A suite of fully integrated applications that puts Human Capital management into context, keeping paperwork to a minimum and increasing control and collaboration to a maximum.
DataByte is a software and IT solutions firm that is geared to give you the competitive edge in today’s business world. We specialise in creating custom solutions built from the ground up with your specific business requirements in mind.

With over 30 years’ experience in providing software solutions to the public and the private sector, we are well placed to understand organisational dynamics. We are very much aware of the relevance to business of the HR management component and with this in mind, we have created and put on the forefront a suite of software systems with HR management as our prime objective.

Built on our innovative Fusion platform we will provide our clients with a robust cloud infrastructure that is based on the Microsoft Azure framework thus offering reliability, data confidentiality and system security. Our infrastructure allows for both on and off premise deployments.

Other complementary HR systems will be added to the suite as optional modules in the near future.
Deployment types

- Cloud
- Private Cloud
- On Premise
The web-based software platform integrates user and employee enrolment and management, a software license payment gateway and an applications licensing module, on a cloud-technology environment. Thanks to this integrated environment the company’s software can be accessed and offered over the Internet without the need for local infrastructure deployments or software installations. We also offer the flexibility of a private cloud and on premise configuration of the same system if our clients prefer.

Fusion is built on Azure – the flexible, robust and scalable enterprise-grade cloud-computing platform by Microsoft. DataByte has in the pipeline other software suites aligned for development on its Fusion framework and all aimed at increasing operational efficiency in the HR sphere.

DataByte launched Fusion, a web-software platform, enabling the company to take its products to a new level thanks to a more scalable and robust cloud-based environment.
DataByte Workforce

- Leave Management
- Time and Attendance
- Payroll
- Visitors’ Management
- HR Document Management
- Rostering and Scheduling
- Timesheets
- Performance Appraisal

Modules within the DataByte Workforce™ suite are

- Accessible – Cloud based solution with flexible deployment options
- Easy to use – User friendly design
- Multi-Tenant (Multi Company) design
- Efficient – Online processes
- Flexible – Handles any type of process
- Intuitive – User friendly calendar and user interface
- Complete – Many reports and dashboards to work with
- Secure – Covered by very extensive audit trail
- Integrated – all modules within the Workforce™ HR Suite are fully integrated.
Fusion module

The height of Workforce™ comes from its core function of maintaining one common employee/user register to accommodate all the HR suites.

- Maintain a common Employee database for all modules
- Manage Users/Employee access rights and permissions
- Allocate employees into departments and operational units
- Link Employee financial information to General Ledger Accounts
- Workforce modules are on a 'Pick and choose' option. You only use the module(s) that you need.
- Engage in full transaction audit and control
Online Leave booking and approval/rejection processes and link into a common departmental/company calendar with individual user leave status dashboards.

- Visualise and manage various flexible leave types for employees onto a company calendar
- Apply for and Approve/Reject leave online and send email reminders to parties concerned
- Manage bulk leave input (E.g. shutdown)
- Real time dashboard with employee leave balances
- Paperless system
- Integration of Leave bookings to all Workforce modules
- Manage number of leave requests per team
- Stop leave function
- Dashboards and heat maps
Time and Attendance should be the basis of HR attendance control with a direct feed into many HR/costing related applications within an organisation.

- Smartphone online and offline mobile clock-in option with GPS location control and geofencing
- Recognition devices operate on standalone mode or Ethernet or Wi-Fi
- Data can be extracted and downloaded easily with an automated real time event upload function
- Integration of attendance event to all related Workforce modules
- Quick user identification using RFID or biometric recognition
- Multiple device communication methods
- Multi authentication devices
- Direct push technology
- Track off site event clockings via GPS coordinates in management selected geozones
Payroll

Ease of use, automation and cost effectiveness are the key characteristics which have led this product to success.

- User friendly intuitive interface
- Flexible to cater for single to multi-company configurations including bureau service setups powered by our Fusion platform
- Fast and simplified payroll process
- Automated calculations for Government Bonus, Social Security, Maternity Leave contribution, Fringe benefits and Direct Credits
- Back Track and full audit of all salary changes
- Probation / definite contract expiry date notification
- Customisable payroll data fields and payslips
- Full CIR reporting compliance
- Full audit trails
- Integration to General Ledger
- Automated NI benefit calculation
Rostering and Scheduling

Allocating your Human Resource into your company projects enhances efficiency optimizes HR capacity.

- Flexible and comprehensive work pattern creation
- Allocation of Human Resources into projects and work patterns
- Job allocation with Email notifications for employees
- Visualise allocations in calendar view
- Integration to leave and attendance modules
- Project labour hour billing function
- Planned and actual work flow analysis
- Real-time functionality
Timesheets & Billing

Ensuring control on capacity utilisation and enhancing operator efficiency as projects get underway whilst optimising the client billing and costing functions.

- Establish client database as base for a company ‘Know Your Client’ (KYC) system
- Get visibility on client project status
- Maintain shared client projects (active/dormant) on Fusion platform
- Maintain charges modules per client project
- Maintain internal officer base
- Full integration to leave and attendance module
- Allocate officer time to client projects
- Billing module with export to invoicing and finance modules
- Maximise production and charge out fees
- Real time capacity utilisation on client projects via dashboards
Visitors Management

The Visitors’ Management System enables security guards, receptionists, and administrative staff to schedule and manage visits to the officers on their premises by adding, editing and deleting visits into a central repository.

- Share common employees, visitor and department details from Fusion platform
- Register and manage visitors within organisation premises
- Print / distribute Admission Tags (Print on paper, sticker or use your existing pre-printed tags).
- Period reporting for visit duration by officer
- Reports with filtering by:
  - Officers
  - Visitor companies
  - Departments visited
- Emergency reports in case of any incidents
- Email reminders for officers and visitors for upcoming visits
- Periodic statistics for visits within the system
- Visitors Car Registration Information
- Integrated ID card/Passport recognition devices
HR Document Management

A knowledge base of your most important resource - personnel. Build a database with qualifications, disciplinary notifications, continued professional development for better HR management.

- Employee qualification certificates
- Employee warnings and disciplinary notifications
- Employee training and CPE documentation
- Employee personal documentation
- Employee personal improvement plan reviews
- Reminders calendar
- Dynamic file upload (Images/scanned documents/ etc.)
- Memos reminders and alerts
- Custom required forms creation and management
- Total user defined document classification and sub-classifications
Performance Appraisal

A measure of your HR performance against set targets and objectives.

- Set standard operations targets
- Appraise individual performance on various performance objectives
- Build appraisal history of appraisal and recommendations and feedback made to employee
- Monitor employees’ areas of excellence and areas of improvement
- Training needs analysis
- Promotions, demotions, retentions or discharges
- Warnings and rewards management
... and more to come

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