



L'AÎNÉ HRMS Product Brochure



About L'AINE HR

L'AINE HR is a people company, in the business of creating the best opportunities for you by providing the best people-oriented solutions for your business.

We go the extra mile to find, build and improve talent, connection and communications in our house, as well as in yours.

People development is at the center of everything we do and we take pride in our ability to perfect the most important part of what you do; your people.



Vision


To lead in innovating the world of work in Africa.

Mission

To improve upon every LIFE and BUSINESS we come across, with innovative HR solutions.

Led from inception in 1994 by our founder and Group CEO Dr. Mrs. Ellen Hagan, we have and continue to provide lasting solutions to the world of work





L'AÎNÉ HRMS:

Thirty (30) years of HR expertise.

Two (2) years of in-house development.

One (1) powerful solution for your business.

Built for HR Professionals, by HR Professionals!

For over three decades, L'AINE HR has been Ghana's leading HR provider, serving a diverse range of industries.

Through client interactions, we have identified the pain points that hinder HR success.

We listened, we analyzed, and we built a solution to empower businesses of all sizes.



A Software that Grows with Your Business

We understand the unique challenges faced by Ghanaian businesses. That's why L'AINE HR goes beyond generic HR software. It's a comprehensive suite designed to address your specific needs, from attracting top talent to fostering a high-performing workforce.



What Sets Us Apart

Developed by HR Experts:

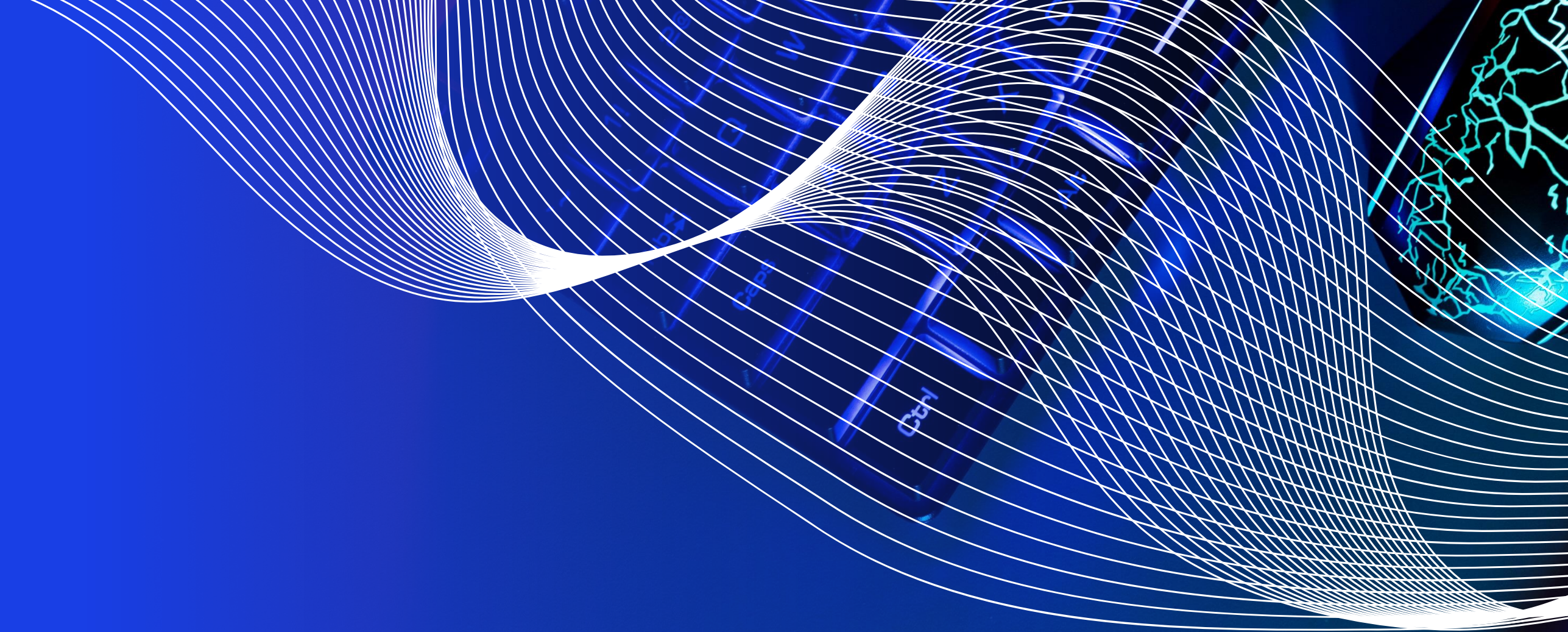
Built with the unique needs of Ghanaian businesses in mind.

Seamless Integration:

Eliminate data re-entry and streamline workflows.

Ghanaian innovation:

Developed specifically for the needs of the Ghanaian market.



HR Software Features

Effortless Recruitment

Finding the perfect talent shouldn't be a struggle.

The recruitment module streamlines the process, from crafting compelling job descriptions to attracting top candidates.

Track applicants with ease, post jobs across multiple platforms, and manage the entire offer process - all in one place.

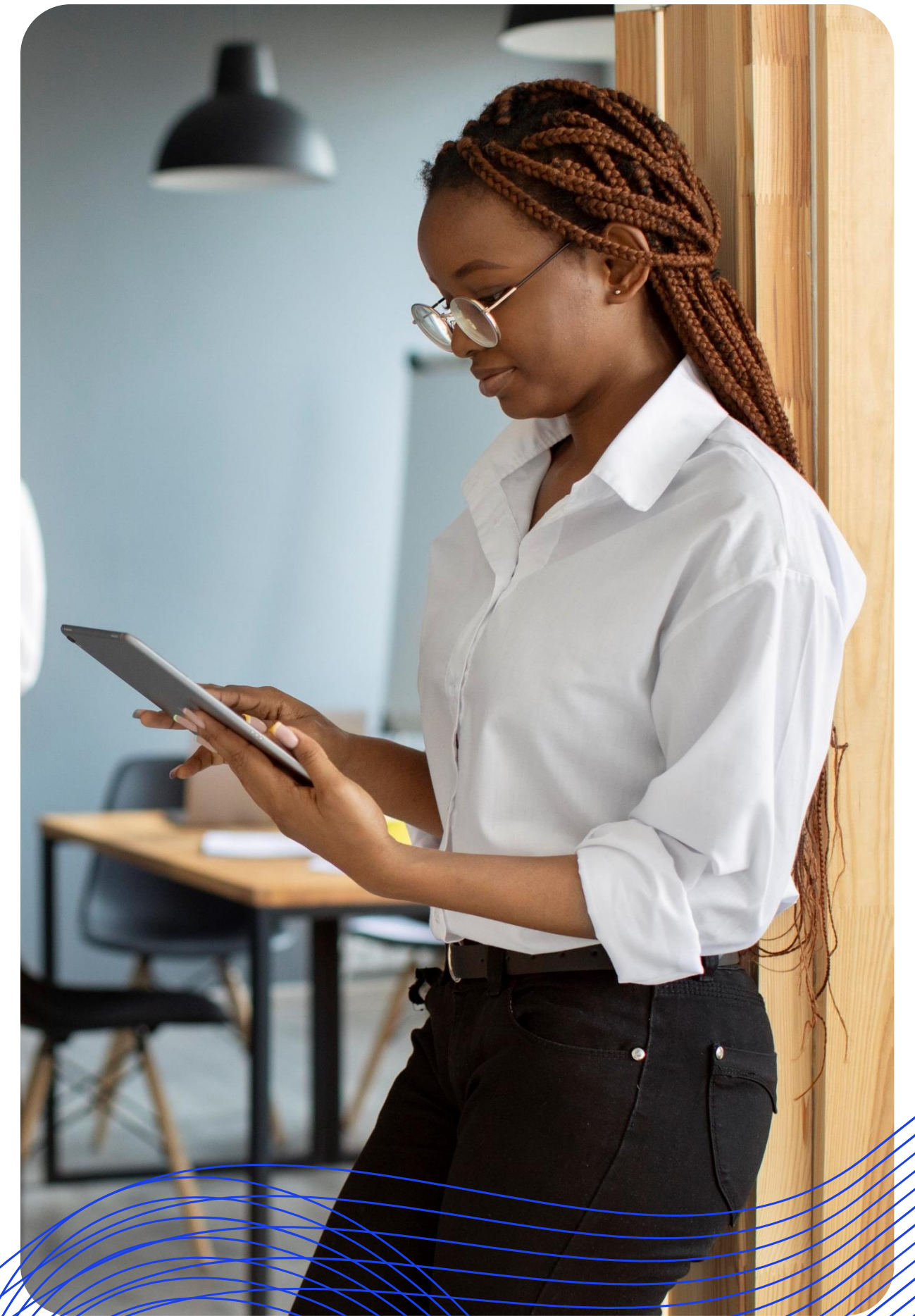


Seamless Onboarding

Simplify onboarding and ensure a smooth transition for new hires.

The software eliminates data re-entry by seamlessly transferring them from recruitment to onboarding.

New hires will have access to all necessary paperwork and task lists, ensuring a streamlined integration into your team.





Employee Management

Employee management becomes effortless.

Store all employee information securely, from basic details to custom fields specific to your organization.

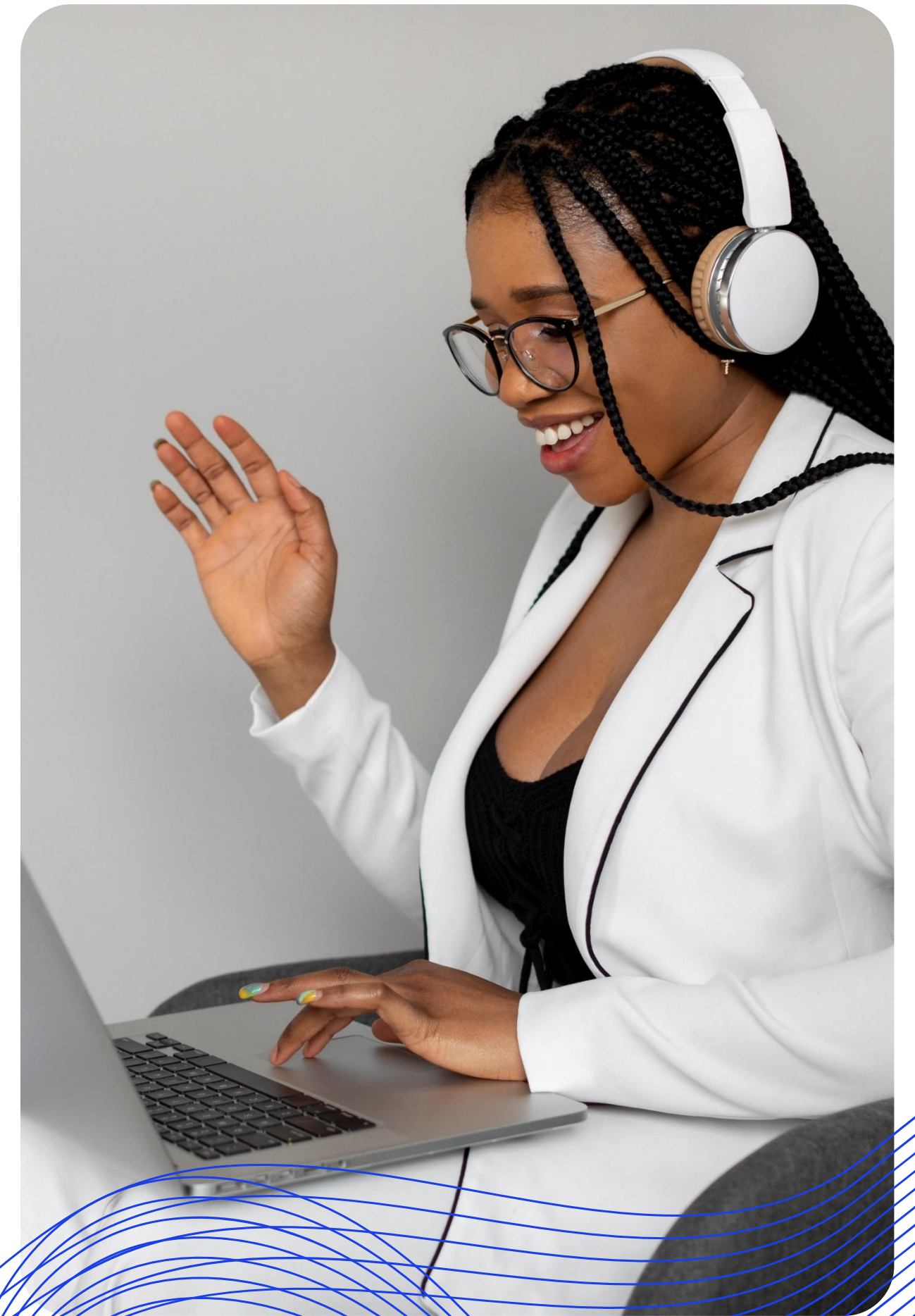
Role-based security ensures data privacy while simplifying access rights assignment.

Empowering Training

Employee management becomes effortless.

Create targeted training programs and track progress through assessments.

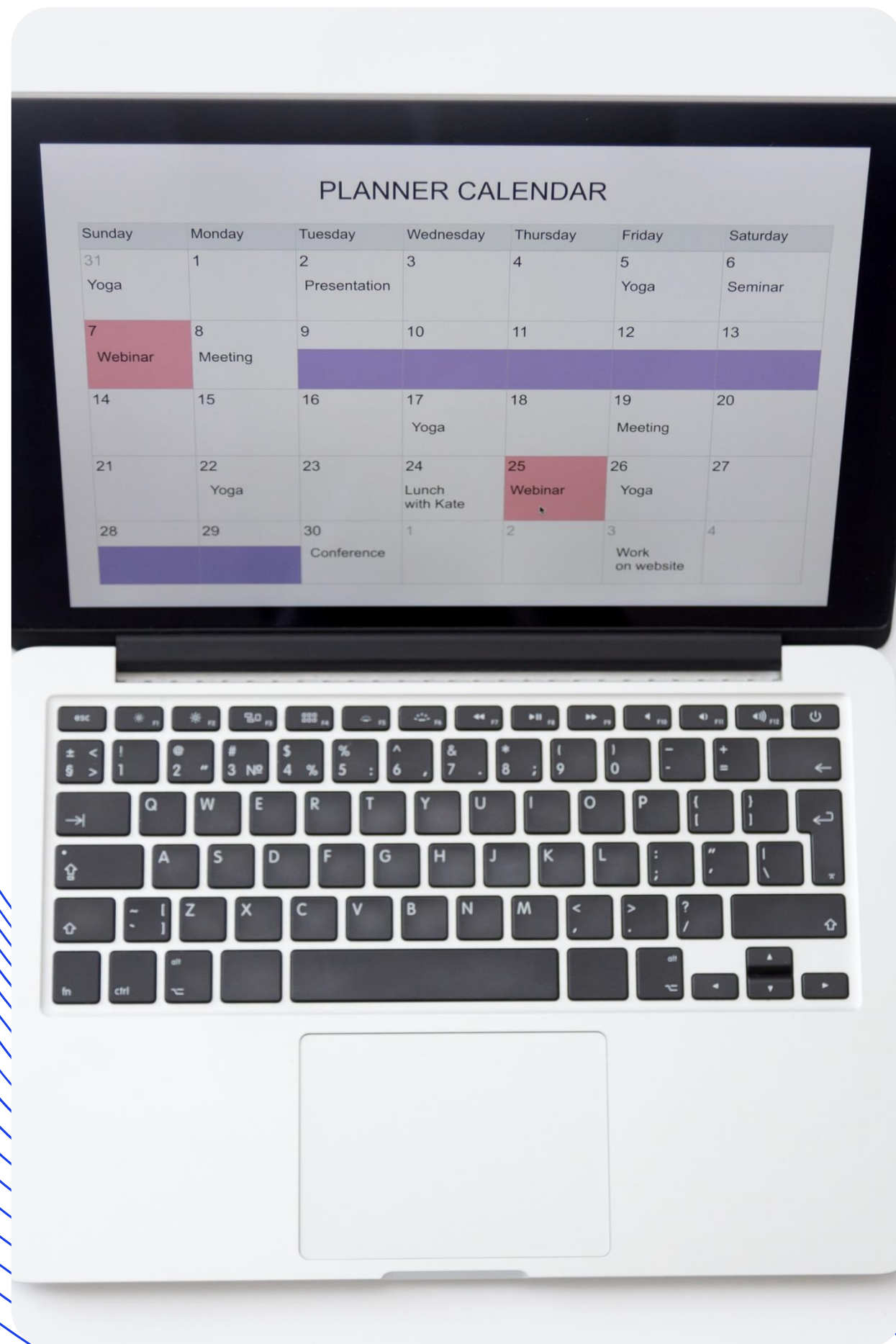
Equip your employees with the skills they need to thrive, fostering a culture of continuous learning.



Leave Management

Say goodbye to manual leave requests.

The system empowers employees to submit planned leave for approval by line managers and HR, ensuring clear communication and organized scheduling.

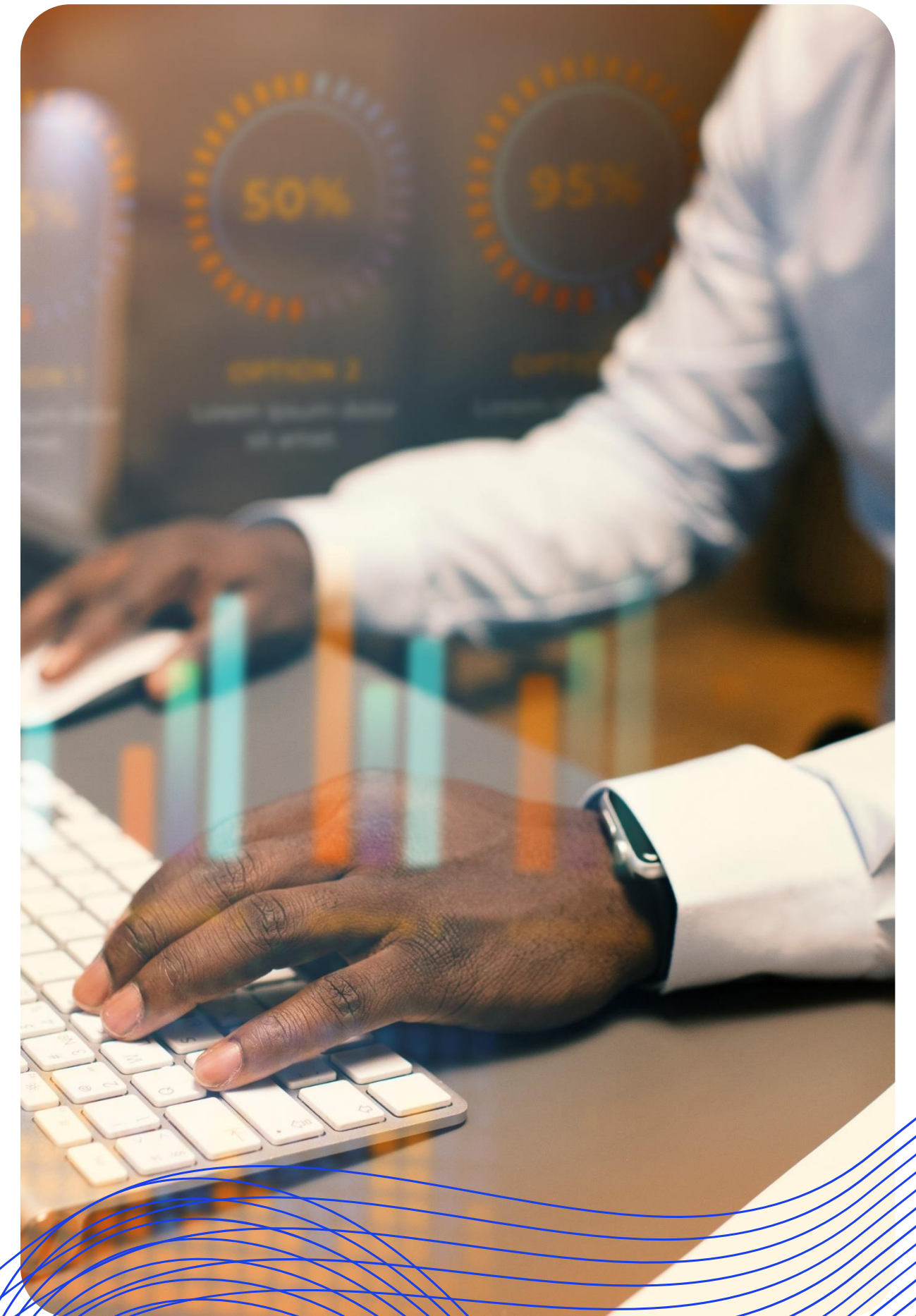


Performance Management

Align individual goals with departmental and corporate objectives.

Conduct effective mid-year and year-end reviews with comprehensive ratings.

Both self-assessment and manager evaluations ensure a well-rounded performance picture.



A woman with long black braids is smiling and looking down at a tablet computer she is holding. She is wearing a black and white patterned top and a necklace. The background is a blurred office setting.

Employee Self-Service

Empower your employees with a user-friendly self-service portal.

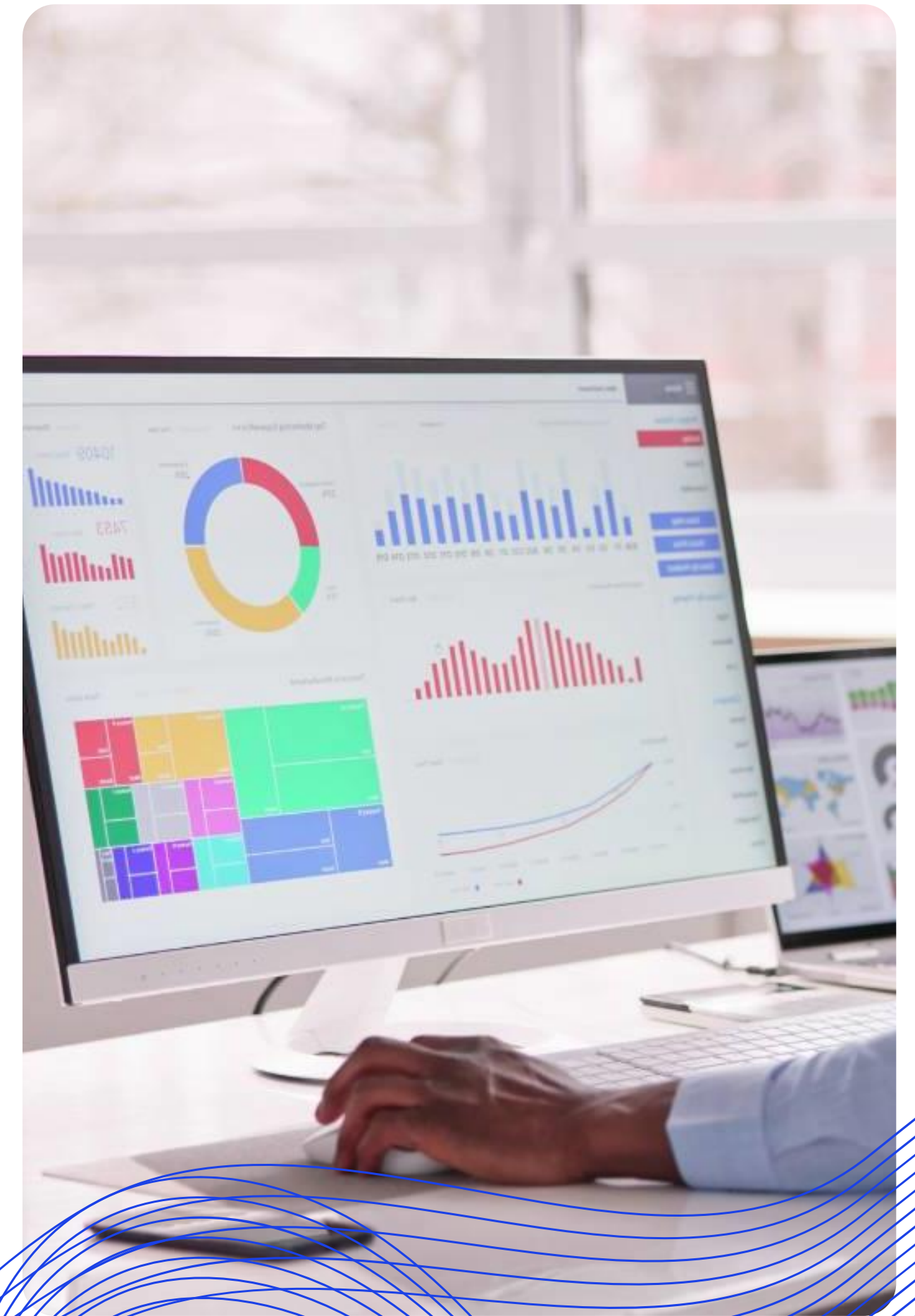
The self-service portal allows your employees to update personal information, request time off, review performance data, and track training progress.

HR Analytics Dashboard

Data-Driven Insights

Gain valuable insights into demographics, employee performance, gender diversity, compensation trends, and time-off patterns.

Use these insights to make informed decisions that drive employee engagement and business success.



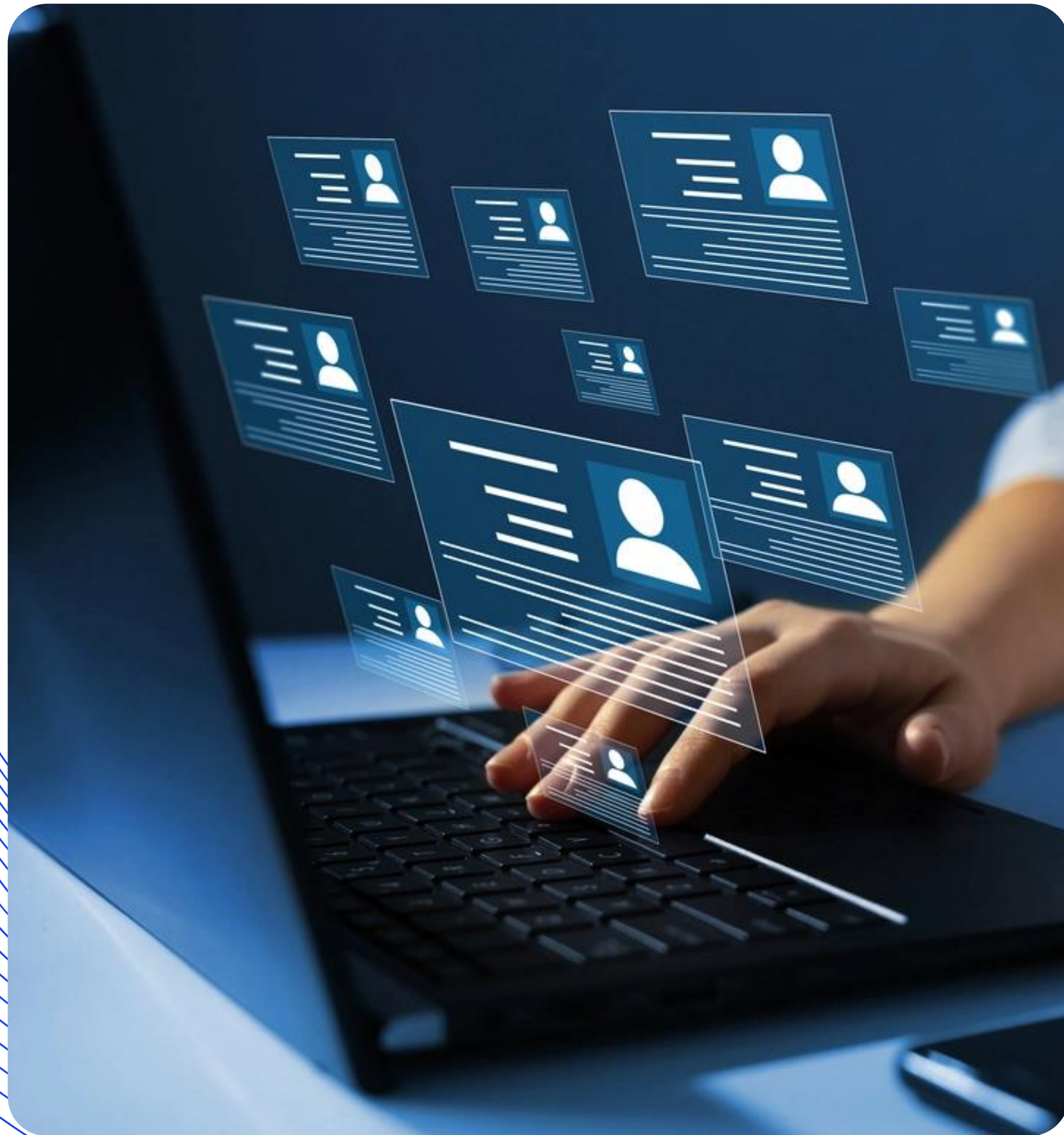


Payroll Software Features

Payroll Processing

Capture all your payroll transactions with ease, including basic salary, allowances, deductions, provident fund contributions, company benefits, and tax reliefs.



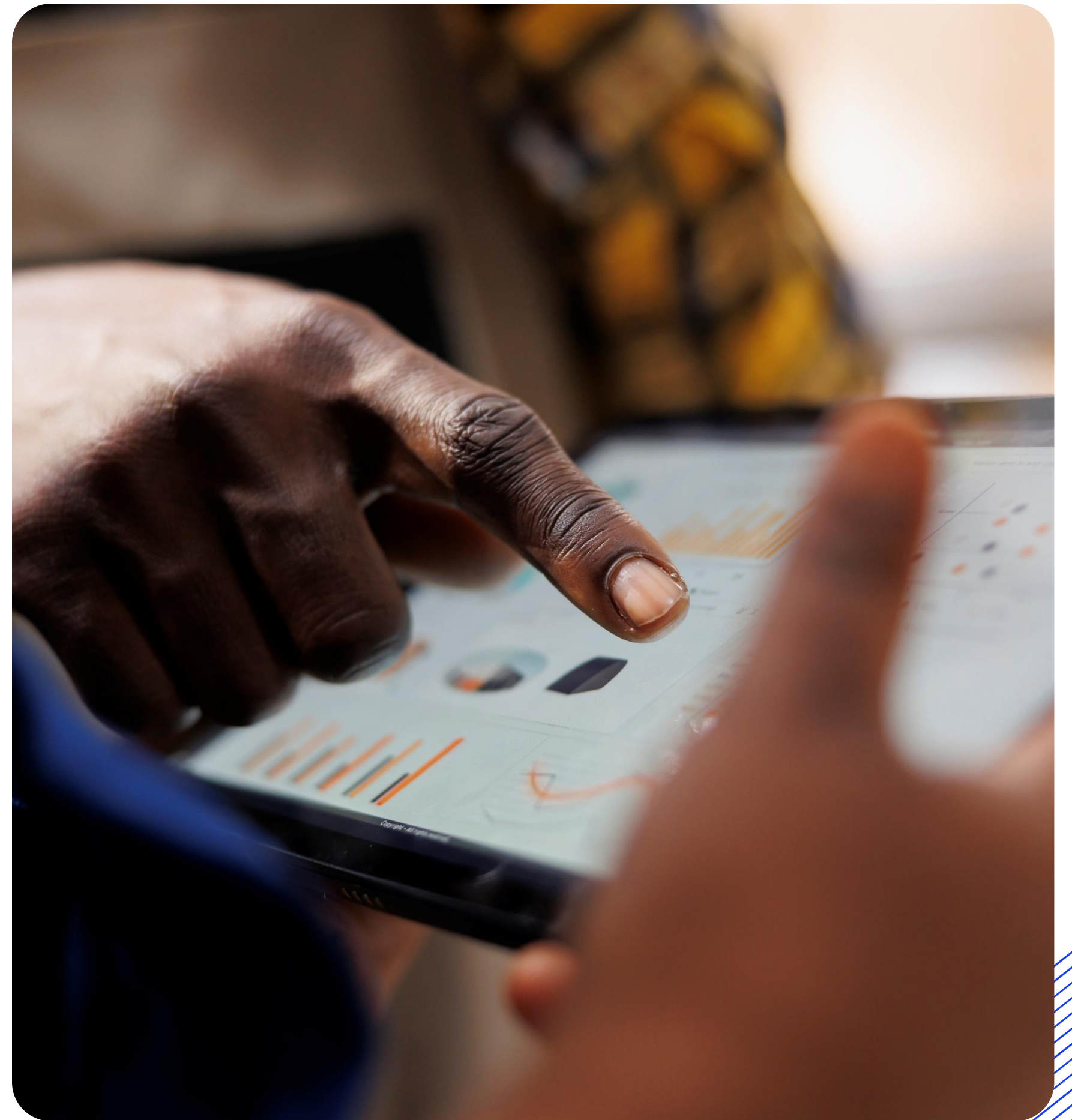


Job Profile Management

Assign default payroll transactions to groups of employees based on pre-defined job profiles and salary grades.

Streamlined Loans & Advances

Manage employee loans and salary advances efficiently with our intuitive tracking system.





Secure Pay slips, Delivered:

Distribute password-protected pay slips electronically in bulk, ensuring confidentiality and convenience for your employees.

Tax Compliance

Stay compliant with Ghana's tax regulations with built-in support for PAYE, SSNIT, and other statutory deductions.



SSNIT Payments Portal

Stay informed and be updated with SSNIT payments made on behalf of your staff.





Actionable Insights

Gain valuable insights with pre-built reports and dashboards, or create custom reports to suit your specific needs.

Benefits for Your Business

Save Time & Resources

Automate repetitive tasks and free your HR team to focus on strategic initiatives.

Improved Decision-Making

Gain data-driven insights to optimize your HR practices.

Enhanced Employee Experience

Empower employees and foster a positive work environment.

Reduced Compliance Risk

Ensure accurate record-keeping and streamlined processes.

The Future of HR is Here!

Let L'AINÉ HR Help You Grow.



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