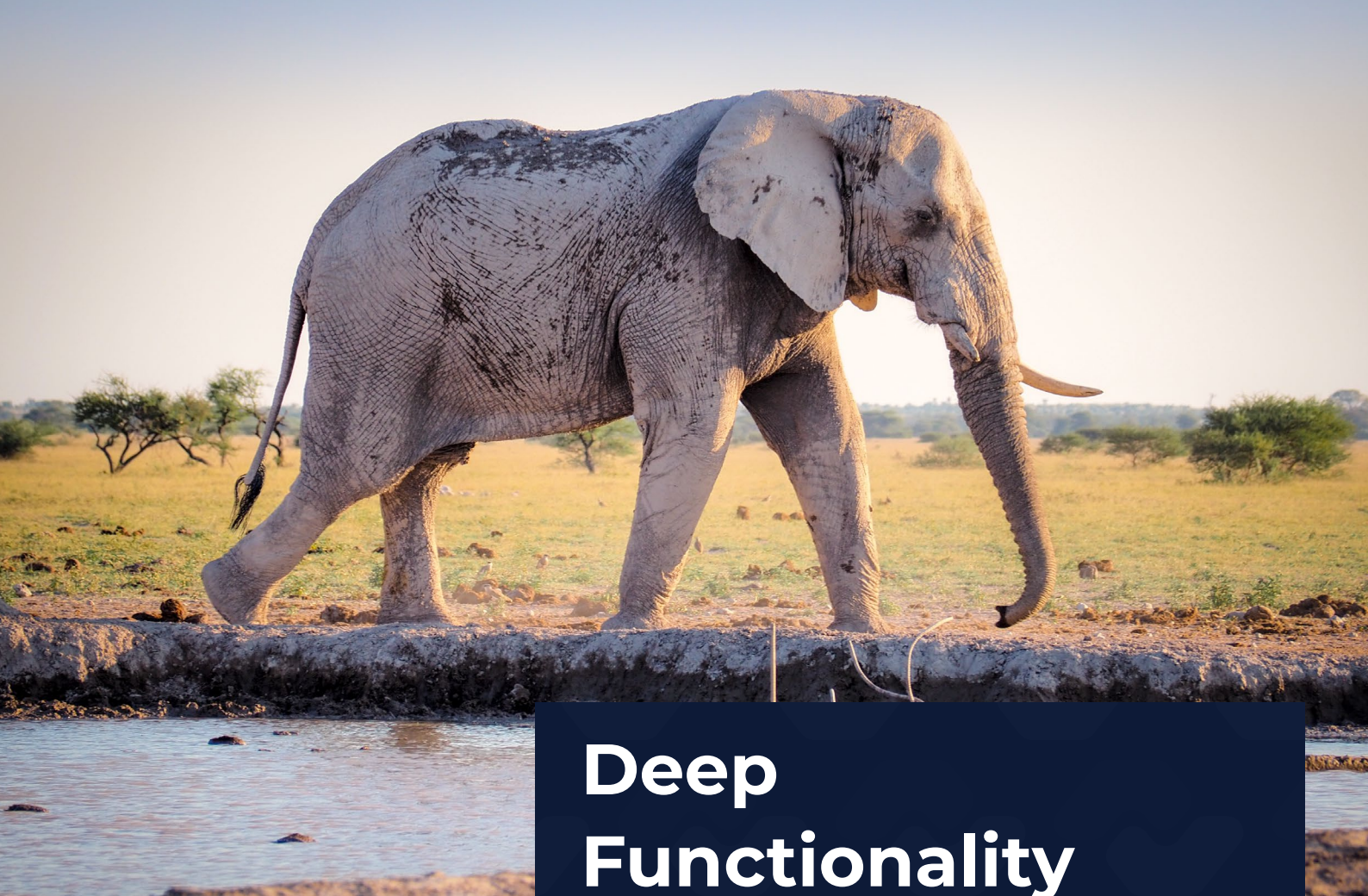# Payroll & HR Software

Like No Other

With Cloud & On-Premise Hosting Options

Deep Functionality with a Simple Intuitive User Interface

INTRODUCTION

In today's fast-paced market, there is a need to manage workforce data fast and at a minimal cost. The solution is to get a system that gives companies complete control, runs faster and costs less. However, most solutions are complex, have redundant features and require technicians to run. BNG addresses this by combining simplicity, robustness and flexibility; all in one fully integrated, secure & cost-effective web-based solution.

WHY BNG

We focus on providing you with a Payroll & HR software that matches your business needs while ensuring statutory compliance with government authorities and agencies. BNG gives companies of every size and scope across Africa the tools to help their people thrive.

Multi-Country

BNG Payroll & HR gives you power to manage your global workforce with ease from a centralized position.

Multi-Company

Accommodates multiple companies across multiple countries within the same system.
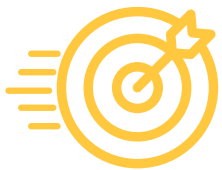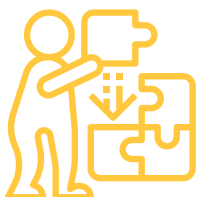
Multi-Currency

Process and pay employees' salaries in multiple currencies. Payslips can be generated in different currencies.

WHAT WE STAND FOR

Quality Software, Smooth Implementation & Training, Solid Support.

Speed & Accuracy - We ensure that all projects are implemented quickly and correctly based on a well laid down water tight procedure.

Integrity - We say what we do and do what we say regarding all projects we are entrusted with.

Significant Cost Savings and Operational Improvements

Running payroll can be time-consuming and if done incorrectly, can result in fines. We offer reliable payroll processing features and dependable payroll tax management.

WEB-BASED SOLUTION WITH SUPERIOR ARCHITECTURE

BNG enables you to achieve better control and greater productivity by providing a robust and flexible platform on which to advance your business.

We bridge the gap between affordability and quality service.

Focused on employee-centric needs, BNG is built to manage different aspects of your human resource efficiently and accurately empowering you to dominate in the present global marketplace.
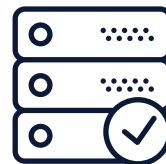
With BNG, you get payroll and HRMS in a single solution, giving you the ability to effectively manage your workforce.
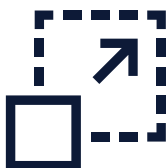
KEY FEATURES

AIRTIGHT SECURITY

BNG is immune from unwanted access from within and without your organization keeping your data secure.

FLEXIBLE HOSTING

We provide both secure cloud & on-premise hosting options.

SCALABILITY

BNG will increase capacity & functionality to meet your changing business needs.

USER FRIENDLY

Users find it easy to learn & use the software thus saving time & increasing productivity.

MODULES

BNG is modular, this gives you control to pay for only what you need. These harmonious modules give you full advantage to speed up your daily work while doing away with repetitive manual tasks.

Payroll & Biodata
Manage employee salaries, calculate earnings, deduction, taxes, benefits and other parameters in a fast and accurate manner.

Leave Manager
Manage and report on employees' leave from application to approval.

Employee Self Service
An employee-centred module for ease of viewing biodata, payslips, applying for leave and leave approval, requisitions & performance appraisal on a secure online environment.

Performance Manager
Ensure Continuous Performance Management for employees in a timely & a collaborative way.

General Ledger Integration
Links your payroll and HR costing data to your accounting system.

Training Manager
Record, schedule and plan for all trainings.

Assets Allocation
Record & track assets linked to employees.

Disciplinary Manager
Capture and record all disciplinary cases as well as actions taken.

Onboarding/Offboarding
Develop necessary checklists backed by workflows that are necessary for a joining/ leaving employee.

Job Position Management
Develop job profiles that capture everything relating to a specific job position.

Recruitment
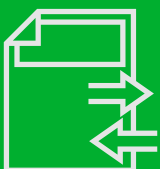Track candidates throughout the recruiting and hiring process.

PAYROLL

- Unlimited number of companies.
- Unlimited number of employees.
- Unlimited number of payroll parameters e.g. basic, overtime, commission, loans etc.
- Unlimited number of analysis groups e.g. departments, locations etc.
- Calculations – Inbuilt calculation engine which can handle very complex formulas.
- Automated payroll processing.
- Batches – Import any employee data from MS Excel.
- Reports – Email password protected payslips.
- Reports – Inbuilt report builder.
- Country specific statutory reports.
- Bank remittance reports builder – Build any type of bank remittance file.
- Payslips – Generate payslips in different currencies.

LEAVE

- Unlimited number of leave definitions e.g. annual leave, sick leave etc.
- Color coded leave definitions.
- Flexible leave entitlement days.
- Leave calendar.
- Custom leave policies.
- Gender specific leave definitions.

GENERAL LEDGER INTEGRATION

- Configure and link your payroll costing data to your choice of accounting system.

EMPLOYEE SELF SERVICE

Employees can:

- Apply for leave.
- Cancel applied leave.
- Plan for their leave.
- Complete performance review.
- Make requisitions like claims/trainings/assets etc.
- Access current and historical payslips and tax cards like P9s (Kenya).
- Update personal details like next of kin, contacts, experiences etc.
- Complete onboarding/offboarding tasks.
- View team calendar.

Managers can:

- Approver/Reject leave application/cancellation.
- Approve requisitions like claims/asset/trainings.
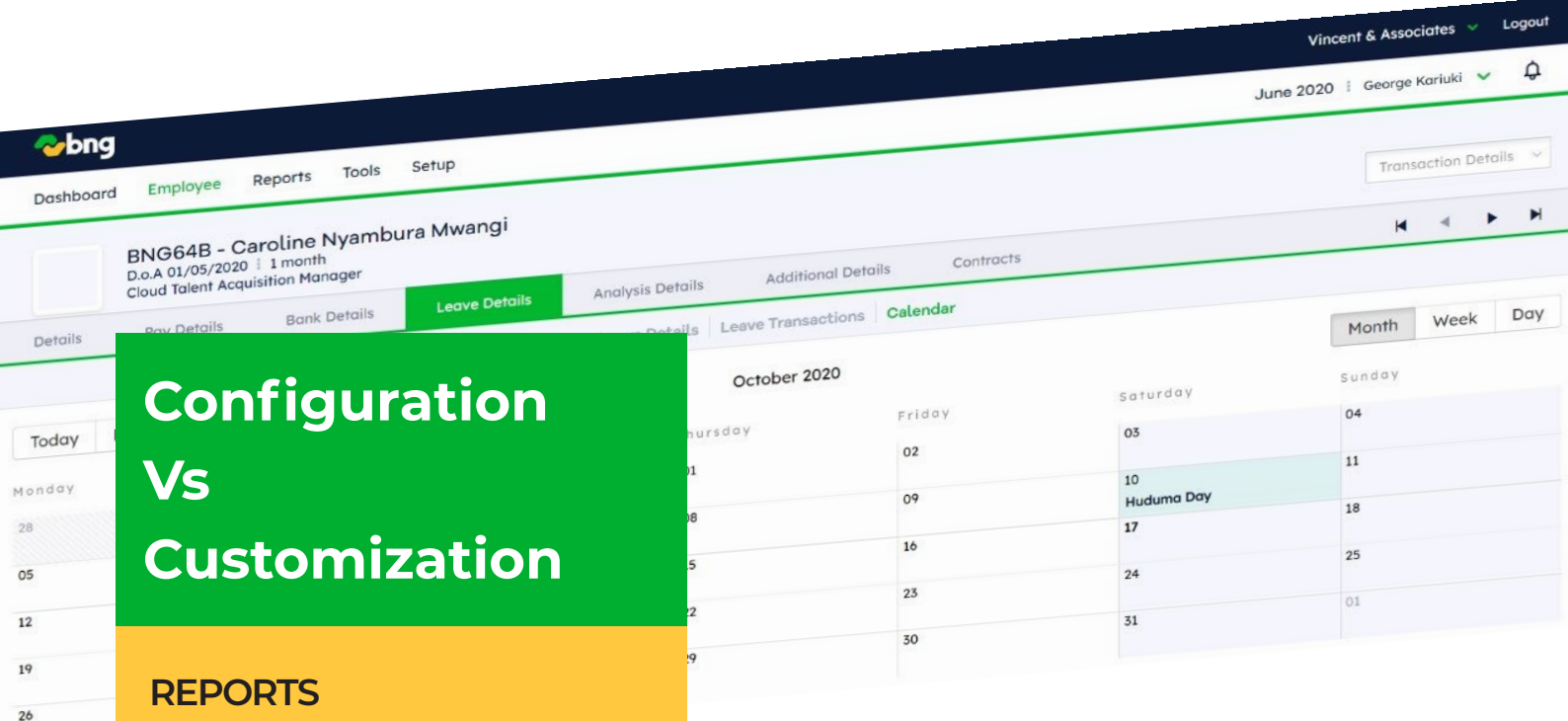- Manage their team performance reviews.

PERFOMANCE MANAGEMENT

- Define company strategic goals/Key Performance Areas (KPAs).
- Define performance templates with specific goals (Key Performance Indicators – KPIs) and corresponding action points for different job positions.
- Create and link different performance cycles to employees.
- Enhanced collaboration between employees and their managers along the appraisal cycle to enhance Continuous Performance Management.
- Requisition of assets & trainings that will help staff achieve the set goals.

TRAINING

- Capture training details from providers, cost, training requirements e.t.c.
- Create training sessions and allocate them to employees accordingly.
- Track training attendance.

Configuration Vs Customization

REPORTS

BNG comes with a robust report builder that empowers you to easily build neat reports with any kind of employee data.
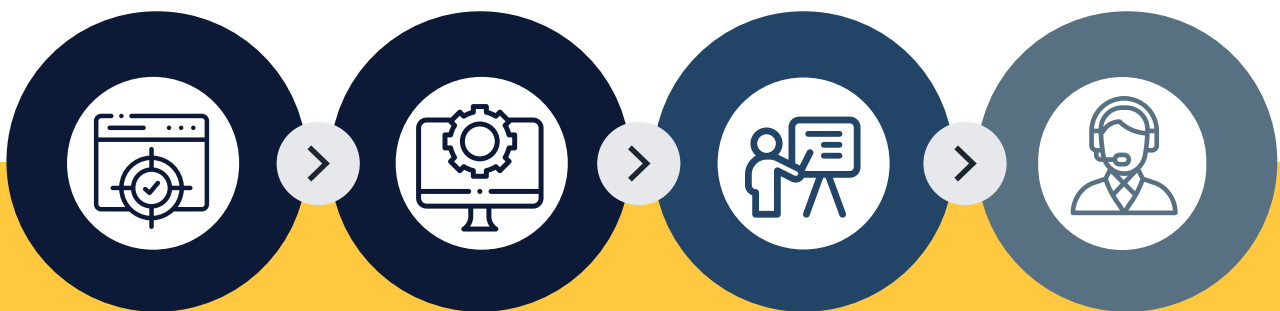
BANK INTERFACE

Inbuilt bank report setup engine that enables the client to setup salaries' remittance report in any format i.e. Text file. Csv, Ms Excel etc.

BNG enables you to set up the software in ways that match your changing business needs without the need to change the software code. You can create new Reports, Bank Interfaces, General Ledger Interfaces, Data Imports, Integration with other softwares, Complex Payroll Calculations etc.

This saves time and reduces costs significantly while eliminating errors.

PROJECT IMPLEMENTATION PROCESS

Scope
Fully understanding and documenting the client's needs.

Setup
Setting up the system to match the clients' documented needs.

Training
Training the system administrators and end users.

Support
Timely and continuous onsite and offsite support as needed.

Empowering Companies in Africa
Manage their Employees' Lifecycle
from Hiring to Retirement
with Ease.

bng

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