section and Modules

JSM Payroll captures Payroll Policies of a Company.

S.No	Modules	Description
1	Employee	<p>This module captures Employee's informations like Appointment Types, Employee Category, Marital Status, Nationality, Blood Group, etc</p> <p>Employee Category: You can define Employee Category like Gazetted & Non Gazetted.</p> <p>Employee Groups: You can define Employee groups such as Class I, Class II, Class III etc.</p>

		<p>Retirement Age: You can define the retirement age either based on the Service period or Age</p> <p>Registrations: You can define various Registration Names such as GPF etc.</p>
2.	Accommodation	<p>You can define Accommodation Details like</p> <ol style="list-style-type: none"> 1. Quarter Categories like P&T, ESTATE Office etc 2. Quarter Types like Quarter I, Quarter II etc 3. Localities like Delhi, Sarojini Nagar etc
3	Separation	<p>You can define Separation Policy as per the policy of an Organization.</p> <p>You can define Separation Types like Resignation, Retirement, Death in Service, Permanent Disablement etc and set the policy for Notice period.</p> <p>You can also make the necessary configuration in the JSM software such that Separated Employee wont be shown in Salary Register, Salary Slip and whether salary Payment need to be done through Bank Transfer or through FNF.</p>
4	Leave & Attendance	<p>JSM Payroll has dynamic Leave Masters module where you create masters as per your organization's Leave and Attendance Policies. You can enter your own logic and JSM Payroll does all Leave processing as per your rules.</p>
5	Remunerations	<p>JSM Payroll has facility to define Remuneration Heads as per the policy of your Organization.</p> <p>You can define all Fixed Earnings and Fixed Deductions of an organization and define the same as per the policy of an Organization.</p> <p>Fixed Earning Heads:</p> <p>You can define Fixed Earning Heads like</p> <ol style="list-style-type: none"> 1. Basic Pay 2. Grade Pay 3. Special Pay 4. Personal Pay 5. House Rent Allowance 6. DA 7. Transport Allowance 8. Handicap Allowance 9. Deputation Allowance <p>You can define the policy for fixed earning head whether you want to show in Salary Process, Salary Slip, Salary Register, Bank Transfer, LOP is applicable. You can include this Fixed Earning Head in the Calculation of-Statutory Heads like GPF, NPS, Income Tax etc and in the Calculation of-Non Statutory Head like Bonus, Leave Encashment, Gratuity, Superannuation etc.</p> <p>Fixed Deduction Heads:</p>

		<p>You can define Fixed Deduction Heads such as</p> <ol style="list-style-type: none"> 1. CGHS 2. CGEIS 3. LIC-POSTAL 4. LIC-ESTATE 5. NPS 6. GPF-SUBS 7. Income Tax <p>You can define the policy for fixed earning head whether you want to show in Salary Process, Salary Slip, Salary Register, Bank Transfer etc.</p>
6	Bank	<p>This Module Captures</p> <ol style="list-style-type: none"> 1. Bank Transfer Types like Salary A/C, Food Plus A/C etc 2. Bank Registration Head Names such as BSR, IFSC etc 3. Bank Names 4. Bank Branch details. You can enter any number of Bank and Bank Branch Names.
7	Loan	<p>You can define Loan Policy in the JSM Software as per the Policy of an Organization.</p> <p>You can define Loan Types such as</p> <ol style="list-style-type: none"> 1. General Providend Fund Recovery 2. House Building Advance-P 3. MCA/Scooter-P 4. Festival Advance <p>And so on</p> <p>You can set the policy for each Loan type. You can enter Max no of Installments and set policy whether Interest is applicable or not, Single EMI, Loan is taken from GPF A/C or NPS A/C. You can make the configurations for each loan type whether loan type should shown in Pay Slip, Pay Bill Register etc.</p> <p>You can restrict an employee to take selected loan type more than once in entire Service period and also to prevent an employee to take loan if already existing loan of same loan type is already been running.</p>

Statutory Policies Section and Modules

JSM Payroll captures Statutory Policies of A Company.

S.No	Modules	Description
1.	Income Tax	<p>This Module lets you to define:</p> <ol style="list-style-type: none"> 1. IT Financial Year as per the Govt Rule i.e. 01 March of current Year to 28 February of next financial year.

		<ol style="list-style-type: none"> 2. Section Validity Like For Men, For Women and For All 3. Exemption on Allowances 4. Income Tax Slabs 5. Income Tax Sections 6. Income Tax Schemes 7. HRA Exemption Rule 8. Children Education Exemption Rule
2	GPF	<p>JSM Payroll Software lets you define all rules of GPF as per Central Govt. rules.</p> <ol style="list-style-type: none"> 1. You can set GPF contribution. You can enter Min percentage & maximum percentage on which GPF should be calculated from GPF salary. Whenever pay band annual increment percentage updates and in case an employee wish to subscribe more than the Min perc then it can be entered manually. 2. As per the Govt. Policy you can enter the Min percent as well as Max percent of GPF salary on which GPF should be calculated. 3. You can exempt GPF from Tax calculation. 4. You can restrict a GPF employee not to avail NPS scheme.
3	NPS	<p>JSM Payroll Software lets you define all rules of NPS as per Central Govt. rules.</p> <ol style="list-style-type: none"> 1. JSM Software NPS Contribution is defined based on Slab entered or NPS 2. You can exempt NPS from Tax calculation. 3. You can restrict a NPS employee not to avail GPF scheme.
3	CGEIS	<p>JSM Payroll Software helps you to define and calculate rules related to CGEIS as per the Govt. Rule.</p> <p>Central Govt. Employee General Insurance Scheme. – You can set the rules for Contribution of CGEIS</p> <ol style="list-style-type: none"> 1. You can define CGEIS contribution Employee Group wise. 2. In case of promotion of employee from lower to higher then CGEIS contribution will be as per higher group. 3. In case if employee gets promotion from lower group to higher group and again subsequently gets demotion from higher to lower then CGEIS contribution will be as per higher.
4	CGHS	<p>JSM Payroll Software helps you define and calculate rules related to CGHS as per the Govt. Rule.</p> <p>CGHS-Central Govt. Health Scheme:</p> <p>You can set the rules for Contribution of CGHS in the JSM Software as mentioned below</p> <ol style="list-style-type: none"> 1. CGHS contribution can be set as per Employee Grade Pay

		2. Based on the Annual Increment CGHS contribution will be updated automatically as per the Grade Pay in the JSM Software.
4	Old GIS	<p>Old General Insurance Scheme:</p> <ol style="list-style-type: none"> 1. Before commencement of CGEIS from government GIS was the scheme for Central Govt. employees. 2. You can define this scheme for old employees who joined before commencement of CGEIS.
5	Statutory Bonus	You can define Statutory Bonus as per the policy of an organization

HR Transaction Section and Modules

JSM Payroll has provision to record day to day activities related to an employee Recruitment, Employee Group Configuration, Transfers to other branches, Re-designations and finally Employee Separations.

S.No	Modules	Description
1	Recruitment	You can create a requisition and you can capture the Resume information of a candidate in the JSM software.
2	Employee Details	<p>JSM Payroll captures more than 100 important information about an Employee. This forms the backbone of an Employee Database.</p> <ol style="list-style-type: none"> 1. Employee General Information: This covers basic information about an Employee such as -, Emp Code, Fathers name, all Contact Addresses, Email Addresses, Mobile Numbers etc. 2. Employee Benefits Details: JSM Payroll allows you to capture all the benefits that an employee is availing. Employee Benefits as mentioned below: <ol style="list-style-type: none"> 1. Retiral Benefits: you configure Retiral Benefits such as Superannuation, Gratuity etc for an employee in case he/she is availing. 2. Statutory Benefits: you configure Statutory Benefits such as GPF, CGEIS, and CGHS etc. for an employee in case he/she is availing. 3. Company Benefits: you configure Company Benefit for an employee if he/she is availing. 4. Transport Benefits: you can configure Transport Benefits for an employee if he/she is availing Transport Benefits. 5. Insurance Benefits: you can configure Insurance Benefits for an Employee if he/she is availing the

		<p>same.</p> <p>Postal Life Insurance scheme. You can set the Policy for this Insurance scheme as per the policy of an organization.</p> <ol style="list-style-type: none"> 1. An employee can adopt more than one Policy and each Policy can have unique Policy Number 2. An employee can pay one sum of premium for all the Insured amount of all the Policy <p>6. Accommodation Benefits: you can configure Accommodation Benefits for an Employee if he/she is availing the same. You can enter Accommodation details such as Quarter Category, Quarter Type, Locality and Quarter Number for each employee.</p> <p>3. Employee Salary Structure: This covers complete Employee Salary Structure details covering all Earning and Deduction heads and Benefits. You can set the Parameters in JSM Software as per the Govt. Rules based on which Grade Pay, HRA, DA, TA will be calculated automatically and few earning heads are entered manually.</p> <p>Fixed Earnings</p> <ol style="list-style-type: none"> 1. Basic Pay: You can enter Basic Pay manually as it is an independent Earning Head. 2. Grade Pay: Grade Pay will be calculated based on the Designation assigned to that employee 3. HRA: You can define HRA Calculation Policy as per the policy of an Organization. You can select HRA Applicable Heads i.e. Fixed Earning Heads on which HRA shall be calculated. You can enter the HRA percentage. As per this percentage HRA will be calculated on HRA Applicable Heads and will be shown in the Employee Salary Structure. In Case Employee is availing Govt. Accommodation HRA will be shown as zero for this employee. 4. DA: You can define DA Calculation Policy as per the policy of an Organization. You can select DA Applicable Heads i.e. Fixed Earning Heads on which DA shall be calculated. Based on the DA percentage entered DA will be calculated on DA Applicable Heads and will be shown in the Employee Salary Structure. <p>You can change the DA percentage and configurations can be made such that Arrears on DA can be provided in desired month and year. You can do DA Arrear Payment either through Regular Pay Bill or Supplementary Pay Bill.</p>
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		<p>5. TA: You can define TA Calculation Policy as per the policy of an Organization. It allows you to select TA Applicable Heads i.e. Fixed Earning Heads on which TA shall be calculated. You can define TA rates based on the Grade Pay of an employee. Based on the TA percentage entered TA will be calculated on TA Applicable Heads automatically and will be shown in the Employee Salary Structure. In Case Employee is availing Govt. Transport then TA will be show as zero.</p> <p>6. Handicap Allowance: You can set the rules such that if an employee is a handicap automatically Handicap Allowance will be calculated and will be shown in the Employee Salary Structure. As per the Govt. Policy Handicap Allowance can be set same as that of Travel Allowance.</p> <p>4. Employee Payment Mode Details: These cover all information about Payment Mode Details of an employee.</p> <p>5. Employee Registration and Dependent Details: Facility to enter Registration type details such as Pan No, GPF Account No, GPF, Society Account No, PRAN NO, PAPAN NO, PASSPORT NO so on. This covers all information about Employee Dependents that is required from Payroll and Reimbursement perspectives.</p>
3	Employee Groups	<p>You can configure Employees to Groups such as Class I, Class II, and Class III etc. Group can be changed from higher to lower and lower to higher.</p> <p>In case of promotion of employee from lower to higher or demotion of an employee from then CGEIS contribution will be as per higher group.</p> <p>In case if employee gets promotion from lower group to higher group and again subsequently gets demotion from higher to lower then CGEIS contribution will be as per higher.</p>
4	Employee Salary Restructure & Employee Salary Restructure for a Month	<p>Salary Restructure – You can Restructure an Employee’s Salary Structure permanently.</p> <p>Salary Restructure for a Month: You can do Salary Restructure for a Month. In case for a particular month you wish to change the earning heads amount you can change them here. The changes you make here will be reflected in this month only. Next month onwards-earning heads amount returns to original value as set in Employee Master.</p>
	Employee Increment	Whenever there is a promotion or re-designation for an employee then, there is a provision to give backdated increment for that employee. You can give this incremental arrear in the desired month.
5	Employee Promotion	You can give promotion for an employee.
6	Employee Re-designation	You can re-designate for an employee.

	Employee Transfers	You can Transfer an Employee from one branch to any other branch and track movement of an Employee across branches.
7	Employee Separations	You can separate an Employee, track notice periods and do Full and Final Settlements.

Leave & Attendance Section and Modules

JSM Payroll has an dynamic Leave and Attendance Module covering Attendance Machine Integration, Leaves Entry, Employee Attendance Entry and Leave Encashment

1	Leave Transaction	This helps you keep track of all leaves taken by Employees.
2	Monthly Attendance	Through this module you can enter Attendance details of employees.
3	Import Monthly Attendance	Through this module you can import Monthly Attendance of Employees into the JSM Software.
4	Monthly Attendance Summary	Through this module you can give consecutive number of Leave Without Pay for all employees

Payroll Transaction Section Modules

JSM Payroll is provided with dynamic modules for Loan Transaction, Salary Advance, Leave Encashment, Stop Salary and Salary Processing

1	Salary Advance	You can give Salary Advance for an employee.
2	Loan Details	JSM Payroll has a dynamic Loan Module for the below mentioned transaction <ol style="list-style-type: none"> 1. You can give one or more loans in the same loan types. 2. You can enter Loan amount, Interest Rate (Per Annum), Repayment period based on which EMI will be auto calculated. You can round off EMI. 3. Incase an Organization wants recover the loan amount out of payroll either through cash or Cheque you can use additional recovery where you can enter the Amount to be recovered. 4. You can Rereport loan by amount or Period in case of early completion
3	Arrears	<ol style="list-style-type: none"> 1. You can give Incremental Arrears 2. You can give Arrears against LWP. 3. You can define retrospective date for arrears. 4. You can define rules for Promotion, Redesignation, DA, Bonus Arrears, TA Arrears. <ol style="list-style-type: none"> 1. Promotional Arrears: Incremental arrear with promotion can be given to employee Before increment, promotion has to be given Increment WEF date and Declaration date should be same as Promotion Declaration date and WEF date 2. Redesignation Arrears: Incremental arrear with Redesignation can be given to an employee Before increment, Redesignation has to be done

		<p>with Increment WEF date and Declaration date should be same as Redesignation Declaration date and WEF date</p> <ol style="list-style-type: none"> 3. DA Arrears: You give DA arrear in two ways: <ol style="list-style-type: none"> 1. Through Regular Pay Bill: When this option is selected then DA Arrear will be paid in DA declaration date selected provided Declaration Date salary should not be processed. 2. Through Supplementary Pay Bill: When this option is selected DA arrear will be paid in DA arrear date selected provided DA arrear date salary need not be processed. DA arrear date and DA Declaration can be same but DA arrear date cannot be less than DA Declaration date. DA declaration date can be less than DA Arrear Date but, salary for Declaration Date should not be processed 4. Bonus Arrears: You can give Bonus Arrears in two ways. <ol style="list-style-type: none"> 1. JSM Payroll has facility to enter Bonus amount in Bonus amount direct entry form. This Bonus Arrear amount is reflected in the Supplementary Pay Bill. 2. Bonus with Policy: You can define Bonus Policy as per the policy of an Organization which enables to calculate bonus amount will be calculated automatically and will show Bonus Arrear amount in Supplementary pay bill. 5. You can take supplementary pay bill for each arrear. 6. All kind of arrear can be made through Regular Pay bill
4	Leave Encashment	<ol style="list-style-type: none"> 1. In case your organization has Leave Encashment policy this module helps you in providing Leave Encashment to Employees. 2. Employees can encash during service period also.
5	Stop Salary	You can stop salary for selected number of months for an employee and also to provide this arrear amount in selected month.

6	Salary Processing	<p>JSM Payroll has an advanced Salary Processing module where you just need to select Office and Branch whose salary you need to process and Month for which you want to process the salary after pressing "Process" within a few seconds all Employees salary in that branch will be processed.</p> <p>You can process Salary Office wise, Branch wise, Department wise, Grade, Level, Designation wise etc.</p> <p>You can show only those remuneration heads, which are configured as show on salary Process in JSM software only those heads, will be shown during Salary Process.</p> <p>Based on configurations made for Remuneration heads in JSM software whether respective heads are LOP applicable, Included in the Calculation of GPF, NPS and Income Tax, all the Remunerations heads will be calculated for selected employee in this form.</p> <p>Based on configurations made in the JSM software CGHS, CGEIS will be calculated for each employee during Salary Process and will be shown</p> <p>You can export the Salary processing details to an Excel Sheet.</p>
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PAYROLL MODULE REPORT DESCRIPTION

JSM Payroll provides powerful reporting facilities covering all modules including Employee Master, Employee Transactions, Leave and Attendance, Payroll and Statutory Modules - PF, ESIC and TDS. JSM Payroll Software provides you with more than 150 reports that shall meet even your most stringent requirements.



The JSM Payroll Report Advantage

✓	All reports are exportable to Word, Excel, Mail and other popular forms
✓	Powerful sorting capabilities in report that enable you to sort data as per your requirements
✓	Facility to select period "From" and "To" for each report.
✓	Facility to have pictorial representation for report - Bar Graphs, Pie Charts etc possible.
✓	Facility to take out report for all Offices, Branch, Grade, Division, Department, Employee Category, Level and Designation Wise.
✓	While taking out printouts facility select one Employee or many Employees or All Employees
✓	Facility to select any printer while taking printouts.
✓	Payroll report can be taken out separately for Gazetted and Non Gazetted Employees
✓	Payroll report can be taken out separately for GPF and NPS employees

Organization Structure Section Report

1.	Organization	<ol style="list-style-type: none"> 1. JSM Payroll lets you generate report for Office Type, Office Details. 2. You can generate report based on Office, Branch wise Division, Department, Section, Grade, Level and Designation report.
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Company Policies Section Report

1.	Recruitment	You can generate report for Recruitment Reason, Education Mode, Qualification Category, Qualification, Recruitment Source and Vacancy Status that you have defined in JSM Payroll
2.	Employee General Details	JSM Payroll has provision to generate report for Employee General Details i.e. Salutation. Appointment Type, Employee Category, Registration Name, Address Type, Salary Payment mode etc that has been defined by you in JSM Payroll.
3.	Leave and Attendance Masters	Report on organization rules and regulations of related to Leave and Attendance.
4.	Remunerations	You can generate report which lists Remuneration Head defined in the JSM Payroll
5.	Bank	Report on Bank and Branch Names
6.	Loan	Report on Loan Types defined in JSM Software.

Statutory Policies Section Report

1.	Income Tax	<p>Report on</p> <ol style="list-style-type: none"> 1. IT Financial Year 2. Section Validity 3. Exemption On Allowance 4. Income Tax Slabs 5. Section Master 6. Income Tax Schemes
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HR Transaction Section Report

1.	Employee Report	<ol style="list-style-type: none"> 1. JSM Payroll contains more than 30 important Report about an Employee. This forms the backbone of an Employee MIS. 2. JSM Payroll lets you sort Report on more than 10 different parameters. You can sort report data based on Employee Code, Name, Designation, Division, Department, Grade, Level, DOJ etc
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		<ol style="list-style-type: none"> 3. Employee Code or Employee Name can search specific employee. This helps you search fast a specific employee and take out the Report as you may wish. 4. JSM Payroll gives you the widest range of Reports on an employee. You have the choice to take out Reports on General Employee Information, Qualifications, Experience, Salary Structure, Previous Training Details, Dependent Details, References, Membership Details and Office, Division, Department details. 5. JSM Payroll lets you takeout Reports department wise. This helps you to see Department wise Employees Salary Structure. 6. JSM Payroll lets you see Report on Employee CTC. Here you can view data filtering various options available. 7. JSM Payroll enables you to take out Report on Employee Reporting 8. Report on Transfers of Employees 9. Report on Employee Re-designations 10. Report on Employee Separations
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Leave and Attendance Section Report

1.	Leave	<ol style="list-style-type: none"> 1. You can take out reports Branch Wise, Date Wise, Between 2 Periods (From Date and To Date). Facility to take out Leave Register Leave Type wise or all Leave Types. In Attendance report facility to take our printout Date Wise Detailed or Summary or between a specified Time Range of In Time and Out Time. 2. JSM Payroll gives you wide ranging reports on Leaves. Some of these are - Monthly Leave Aailed, Monthly report of LWP, Muster Roll, Leave register, Leave Balance and Leave Record. 3. Report on Leave Encashment
2	Attendance	JSM Payroll Software provides a comprehensive range of Attendance reports. Some of these are - Daily Attendance report, Muster Roll and Days Worked.

Payroll Transaction Section Report

1	Report Options	You can take out head wise report or all heads, between 2 periods or for the entire year or month wise. You can sort Employee code wise or Name wise.
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		JSM Payroll Software lets you take report separately for Gazetted and Non Gazetted Employees. JSM Payroll Software lets you takes report separately for GPF and NPS Employees
2	Loan	JSM Payroll provides a wide range of Loan related schedules including Loan Issue Details, Loan Balance Statement, Loan Register and Monthly Recovery report. You have option to choose Loan Type wise schedule or between 2 periods or monthly report.
3	Salary Advance	Report - Advance Register
4	Miscellaneous Earnings	Report on Miscellaneous Earning
5	Miscellaneous Deductions	Report on Miscellaneous Deductions.
6	Increment	<p>Powerful report on Increment. Report include –</p> <ol style="list-style-type: none"> 1. Increment Details: Increment Details Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise. Increment type wise i.e. Annual Increment, Performance Increment and Adhoc Increment, Details or Summary view. 2. Increment Due List: Increment Due list Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise. 3. Increment Amount: Increment Amount Details Report can be generated from JSM Payroll based on all 9 Filtering criteria Office branch wise, grade, division, Department wise, Employee Category wise, Level and Designation wise.
7	Stop Salary	Report showing Stop Salary Details.
8	Employee Benefit Report	<p>Complete set of reports on Employee benefits. These includes,</p> <ol style="list-style-type: none"> 1. Retiral benefit 2. Statutory benefit 3. Company Benefit 4. Transport Benefit 5. Insurance benefit 6. Accommodation benefit <p>All benefit report can be taken out employee group wise.</p>
9	Bonus	Complete report on Bonus Register.
10	Salary	JSM Payroll provides a exhaustive and informative range of Salary related report. There is a Check List to help you check Salary Details before you process Salary. Other report includes - Income Details, Reconciliation Report, Department Wise Salary, Salary Reimbursement Head Wise and Summary.
11	Salary Slip	JSM Payroll provides an comprehensive Salary Slip which is very

		dynamic with facility to user to select heads which are to be shown on Salary Slip. Facility to pre define Signatory name on Salary Slips. Facility to print messages on Salary Slips. Facility to show Table Recovery Details in Pay slip
12	Salary Register	<p>JSM Payroll has one of the best Salary Register in the industry. Facility to take out Salary Register Employee wise. Facility to order by Employee Code or Employee Name. Facility to group by Employee or Department wise. Facility to show or remove certain heads from Salary Register.</p> <p>JSM Software lets u take report for Gazetted and Non Gazetted officers separately</p>
13	Annual Increment Report	<p>JSM Software lets you take Central Govt. report as mentioned below.</p> <p>JSM Software lets you take report on Annual Increment. This report lists all the Officers who are granted with Annual Increment on Yearly basis. Lets you takeout report GPF Employees and NPF Employees separately as well as together. Lets you also take out Report based on Office, Branch wise etc</p>
14	Table Recovery Report	<p>Report on Table Recovery Heads. JSM Software lets you take this report on your desired filtered criteria. You can take Office, Branch, Division, Level, Department, and Designation wise. Facility has been provided to take out report based on Employee Group wise. Facility to sort accordingly either by Employee Code or Employee Name.</p>
15	Pay Bill Report	<p>JSM Payroll has one of the best Pay Bill Report in the industry. Facility to take out Pay Bill report based on nine options i.e. Office, Branch, Division, Department, Grade, Level, Designation, App Type wise etc. Facility to order by Employee Code or Employee Name. Facility to group by Employee or Department wise.</p> <p>Facility to take report for GPF Employees and NPS Employees separately JSM Software lets you take report for Gazetted and Non Gazetted officers separately.</p> <p>Facility to take out this Pay Bill Report based on designation wise. You can generate report based on desired order whether order should be based on Employee Code wise or Employee name wise.</p> <p>Pay Bill Report:</p> <ol style="list-style-type: none"> 1. Report contains entire salary structure 2. Dues/Drawn details 3. Contribution details 4. Loan details 5. Table Recovery details 6. Tax details <p>Pay Bill Report can be generated IT FY wise Provision is provided in the JSM Payroll that Current month Pay bill Report will show previous month Pay Bill details from beginning of the FY</p>

		<p>For Eg: -</p> <ol style="list-style-type: none"> 1. When user generates Pay Bill for April 2012, it will generate Pay bill Report only for April 2012. 2. When user generates Pay Bill Report for May 2012, Pay Bill Report will be generated for May as well as April month. 3. When user is generating Mar month Pay Bill Report then it will generate April to Mar Pay Bill Report
16	Pay Bill Bank List	You can able to generate Pay Bill Bank list report, which is Bank Transfer Letter of Pay Bill for Central Govt. organizations in India. Facility to take out Pay Bill Bank List report with Table Recoveries or without Table Recoveries. Facility to sort this report based on Employee Code, Employee Name or Bank Account Number. Facility generates this report for GPF Employees and NPS Employees separately.
17	Supplementary Pay Bill Report	<p>JSM Payroll Software lets you take print of Supplementary Pay Bill for -</p> <ol style="list-style-type: none"> 1. Promotion Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for Promotion Arrears based on Office, Branch, Emp Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately. 2. Redesignation Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for Redesignation Arrears based on Office, Branch, Emp Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately. 3. DA Arrears: JSM Payroll lets you take out Supplementary Pay Bill Report for DA Arrears based on Office, Branch, Emp Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately. 4. Bonus Arrear: JSM Payroll lets you take out Supplementary Pay Bill Report for Bonus Arrears based on Office, Branch, Emp Catg wise. It allows to take out report for GPF Employees, NPS Employees and both GPF and NPS employees separately.
18	Supplementary Pay Bill Bank List	JSM Software lets you take Bank List / Bank Transfer letter for Supplementary Pay Bill payments.
19	License Fee Report	JSM Software has facility to take Licence Fee Report. Facility to take out License Fee Report based on nine options i.e. Office, Branch, Division, Department, Grade, Level, Designation, App Type wise etc. Facility to order by Employee Code or Employee Name. Based on Report option i.e. Accommodation Type and Locality License Fee Report can be generated. JSM Payroll lets you take out License Fee report for only GPF Employees, NPS Employees or both separately
20	Consolidated Salary Card	Report showing consolidated salary card of each employee can be taken out Financial year wise. Consolidated salary card gives a cumulative record of Salary details all the Salary Processed month of one or more employees for a Financial Year in a single Report.

	Facility to take out Consolidated Salary Card Report based on all the 9 options i.e. Office, Branch, Grade, Division, Department, Emp Category , Level , Designation wise
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Statutory Section Report

1	Form 12 C	Form 12 C Details report
2	Tax Advice	Tax Advice Report
3	Tax Register	Complete Tax Register
4	Form 16	As per Statutory Requirement
5	Income Tax Report	JSM Payroll has provision to take out Income Tax Report. Facility to take out Consolidated Salary Card Report based on all the 9 options i.e. Office, Branch, Grade, Division, Department, Emp Category , Level , Designation wise Facility to take Income Tax report, GPF Employees and NPS Employees separately, Employee Group wise.
6	GPF Report (Debit)	Report shows loan amount taken from GPF account
7	GPF Report (Credit)	Report shows regular GPF subscription of employee
8	CGEIS Report	Report shows CGEIS contribution
9	CGHS	Report shows CGHS contribution
10	NPS Recovery Report	Report shows NPS subscription of employee
11	Supplementary NPS Recovery Report	Report shows Supplementary NPS recovery.

Technologies Used

JSM Technologies specializes in providing Payroll Software Solutions for Microsoft Windows®.

JSM Payroll Software uses the following Technologies / Languages / Platforms / Databases:

- 3 Tier / n Tier Architecture
- ASP.Net, ASP, C#, Microsoft Visual Basic.Net.®, Microsoft Visual Basic®
- Active X Controls / DLL's
- COM / DCOM
- ADO / DAO
- MS Windows® 95, 98, NT, 2000 and XP.
- Microsoft Access®, Microsoft MS SqlServer®, Oracle®

Microsoft, Visual Basic, SqlServer, Access are trademarks or registered trademarks of Microsoft corp. Oracle is trademark or registered trademark of Oracle corp.

Client List

JSM is proud to state that its Payroll Software drives Payroll in leading International and Indian corporate's. Given below is an partial list of organizations where JSM Payroll Software powers the Payroll Function.



Partial Client List (In Alphabetical Order)	
Client Name	Profile
<p>Alpha Mead Facilities & Management Services Ltd, Nigeria</p>  	<p>AlphaMead Facilities and Management Services Limited (AM Facilities) was incorporated in January 2006 with the vision to be the biggest and the best facility management company in Nigeria with strong presence in all major cities across the continent of Africa</p>
<p>BGR Energy Sytem (India)</p> 	<p>A multi-product, multi-location engineering group undertaking high value turnkey engineering contracts in power and process sector industries.</p>
<p>Blueocean Market Intelligence</p> 	<p>blueocean market intelligence is a next-generation services organization with a deep focus on analytics, market intelligence and social media, all uniquely delivered under one roof by 650 plus professionals. We serve many of the world's largest and most respected companies representing an array of industries and business sectors. Active in over 60 countries, including leading markets in North America, Latin America, Europe and Asia</p>

<p>Charoen Pokphand Seeds (India) Pvt.Ltd</p> 	<p>Thailand's largest agriculture based conglomerate</p>
<p>CNSI</p> 	<p>CNSI delivers a broad portfolio of information technology (IT) and business process outsourcing (BPO) solutions to a diverse base of federal, state and local government agencies, and commercial enterprises. CNSI helps clients improve business performance and align IT with their mission and business objectives.</p> <p>Formed in 1994, CNSI is headquartered in Gaithersburg, Maryland, with locations throughout the U.S. With an R&D Center of Excellence also based at its headquarters location, CNSI also has a research and development center in Chennai, India.</p>
<p>Cottage Industries Exposition Ltd</p> 	<p>CIE - India's leading crafts chain company</p>
<p>India Motor Parts & Accessories Limited (IMPAL)</p>	<p>India Motor Parts & Accessories Limited (IMPAL) a TVS Group Company was incorporated on 12th July 1954. The Company is engaged in the distribution of automobile spare parts and accessories through its 50+ branch network representing over 50 manufacturers</p>
<p>Indian Institute of Plantation Management Bangalore</p> 	<p>Indian Institute of Plantation Management is an Autonomous Organization promoted by the Ministry of Commerce and Industry, Government of India. IIPM has been conceived as a world renowned academic institution focusing in the field of plantation & associated agri-business and commodity management education</p>

<p>Indira Gandhi Institute of Development Research (IGIDR)</p> 	<p>The Indira Gandhi Institute of Development Research (IGIDR) is an advanced research institute established and fully funded by the RBI.</p>
<p>Insilco Limited</p> 	<p>Evonik: Core specialty chemicals business Evonik is one of the world's leading specialty chemicals companies.</p>
<p>Integration BioSciences</p> 	<p>Conceived in the pursuit of science and fueled by economic drivers, Integral represents a confluence of the best of the entrepreneurial spirit in America's Silicon Valley and India's commercial centers. Capitalized by individual investors, financial institutions, and biotech companies, our vision is to support the early stages of the discovery of new therapies for important medical needs.</p>
<p>Jain University</p> 	<p>Jain University is deemed-to-be-university in Bangalore, India, it is now ranked consistently among top universities in India. Jain University is certified ISO 9001:2008 for quality management by TÜV Rheinland and it is a member of Association of Universities of Asia and the Pacific (AUAP).</p>
<p>Khadims India</p> 	<p>Khadim's is among the top three national players in terms of organised footwear retailing</p>
<p>Mapal</p> 	<p>MAPAL is today the major specialist worldwide for individual machining solutions with the highest precision and cost-effectiveness. HQ = Germany</p>
<p>Perfect Relations</p>	<p>Perfect Relations is South Asia's image management specialist.</p>

		
<p>Prerana Motors</p> 		<p>One of the Biggest Dealers of Tata Motors in India, operating out of 39 Locations with more than 1500 employees</p>
<p>Punjab Technical University, Jalandhar</p> 		<p>Punjab Technical University (PTU) was established in the Year 1997 under the Punjab Technical University Act, 1996. The University has affiliated 100+ engineering Colleges, 139 Management and Computer Application courses, 37 institutions imparting Pharmacy education, 11 colleges imparting Hotel Management education, 06 Colleges providing Architecture Education and 21 Regional Centre for M.Tech and Ph.D in different branches of Engineering and Management and 01 Regional Centre for M.Pharmacy. More than 2013 Learning Centres of PTU are providing professional education through Distance Learning all over the Country and abroad</p>
<p>Rajiv Gandhi Institute of Petroleum Technology</p> 		<p>The Ministry of Petroleum & Natural Gas (MOP&NG), Government of India set up The Rajiv Gandhi Institute of Petroleum Technology (RGIPT) as An Institute of National Importance established under the Act of Parliament along the lines of the Indian Institutes of Technology (IIT).</p>
<p>Sequoia Capital</p> 		<p>A leading VC firm</p>
<p>Solverminds Solutions & Technologies Pvt.Ltd</p> 		<p>Solverminds is a software and analytics solution company specializing in providing enterprise application and analytical solutions for maritime transport and health/pharmaceutical industry. Since its inception in September 2003, the company has been in the forefront of delivering innovative solutions to its customers globally.</p>
<p>Solid State Physics Laboratory.</p>		<p>Part of DRDO, Ministry of Defence, Govt of India</p>

	
<p>Synchronoss Technologies, Inc</p> 	<p>Synchronoss is the mobile innovation leader that provides personal cloud solutions and software-based activation for connected devices across the globe.</p>
<p>Takata India</p> 	<p>Leading Japanese Automotive Safety Components Company</p>
<p>Tesa Tapes</p> 	<p>tesa SE is one of the world's leading manufacturers of self-adhesive product and system solutions for industry, trade, and consumers.</p>
<p>VIT University</p> 	<p>VIT University is on the Top 10 Engineering Colleges in India</p>
<p>Wallace Pharmaceuticals Ltd</p> 	<p>Leading Pharmaceutical company.</p>

Thank You

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