



NepalHRM

Product Brochure · May 2026

The complete HR & payroll platform built for Nepal.

From the 7-person startup to the 1,000-employee enterprise — NepalHRM runs your people, attendance, payroll, recruitment and workplace on one platform, with PF, CIT, SSF and eTDS baked in.

PF · CIT · SSF · eTDS ready

Free up to 10 employees

40+ modules on every plan

iOS · Android · Web · Desktop

40+

Modules included on every paid plan

100%

Nepal-compliant payroll out of the box

9-6

NPT support, Sunday to Friday

30-day

Free trial · no card to start

Why most HR tools fail Nepali businesses

Global HRMS products are built for a market that doesn't have Provident Fund, CIT, SSF or eTDS. Local spreadsheets stop working the moment you cross 30 employees. NepalHRM was built to fit the gap.

The pain you know

- Payroll done in Excel — one wrong VLOOKUP and someone is paid late.
- PF / CIT / SSF returns reconciled manually each month.
- eTDS filing prepared the night before with no audit trail.
- Biometric punches dumped into a spreadsheet, then forgotten.
- Resignations, leaves, advances tracked across WhatsApp groups.
- Employees ask for payslips by email; nobody can find them.

How NepalHRM fixes it

- One payroll run produces payslips, PF, CIT, SSF & eTDS files together.
- Biometric devices stream punches into attendance live; HR sees the gaps the same day.
- Every leave, advance, increment, exit has a tracked workflow with timestamps and approvers.
- Employees get payslips in their mobile app; HR's inbox stays empty.
- Audit log captures who did what — a clean trail for the FY-end audit.

Five pillars, one platform

Each pillar can run on its own, but the real win comes when they share the same employee record, the same approvals, the same audit log.

P

People

Employee vault, org chart, onboarding, performance, disciplinary, offboarding — the full lifecycle.

- Profile · documents · contracts
- Onboarding checklists & tasks
- Performance reviews & objectives
- Exit interviews & clearance

T

Time & Attendance

Biometric, web, mobile and manual punches — all reconciled into one daily view per employee.

- Live biometric device sync
- Shifts, schedules, overtime
- Leaves, types, policies, blackout dates
- Holidays, location-aware rules

Rs

Payroll & Finance

Built for Nepal: PF, CIT, SSF, eTDS, festival bonus, loans, advances, reimbursements, increments.

- One-click monthly payroll run
- Festival bonus & FY-aware tax slabs
- Forecast, budgets, salary structures
- Loans, advances, reimbursements

W

Workplace

Recruitment, internal messages, helpdesk, procurement, assets, policies — the office without the spreadsheets.

- Recruitment pipeline & offers
- Helpdesk tickets & SLAs
- Asset register & assignment
- Procurement requests & POs

A

Administration

Locations, permissions, audit log, email templates, automations — the controls IT and HR Heads expect.

- Role-based permissions
- Full audit log
- Email automations & templates
- Module toggles per company



Specialty add-ons

Desktop Activity Tracker and HR AI Assistant — licensed by agreement so usage and consent are tailored.

- Active-app + idle-time capture
- AI policy chat, JD drafting, CV screening
- WhatsApp gateway for payslips
- White-label & on-prem options

Made in Nepal, for Nepal

Compliance baked into the schema — not a bolt-on. The same payroll engine that issues your payslips also produces every government return.

PROVIDENT FUND

EPF Office return-ready CSV every month

CIT

Citizen Investment Trust deductions on the slip

SSF

Social Security Fund contributions tracked per employee

ETDS

Annexure-10 ready, FY-aware tax slabs (Shrawan–Ashad)

MULTI-COMPANY

Run multiple companies under one workspace with consolidated reports

TIMEZONE

Asia/Kathmandu first-class, BS & AD dates

FESTIVAL BONUS

Dashain bonus rule built in, configurable per company

LOCAL PAYMENTS

eSewa & Khalti supported alongside bank transfer

Feature spotlights

Six capabilities customers consistently call out after their first month.

PAYROLL

First payroll in a single afternoon

Bulk-import employees from CSV, pick the salary structure, hit "run" — the platform produces payslips, PF/CIT/SSF lines and the eTDS summary in one pass.

A 50-employee monthly run typically completes in under 90 seconds.

ATTENDANCE

Biometric machine plug-and-go

Pair a ZKTeco / Anviz / eSSL device by serial number. Punches stream into the daily attendance view in real time, with source-aware reconciliation (biometric vs web vs mobile).

Unmapped employees and offline devices are surfaced before HR notices.

MOBILE

An employee app they'll actually use

iOS and Android apps for clock-in, leave requests, payslip download, helpdesk and announcements. Offline-tolerant for field staff.

Manager views with one-tap approvals built into the same app.

WORKFLOW

Workflows that match how Nepali HR runs

Leaves go through your real approval chain — line manager → department head → HR. Performance reviews respect mid-year vs annual cycles. Exits trigger asset return and final-settlement tasks automatically.

ADD-ON

HR AI Assistant — answers, drafts, screens

An in-app AI that knows your policies. It answers leave and policy questions, drafts offer letters in your tone, summarises long Helpdesk threads, and shortlists CVs against your JD.

Token-billed, opt-in per module, tenant-isolated. Licensed by agreement.

ADD-ON

Desktop Activity Tracker

Optional macOS + Windows agent for active-app, idle-time, and (with consent) periodic screenshots. Productivity dashboard surfaces inside HRMS for managers; DPA & consent flow per company policy.

Per-seat licensing — separate from your headcount price.

Architecture & trust

Built on modern stable infrastructure, hosted in-region, with the controls IT teams expect.

Security & compliance

- **Encryption** — TLS 1.3 in transit, AES-256 at rest.
- **Tenant isolation** — strict per-company scoping at the query layer; no cross-tenant data path.
- **Backups** — automated daily, retained 30 days; point-in-time restore available on Scale.
- **Audit log** — every create/update/delete on sensitive models is recorded with actor, IP and timestamp.
- **SSO** — Google Workspace + Microsoft Entra on request.
- **Data residency** — Singapore-hosted by default; Nepal-hosted on-prem available.
- **NDA & DPA** — signed on request, especially for Activity Tracker & AI Assistant.

Stack

Backend	Rails 8.1 · PostgreSQL · Sidekiq
Web	Next.js · React · Tailwind
Mobile	Expo · React Native · iOS · Android
Desktop	Electron · macOS · Windows
AI	Claude API · per-tenant retrieval
Deploy	Kamal · zero-downtime rolling
CI/CD	GitHub Actions · staging → prod gates

Who NepalHRM is built for

From startups taking their first hire to enterprises with 1,000+ employees across multiple companies and locations.

INDUSTRY	TYPICAL FIT	KEY MODULES THEY LIVE IN
Tech & IT services	20–500 employees, remote-friendly	Attendance · Performance · Recruitment · Activity Tracker
Retail & FMCG	Multi-location stores, shift-heavy	Shifts · Biometric · Payroll · Loans
Manufacturing	Factory floor, contract + permanent	Biometric · Overtime · Payroll · Disciplinary
Banks, MFIs & cooperatives	Strict audit + branch network	Audit Log · Permissions · Performance · Org Chart
Hospitality	Hotels & restaurants, 24×7 rosters	Shifts · Attendance · Reimbursements · Helpdesk
NGOs & INGOs	Donor-funded, project-tracked	Budgets · Reimbursements · Documents · Reports
Schools & colleges	Faculty + admin staff, term-aware	Attendance · Payroll · Performance · Announcements
Startups	≤ 10 employees, free tier	Employees · Onboarding · Payroll · Mobile app

Pricing at a glance

Volume-based pricing, no feature paywalls. See the full pricing sheet for worked examples and add-ons.

STARTER

Free

up to 10 employees · forever

GROWTH

NPR 100

/ employee / month · 11–200

SCALE

NPR 79

/ employee / month · 200+ (auto)

[Get the full sheet →](#)

How a rollout looks

From signing up to running your first real payroll — usually 7 working days end-to-end.

1

Day 1 — Kickoff

60-minute setup call. Workspace provisioned, branding applied, first admins invited.

2

Day 2–3 — Import

Bulk import employees from your CSV. Define departments, locations, salary structures.

3

Day 4 — Devices

Pair biometric devices, map employees, run a 24-hour shadow attendance to validate.

4

Day 5 — Training

2-hour HR session + 30-minute manager session. Employees onboarded to the mobile app.

5

Day 6 — Dry run

Process previous month's payroll as a dry run. Reconcile vs your old system line by line.

6

Day 7 — Live

Run live payroll, file PF / CIT / SSF / eTDS straight from the platform. You're done.

Ready to see your company in NepalHRM?

Book a 30-minute walkthrough on your real data — or start a 30-day free trial today, no card required.

Book a live demo

NepalHRM · A product of Yoddhalab Pvt. Ltd., registered in Nepal · PAN/VAT details on every invoice.
sales@nepalhrm.com · support@nepalhrm.com · Support 9 AM – 6 PM NPT, Sun – Fri · nepalhrm.com