Brief **Corporate Profile**

MENAITECH

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MENAITECH

Founded in 2003, Middle East & North Africa Internet Technologies **(MenaITech)** is the brainchild of a group of talented and experienced professionals in the HR and IT fields, who saw an urgent need for a specialized entity in the development and provisioning of **Human Capital Information System (HCIS)** to both public and private organizations. With such foundation, MenaITech was able to address the growing need for a high-performance, yet fairly priced and seamless Human Capital Information System (HCIS).

Throughout its journey, MenaITech has successfully combined prevailing statutory and legislative requirements in addition to helping organizations implement best practices across HR functions including, but not limited to, **Comprehensive Personnel Management, Recruitment & Selection, Training & Development, Performance Management, Succession Planning, and much more.**

MenaITech takes pride in offering one of the rare systems which is available in a localized flavor that caters to the specific needs of the MENA region.

Where **HR** *drives*
informed decisions…

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Our Vision

GROW

Help organizations

by combining human capital world class solutions with localized functionalities to meet country-specific needs.

Our Mission

Provide quality **HR** turnkey solutions that ensure that organizations realize their potential through accurate, timely and comprehensive HR information backed up by an affordable total cost of ownership.

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Innovation
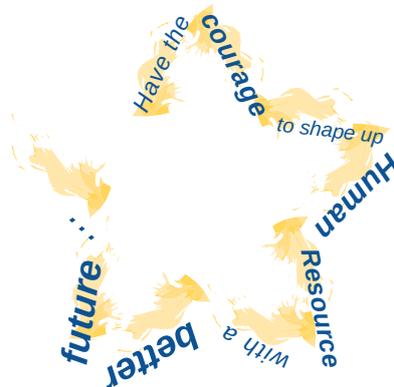Innovation is what drives us to do the most common things in the most uncommon way.

Team Spirit
We are one! We serve, we care, and we perform in favor of our clients and partners.

Passion
We are passionate about our clients' success as much as our own.

Relation
We do not believe in making a one-time business but maintain sustained relationships with our clients and partners.

Excellence
Excellence, for us, is a journey not a destination; we never settle for anything less.

Have the courage to shape up

Human Resource

with a better future ...

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Our Localized **Solutions**

MenalTech makes it easier for companies to build and maintain **a world class Human Capital Function.**

MenalTech encompasses applications that support handling Human Resources related tasks for corporate managers and for individual employees alike. Our localized applications are packed with a comprehensive suite of modular tools that provide end-to-end and fully integrated solutions designed to organically support optimal performance of the **HR**, while aligning your workforce with your business strategy.

MenalTech's offering comprises of a suite of applications that are designed from the ground up to work together to drive seamless performance, offering key differentiators that make us stand out from our competitors.

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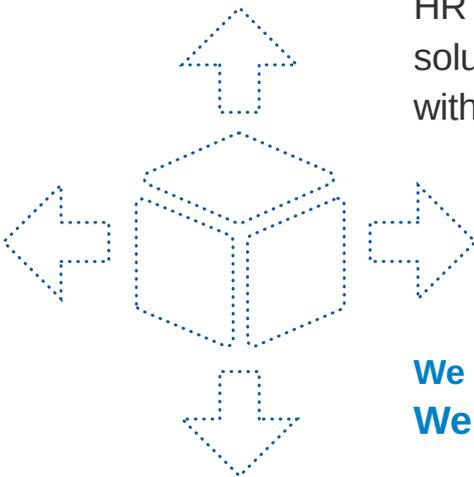# Key **Differentiators**

01 | Focus-Driven

MenaITech focuses on HR software development; a specialization that allowed us to develop comprehensive modular HR products covering a full range of HR functions and be the preferable choice of HR and business leaders in government and private organizations.
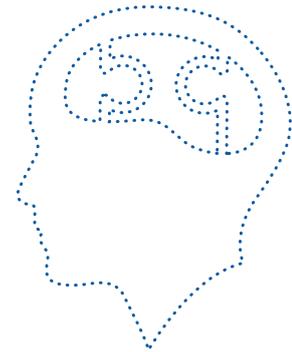
Industry-neutral Driven | 02

MenaITech provides innovative technology to the HR Industry with state-of-the-art integrated solutions embedded with industry standards without the need for bespoke customization charges.

**We think "bigger than the box" …
We think outside the industry**

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03 Business-Driven

Committed to the belief that HR must perform with business logic rather than just HR logic, we ensure that your human capital processes are streamlined and seamlessly integrated across all functions in the organization.

We develop HR capabilities, by helping the HR transform to deliver forward thinking

Results-Driven 04

MenaITech HCIS solutions are based on clearly defined organizational requirements that facilitate clients with built in customization capabilities covering the employee life cycle, from hire to retire. It also gives them the opportunity to experience fast results owing to a system that is always ready for implementation with free customization capabilities.
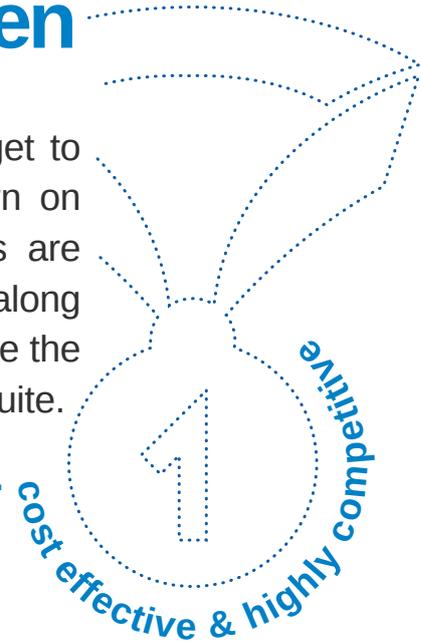
MenaITech HRMS gives your HR data a voice …

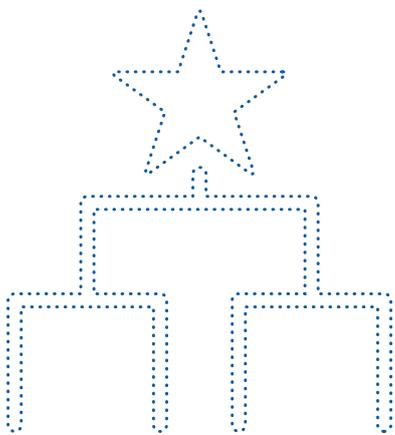**MENAITECH**

05 Competitive TCO-Driven

Total cost of ownership (TCO) is kept on target to ensure our clients receive an adequate return on their investment. MenaITech's niche products are frequently released with enhanced versions along with added features and functionalities that have the capability of being integrated with the product suite.

MenaITech's solutions are designed to be...

cost effective & highly competitive

Customer-centric Driven 06

MenaITech innovative solutions have earmarked an era of excellence in the region. We strive to exist because of and for our customer's success. MenaITech understands the sensitivity and importance of applications supplied and hence we tailor our solutions to surpass customer expectations.

Our clients' success ultimately

leads to our success

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MenaITech team consists of exceptionally experienced senior executives and technology specialists who come from diverse industries and carry varied technical experiences, along with specialized industry knowledge and hands-on experience.

MenaITech team possesses three broad characteristics that allow us to address HR market needs.

Shared Values
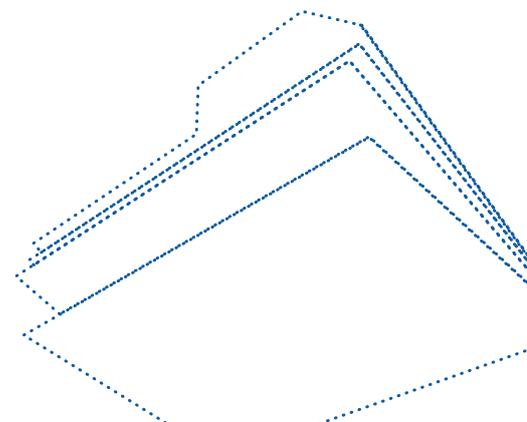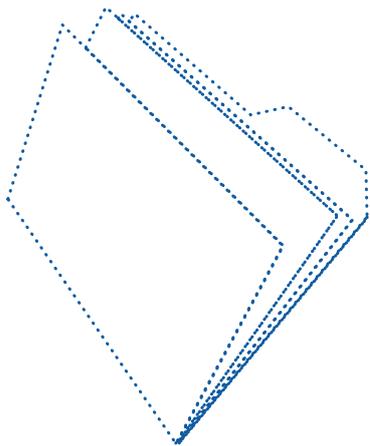
The Right Mix

Commitment to Quality

We are one!

we serve, we care, and we perform in favor of our customers and partners

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MenaITech's **HR Turnkey Solutions**

If it holds true that the right people make all the difference, it also holds true that a fully integrated web based HR Management System makes that difference more meaningful if it is designed to embody a portfolio of leading human capital management practices and thereby increase the overall value of the HR offering to the business.

MenaITech's solutions, available as web based suite of HR products and on-premise solutions, offering intuitive, functional, adaptable and progressive features that assist organizations to manage their workforce, HR processes, and thereby making HR an integral part of their strategic planning.

MenaITech's HCIS provides the broadest flexibility, as our products can work separately providing customers with multiple options to implement and support their Human Resources with solutions in the most appropriate way for their business.
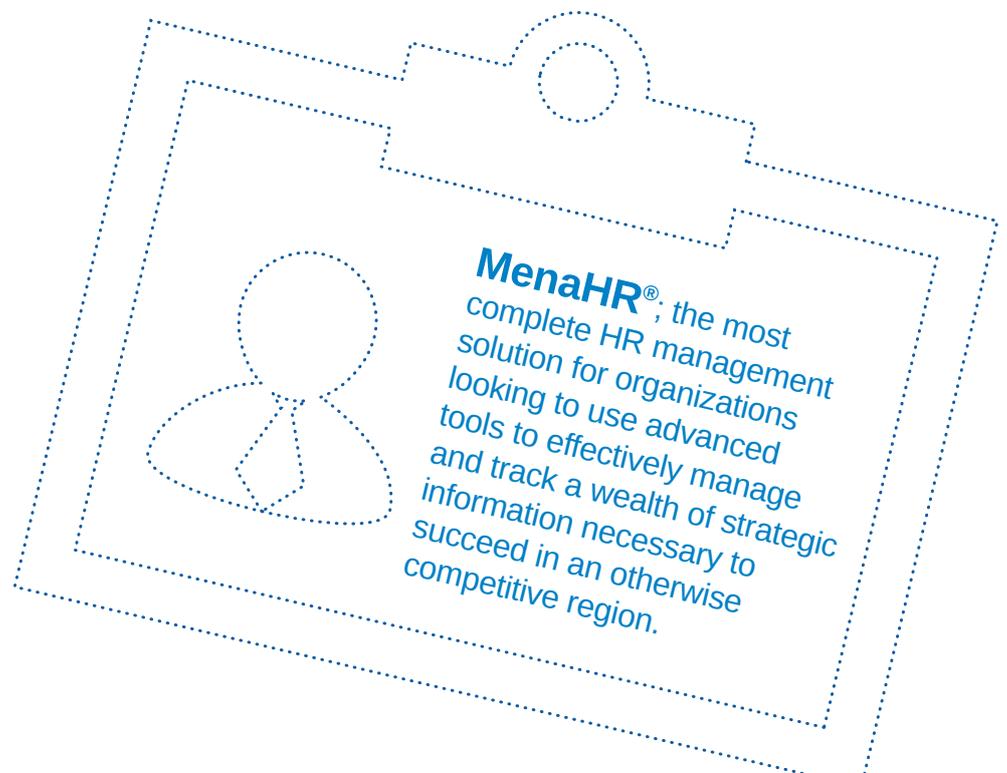
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Human Resources Information Management System

With the rapid growth of your business, maintaining data and executing time-consuming transactional activities become a pain and a challenge.

MenaHR® helps both business leaders and the HR to do more with less and focus on what matters most, thus helping both parties drive more informed decision making, by reducing the time they spend on transactional work. With silo data transferred into clear information throughout the system, **MenaHR®** allows you to monitor the full gamut of HR functions from hire to retire.

MenaHR® brings in smart working culture with the power of automation of the entire HR processes and helps you build a world class workforce.

MenaHR®; the most complete HR management solution for organizations looking to use advanced tools to effectively manage and track a wealth of strategic information necessary to succeed in an otherwise competitive region.

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Payroll & Personnel Solution

Payroll is one of the most vital departments in any organization and one of the most functions associated with complexity and costs. While the HR concentrates on payroll controls, the management gets apprised of the information **MenaPay®** provides for strategic and business planning process. **MenaPay®** is your smartest way of cost optimization while having important management information a few clicks away.

MenaPay® is a sophisticated web based and SaaS-based enterprise solutions which help reduce the time and cost of payroll processing with its quick, accurate and easy-to-use functionalities. Whether you want help with compliance issues or deeper payroll integration, **MenaPay®** provides new level of business agility for an affordable cost of buying, deploying and tailoring to your business needs.

In simple words, **MenaPay®** facilitates extensive employee information at your fingertips in one common database.
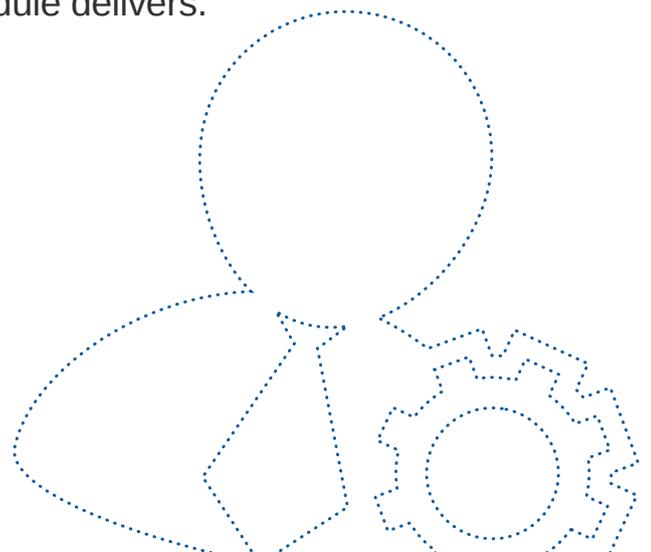
Keep your organization agile & efficient with **MenaPay®**

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Online Employee/ Manager Self Services

Designed with employees, managers and business leaders in mind, **MenaME**® self-service module sparks collaboration within the company resulting in faster approval cycles, lowered cycle periods, lowered HR costs and reduced HR transactional burdens.

MenaME® acts as a central repository for the individual employee to access all the HR related information online. It manages and updates central employee directories, personnel dossiers, company directories, personal calendars, and internal service requests.

MenaME® proves to be a very efficient tool for HR as it reduces their time consuming tasks of manually feeding the data while eliminating human errors. At the same time have greater control over administrative tasks, increasing business efficiency and employee satisfaction.

Additionally, **MenaME**® is also available as a smart phone App for smart phones and tablets as well as a standard method of delivering employee self-service. MenaME-Mobile® provides almost all the basic features that **MenaME**® self-service module delivers.
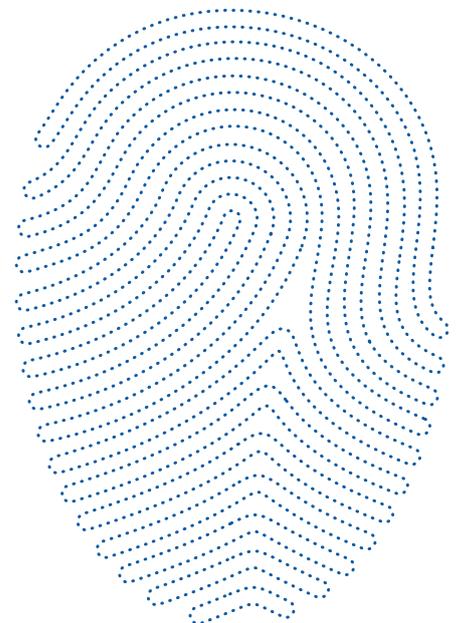
MenaTA®

Time and Attendance Management

MenaTA® helps you manage your workforce, and track employees' time and attendance in an easier, more efficient and affordable way.

MenaTA®, which is a user-friendly interface, will reduce the time needed to process employees' time and attendance and automatically calculate total worked hours including overtime, vacations, sick leaves and holidays.

With one click, all data related to employees can be displayed allowing for developing reports on attendance and performance.
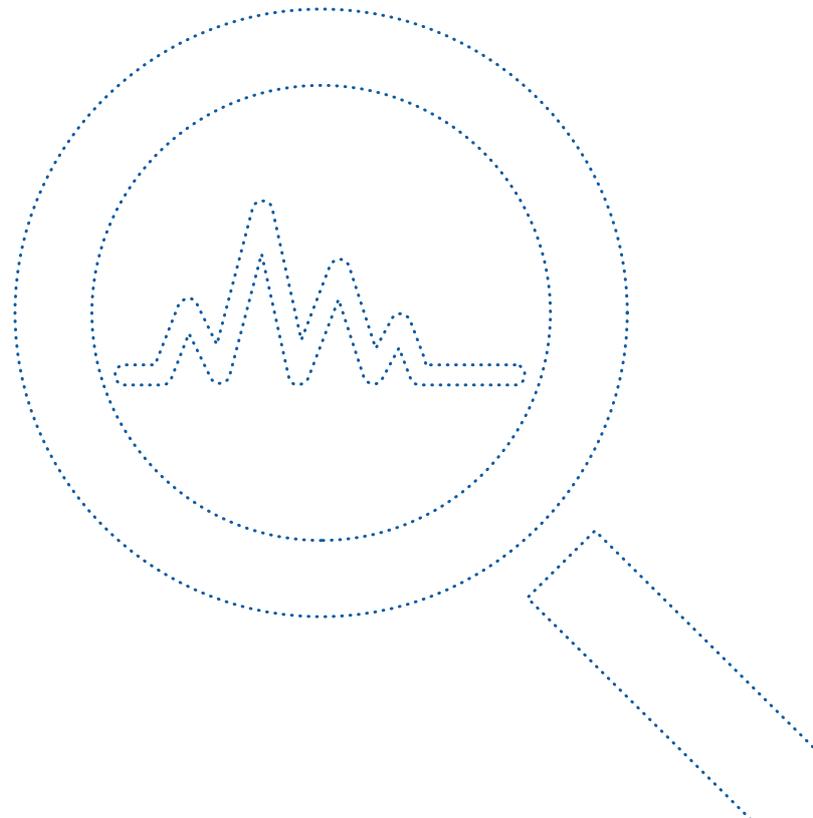
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Human Resources Consolidation & Analysis Module

Having the right people in the right place creates a strategic competitive advantage for the organization. **MenaExplorer**® enables the decision makers to focus on monitoring the workforce performance analyzing the trend within the organization and making strategic decision, thereby enhancing efficiency and profitability of the organization.

MenaExplorer® helps you visualize your workforce's health with ready and customizable dashboards analytics report with a robust feature that gives you a clear and customized reporting of multi-location, different departments and demographics across the board.

The visual-analysis component of **MenaExplorer**® empowers business insight with analytical outputs.
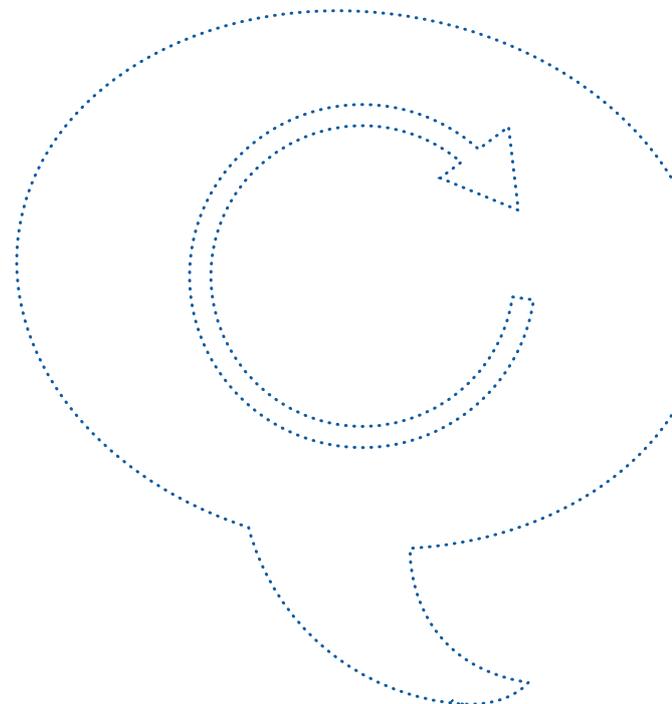
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Employee 360 Degree Feedback Evaluation Software

With the increasing need to promote a more open culture where giving and receiving feedback become a practice, **Mena360®** software is designed and developed by the HR and technology experts to carry out efficient, effective and anonymous multi-rater feedback.

Providing individuals with an opportunity to learn how others perceive them, **Mena360®** usage leads to increased self-awareness that can change the perception of employee's career development.

Mena360® is designed around a questionnaire structure for quantitative ratings. Also, **Mena360®** includes range of competencies that can be customized in line with the nature of your business and desirable traits. **Mena360®** helps organizations acknowledge training and development needs, boosts up the morale of employees and serves as a powerful trigger for change.
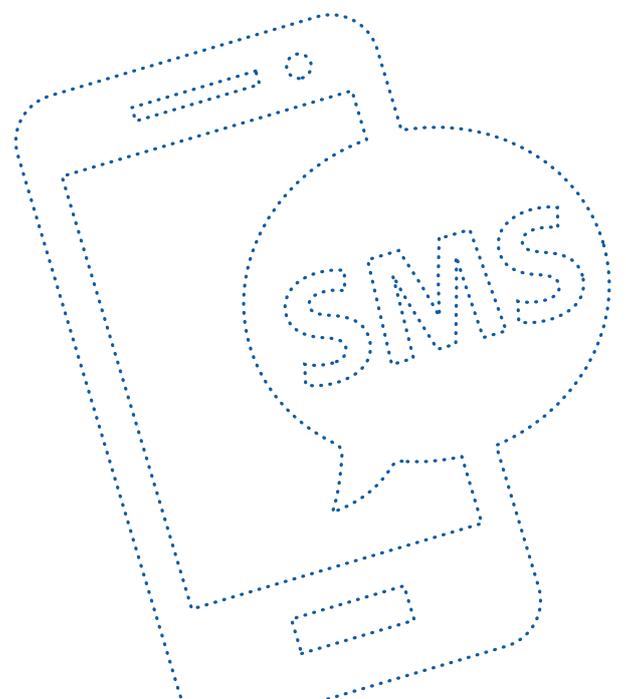
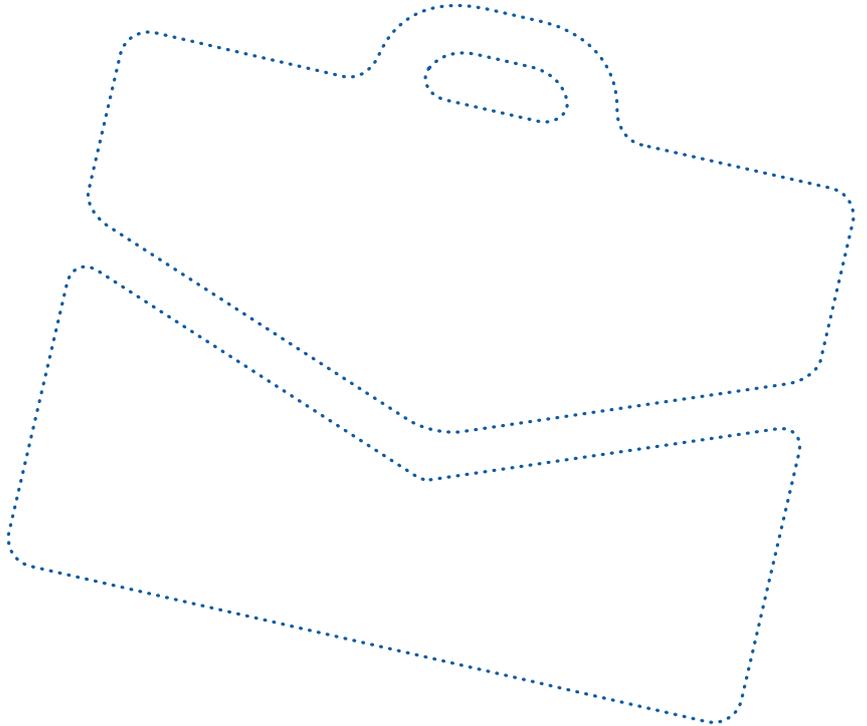**MENAITECH**

Cell Phone Notification Service

Cell phone notifications are one of those which are never ignored by any individual. It is a good practice to be informed about the professional aspects via a short message rather than waiting for an email which may take more time. This is where **MenaSMS®** comes to play as a convenient and an efficient notification system to share important information via SMS. Within fraction of seconds, employees can be informed about their credited salaries, their leave balance, their benefits and achievements, subscription or document expiry notification.

MenaSMS® facilitates HR department to process large numbers of transactions. Often, there is no time and energy to communicate with applicants. These limitations may result in missing talented applicants and can ruin the company's reputation. **MenaSMS®** enables a more fluent communication in real time and relief the workload of the HR department.

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HRMS Outsourcing Service

MenaOSS® HRMS Outsourcing Service comes to all the users with standalone human capital management software where users can take the benefit of selected modules on monthly basis. HR Functional Consultant at MenaITech will take full control over serving the clients with the professional services which includes Gap analysis, Data migration, Integration, User training, and full HR & payroll processes.

Cloud personnel and employee self-services

Never before has productivity come to you like this where HRMS will be served on cloud. **MenaLite**®; the payroll and self-service over cloud, is an important alternative for smaller companies with low budgets for information technology. **MenaLite**® provides individuals and enterprises access over the Internet to applications and related services that would otherwise have to be located in their own personal or enterprise computer.

MenaLite® comes with a personnel, payroll and employee self-services module which serves the purpose of the HR functions within the organization.

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Contact us

For more information about **MenaITech HCIS**, please contact your local business partner, email us at info@menaitech.com or visit our website at www.menaitech.com.

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