

RFP- HRM Solution – Pre Bid Meeting Queries & Answers
Date : 22 Nov 2019

S.No	Queries	Answers
1	What are the requirements from the solution	As mentioned in Annexure 5 of the RFP - Functional requirements
2	What is the current system for attendance tracking	GPS based. Geo Fencing is used.
3	Is payroll in immediate scope	Payroll will be taken up at a later stage based on performance of the system.
4	Please clarify on the Performance management cycle	We follow a flexible cycle based on date of joining of the employee. System needs to be flexible to accommodate the same
5	Is training linked to Performance Management	Yes. IDP is created as part of goal sheet
6	Can the timeline for implementation be changed as they are stringent	Timeline has been changed as requested. Please refer to the corrigendum - RFP for HRM solution
7	How many users are expected	As mentioned in section 3.3 of the RFP
8	What are the modules required employees on third party payroll	Onboarding , exit and attendance
9	What is expected from the Alumni portal	It is a good to have feature
10	How would the VAPT be done	Please refer to security requirements under section 4.13
11	What is the date for submission of bids	Please refer to the Corrigendum- RFP for HRM solution