INTEGRA PEOPLE SUITE

AI-Powered

Complete Features

Every benefit and every feature of Integra People Suite, area by area.

BENEFITS

What your organisation gains

One connected platform for every employee, from the first interview to the final settlement. Here is what changes for HR, payroll, managers and employees.

Payroll in hours

Attendance, leave and changes flow straight into payroll, payslips and bank files.

Compliance on time

Statutory deductions, returns and challans prepared with every payroll run.

Faster hiring

Jobs, candidates, interviews and offers in one pipeline, with onboarding ready on day one.

Attendance you can trust

Biometric, web and mobile check-ins in one place, with shifts and overtime.

Fewer HR queries

Employees see payslips, balances and letters themselves, on web or mobile.

Fair performance reviews

Goals, feedback and reviews on a regular cycle, linked to increments.

People who grow

Training, skills and career paths planned for every role.

AI that saves time

HR answers, attrition signals and screening suggestions. AI suggests, people decide.

People data that guides decisions

Headcount, cost, attrition and attendance trends on live dashboards.

Connected to finance

Payroll posts straight to Integra Finance, by cost centre and entity.

CONTENTS

35 modules in 9 areas, one platform

Every part of the employee lifecycle runs on one platform. Modules marked + come in optional packs.

Organisation & Employees

- Organisation & Positions
- Employee Master
- Contracts & Lifecycle Changes
- HR Documents & Policies

Hiring & Onboarding

- Workforce Planning
- Recruitment & Applicant Tracking
- Onboarding & Probation

Time & Attendance

- Attendance & Time Capture
- Leave & Holidays
- Shifts & Rostering
- Face & Geo Attendance+

Payroll & Benefits

- Payroll
- Statutory Compliance
- Compensation
- Benefits & Welfare
- Travel & Expenses
- Global Payroll+

Performance & Growth

- Goals & Performance
- Learning & Training
- Skills & Careers
- Succession & Talent

Engagement & Relations

- Engagement & Recognition
- Grievances & HR Cases
- Health & Safety
- Labour Compliance

Exit & Contingent Workforce

- Separation & Offboarding
- Contract & Temporary Workers+

Self-service

- Employee Self-Service
- Manager Self-Service
- Mobile App

Intelligence & Platform

- HR Command Centre
- Workforce Analytics
- Integra AI
- Rules & Configuration
- Integrations & Migration

+ Optional pack (Face & Geo Attendance, Contract Workforce or Global Payroll).

Organisation & Employees

Organisation & Positions

Companies, departments, jobs and positions in one structure.

- Legal entities and branches
- Departments and cost centres
- Jobs, grades and positions
- Reporting lines and org chart
- Position budgets and vacancies

Contracts & Lifecycle Changes

Contracts, transfers, promotions and revisions on record.

- Employment contracts
- Transfers and promotions
- Salary revisions
- Confirmations
- Letters generated from templates

Employee Master

One complete record for every employee.

- Personal and job details
- Family, bank and statutory details
- Documents and ID proofs
- Employment history
- Custom fields

HR Documents & Policies

Policies, letters and documents, acknowledged and versioned.

- Policy library
- Employee acknowledgements
- Letter templates
- Document expiry alerts
- E-sign

Hiring & Onboarding

Workforce Planning

Headcount and hiring plans against budget.

- Headcount plans
- Hiring requests and approvals
- Budget versus actual
- Scenario plans

Onboarding & Probation

New joiners ready on day one and confirmed on time.

- Pre-joining documents
- Onboarding checklists
- Induction plans
- Asset and access requests
- Probation reviews

Recruitment & Applicant Tracking

Jobs, candidates and interviews in one pipeline.

- Job openings and careers page
- Candidate pipeline
- Interview scheduling and feedback
- Offer letters
- Referrals

Time & Attendance

Attendance & Time Capture

Attendance from devices, web and mobile in one place.

- Biometric device integration
- Web and mobile check-in
- Regularisation requests
- Overtime
- Attendance reports

Leave & Holidays

Leave policies, balances and approvals.

- Leave types and policies
- Balances and accruals
- Approvals
- Holiday calendars by location
- Encashment and carry forward

Shifts & Rostering

Shifts planned and published to every team.

- Shift patterns
- Rosters by team and site
- Shift swaps
- Night and weekend allowances

Face & Geo Attendance

FACE & GEO ATTENDANCE PACK

Face recognition and geo-fenced check-in on mobile.

- Face recognition check-in
- Geo-fencing by site
- Field visit tracking
- Selfie attendance

Payroll & Benefits

Payroll

Accurate payroll every month, with payslips and bank files.

- Salary structures
- Monthly payroll run
- Arrears and loss of pay
- Payslips
- Bank transfer files
- Full and final settlement

Statutory Compliance

Deductions, returns and challans as the law requires.

- Provident fund and insurance contributions
- Professional tax and labour welfare fund
- Income tax and declarations
- Statutory returns and challans
- Form 16 and tax statements

Compensation

Pay bands, increments and bonuses planned together.

- Pay bands by grade
- Increment planning
- Bonus and incentives
- Compensation statements

Benefits & Welfare

Insurance, loans and welfare schemes.

- Health insurance
- Loans and advances
- Flexible benefits
- Welfare schemes

Payroll & Benefits continued

Travel & Expenses

Travel requests and expense claims paid with payroll.

- Travel requests
- Expense claims with receipts
- Approval rules
- Reimbursement through payroll

Global Payroll GLOBAL PAYROLL PACK

Payroll for staff in other countries on the same platform.

- Country pay rules
- Multi-currency payroll
- Country statutory reports
- Consolidated payroll cost

Performance & Growth

Goals & Performance

Goals, reviews and ratings on a fair, regular cycle.

- Goals and key results
- Self, manager and peer reviews
- Continuous feedback
- Ratings and normalisation
- Appraisal letters

Learning & Training

Training planned, delivered and tracked.

- Training calendar
- Course library
- Nominations and attendance
- Training effectiveness
- Certificates

Skills & Careers

Skills, competencies and career paths for every role.

- Skill and competency library
- Skill assessments
- Career paths
- Development plans

Succession & Talent

Key roles covered, high performers identified.

- Critical roles
- Successor pools
- Nine-box talent grid
- Readiness tracking

Engagement & Relations

Engagement & Recognition

Surveys, recognition and wellbeing that keep people engaged.

- Pulse surveys
- Recognition and awards
- Announcements
- Wellbeing programmes

Grievances & HR Cases

Employee issues raised, tracked and resolved.

- HR helpdesk
- Grievance cases
- Disciplinary actions
- Confidential handling
- Resolution timelines

Engagement & Relations continued

Health & Safety

Workplace incidents, checks and occupational records.

- Incident reporting
- Safety checks
- Medical check-ups
- Safety training records

Labour Compliance

Registers, agreements and labour law compliance.

- Statutory registers
- Workforce agreements
- Compliance calendar
- Inspection records

Exit & Contingent Workforce

Separation & Offboarding

Resignations to final settlement, with nothing missed.

- Resignation and approvals
- Notice period tracking
- Exit clearance
- Exit interviews
- Experience and relieving letters

Contract & Temporary Workers

CONTRACT WORKFORCE PACK

Contractors, temps and gig workers tracked with employees.

- Contractor and agency master
- Worker attendance
- Contractor bills
- Compliance documents
- Contract expiry alerts

Self-service

Employee Self-Service

Employees help themselves, on the web or the app.

- Profile and documents
- Leave and attendance
- Payslips and tax statements
- Tax declarations and proofs
- Requests and letters

Manager Self-Service

Managers approve and act for their teams in one place.

- Team approvals
- Team attendance and leave
- Hiring and transfer requests
- Team reports

Mobile App

Everything employees and managers need, on their phones.

- Check-in and check-out
- Leave and approvals
- Payslips
- Announcements

Intelligence & Platform

HR Command Centre

Every HR number and pending action on one screen.

- Headcount and attrition
- Pending approvals
- Payroll status
- Compliance due dates

Rules & Configuration

Your policies set up as rules, without code.

- Policy rules without code
- Approval workflows
- Role-based access
- Complete audit trail

Workforce Analytics

People data turned into decisions.

- Headcount and cost reports
- Attrition analysis
- Attendance trends
- Diversity reports
- Custom report builder

Integrations & Migration

Devices, banks, accounts and other systems connected.

- Biometric devices
- Bank payment files
- Posting to Integra Finance
- Open APIs
- Data migration tools

Integra AI

AI built into every module. It suggests, people decide.

- AI assistant for HR questions
- Attrition risk signals
- Resume screening suggestions
- Policy answers for employees
- Every AI action approved and logged

integra

integraone.app

Any industry. Any country. Any device.

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