

Vol. 45



BOSS®

Insight

bossolutions.com.my

STAY SAFE AND CONNECTED!

“

DEAR VALUED CUSTOMER,

We would like to thank you for choosing BOSS Solutions as your service provider throughout the years. We couldn't have been one of the leading HR Software providers if we did not have your support. Also, our brand innovation wouldn't have been possible if we didn't receive feedback about our products and services from you.

As we look forward to 2021, we promise to continue serving you with the best solutions that meet your needs. Again, thank you for your continued trust. Our ongoing success relies on the loyalty and support customers like you.

Best regards,



Peter Thong
Group Managing Director

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JUST LAUNCHED!

Introducing the **NEW & IMPROVED** User Interface

We always keep BOSS users at the front of our minds, which is why we're very excited to announce the release of our new and improved user interface (UI) and many new features. The new UI is a more trendy, perfectly organized, and responsive user interface meant to improve customer's user experience.

Day by day, thousands of information are created, updated, and viewed in the system, our team redesigned the entire interface which gives you a greater flexibility to check on the important information in just a quick glance. During the design phase, we gathered feedbacks from internal and external users to ensure that it met our design goals and customers' demand, which were to deliver an improved UI that create better user experience, and to be instantly access via tablets and smart phones, so you can stay productive at anytime, anywhere.

Our new updates includes bug fixes and performance improvements. This time has no exception.

What's New?

1

HR MOBILE APP IS EVERYTHING

Today, the world revolves around mobile. To stay relevant, HR needs to change their way of work. Implementing a HR mobile app for your company empowers employees to access all of the information they need, no matter where they are.

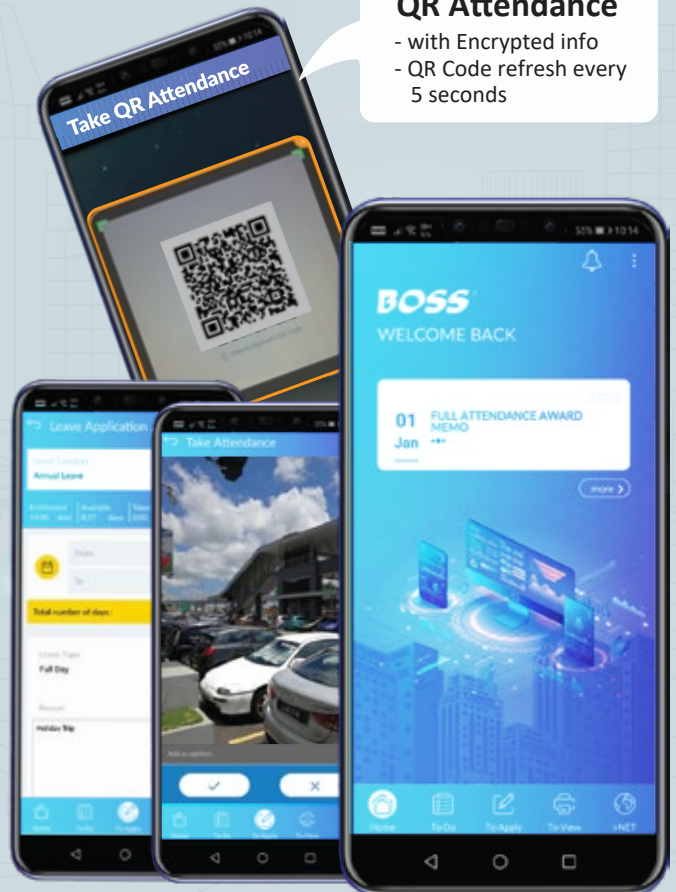
Work can happen anytime, anywhere. With a mobile app, employees gain instant access to all the information they need to get their job done, even when they are out of the office. Not only that, implementing an HR mobile app reduces the number of employee questions your HR team receives, saving you time and effort, and letting you focus on more strategic initiatives.

BOSS HR CONNECT APP

- Geo-tracker
- Capture attendance anytime, anywhere
- All action at your fingertips
- Instant access to information
- Modern, intuitive design
- Push notifications
- Easy to use

QR Attendance

- with Encrypted info
- QR Code refresh every 5 seconds



2

NEW USER INTERFACE & USER EXPERIENCE

New-added:



TO-DO

Allow users to take action on pending requests



TO-APPLY

Allow users to make applications



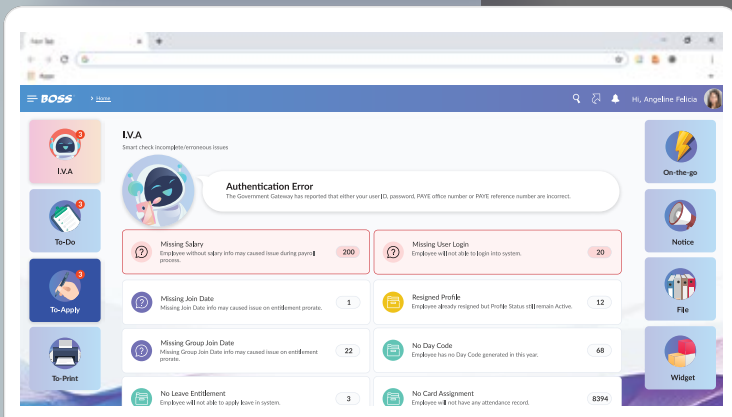
TO-VIEW

Allow users to view applied applications



ON-THE-GO

View the ongoing events in company



3

LET'S WELCOME**I.V.A**

Intelligent Virtual Assistant

YOUR DIGITAL COLLEAGUE

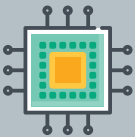
Now is the great time for companies to start the use of HR virtual assistant to improve productivity and to influence the direction of the whole HR department.

What can I.V.A do?

I.V.A performs smart checking at the end of the day to track incomplete/erroneous issues that occurred in every modules and display a list in dashboard for user to conduct resolution.



drive higher productivity in your HR team



be the first to realize the modern HR technology



empower HR staff to take up important tasks



Want to learn more about our I.V.A

Call us now!



+603 8061 6836

4

Intuitive & Informative Dashboard

- *Instant data, immediate action*
- *Build a data-driven HR Department*

With BOSS dashboard, you can have:

- Deeper insights
- Real-time and comprehensive data
- Different type of charts available for multiple data sources
- Greater company trends analysis
- Improved company transparency and health



5

More Organized Navigation Bar

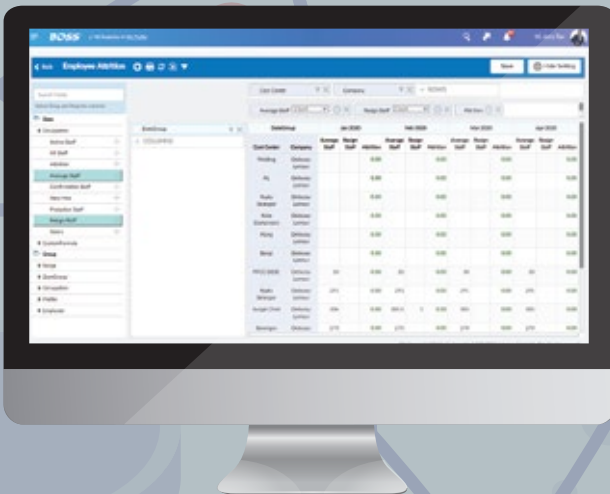
Everything at one glance

Easy to reach the page you want



6

HR Analytic



Flexible tool to create better insights

Making big data informative & easy to view

Get a complete analytic view of your people and business operations by dragging the data to the field.

- Make data-driven decisions
- Drag & Drop data
- All analytics at your fingertips
- Easy export to Ms. Excel
- Flexible in filtering to generate data
- Analytic dashboard to show all charts in one page

A higher level of business intelligence

ScanMann
with German Technology

FACE TEMPERATURE DETECTION & RECOGNITION TERMINAL

Introduction

ScanMann-TSS is newest 8 inch dynamic dual face live scan time attendance access control with Android 8.1 OS, supports Ethernet and WIFI connection. It can detect 5 moving persons at 4 meters within 0.7 seconds, IP64 level, work outdoor and mainly be designed for turnstile system.

Suitable for:



Office



Factory



Hotel



School



Other Commercial Area



Contactless
fever
detection



High speed
detection



Face mask
on/off
detection



Big face
capacity,
high concurrency



Integrated
with
BOSS TAMS



Rapid
deployment



German
Technology

SCAN THEM, TRACK THEM | MAKE EVERYONE SAFE TO WORK

FUTURE OF HR

Key Takeaways for HR Professionals



AI AND HUMANS COMPLEMENT EACH OTHER

Contrary to early concerns, the presence of AI doesn't devalue human work. Rather, AI allows human work to be more focused and strategic.



VIRTUAL AND AUGMENTED REALITY AIDS RECRUITING AND TRAINING

Companies will leverage virtual and augmented reality to improve recruiting and training efforts.



THE EMPLOYEE EXPERIENCE BOOM CONTINUES

The employee experience will continue to play a pivotal role as companies seek to drive engagement and position themselves as employee-centric to attract talent.



HR OFFERS GUIDANCE

Rather than merely providing data for practitioners to look at, HR will move toward guiding businesses to successful outcomes across key spheres of influence.

MILLENNIALS AND GEN Z SHOW INTEREST IN THE GIG ECONOMY

More than 8 in 10 millennial and Gen Z workers are interested in working as freelancers part-or full-time.



INTEGRATION PLAYS A KEY ROLE

With so many applications used across the employee lifecycle, companies will emphasize integrations in order to break down silos and facilitate seamless data sharing.



6 Tips for Employers on How to Manage Remote Staff



1. Set Clear Expectations

With remote working leaving the employee more in control of their work day structure, it is down to you as the employer to make your expectations extremely clear.



4. Monitor Progress Regularly

Without the ability to just pop in and catch up with your employees face to face when they are out of the office, this is an important step to schedule in.



2. HR Management Tool

Having HR technology in place, like CakeHR is going to give you some much needed extra support with your remote workers.



5. Interact Effectively

By interacting with the remote workers, keeping them updated on news from the office and paying interest in the projects they have on will boost productivity.



3. Trust in the Worker

If reliability and trust issues arise from remote working, it's worth having a conversation about whether remote working suits the needs of the individual and company.

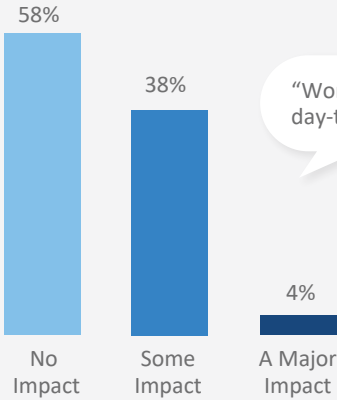


6. Explain the Reasoning Why

As an employer, you're more aware of how each person's work is impacting the long-term organizational goals and so this is something you have to explain to them clearly.

THE STATE OF REMOTE WORK DURING COVID-19

As employees transition to new work routines, it's important to understand how it impacts their success.



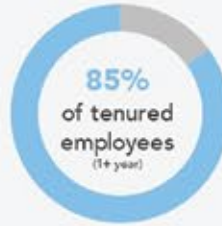
“Working remote has impact on my day-to-day performance.”

The workforce is nearly split in the middle, half saying working remote has no impact on their performance while the other says it does.

“My work is taking me MUCH longer now that I am WFH. I know the same is true of a lot of my cross functional teammates.”

“I have the materials and equipment I need to perform effectively at my home.”

New hires need more when working remote.



Many employees don't have experience going remote.

In a survey of over 1,000 employees nationwide, many showed a preference to work from home. In reality, nearly 40% of employees never work remotely while 16% only a few times a year.

Overall, more than half of employees are in the office mostly every day.

“I am a high level producer so I can only imagine the pain new hires are going through. It was very stressful for me and I have been here seven years.”

Are remote employees more engaged?

62% of employees **believe** working remote positively affects engagement...

BUT ONLY

5% of remote workers are likely to stay at their company **long-term**.



“NEW NORMAL” TRAINING CLASS

Prayers room facility is ready

MAX 3 headcounts per time.



Frequent cleaning & disinfection

activity in training room, toilet, prayer room & refreshment area



BOOK your training class **NOW!**

3 options to join training class:



Flexible for: Public/Private

UPCOMING | TRAINING CALENDAR

1 EA & BIK Training 2020

Highlights: Stay tune @Budget2021 updates towards EA Practices & Year 2021 Workflow

Dec 2020 - Feb 2021

2 Leave Management Fast Track

Highlights: Year-End Preparation Walkthrough with guidance & Q&A session

Dec 2020 – Jan 2021

2 Payroll / Time Attendance / Talent Management Module Training

Highlights: Latest HR practices and system walkthrough session

Dec 2020 – Mar 2021

Any enquiry on customized workshop / briefing base on your Company Practices, kindly email to training@bossolutions.com.my for more information.

COMPANY

BOSS Solutions established in 1990, one of the leading Human Resource Management Software providers in Malaysia. BOSS major in software development and provide web-based HR software to Malaysia's businesses and well trusted by more than 12000 HR users from different industries such as manufacturing, medical, healthcare, retail, finance, hotel, property developer, education and etc.

The objective of BOSS is to provide an efficient, intelligent HR solution and services to customers to maximize revenue generation in an ever advancing technological and legislative environment.

BOSS

Human Capital Management Solution (HCMS)

--HR CORE MODULE--

- Employee Center
- Security Management
- Report Center

--WORKFORCE MANAGEMENT--

- Payroll System
- Service Progression
- Leave Management
- Time & Attendance Management
- Alert Management
- Casual Labour

--TALENT MANAGEMENT--

- 360 Degree Performance Appraisal
- Training & Development
- Training Need Analysis
- Recruitment
- Manpower Planning
- Succession Planning
- Learning

--BENEFIT & COMPENSATION--

- Medical Benefit
- Claims
- Insurance
- ESOS
- Canteen
- Industrial Relation
- Travelling
- Flexi-Benefit

--BUSINESS INTELLIGENCE--

--DASHBOARD--

--NATIVE APP--

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BOSS®

Innovation
Branding
Position
Marketing
Analysis
SaaS
Success
Management

Jan Feb Mar Apr May

Technology
Innovation
2020