



Integra IT Solutions FZE LLC

Sharjah • United Arab Emirates

ERP • Finance • HRMS • WMS • EDMS • CRM • AI

AI-INTEGRATED HR & PAYROLL SUITE

Integra HRMS

HIRE • PAY • COMPLY

A cloud-native, multi-tenant HR and payroll platform built for India and the GCC — with EPF, ESI, TDS, Form 16, End-of-Service, GOSI and WPS built in, GCC annual-leave and air-ticket entitlement engines, a payroll run that pulls attendance, leave, overtime, loans and expenses in automatically, and an AI layer across every module.



India / GCC

EPF • ESI • TDS • Form 16 • EOSB • GOSI • WPS SIF

AI-Integrated

50+ AI assists • Payroll anomaly checks • IntegraBot

Open Platform

REST API • CSV import • Multi-tenant • Cloud or on-premise

ABOUT THE COMPANY

Integra IT Solutions FZE LLC

Integra IT Solutions — formerly Edocs Solutions & Computer Consultants — has spent two decades building ERP, WMS, EDMS, CRM and BPM platforms for organisations that live and die by the clock.

Headquartered in Sharjah, UAE, our systems run inside top-tier courier, logistics and trading enterprises across the GCC, India, Africa and Southeast Asia. We build purpose-built platforms — not generic software bent out of shape — and we own the compliance burden so our customers don't have to.

Integra HRMS is the people and payroll backbone of the Integra platform suite. It runs standalone, or alongside Integra Finance, Integra Ontrack ERP and Integra WMS, sharing the same multi-tenant architecture and AI gateway.

Company at a glance

ORIGIN

Sharjah Publishing City Free Zone, UAE

EXPERIENCE

20+ years · 100+ global clients

REACH

Live deployments across GCC, India, Africa & Southeast Asia

PRODUCT LINES

Courier ERP · Cargo & Logistics · Warehouse WMS
· Integra Finance · Integra HRMS · Integra AI · EDMS · CRM

DELIVERY

Cloud SaaS or on-premise · UAE data residency · 24/7 support

THE PRODUCT

What is Integra HRMS?

A complete hire-to-retain system — employee master through final settlement — designed around how HR and payroll teams in India and the Gulf actually work: contract-based leave and air-ticket entitlements, statutory rates that change every budget, and a payroll that must reconcile attendance, overtime, loans and claims every month.



Core HR & Workforce

8-tab employee master, 27 configurable masters, attendance with shifts and rosters, leave, GCC annual leave and air tickets, overtime and comp-off, grievances.



Payroll & Statutory

Two-pass component engine, India EPF / ESI / PT / TDS and Form 16, GCC EOSB / GOSI / PIFSS / PASI / SIO, WPS SIF, payslips, salary revisions, loans and final settlement.



Talent & Lifecycle

Recruitment with AI screening, onboarding with e-signed offers, calibrated performance reviews, training with certificates, succession, offboarding and an employee portal.

48+

SCREENS ACROSS
40+ MODULES

25+

REPORTS, REGISTERS
& STATUTORY FILES

50+

AI ASSISTS
IN EVERY MODULE

7

COUNTRIES STATUTORY
INDIA + 6 GCC

Benefits at a Glance



Payroll That Closes Itself

One run pulls attendance, approved leave, overtime, loan EMIs, expense claims and one-off transactions. Reprocess from any status, approve, publish — payslips, WPS and EPF files follow.



Compliance Ownership

EPF, ESI, PT, TDS, Form 16, gratuity, EOSB, GOSI and WPS are product features, not consultant spreadsheets. Rates are configurable per company when the law changes.



Entitlements That Compute Themselves

GCC annual leave and air tickets prorated from joining date, net of unpaid leave, with opening balances and rejoin-based cycles — the sums HR does by hand today.



Everything in One Place

Loans, expenses, travel, assets and stores live in the HRMS and settle through payroll — no re-keying into accounts and no "who approved this?"



AI that Assists, Never Blocks

Payroll anomaly checks, resume screening, review drafting, attrition risk and a chatbot that applies leave — in the background, with your own AI key.



Employees Serve Themselves

A dedicated employee portal for clock-in, leave, payslips, claims, loans, tax declarations and grievances, plus IntegraBot in English, Hindi and Arabic.

Major Features

- ✓ Browser-based — nothing to install on client PCs
- ✓ Multi-tenant with row-level company isolation
- ✓ 8-tab employee master with entitlements and documents
- ✓ Clock-in / out, regularisation, shift roster
- ✓ Leave with half-pay / LOP proportions
- ✓ GCC annual-leave and air-ticket calculators
- ✓ Overtime by day type — comp-off or OT pay
- ✓ Payroll with LOP, OT, loans, claims, FX in one run
- ✓ India EPF, ESI, PT, TDS both regimes, Form 16
- ✓ GCC EOSB, GOSI, PIFSS, PASI, SIO
- ✓ UAE WPS SIF and KSA Mudad payment files
- ✓ EPF ECR, ESI return, NEFT and register exports
- ✓ Loans with custom schedules, auto-EMI recovery
- ✓ Expenses with policy limits and auto-approval
- ✓ Recruitment with AI résumé parsing and screening
- ✓ Onboarding templates, e-signed offer letters
- ✓ Performance with calibration, 9-box and letters
- ✓ Training sessions, certificates, skill matrix
- ✓ Offboarding checklists, FnF, final settlement
- ✓ 25 reports, 5 statutory files, HR analytics
- ✓ Employee portal with 14 self-service pages
- ✓ Permissions across 36 modules, immutable audit log

Modules



Employee Master & Time Management

One employee record — **Personal → Entitlement → Address & Bank → Documents → Experience → Loans → Leave → Salary** — feeds every other module. Nothing is entered twice, and every workforce transaction knows its payroll effect the moment it is approved.

Employee Master

- ✓ Eight tabs: personal, employment, entitlements, bank, documents & items, experience & education, loans, leave, salary history
- ✓ Contract entitlements: annual leave days per cycle, air-ticket count and route, gratuity bands, opening balances and rejoin dates
- ✓ Document register with expiry dates and lead-day alerts; photo upload; AI extraction from scanned IDs
- ✓ 27 configurable masters — grades, categories, contract types, visa types, banks, qualifications, currencies, company rules
- ✓ Sensitive fields (PAN, Aadhaar, IBAN, passport, Emirates ID, Iqama) redacted for non-admin roles

Attendance & Shifts



Monthly summary per employee (present, absent, half-day, leave, WFH, hours, overtime) flows straight into paid days and LOP. AI flags absence and late-arrival anomalies over the last 30 days.

Everything Flows Into Payroll

Transaction	Who	Payroll effect
Attendance	Employee • HR	Paid days, LOP days, hours worked
Leave request	Emp → Manager	Balance update; full-pay, half-pay or LOP by leave type
Annual leave (GCC)	HR calculator	Pro-rata from DOJ, net of unpaid leave, opening & rejoin methods
Air ticket	Emp → HR	Entitlement per cycle, approved cost, issue tracking
Overtime	Emp → Manager	OT pay on salary-only base, or comp-off credit
Monthly transaction	HR • Payroll	One-off addition / deduction, taxable flag, bulk CSV
Service incentive	Operations	Rate × services uploaded for the month
Loan / advance	Emp → HR	EMI auto-deducted per schedule; closes itself
Expense claim	Emp → Mgr / Finance	Reimbursed in the next published run
Salary revision	HR cycle	New CTC effective-dated; increment letter issued
Separation	HR	Pro-rata, gratuity / EOSB, encashment, recoveries

Leave Management

Leave types with validity (annual / monthly / quarterly), carry-forward, encashment, gender rules and a **deduct proportion** (0 = paid, 0.5 = half-pay, 1 = LOP). Half-day leave, attachments for medical certificates, bulk entry, opening balances per year and MIS charts with AI pattern detection.

GCC Entitlements

Annual leave eligible days = service years ÷ cycle × days per cycle, net of unpaid leave and opening utilisation; a **rejoin-based** method restarts the cycle after each vacation. Air tickets: floor(effective years ÷ cycle) × tickets, with route, cost and issue status.

Overtime & Comp-off

Hours from start / end time (overnight aware); comp-off earned by day type — holiday, weekend or weekday — with 90-day expiry. Managers approve, bulk-enter for a crew, and analytics show cost by department and top earners.

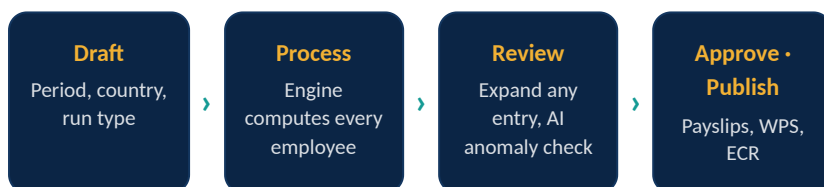
A Payroll Run That Closes Itself

The capability HR teams ask for first — and the one most HR software hands back to Excel. In Integra HRMS the whole month is computed in one run from data that already exists in the system.

Payroll Processing Engine

- ✓ **Two-pass component engine** — fixed and variable components first, then percentages of basic or gross; per-day rates on actual calendar days
- ✓ Salary structures by country and currency; employee salaries effective-dated with full history
- ✓ Leave deductions by leave-type proportion; LOP beyond balance; components flagged *include in unpaid leave* cut proportionally
- ✓ Overtime pay on the salary-only base — bonuses and arrears never inflate the OT rate
- ✓ Loan EMIs recovered by schedule, expense claims reimbursed, one-off transactions added — all marked settled by the run
- ✓ FX conversion for staff paid in a different currency than the company
- ✓ Statutory computed per employee country; employer contributions stored separately

Run Lifecycle



Reprocess from any status — draft, review, approved or even published — when a late leave or claim arrives. Run types: regular, off-cycle, bonus and arrear. Monthly transactions bulk-upload from CSV with an overwrite prompt.

Payslips, Revisions & Letters

A4 print-ready payslips generated per run with tokenised public links and download tracking. Salary revision cycles — annual increment, promotion, market correction, probation confirmation — with bulk import, approval, effective-dated implementation and HTML increment letters that record when they were viewed. An AI explainer walks any employee through their own payslip.

What this means for you

- ✓ No more month-end spreadsheet of attendance × leave × overtime
- ✓ Loan recoveries and claim reimbursements never missed or doubled
- ✓ A late approval means one click to reprocess — not a manual arrear
- ✓ Every entry shows its breakup: earnings, deductions, employer cost
- ✓ Statutory files are generated from the same run that paid the staff
- ✓ Payslips reach employees in the portal the moment you publish

OUTPUTS OF A PUBLISHED RUN

Payslips WPS SIF (UAE)
Mudad (KSA) EPF ECR
ESI Return NEFT File
Payroll Register Salary Analysis

SETTLED IN PAYROLL

Leave & LOP Overtime
Loan EMI Expense claims
Service incentive
Monthly transactions

India & GCC Compliance — Built In

Compliance is where most HR software hands you a consultant. Integra HRMS ships the statutory engines, the returns and the payment files as product features — and lets each company override a rate the day the law changes.

India Payroll Statutory

- **EPF** 12 % on wages up to ₹15,000; EPS capped at ₹1,250; EDLI and admin charges; ECR text file per run
- **ESI** for gross ≤ ₹21,000 — 0.75 % employee, 3.25 % employer; contribution return CSV
- **Professional Tax** by state slab with exempt-state handling
- **Gratuity** at 15/26 of basic + DA per year after five years; ₹20 lakh exemption and TDS on the excess
- UAN, ESIC IP number, PAN and Aadhaar on the employee; EPF / ESI codes and PT registration on the company

Income Tax, Declarations & Form 16

- New and old regime slabs for **FY 2025-26**; standard deduction ₹75,000 / ₹50,000; 87A rebate; 4 % cess
- Monthly TDS = (annual liability – deducted so far) ÷ months remaining; taxable leave encashment and flagged transactions included
- Declaration windows per FY: 80C, 80D, NPS 80CCD(1B), 80TTA, 24B, HRA, LTA with section limits and proof upload
- **Form 16** Part A and Part B generated per employee with public verification links; bulk export
- AI regime recommendation and tax optimiser per employee

GCC End-of-Service & Social Insurance

- **EOSB** — UAE 21 / 30 days per year, KSA 15 / 30, Qatar 21 / 28; minimum service and resignation reductions applied automatically
- **GOSI** (KSA) 9.75 % / 11.75 % Saudi, 1 % occupational hazard for expatriates, SAR 45,000 ceiling
- Kuwait PIFSS, Oman PASI, Bahrain SIO rates for nationals and expatriates
- Gratuity bands per employee (first years / days, thereafter days, cap) with accumulated opening balance
- **WPS SIF** file for UAE banks and Mudad-format output for KSA from every published run

GCC Workforce Compliance

- Visa, Emirates ID, Iqama, passport and permit expiry tracker — 90-day horizon, weekly email alerts
- Saudization and Emiratization percentage dashboard against targets
- Bahrain LMRA flexi-permit register with days-to-expiry
- Contract entitlements — annual leave, air tickets, gratuity — modelled per employee, not per policy document
- AI compliance advisory per country with urgent actions and total EOSB liability

Beyond India & GCC

- ✓ UK PAYE 2025-26 income-tax bands and employee / employer National Insurance
- ✓ US Federal progressive tax with FICA Social Security, Medicare and Additional Medicare
- ✓ Multi-currency salaries with company-rate conversion in the run
- ✓ **Company Policies**: master switch plus per-section overrides for every statutory rate, leave rule, gratuity band and air-ticket rule

Regulatory ground we cover

India FY 2025-26

New regime default, ₹75k standard deduction, rebate to ₹7 lakh — slabs in product

UAE WPS

SIF generated from every published run; EOSB on the 21 / 30-day basis

KSA GOSI & Mudad

Saudi and expatriate rates with wage ceiling; Mudad-format payroll output

When the law changes

Override any rate per company from Settings → Company Policies, no release needed

Hire, Grow, Retain — and Let Go Cleanly

Every stage of the employee lifecycle in the same system as payroll, so an accepted offer becomes an onboarding, a finalised appraisal becomes a draft salary revision, and a resignation becomes a settlement — without re-keying.



Recruitment & ATS

Requisitions, candidate pipeline (screening → shortlist → interview → offer), interview scheduling with panel scorecards and funnel analytics. AI writes the job description, parses résumés, scores candidate fit and drafts interview questions and the offer letter.



Onboarding & Offers

Templates seed tasks, country-specific documents (Aadhaar / PAN for India, passport / medical for GCC) and IT provisioning. Offer letters with merge fields and **e-sign links** — sent, viewed, accepted or rejected, with IP and timestamp. AI welcome messages and smart task suggestions.



Performance Management

Nine-stage cycles: goal setting → self review → manager review → skip-level → calibration → publish. Goals and competencies weighted into a composite score; a 20-question manager evaluation across six weighted categories blended 70 / 30 with self-rating. Forced or guided calibration, 9-box grid, PIPs, appraisal letters, bias detection.



Training & LMS

Training-needs inbox generated from skill gaps, annual plans and budgets by department, sessions with capacity and waitlists, self / manager / mandatory nominations, multi-day attendance, assessments, feedback with NPS and **auto-issued certificates** with public verification. Skill matrix and compliance dashboard.



Succession & Benefits

Critical roles with risk levels, succession pools by readiness, 9-box talent grid, career paths and mentor-backed goals. Benefits: flexible-benefit plans, ESOP grants with vesting schedules and exercise TDS, NPS Tier 1 / 2, group insurance with dependants.



Offboarding, FnF & Final Settlement

Resignation, termination, retirement or end-of-contract with a 20-task clearance checklist across HR, IT, finance, manager and assets. FnF computes pro-rata salary, gratuity or EOSB, leave encashment, notice recovery and loan balances; a separate final-settlement workflow routes HR → finance → paid. Exit interviews with AI summary and retention-risk scoring.

Grievances

Eight categories, four priorities with SLA days, anonymous filing, assignment, activity timeline, AI auto-classification and response drafting.

Loans, Expenses & Travel

Loans with EMI or a custom month-by-month schedule; expense claims with category limits, auto-approval bands and AI audit; travel requests with itinerary, per-diem policy and advances.

Assets & Stores

Asset register with assignment, return, maintenance and warranty alerts; HR stores with opening stock, purchases, requests, issues, 7-day returns and printable vouchers.

Lifecycle automations

Offer accepted

Onboarding process created

Session completed

Certificate issued

Appraisal finalised

Draft salary revision

Revision implemented

New salary record + letter

Separation completed

Status terminated, FnF ready

Reports, Dashboards & the Employee Portal

Twenty-five reports from one Reports hub with contextual filters, CSV export and print — plus five statutory files, HR analytics, a management dashboard, and a separate employee portal so the HR console stays an HR console.

Group	Reports
Workforce Registers	Attendance · Leave · Annual Leave · Air Ticket · Monthly Transactions · Overtime · Shift Roster
Finance Registers	Loans · Expenses · Travel · Asset Management
Salary Reports	Salary Register (dynamic components) · Payslip Report · Salary Analysis · WPS Report
Inventory	Opening Stock · Issues · Returns · Employee-wise Analysis · Closing Stock
MIS	Annual Leave Analysis · Air Ticket Analysis · Gratuity Analysis · 12-Month Payroll Analysis
Statutory Files	EPF ECR (.txt) · ESI Return (.csv) · NEFT Bank File · Payroll Register · Form 16 Bulk · WPS SIF
Masters	Listing of any of 27 master tables, filterable and printable

Analytics

People analytics by gender, department, tenure, age and nationality; payroll trend; compliance health score with a seeded statutory calendar; attrition-risk scoring and a plain-language **ask-a-question** query over your own data.

AI Narrate

Any report can be narrated — key findings, impact and recommendations — and the dashboard opens with an AI executive summary of headcount, attendance, payroll, grievances and expiring documents.

Dashboards & Portal

HR DASHBOARD

Headcount, today's attendance, 6-month attendance and leave trends, 12-month payroll cost, gender and employment-type mix, attrition trend, loan MIS.

EMPLOYEE DASHBOARD

Monthly attendance, leave balances, latest payslip, active loans, comp-off balance.

EMPLOYEE PORTAL • 14 PAGES

Clock in / out · Leave · Payslips · Overtime · Expenses · Travel · Loans · Tax declarations · Air tickets · Grievances · My assets · AI assistant · Profile. Portal-only users never see the HR console.

INTEGRABOT

English, Hindi and Arabic chat that knows the employee's balances and last payslip, answers policy questions from your documents, and can **apply leave or raise a grievance** on request.

ALERTS

11 scheduled jobs — probation, birthdays, anniversaries, payroll lock, document expiry, asset maintenance, pending approvals, certificate renewals, training compliance, session reminders.

An AI Layer That Works Alongside Your Team

Integra HRMS embeds large-language-model intelligence into every module — more than fifty assists, grounded in your own employee, attendance and payroll data, gated by your roles, and architected so AI never blocks a save. You choose the provider and bring your own key; your people data never trains anyone's model.



Payroll & Tax

Anomaly check on every run before approval, tax-regime recommendation, tax optimiser against declaration limits, payslip explainer for employees, loan-eligibility advisor, expense audit for duplicates and policy breaches.



Hiring & Onboarding

Job descriptions from a title, résumé parsing to a candidate record, fit scoring with strengths and concerns, interview question sets by round, offer-letter drafts, welcome messages and smart onboarding tasks.



Performance & Growth

Review drafts from goals and feedback, goal suggestions by designation, 360-feedback sentiment, PIP drafting, manager rating-bias detection, course recommendations from skill gaps, course outlines, session-feedback summaries.



Insight & Risk

Executive dashboard summary, attrition-risk scoring, department health scores, leave patterns and forecasts, attendance and overtime anomalies, shift-roster suggestions, GCC compliance advisory, retention risk at exit.

IntegraBot — an assistant that acts

A multilingual chatbot (English, Hindi, Arabic) available in the HR console and the employee portal. It is briefed with the employee's designation, leave balances, last payslip and your policy documents, detects intent, and can execute actions — **apply leave** and **raise a grievance** — directly in the database with a confirmation card in the chat. A Policy Knowledge Base tab lets HR maintain the documents it answers from.

Bring Your Own Key • Provider Choice

Google Gemini, Anthropic Claude, and any OpenAI-compatible endpoint (OpenAI, Groq, DeepSeek, Kimi, Ollama, private models). Primary and fallback providers with one-click connection tests and latency tracking. Keys are never returned by the API after entry — only a masked hint — and every AI call passes through one gateway, so there is one place to audit, rate-limit or switch off.

Built for where HR is going

Market direction is clear: mobile-first self-service, geo-fenced attendance, direct bank and WPS submission, document OCR and agentic assistants. Integra HRMS is upgraded on a published roadmap — customers get these as releases, not re-implementations.



Mobile App & WhatsApp

Installable app for clock-in, leave and approvals; notifications and IntegraBot over WhatsApp.



Biometric & Geo Attendance

Device integration and GPS-fenced mobile punches into the same attendance register.



Direct Bank & WPS Submission

Push NEFT and WPS SIF to bank and MoHRE channels from the run, with status tracking.



Document OCR → Employee Record

Photograph a passport, Emirates ID or PAN; AI fills the master and sets expiry alerts.



Arabic RTL Interface

Right-to-left Arabic for portal and console, with bilingual letters and payslips.



Integra Finance Posting

Salary, gratuity and air-ticket provisions posted to the ledger by GL code.

Roadmap items are planned enhancements and are released progressively; timing is shared with customers under agreement.

Enterprise-Grade Foundation



Multi-Tenant Platform

Every table carries the company; every query is scoped. Group companies and divisions inside a tenant, each with its own policies, calendars and masters. Cloud SaaS or on-premise on PostgreSQL, with UAE data residency.



Security

Short-lived access and rotating refresh tokens in httpOnly, same-site cookies — never in the browser's storage. Bcrypt password hashing, Helmet security headers and CSP, rate limiting, content-verified uploads, and redaction of PAN, Aadhaar, IBAN and passport fields for non-admin roles.



Roles & Permissions

Five roles — super admin, HR admin, payroll admin, manager, employee — across a 36-module matrix of view / create / edit / delete, plus user-level grants such as *approve leave* for team leads without a manager role. Portal-only users are kept out of the console entirely.



Audit Trail

Every create, update, approval, role change and settlement logged with user, role, IP, timestamp and before / after values; failures logged too. Filterable by user, action, entity and date; full history per record.



Data In & Out

CSV imports for employees, attendance and leave balances (templates, row-level validation, partial success with error reports); bulk uploads for monthly transactions, service incentives, salary revisions and overtime. REST API for every module; CSV export and print on every report.



Operations

Scheduled database backups with retention and emailed download links. Per-company SMTP with twelve branded email templates and a delivery log. Eleven background jobs for alerts. Demo-data seed and flush for training environments.

Multi-tenant

Multi-currency

India • UAE • KSA • Qatar • Kuwait • Oman • Bahrain

PostgreSQL

Node.js • Next.js

UAE data residency

Browser-based

REST API

Works with Integra Finance • Ontrack ERP • WMS



Ready to run next month's payroll in one click?

Book a live demonstration with your own employee list, last month's attendance and your current payroll register. We will run the month on Integra HRMS — payslips, WPS and EPF files included — on your data.

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