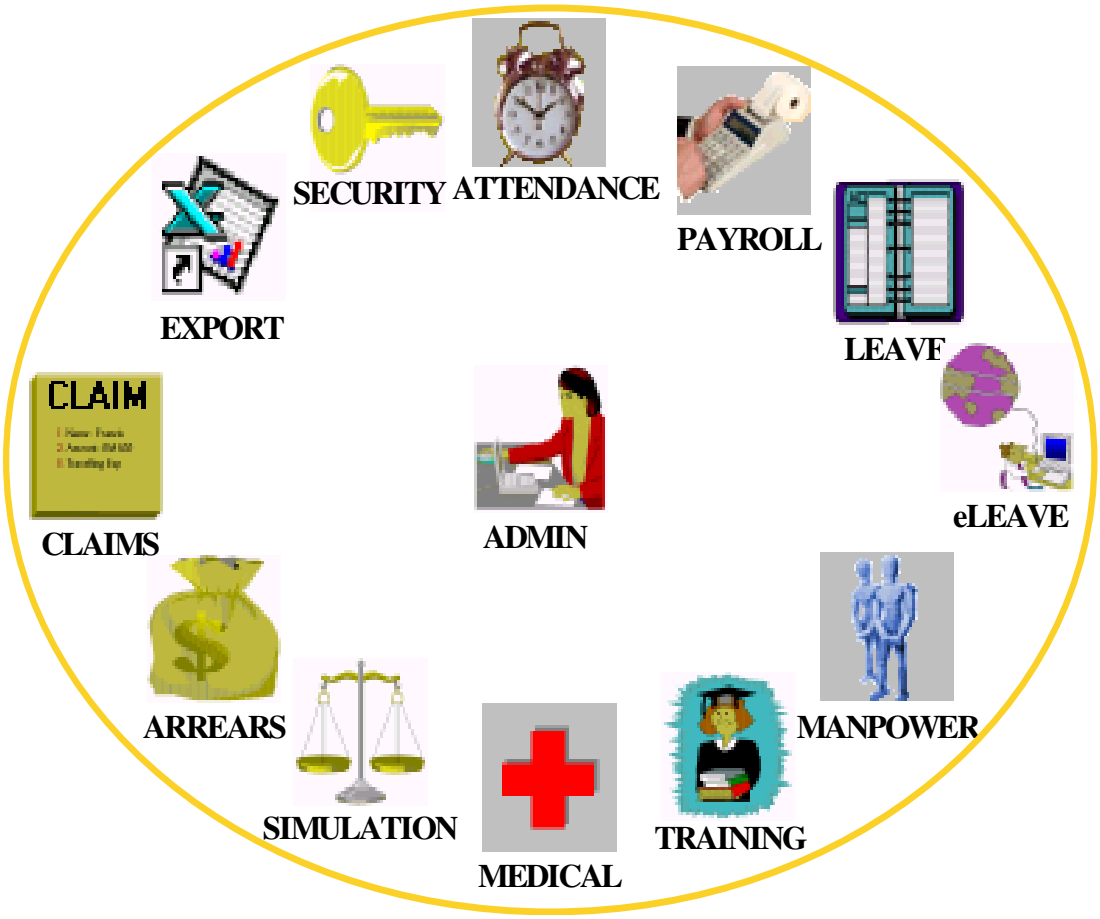
More than a Decade Experience

MHR is a Human Resource software solution designed and developed for Malaysian HR requirements. First developed in 1994, MHR is a system that has been implemented, test, enhanced and proven for more than 10 years. With more than a decade of continuous enhancements, MHR is today one of the most comprehensive, reliable, practical and economically feasible HR software solutions for both the Small Medium Enterprises as well as the Multinationals.

From Payroll to a complete HRMS



From a single Payroll module in 1994, MHR today is a complete HRMS that you ever need. From the generation of appointment letters and statutory documents, monitors staff due for confirmation, prints the confirmation letters right up to the recording and tracking of attendance, computation of salary and wages, printing of pay slips, statutory documents or KWSP, SOCSO, IRB, etc. Managing leave applications and balances, providing information for Manpower analysis and planning, facilitates monitoring of training needs and costs, tracking of medical costs with limit breach alert is a breeze with MHR. Simulation salary increment costs and calculation of arrears due which used to be a nightmare, tedious, time consuming, error prone, tight deadlines, will no longer be an issue. Paper work, recording and report preparation for claims disbursement is now simplified. Boss wanting report in special format.., just export the data to Excel and format in anyway wanted. Highly confidential and sensitive staff records, that can only be view and processed by executive secretaries..., simply set the security level.

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File Server to Client Server Architecture

From a humble File Server architecture with Foxpro Win26 database, which was the most economically feasible database system architecture and development tool in 1994, ideal for standalone, low data transactions volume and minimal users; MHR is today true Client Server system capable of handling practically any number of users, data transaction volume, limited only by computer hardware capability.

In a File Server environment, data files are sent to the client PC for processing by the network server whenever a request is made by the program. Upon completion the data files are sent back to the File Server. Frequent transfer of large files between the Server and the Client PC causes the network to be congested Problem is compounded when the number of users increases, the number of files requested increases and the data files grows bigger due to business growth. Any interruption in the midst of data file update causes improper update and data file corruption, hence causing precious time lost and costs.

Client Server based MHR is designed to execute all data process and computation within the database server. The Client PC issues the request, the Server does the processing and sends the result to the Client. In this way, only the minimal record set resulting from the process is sent to the client PC. This effectively reduces the network traffic, speeds up the application response time, eliminates data corruption, thereby increases productivity, enable cost savings with minimum time and hardware resources.

With the superb efficiency, MHR enables tremendous system scale ability.

Development tools - Borland Delphi & Interbase

MHR is developed using Borland Delphi, a leading Object Oriented Rapid Application Development tool for Windows application to provide MHR users with a user friendly Graphical User Interface client software. Application developed using Delphi can be compiled into a single executable program unit, whole application encapsulated within the executable program, and are therefore shielded and unaffected by other programs or dynamic link libraries. Direct benefits are :- stable application program, no down time, no frustration. Additional benefits of Delphi based application are the speed of processing, the compact size of the executable program (40MB for the complete MHR application), minimum maintenance because you don't need to ensure that all the various DLL are in place, DLLs versions are in sync, etc.

The ANSI SQL compliant, Borland Interbase RDBMS used for MHR is a remarkably efficient, user friendly and fully functional relational database server. Though with a small footprint of only 10MB, it supports the full functions of stored procedures, triggers, 2 phase commit, database validation, etc., to be on par in terms of performance with the other database such as MS SQL, IBM DB2, etc. Interbase needs no database administrator because it is so easy to use and maintain, it can be cut and paste using windows explorer there enable to save on the DB Administrator's cost.

System Resources Requirement

As a remarkably efficient system, MHR requires only the following resources

	Items	Server PC	Client PC
1	Operating System	Win NT, 2000, 2003	Win 9X, 2K, XP
2	CPU	Pentium & above	Pentium & above
3	Main Memory (MB)	=>256	=>64
4	Hard Drive (MB)	=>100	=>50