

XERPIMUM

HR & Payroll

Enterprise Resource Planning

Solusi ERP lengkap untuk industri hr & payroll

2000+

MODUL

AI

ASSISTANT

SaaS

/ ON
PREMISE

Bahasa Indonesia Edition — brosur.xerpium.com

Ekosistem Manajemen SDM & Payroll

XERPIUM HR adalah solusi HR & Payroll lengkap untuk Indonesia — mencakup employee management, attendance, leave, recruitment, payroll dengan BPJS & PPh21, KPI, pinjaman, AI interview, dan dashboard real-time.

Employee Records

Data Dasar — Nama, NIK, NPWP, BPJS, tanggal lahir, agama, status perkawinan

Keluarga — Pasangan, anak, orang tua — untuk PTKP & tunjangan

Kontak Darurat — Nama, telepon, hubungan — akses cepat

Dokumen — KTP, passport, visa, SIM, ijazah — expiry tracking & notifikasi

Kontrak — PKWT, PKWTT — riwayat kontrak, status, masa berlaku

Riwayat — Mutasi, promosi, jabatan, departemen — full history

Recruitment

Job Position — Definisi posisi, deskripsi, kualifikasi, skill

Applicant Tracking — Lamaran masuk → screening → interview → offer → hired

AI CV Screening — Analisis CV otomatis, ekstraksi skill & pengalaman

AI Interview — Interview adaptif berbasis AI, scoring 9-level, intent detection

Question Bank — Survey-based, difficulty-aware, multi-bahasa

Portal Kandidat — Link aman untuk kandidat, auto invitation

Attendance & Leave

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

Overtime — Kalender-based: hari kerja vs hari libur, split shift, cross-day

Leave Types — Cuti tahunan, sakit, izin, cuti hamil, cuti bersama

Leave Request — Pengajuan → approval → allocation auto

Email to Leave — Ajukan cuti via email, auto-parse & create request

Calendar — Kalender hari kerja, hari libur nasional, shift

Loan & Salary Advance

Loan Request — Pengajuan, approval, bunga, tenor, angsuran

Salary Advance — Pinjaman gaji, batas maksimal, min hari, aturan

Auto Deduction — Potong gaji otomatis per bulan dari payslip

Loan Accounting — Jurnal pencairan, angsuran, piutang karyawan

Tracking — Sisa pinjaman, angsuran berjalan, status lunas

Payroll Indonesia — BPJS, PPh21, THR

Payroll engine lengkap untuk Indonesia dengan BPJS Kesehatan, BPJS Ketenagakerjaan (JKK, JKM, JHT, JP), PPh21 metode TER & Pasal 17, dan THR.

Fitur Payroll Indonesia

BPJS Kesehatan — Hitung otomatis berdasarkan gaji, batas maksimal, split perusahaan/karyawan

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

PPh21 TER — Tarif Efektif Rata-rata metode baru (PP 58/2023)

PPh21 Pasal 17 — Progressive rate 5-35%, annualized

Gross-up — PPh21 ditanggung perusahaan, hitung otomatis

PTKP — TK/0, K/1, K/2, K/3 — otomatis dari status & tanggungan

Biaya Jabatan — 5% dari gaji bruto, max Rp 500rb/bulan

Overtime — Integrasi lembur → payslip — kalender kerja & hari libur

Variable Inputs — Bonus, komisi, reimbursement — approval workflow

THR — Perhitungan THR proporsional, batch payslip

KPI Management

KPI per Jabatan — Definisikan key performance indicator per posisi

Contract-based — Evaluasi KPI per kontrak kerja

Batch Processing — Penilaian massal untuk efisiensi HR

Score Formula — Hitung otomatis dari berbagai sumber: survey, project task, database eksternal

History — Riwayat KPI per employee, tren performa

Dashboard — Ringkasan KPI per departemen, per posisi

AI Interview & CV Screening

CV Screening Pipeline — Upload CV → AI analisis → score & rekomendasi

AI Interview Engine — Interview adaptif, pertanyaan berubah berdasarkan jawaban

Intent Detection — Pahami maksud kandidat, deteksi kebohongan

9-Level Score — Rekomendasi 1-9, tidak blocking (partial result)

Survey Question Bank — Library pertanyaan, difficulty-aware

Portal Link — Kirim link interview aman ke kandidat

Employee Transfer & Offboarding

Branch Transfer — Mutasi antar cabang — request → approval → execute

Riwayat Transfer — Full history per employee

Resignation — Pengajuan resign → notice period → exit checklist → relieving letter

Exit Checklist — Serah terima aset, dokumen, akses

Employee Status — Active → Resigned → Terminated — auto update

Reward, Warning & Reminder

Reward & Warning — Pengumuman resmi, penghargaan, teguran — company-wide atau per dept

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

Document Expiry — Passport, KTP, SIM, visa — auto tracking & notifikasi

Pengumuman — Company announcement, scheduling, notification

Integrasi Cross-Module

HR terintegrasi penuh dengan seluruh ekosistem XERPIUM.

HR ↔ Accounting

Jurnal payroll otomatis (gaji, BPJS, PPh21, pinjaman)

COA beban gaji, beban BPJS, utang pajak

Reconciliation payment gaji via bank

HR ↔ Inventory

Asset custody per karyawan (laptop, handphone, kendaraan)

Serah terima aset saat resign

Stock consumables (ATK, uniform)

HR ↔ Purchase

PO training & development

Vendor management untuk outsourced staff

Pengadaan seragam & perlengkapan

HR ↔ Dashboard Studio

HR Dashboard: employee count, leave, attendance, payroll

KPI per departemen, 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

Cari data karyawan via natural language

Generate payslip & payroll report

Screening CV & interview via AI

HR & Timesheet — Modul Tambahan

Lengkap dengan modul HR & timesheet untuk appraisal, course, contract renewal, document management, employee data, personal equipment, timesheet sheets, portal, dan 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 & tracking dokumen karyawan (KTP, ijazah, sertifikat)

Medical Examination — Tracking medical checkup schedule & results

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 dengan detail

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 untuk 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

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