

XERPUM

Hr

Enterprise Resource Planning

Complete integrated ERP solution for
hr industry

2000+

MODULES

AI

ASSISTANT

SaaS

/ ON
PREMISE

English Edition — brosur.xerpium.com

HR & Payroll Management Ecosystem

XERPIUM HR is a complete HR & Payroll solution for Indonesia — covering employee management, attendance, leave, recruitment, payroll with BPJS & income tax Art. 21, KPI, loans, AI interview, and real-time dashboards.

Employee Records

Basic Data — Name, ID number, tax ID, BPJS, date of birth, religion, marital status

Family — Spouse, children, parents — for PTKP & allowances

Emergency Contact — Name, phone, relationship — quick access

Documents — ID card, passport, visa, driver's license, diploma — expiry tracking & notifications

Contract — Fixed-term, permanent — contract history, status, validity

History — Transfers, promotions, position, department — full history

Recruitment

Job Position — Position definition, description, qualifications, skills

Applicant Tracking — Application received → screening → interview → offer → hired

AI CV Screening — Automatic CV analysis, skill & experience extraction

AI Interview — AI-based adaptive interview, 9-level scoring, intent detection

Question Bank — Survey-based, difficulty-aware, multilingual

Candidate Portal — Secure link for candidates, auto invitation

Attendance & Leave

Attendance — Check-in/out, manual/kiosk/mobile, real-time tracking

Overtime — Calendar-based: workdays vs holidays, split shift, cross-day

Leave Types — Annual leave, sick, permission, maternity, collective leave

Leave Request — Request → approval → automatic allocation

Email to Leave — Request leave via email, auto-parse & create request

Calendar — Work calendar, national holidays, shifts

Loan & Salary Advance

Loan Request — Request, approval, interest, tenor, installments

Salary Advance — Salary loan, maximum limit, minimum days, rules

Auto Deduction — Automatic monthly salary deduction from payslip

Loan Accounting — Disbursement, installment, employee receivable journals

Tracking — Remaining loan, current installments, paid-off status

Indonesian Payroll — BPJS, Income Tax Art. 21, THR

Complete payroll engine for Indonesia with BPJS Health, BPJS Employment (JKK, JKM, JHT, JP), income tax Art. 21 using TER & Article 17 methods, and holiday allowance (THR).

Indonesian Payroll Features

BPJS Health — Auto-calculated based on salary, maximum limit, employer/employee split

BPJS Employment — JKK (0.24-1.74%), JKM (0.3%), JHT (3.7%+2%), JP (1%+1%)

PPh21 TER — Average Effective Rate new method (PP 58/2023)

Income Tax Art. 21 Article 17 — Progressive rate 5-35%, annualized

Gross-up — Income tax Art. 21 borne by the company, calculated automatically

PTKP (Non-Taxable Income) — TK/0, K/1, K/2, K/3 — automatic from status & dependents

Position Allowance — 5% of gross salary, max Rp 500k/month

Overtime — Overtime → payslip integration — work calendar & holidays

Variable Inputs — Bonus, commission, reimbursement — approval workflow

THR — Pro-rated holiday allowance (THR) calculation, batch payslips

KPI Management

KPIs per Position — Define key performance indicators per position

Contract-based — KPI evaluation per employment contract

Batch Processing — Bulk assessment for HR efficiency

Score Formula — Auto-calculated from various sources: surveys, project tasks, external databases

History — KPI history per employee, performance trend

Dashboard — KPI summary per department, per position

AI Interview & CV Screening

CV Screening Pipeline — Upload CV → AI analysis → score & recommendation

AI Interview Engine — Adaptive interview, questions change based on answers

Intent Detection — Understands candidate intent, detects dishonesty

9-Level Score — Recommendation 1-9, non-blocking (partial result)

Survey Question Bank — Question library, difficulty-aware

Portal Link — Send a secure interview link to the candidate

Employee Transfer & Offboarding

Branch Transfer — Inter-branch transfers — request → approval → execute

Transfer History — Full history per employee

Resignation — Resignation request → notice period → exit checklist → relieving letter

Exit Checklist — Handover of assets, documents, access

Employee Status — Active → Resigned → Terminated — auto update

Reward, Warning & Reminder

Reward & Warning — Official announcements, awards, warnings — company-wide or per department

HR Reminder — Birthday, contract expiry, document expiry — notification widget

Document Expiry — Passport, ID card, driver's license, visa — auto tracking & notifications

Announcements — Company announcement, scheduling, notification

Cross-Module Integration

HR fully integrated with the entire XERPIUM ecosystem.

HR ↔ Accounting

Automatic payroll journals (salary, BPJS, income tax Art. 21, loans)

COA for salary expense, BPJS expense, tax payable

Salary payment reconciliation via bank

HR ↔ Inventory

Asset custody per employee (laptop, phone, vehicle)

Asset handover upon resignation

Stock consumables (ATK, uniform)

HR ↔ Purchase

PO training & development

Vendor management for outsourced staff

Uniform & equipment procurement

HR ↔ Dashboard Studio

HR Dashboard: employee count, leave, attendance, payroll

KPI per department, turnover rate

AI auto-generate dashboard

HR ↔ Dynamic Stage

Recruitment: Apply → Screening → Interview → Offer → Hired

Resignation: Request → Notice → Exit → Clear

Loan: Request → Approve → Disburse → Repay

HR ↔ AI Assistant

Search employee data via natural language

Generate payslip & payroll report

Screening CV & interview via AI

HR & Timesheet — Additional Modules

Complete with HR & timesheet modules for appraisal, courses, contract renewal, document management, employee data, personal equipment, timesheet sheets, portal, and project billing.

▣ Employee Management

First/Last Name — Pemisahan first & last name, second last name support

Employee ID — Employee code auto-generation

SSN — Social security number tracking

Age — Computed age from birth date

Language — Employee language skills tracking

Phone Extension — Internal phone extension per employee

Bank Restrict — Bank account restriction rules

Partner External — Link ke external partner records

□ Document & Service

Employee Document — Upload & track employee documents (ID card, diploma, certificates)

Medical Examination — Medical checkup schedule & results tracking

Service Years — Years of service computation, contract integration

Birthday Mail — Automatic birthday email on cron

Calendar Planning — Employee calendar & shift planning

PPE — Personal protective equipment tracking & assignment

Relative — Employee relative/family member tracking

Course — Employee training & course management

□ Appraisal & Contract

Appraisal — Employee performance appraisal with goals & feedback

Contract Renew — Contract renewal workflow, auto-reminder

Contract Reference — Contract reference number tracking

Contract Document — Contract document attachment & signing

Collective Agreement — Collective labor agreement management

Job Category — Job/professional category classification

Professional Category — Professional grade & level tracking

Department Code — Department code auto-generation

☐ Timesheet & Billing

Timesheet Sheet — Weekly/bi-weekly timesheet submission & approval

Autodraft — Auto-create timesheet sheets from attendance

Policy Project Manager — PM can approve timesheets

Portal — Timesheet portal for employees

Day/Week View — Timesheet by day & week

Task Required — Task mandatory on timesheet lines

Time Type — Billable/non-billable time type categorization

Begin/End — Track begin & end time per timesheet line

☐ Timesheet Reports

Timesheet Report — Print timesheet reports with details

Analytic Tag — Analytic tag per employee on timesheet line

Name Customer — Show customer name in timesheet

Editable Top — Edit timesheet lines from top of form

Task Domain — Filter tasks by project on timesheet

Task Stage — Task stage on timesheet lines

Unusual Days — Highlight unusual work days

Non Billable — Separate non-billable time type

☐ Sale & Project

Sale Timesheet Budget — Budget tracking per sale order on timesheet

Invoice Link — Link timesheet lines to invoice lines

Rounded — Round timesheet hours before invoicing

Line Exclude — Exclude timesheet lines from invoicing

Timeline — Timeline view for project timesheets

Cost History — Employee cost history tracking

Autofill Project Off — Auto-fill project for off timesheets

Holidays Editable — Edit timesheets on holidays

Xerpium ERP — xerpium.com

Contact us for a free demo

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