

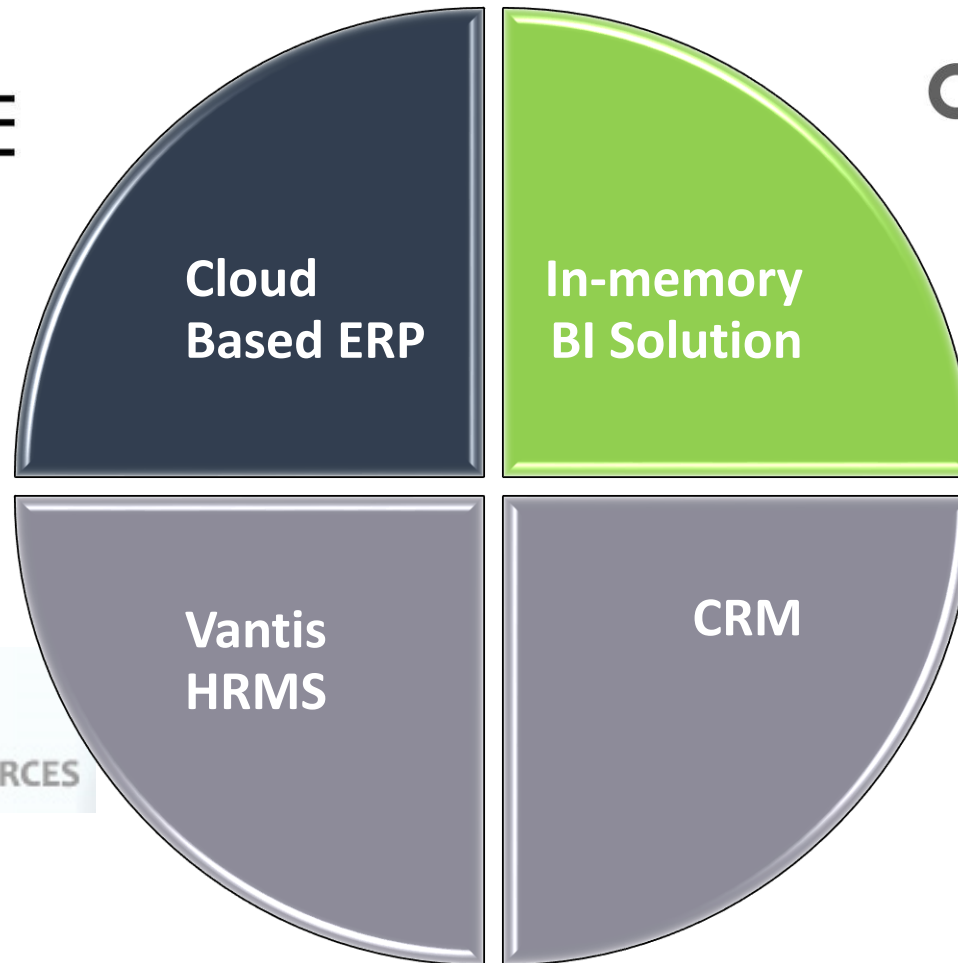
How HRMS + ERP System to mitigate the risk in HR planning? 如何使用人力資源管理系統和企業資源規劃系統，以減輕人力資源規劃的風險？



Agenda

1. Sponsor organization Introduction
2. What is Cloud
3. Business Solutions on Cloud
4. Q & A

1. Sponsor Organization - Vantis



Head Office:
Hong Kong

PRC Office:
Shanghai, Guangzhou
Shenzhen

Taiwan Office:
Taipei

Business Size:
80

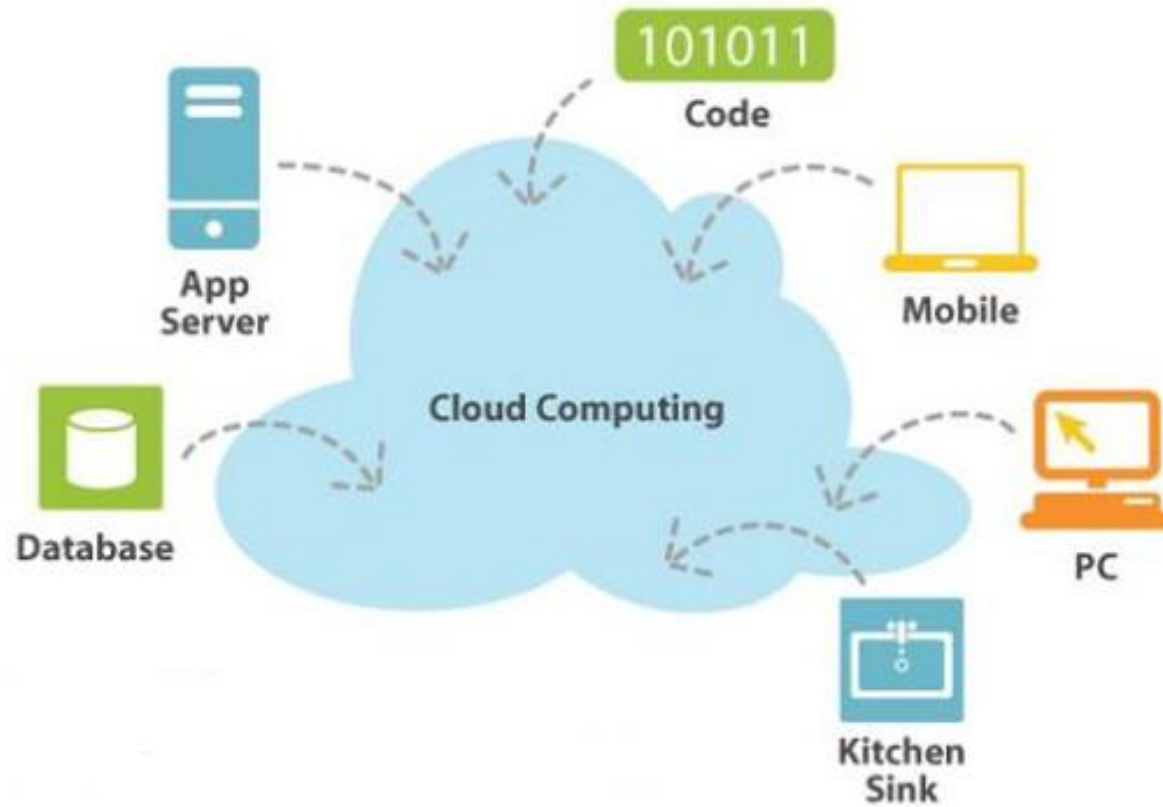
Technical/Marketing Consultants:
75%

2. What is Cloud?

Cloud computing is an expression used to describe a variety of computing concepts that involve a large number of computers connected through a real-time communication network such as the Internet. In science, cloud computing is a synonym for distributed computing over a network, and means the ability to run a program or application on many connected computers at the same time. The phrase also more commonly refers to network-based services, which appear to be provided by real server hardware, and are in fact served up by virtual hardware, simulated by software running on one or more real machines. Such virtual servers do not physically exist and can therefore be moved around and scaled up (or down) on the fly without affecting the end user - arguably, rather like a cloud.

Quoted from Wikipedia

2. What is Cloud?



3. Business Solutions on Cloud

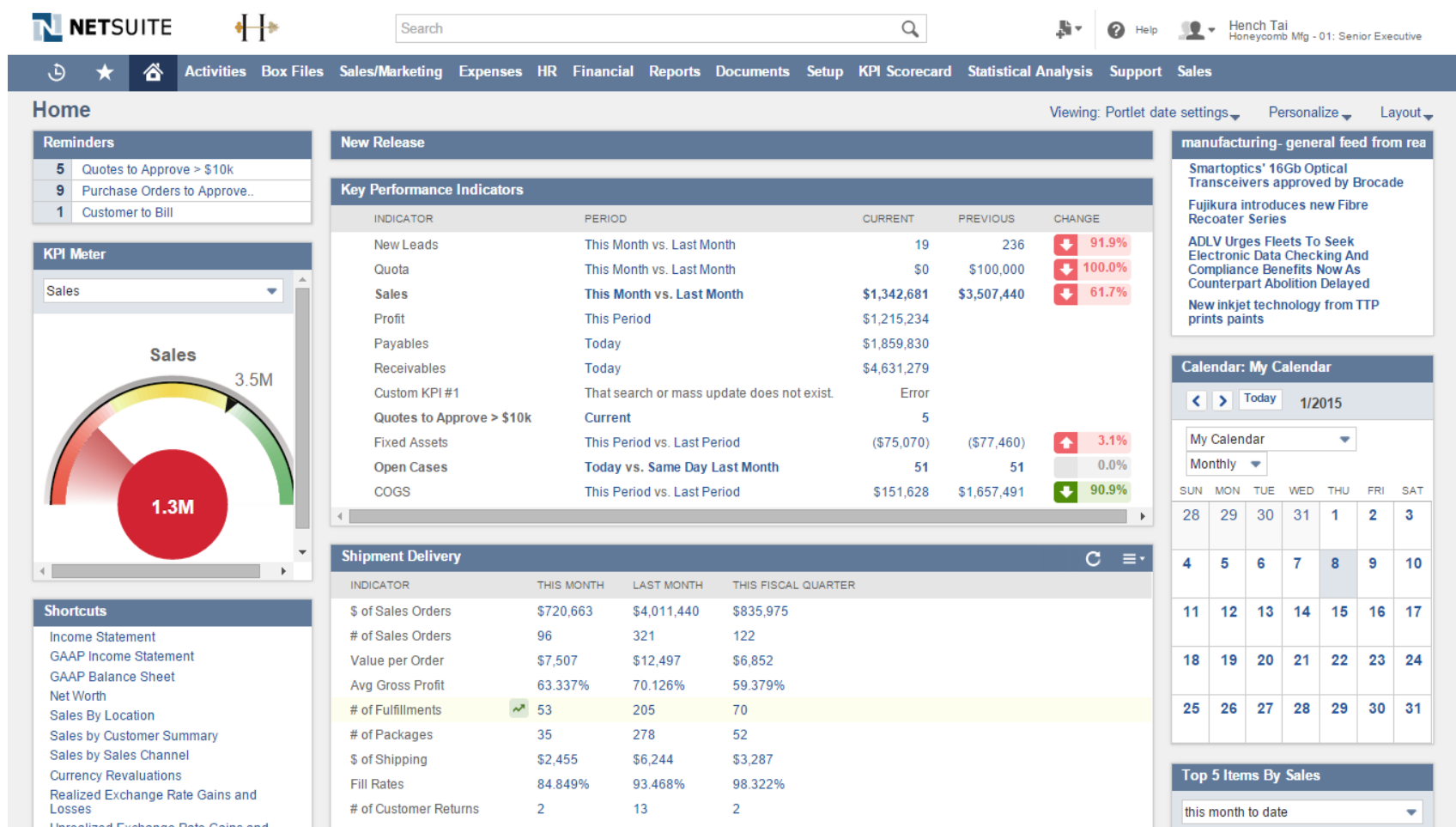
1. CRM – Build Sales opportunities from marketing event and monitor the sales process
2. ERP – Engage in Accounting, Financial Management, Sales Order Processing, Manufacturing, Supply Chain and Logistics Management
3. HRMS – Communicate and feedback ideas in the organization and ensure the payroll can be on or before month end releasing to the employee with good enough reserve of cash flow in the company
4. BI – Monitor the bottleneck on resources capacity, revenue and profit margin, product demands and market positioning

One System for Running a Business 單一個業務系統



CRM on monitoring the sales funnel

客戶關係管理軟件監測銷售



NETSUITE | Search | Help | Hench Tai | Honeycomb Mfg - 01: Senior Executive

Activities | Box Files | Sales/Marketing | Expenses | HR | Financial | Reports | Documents | Setup | KPI Scorecard | Statistical Analysis | Support | Sales

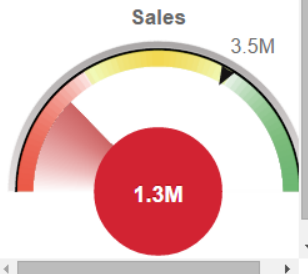
Home | Viewing: Portlet date settings | Personalize | Layout

Reminders

- 5 Quotes to Approve > \$10k
- 9 Purchase Orders to Approve..
- 1 Customer to Bill

KPI Meter

Sales



Shortcuts

- Income Statement
- GAAP Income Statement
- GAAP Balance Sheet
- Net Worth
- Sales By Location
- Sales by Customer Summary
- Sales by Sales Channel
- Currency Revaluations
- Realized Exchange Rate Gains and Losses
- Unrealized Exchange Rate Gains and Losses

New Release

Key Performance Indicators

INDICATOR	PERIOD	CURRENT	PREVIOUS	CHANGE
New Leads	This Month vs. Last Month	19	236	↓ 91.9%
Quota	This Month vs. Last Month	\$0	\$100,000	↓ 100.0%
Sales	This Month vs. Last Month	\$1,342,681	\$3,507,440	↓ 61.7%
Profit	This Period	\$1,215,234		
Payables	Today	\$1,859,830		
Receivables	Today	\$4,631,279		
Custom KPI #1	That search or mass update does not exist.	Error		
Quotes to Approve > \$10k	Current	5		
Fixed Assets	This Period vs. Last Period	(\$75,070)	(\$77,460)	↑ 3.1%
Open Cases	Today vs. Same Day Last Month	51	51	0.0%
COGS	This Period vs. Last Period	\$151,628	\$1,657,491	↓ 90.9%

Shipment Delivery

INDICATOR	THIS MONTH	LAST MONTH	THIS FISCAL QUARTER
\$ of Sales Orders	\$720,663	\$4,011,440	\$835,975
# of Sales Orders	96	321	122
Value per Order	\$7,507	\$12,497	\$6,852
Avg Gross Profit	63.337%	70.126%	59.379%
# of Fulfillments	53	205	70
# of Packages	35	278	52
\$ of Shipping	\$2,455	\$6,244	\$3,287
Fill Rates	84.849%	93.468%	98.322%
# of Customer Returns	2	13	2

manufacturing-general feed from rea

- Smartoptics' 16Gb Optical Transceivers approved by Brocade
- Fujikura introduces new Fibre Recoater Series
- ADLV Urges Fleets To Seek Electronic Data Checking And Compliance Benefits Now As Counterpart Abolition Delayed
- New inkjet technology from TTP prints paints

Calendar: My Calendar

Today 1/2015

My Calendar

Monthly

SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Top 5 Items By Sales

this month to date

NetSuite Finance on controlling the cash flow and profit of the company 公司的現金流和利潤



NETSUITE Honeycomb Manufacturing
Honeycomb Manufacturing - Demo Account - Randy Unger (14: Controller) | Sign Out | Help

Home | Activities | Customers | Vendors | Payroll and HR | Financial | Reports | Documents | Setup | SuiteSocial | Payments | Fixed Assets | My Dashboard | Support

Create New: Check | Bill | Invoice | Cash Sale | Expense Report | Purchase Order

Reminders

- 53 Sales Orders to Bill
- 65 Invoices that are overdue
- 14 Checks to Print
- 174 Purchase Orders to Bill
- 48 Bills to Pay
- 3 Return Authorizations to Refund
- 18 Vendor Return Authorizations to Approve
- 8 Vendor Return Authorizations to Refund
- 1 Sales Order Pending Credit Check
- 29 Purchase Orders to Approve.

Key Performance Indicators

Income +51.1% This Period vs Last Period

Expenses +1.9% This Period vs Last Period

Indicator	Period	Current	Previous	Change
Income	This Period vs Last Period	\$3,459,985	\$2,289,271	+ 51.1%
Expenses	This Period vs Last Period	\$1,428,547	\$1,455,639	+ 1.9%
Total Bank Balance	This Period vs Last Period	\$5,604,201	\$4,339,916	+ 29.1%
Receivables	Today vs One Month Ago	\$3,819,222	\$2,973,759	+ 28.4%
Payables	Today vs One Month Ago	\$916,048	\$1,827,684	+ 49.9%
Items in Non-Stock Locations	Current	\$204,212		

Financial Report

- Financial Statements:** Income Statement, Balance Sheet, Trial Balance, Billing and Revenue, Cash Flows
- Revenue:** Revenue by Item, Revenue by State, Billing and Revenue, Revenue by Customer
- Banking/Budgeting:** Budgets, Bank Reconcile, Cash Statement, Budget vs Actual
- Purchases:** PO Register, Purchase by Item, Purchase by Vendor, Open Purchase Orders
- Vendors/Payables:** Open Bills, AP Register, AP Aging Report, AP Bill Pay History
- Inventory & WIP:** Standard Cost, Inventory Detail, Inventory Valuation, Purchase Price Var, Production Variance
- Quick Tools:** Positive Pay, Write Checks, Electronic Funds, Memorized Trans, Credit Card Process
- Customer/Receivables:** AR Register, Cust Profitability, AR Aging Report, AR Payment History

KPI Meter

View: Income

Income: 2.3M

3.5M

Income By Period Trend

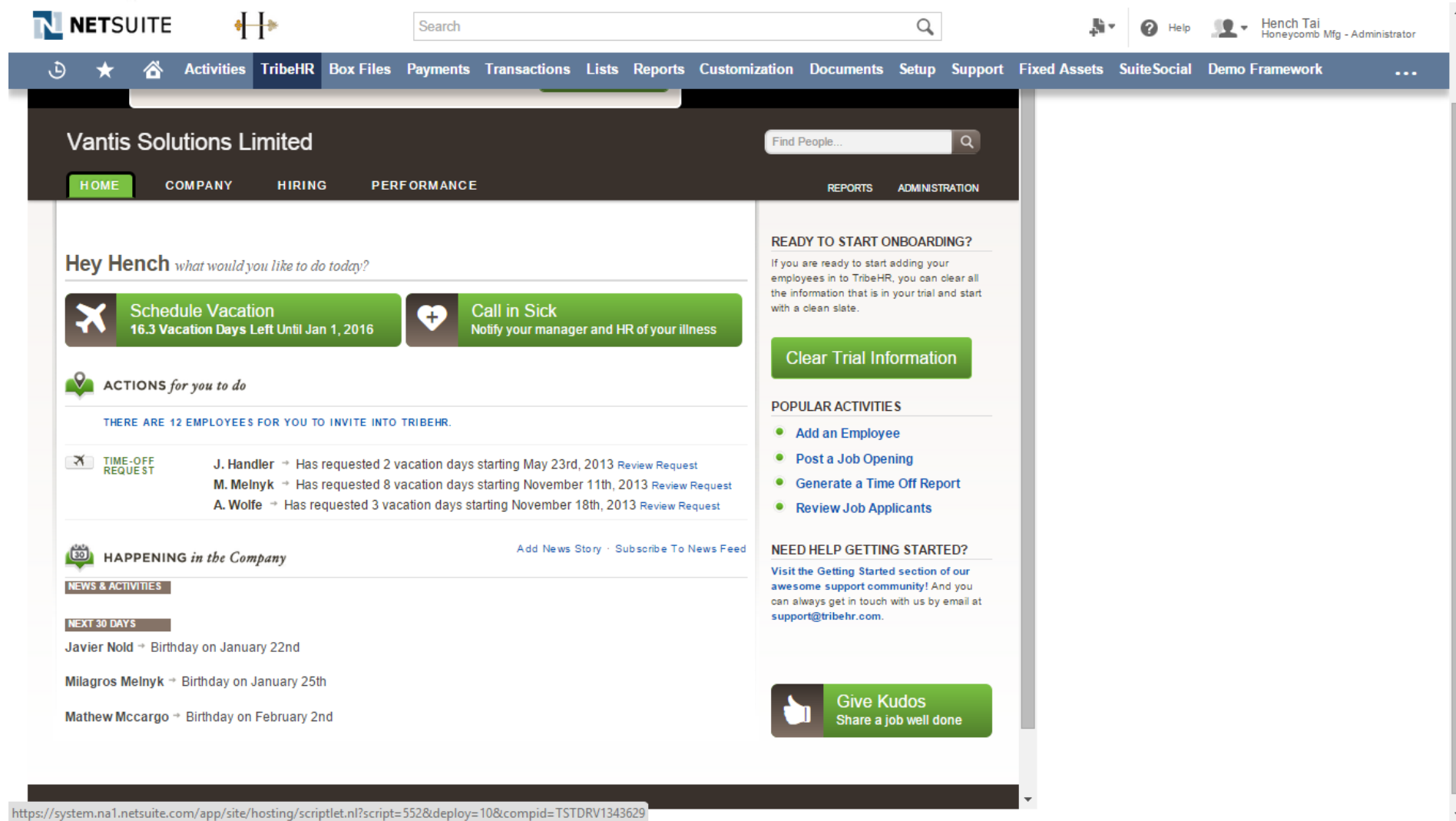
By Period

AP Aging Report:

From-To: All | Bridgepoint | Total Found: 39

Name	0-45 Days	46-75 Days	76-90 Days	> 90 Days
AL Systems Ltd	119,875.00	40,000.00	0.00	0.00
Alexander Valley Vineyards	23,734.22	0.00	0.00	0.00
Total	143,609.22	40,000.00	0.00	0.00

HRMS: communication with the staff 與員工的溝通



NETSUITE | Search | Help | HENCH TAI | Honeycomb Mfg - Administrator

Activities | **TribeHR** | Box Files | Payments | Transactions | Lists | Reports | Customization | Documents | Setup | Support | Fixed Assets | SuiteSocial | Demo Framework

Vantis Solutions Limited | Find People...

HOME | COMPANY | HIRING | PERFORMANCE | REPORTS | ADMINISTRATION

Hey HENCH *what would you like to do today?*

Schedule Vacation
16.3 Vacation Days Left Until Jan 1, 2016

Call in Sick
Notify your manager and HR of your illness

ACTIONS for you to do

THERE ARE 12 EMPLOYEES FOR YOU TO INVITE INTO TRIBEHR.

TIME-OFF REQUEST

J. Handler	→ Has requested 2 vacation days starting May 23rd, 2013	Review Request
M. Melnyk	→ Has requested 8 vacation days starting November 11th, 2013	Review Request
A. Wolfe	→ Has requested 3 vacation days starting November 18th, 2013	Review Request

HAPPENING in the Company | [Add News Story](#) | [Subscribe To News Feed](#)

NEWS & ACTIVITIES

NEXT 30 DAYS

- Javier Nold → Birthday on January 22nd
- Milagros Melnyk → Birthday on January 25th
- Mathew Mccargo → Birthday on February 2nd

READY TO START ONBOARDING?
If you are ready to start adding your employees in to TribeHR, you can clear all the information that is in your trial and start with a clean slate.

Clear Trial Information

POPULAR ACTIVITIES

- Add an Employee
- Post a Job Opening
- Generate a Time Off Report
- Review Job Applicants

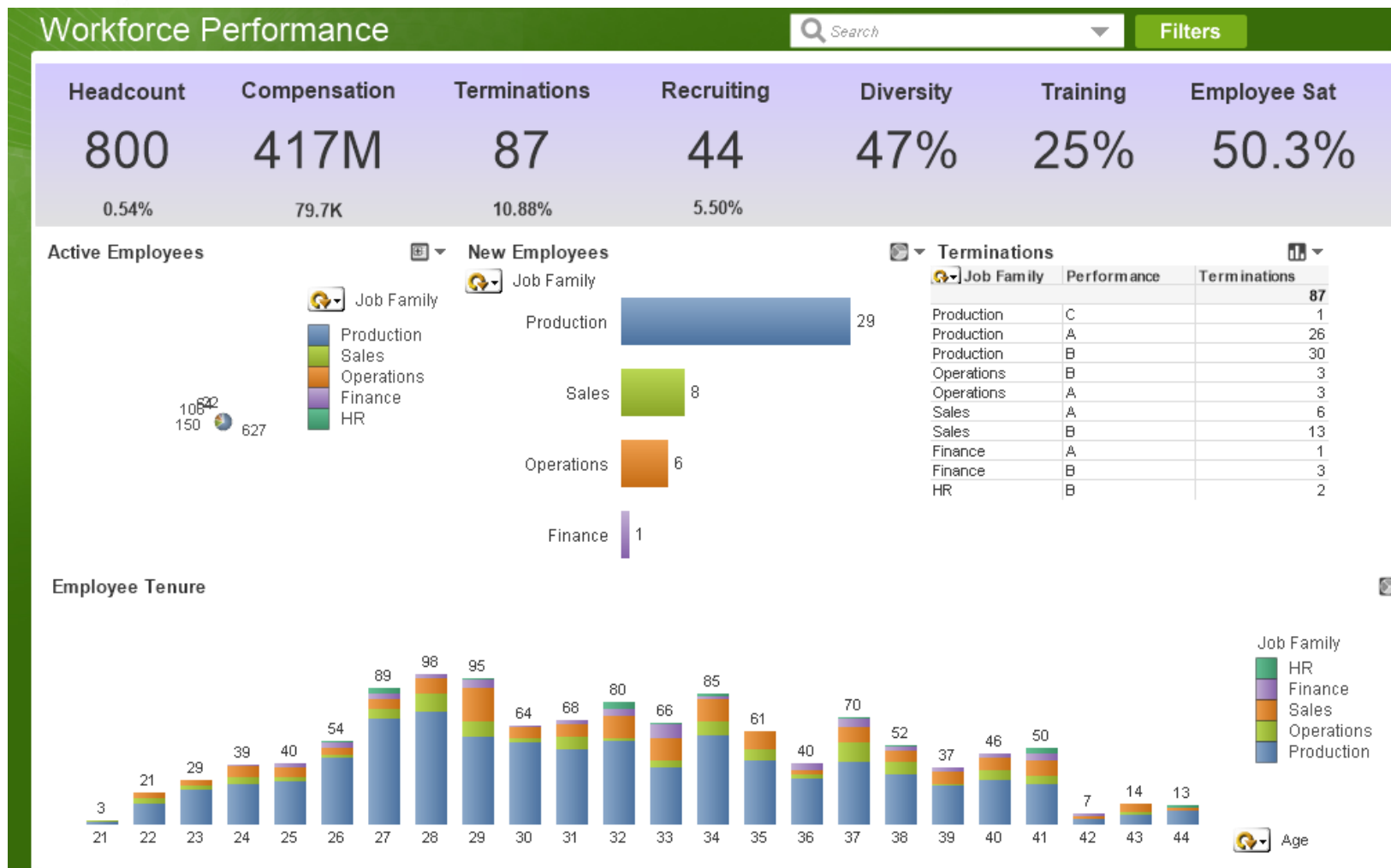
NEED HELP GETTING STARTED?
Visit the [Getting Started](#) section of our [awesome support community!](#) And you can always get in touch with us by email at support@tribehr.com.

Give Kudos
Share a job well done

<https://system.na1.netsuite.com/app/site/hosting/scriptlet.nl?script=552&deploy=10&compid=TSTDRV1343629>

Workforce Performance

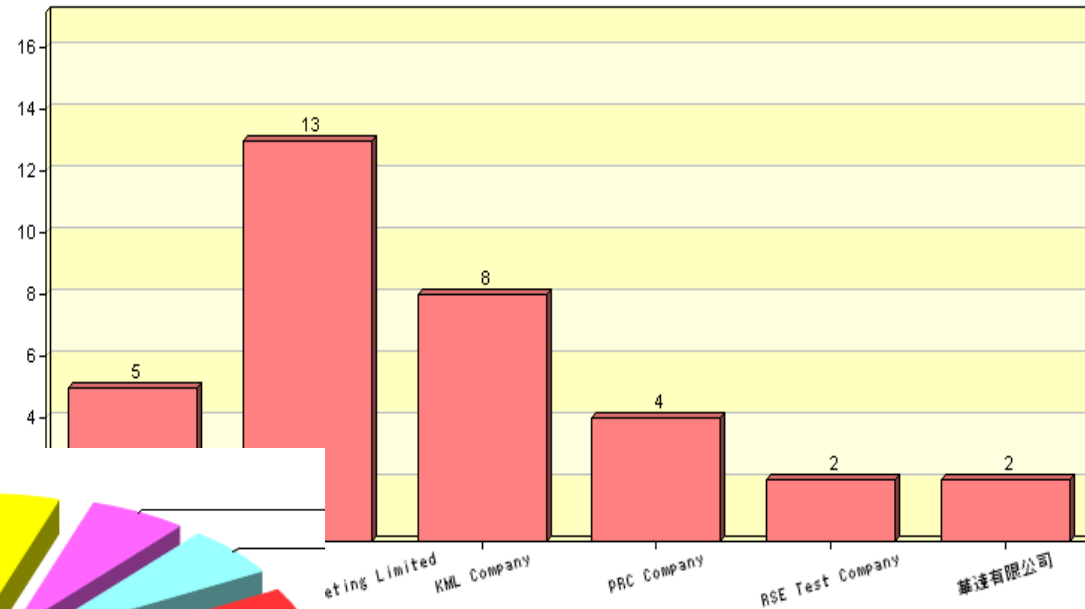
員工績效



Headcount Statistics

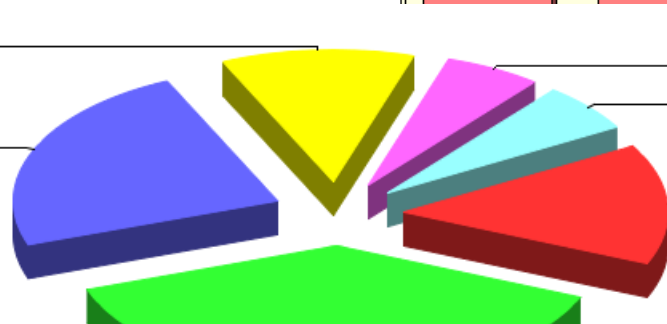
員工人數統計

- Organization Headcount
- Age & Sex Distribution
- Year of Services
- Salary Range
- Turnover Rate



PRC Company (4) (11.76%)

KML Company (8) (23.53%)



Record 1 - 6 Of 6

Company	Avg.	Turnover	%	Dismissal	%	Emigrate	%	On his own accord	%	Redundancy	%	Resignation	%	Summary Dismissal	%	Jan	Feb	Mar	Apr	May	Jun	Jul
ABC Company	5	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5	5	5	5	5
Green Energy Marketing Limited	13	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	13	13	13	13	13	13	13
KML Company	8	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	8	8	8	8	8	8	8
PRC Company	4	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	4	4	4	4	4	4	4
RSE Test Company	2	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2	2	2

Performance rating analysis 等級行為分析

Personnel > Appraisal

Staff Search: ↺ ↻ ↷ ✕ ↻ ↻ ↻ ↻ ↻

View -ALL- -ALL- Page 1 Of 1

Staff ID	Full Name	For Year	For Month	Total Score	First Appraiser	Final Appraiser
HR00001	Chan Siu Siu, Chris - 陳笑笑	2014		62	Lam Fung, Fung - 林風	
HR00001	Chan Siu Siu, Chris - 陳笑笑	2013		63	Lam Fung, Fung - 林風	
HR00003	Lau Siu Fu, Peter - 劉少富	2014		65	Lam Fung, Fung - 林風	
HR00003	Lau Siu Fu, Peter - 劉少富	2013		67	Lam Fung, Fung - 林風	

Personnel > Appraisal

Chan Siu Siu, Chris - 陳笑笑

General Appraisal Previous Next Save Cancel

Displaying Record ...

Appraisal : HR

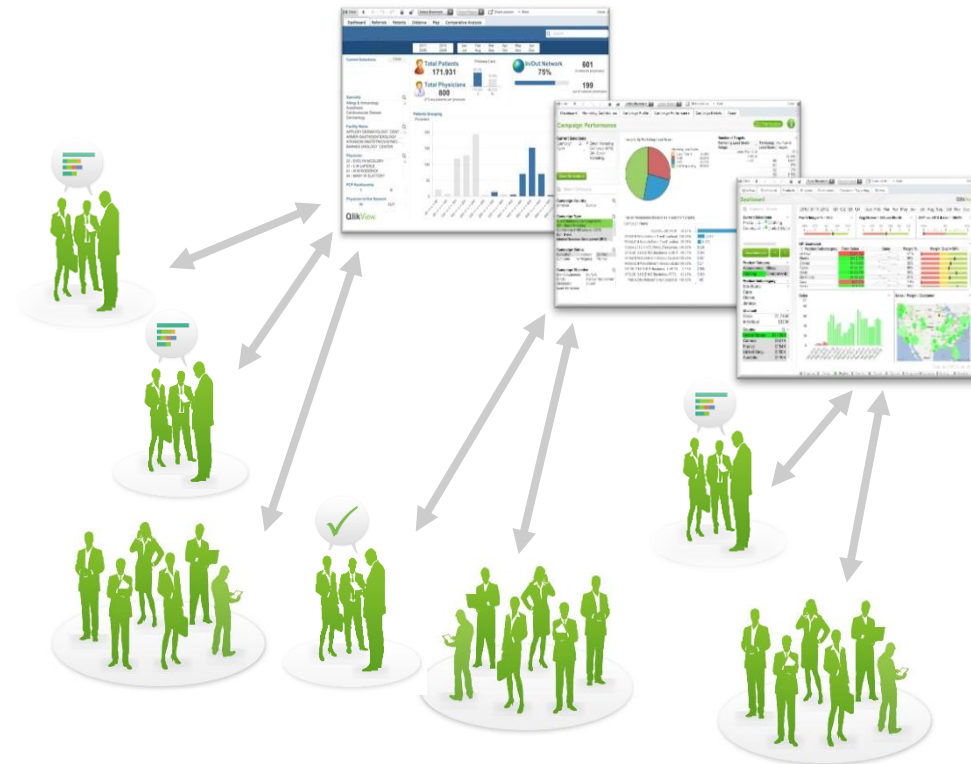
Rating Item	1	2	3	4	5	Score	Remarks
成本控制	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4	
組織安排人員培訓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	5	
組織安排人員招聘	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4	S164286
Total						13	

Rating Item	1	2	3	4	5	Score	Remarks
Job Attitude & Hardworking (工作態度及勤奮)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4	
Quality of Work (工作質量)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	5	
Schedule of Work (工作進度)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4	
Total						13	

Rating Item	1	2	3	4	5	6	7	Score	Remarks
Adaptability (適應性)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6	

Business Intelligence 商業智能

- Few clicks away from a critical report/dashboard
- Ease of Use
- User-centric
- Highly visible result/insight
- Mobile Ready
- Affordable



• Traditional Report

Net Sales

The following table shows net sales by operating segment and net sales and unit sales by product during the three- and six- month periods ended March 30, 2013 and March 31, 2012 (in millions, except unit sales in thousands):

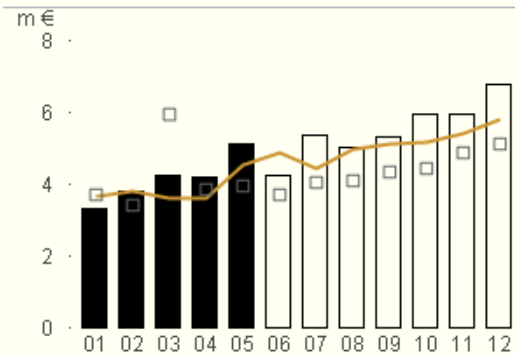
	Three Months Ended			Six Months Ended		
	March 30, 2013	March 31, 2012	Change	March 30, 2013	March 31, 2012	Change
Net Sales by Operating Segment :						
Americas	\$ 14,052	\$ 13,182	7%	\$ 34,393	\$ 30,896	11%
Europe	9,800	8,807	11%	22,264	20,063	11%
Greater China (a)	8,213	7,637	8%	15,043	11,717	28%
Japan	3,135	2,645	19%	7,578	6,195	22%
Rest of Asia Pacific	3,162	2,516	26%	7,155	6,133	17%
Retail	5,241	4,399	19%	11,682	10,515	11%
Total net sales	\$ 43,603	\$ 39,186	11%	\$ 98,115	\$ 85,519	15%
Net Sales by Product :						
iPhone (b)	\$ 22,955	\$ 22,276	3%	\$ 53,615	\$ 46,226	16%
iPad (b)	8,746	6,264	40%	19,420	15,033	29%
Mac (b)	5,447	5,073	7%	10,966	11,671	(6)%
iPod (b)	962	1,207	(20)%	3,105	3,735	(17)%
iTunes, Software and Services (c)	4,114	3,171	30%	7,801	6,191	26%
Accessories (d)	1,379	1,195	15%	3,208	2,663	20%
Total net sales	\$ 43,603	\$ 39,186	11%	\$ 98,115	\$ 85,519	15%
Unit Sales by Product :						
iPhone	37,430	35,064	7%	85,219	72,108	18%
iPad	19,477	11,798	65%	42,337	27,232	55%
Mac	3,952	4,017	(2)%	8,013	9,215	(13)%
iPod	5,633	7,673	(27)%	18,312	23,070	(21)%

P&L Trends

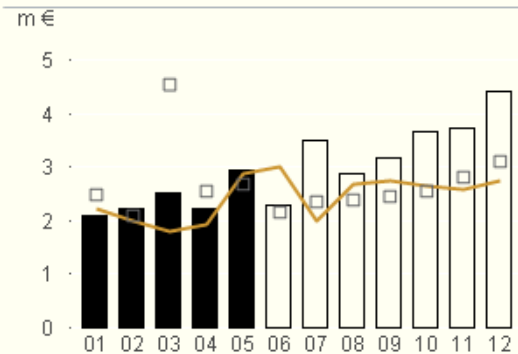
Austria | Germany | Switzerland

Data as of: 6/4/2009 7:50 am 

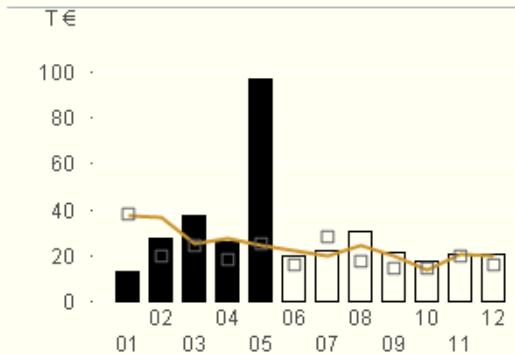
Revenue



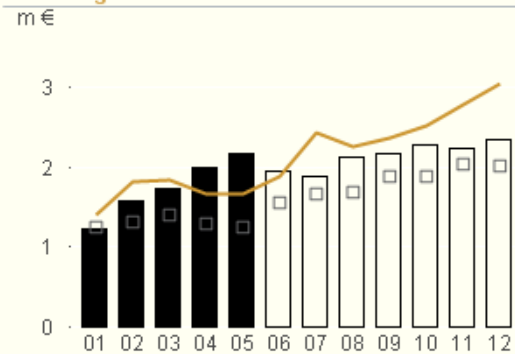
Gross Profit



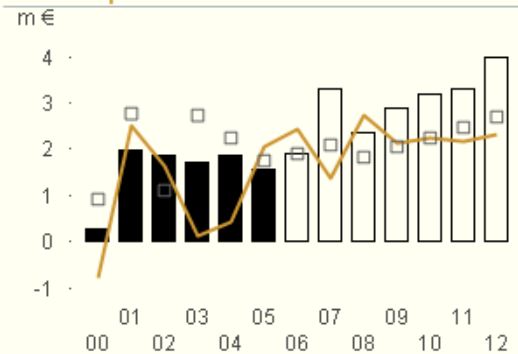
Tax



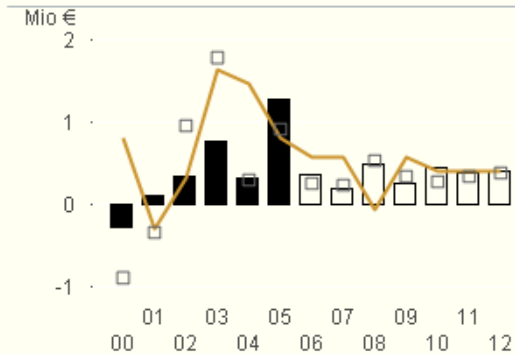
Cost of goods sold



Other expenses



Net income



■ Act. □ Forecast — Budget □ Prev. year

Q & A