

# 6

## Essential Ways

### For A Successful Human Resource Management During A Pandemic



Human Resource (HR) Management has always been evolving with new forward-moving operating systems, new regulations and policies, and new challenges that emerge from the way businesses are growing and reaching new territories. With the pandemic that is spreading wide and fast in the world today, the changes are even more urgent and demanding. **No businesses can afford to sit this out; we all have to adapt and move forward.**

With more and more employees being assigned to work-from-home partially and fully, **how does a HR Manager measure their Key Performance Index (KPI) and remote working hours to ensure that they are paid according to their worth?** How do we grow and care for our employees while they are working remotely? How do we continue to groom them despite the changes and remoteness so that they feel belonged and continue to supportively grow our business?

**During this pandemic, there are six essential approaches to ensuring that your HR operation is efficient as your business grow.**



## 1 Create Verified Ways For Remote Clock Ins

The pandemic changed the way employees clock in for work. Some employers still do it based on the trust system, others try all sorts of manual ways to increase accountability in this matter. From face-time check-ins to phone calls, there must be a less time-consuming and more reliable way to do this.

Update your operating system to one that *allows your employees to clock in virtually with bio-verification and exact location that certifies their working hours* so that you will always pay fairly and accurately for their contribution to your company.





# 3

## Unify Various Claims

Whether it is travel claims, overtime claims, new equipment for working-at-home claims, or any other business-related claims, the variety is vast and it can be a hassle to manage – which is why it is important to *automate your accounting processes to facilitate direct communication between your employees and their managers.*

This reduces manual intervention and removes unnecessary administration work for your HR team. It will also significantly reduce errors and reporting time, which allows your people to focus on what they do best and perform better!



## 4 Retain Your Talents

Sustainable businesses are able to keep their talents, especially during this pandemic. Is your business sustainability value sufficient to do this? If yes, how long more can you press on?

In this uncertain economic time, talents are bound to go for better offers to secure their own future. In order to contribute to the sustainability of your business and to retain your talents, you need to keep grooming your people. They are the talents who will make or break your business.

*Use a flexible cloud-based talent management software that integrates four essential modules: recruitment, performance management, learning and development, and compensation management. Take care of your people efficiently and empower them to grow your business for you!*



# 5

## Create A Family

With employees being scattered to work from home during the pandemic, it is hard to keep everyone united and operating on the same page. Communication platforms and team-building exercises have changed and it can be more difficult than before. Creating an atmosphere where your employees can stay connected to nurture trust and a sense of belonging will create the backbone of your business.

*Use a central administrative system that allows them to manage their own tasks and their contribution to the business as a whole. This would cultivate the team spirit you need.*

# 6

## Master Your Data

Collecting data is easy; making sense out of it might be a challenge for businesses, especially if the data is huge and comprehensive.

*Use a data management system that allows you to collect, sort, and analyze data so easily that you can **have all the information you need at your fingertips** to make a sound decision anytime the need arises. Making the right decision quickly and easily shows your employees that you know what is going on and you are looking out for their best interest.*





It would be so much easier if you have a one-stop HR partner to collaborate with you in providing all the above essentials. It saves you the hassle of managing multiple solution providers as well as creating an opportunity for you to save cost while reducing red tapes in the communication process.

We, at Orisoft Technology, are able to provide this one-stop solution for your business, so that you can focus on growing the revenue-generating part of your business.

Get connected with us at Orisoft to find out how we can revolutionize your HR Management to manage the ever-challenging and ever-changing pandemic situation in the world today.

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#### About Tricor Orisoft

*Established in 1987, Orisoft Technology Sdn Bhd is a key leader in offering a complete end-to-end suite for human capital management and payroll outsourcing solutions. Our web-based technology is both cutting-edge and modular, which makes it highly adaptable to other operating systems to enable a smooth, hassle-free system integration for our clients.*

*In 2017, Orisoft was acquired by Tricor Group, one of the leading business expansion specialists in Asia. Now known as Tricor Orisoft, we offer more than just innovative technology solutions – we also catalyze every stage of your business growth with the building blocks you need to bring your business to a higher level*



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