SunFish

Workplaze

HUMAN
RESOURCES
SOLUTIONS

Prepare for the Future of Work

**The Ultimate
Work-Life Platform**

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Content

The future of work

Do you have the infrastructure that supports the future of work now?

Distributed Workforce

The disruption to the traditional work model during the pandemic shows that location isn't key in performance and collaboration for many companies. The future of work is shifting towards a distributed work mindset - and with it, transforms how we work and interact. Technology and services are needed that help companies to integrate and connect all types of workers and collaboration, establish new daily routines, enable knowledge sharing, encourage learning and well-being among their employees. Even better is when all these are available in a centrally managed platform that is safely accessible all the time from any device.

Productivity not Attendance

The disruption goes beyond location. It also affects how we measure employees. Going forward it will depend less on the hours they work, but rather the VALUE they deliver to the company's bottom line. Taking into consideration that studies have shown that 60% of an employees workday is spent coordinating work, a shift to modern apps and digital tools has to take place to accelerate the pace of work. In order to not create silos and risk security threats, companies need to combine many of these collaborative tools in a safe environment and link them to task and goal tracking, performance, and pay.

Support Gig Work

Another trend to look out for is the rise of gig work for professional services. More and more organizations use independent professionals to do work for a specific purpose or project. Platforms like Upwork or WeWork make it easier to source talents with skill sets you need at an ad-hoc basis. Training, Re- and Upskilling employees takes time, so gig workers are an excellent way to bridge skill gaps. However, the increasing role of gig work has implications for HR: from redefining job roles, to evaluation of their performances and updating labour policies. HR needs new tools to integrate both gig and regular workers effectively into the organization.

Continuous Development & Feedback

Great, productive work is not accomplished without a team. And great workers want to learn, re- or up-skill, advance hierarchically, and have greater impact. Continuous learning is vital. Data of a Gartner study show that the total number of skills required for a single job increases 10% every year. This makes a dynamic approach to re-skilling and re-deploying the key in order to drive an organization's priorities. However, an effective integration of development & feedback into the employee workflow can only happen when leaders have visibility and understanding of the gap between their available and needed skills.

An integrated world of **technology**

B2B2C

A Work-Life Digital platform enabling employees to access a range of services with the support of their organization

Modern Enterprise Resource Planning

Integration of accounting, production, inventory, projects, sales and delivery into employee workflows and compensation

HR as a Platform

The ability to leverage HR data and access to deliver better employee services with integration

Data Analytics

The power to use big data, both within and external to the organization, to build insight and drive decision making

Integrated OKR

Performance Management enhanced with Objective Key Results linked to organizational activities and supporting both traditional and non-traditional workers

Machine Learning & Process Automation

AI technologies to automate both complex and repetitive tasks

How **SunFish Workplaze** can help:

Stay ahead in the game

'The world changing quickly' and 'companies must innovate or be passed by' are recurring themes. The ability to see those changes and guide teams accordingly shows good leadership. Our flexible solutions help you do that and allow you agility to move ahead.

Insight that drives sound decisions

Collecting the right data, organizing & visualizing them in a meaningful way is critical to understand business conditions and empower sound decision making at every level in order to identify and successfully execute initiatives.

Modern tech to support your growth

SunFish Workplaze is continuously rewritten and updated to deliver the most modern application architecture and user experience. Whatever your future holds, we adapt with you.

Smart frame that keeps your data save

SunFish Workplaze is a central point of storing and managing confidential data and processing work. We devote significant effort to ensuring application, data and infrastructure security and reliability. All of which are frequently audited by experts.

It takes courage to move forward, to implement changes or lead into a new direction. Our innovative, intelligent SunFish Workplaze solutions empower your business to take the next step and shape its future.

Our Solutions
SunFish Workplaze Base

Overcome the complexity and dullness of administrative tasks in areas such as employee data management, payroll, and attendance tracking. Our innovative SunFish Workplaze Base solution guides you through these tasks in less time and effort so you can focus your energy elsewhere - be it strategy, opportunities, or growth.

SunFish Workplaze is designed to support ease of processing and access to information with a focus on highly interactive users. Optimized workflows allow users to move speedily between record keeping, processing or approval tasks to accomplish common HR tasks ultra efficiently. At the same time high levels of compliance and accuracy are easier to achieve while ESS and MSS allow everyone to collaborate more productively.

Employee Management

SunFish Workplaze includes detailed employee records. 30+ data categories support 300 data types and a vast range of pre-defined and flexible data and flexible data fields. Employees can self update data directly or via approval as configurations allow.

Employee specific dashboards visualize pertinent EI and transactional data in user friendly summaries. Configurable alerts notify managers when an employee exceeds user definable thresholds such as frequent lateness, too much overtime work, etc.

Scheduling

SunFish Workplaze manages schedules for employees working on standard fixed shifts or allows supervisors to set daily rostering including split and overnight shifts. Tracking of multiple work locations and employees in different timezones is automated.

Supported are both flexible shift schedules for employees and automated calculation of minimum working hours while employees are allowed to swap shifts directly or with approval. Set ups for automated overtime, conversion of overtime to payment or additional leave are built in.

Attendance Management

SunFish Workplaze allows employees to manage their work time status with automation to control compliance for even the most complex organizational regulations. Unlimited status types are supported with varying limits by type, and flexible field configuration for type specific data.

Multiple leave types can be generated with automated allocation of allotments based on highly flexible criteria. Employees can review balances and request leave in line with respective policies. New balances can be provided annually, based on join date, or custom periods while pro-rating, grace periods, overdraws expiration, payout of balances are automatically calculated. Part of this feature is the travel management: from booking workflows, travel budgeting, to the automation of travel allowances, cash advances and adjustment of time zones.

Organization Structure

SunFish Workplaze visualizes and manages the organization's structure to support mission specific requirements. Drillable, multi-format charts allow users to navigate charts with structured data, track job descriptions, grades, etc. It supports traditional functional hierarchy, manager & supervisory relationships, temporary assignments,advisors/position in neck.

Administrators can create, remodel, and/or add org charts as often as necessary with our easy-to-use drag and drop tools. All versions and changes are being tracked in a history log that can be viewed any time.

Payroll

From unlimited components for calculating allowances, deductions and neutral components; to supporting components with mixed currencies, gross/net tax methods, inter cost center allocations, and multiple companies; to using variables to automate pay - Workplaze supports complex, user definable compensation plans to fullfill almost any calculation requirement.

Users can generate bank files for most banks in their native formats, or use our included pay transfer service to auto process payroll lodgements to multiple banks including employee defined payment splitting.

SunFish Workplaze also allows job grade pay ratios and ranges tracking as well as mapping salary increments to transparent, equitable calculations while ensuring that rewards are allocated for achievement/performance.

Claims and Benefits

Users can set reimbursement budgets and create various claim types and limits on individual or aggregate claim values based on employee grade, claim data or other limiting factors. Employees can be allowed to request cash advances and then submit expenses to offset advances. The system deducts any outstanding advance values from payroll automatically. This includes travel expenses - from the booking within budgets, to approvals, cash advances and auto reconciliation with claims.

The same applies to loans - many loan types with varying interest rates and interest rate calculation methods can be set up with availability criteria and limits. Loan payments are commonly deducted from salaries but ad-hoc payments are also accepted and reconciled. Loans are also part of the termination process to ensure repayment of exiting employees loans.

Workflow

SunFish Workplaze simplifies the complex workflow management by supporting a broad variety of policies with minimal set up and while maintaining granular control of multi-step approval rules. Approvers can be defined using org chart, supervisory relationship, position or names, and can be backed up by alternates, escalation, rerouting, and conditional rules. Reminders make sure all involved are alerted.

New flexible workflow processes can be added by allowing requesters to determine their own approver, ensuring compliance to basic control processes with near zero configuration and then apply more rigid configurations by analyzing employee determined flows.

SunFish Workplaze
Talent Management

Great and productive work cannot be accomplished without a team. It starts with hiring the right mix of talents and continues in knowing that great workers want to learn, increase their skills, advance, and have more impact on the organization. Our modern Talent Management solutions create a collaborative environment that supports producing the best output from peoples' talents and allows them to become the best they are capable of becoming.

Performance Management

The heart of SunFish Workplaze's performance module is the set up of objectives for the company, departments and individuals in a structured and user friendly, guided format. It allows managing flexible time ranges for objective cadence to be further broken down to key results (OKR). Competencies, KPIs and traditional appraisals in a 360° review complete the functionalities. This gives managers, employees and coworkers a broad range of options to collaborate on and to continuously improve results. Evaluation results give development recommendations including training plans based on skill gaps, individual development plans, career path plans, succession plans and 9 box analysis.

Individual and Career Development

Once the performance evaluations are out, SunFish Workplaze's Talent Management solution seamlessly enforces follow up for training, development plans, career and succession plans to ensure both employees and the organisation receive maximum benefit from the process. Individualized plans for employee development are compared to data from competency scoring and performance management identifying competency gaps between any current or planned position.

Employees and supervisors also collaborate on their career goals which helps employees understand the skills and achievements necessary to advance or make lateral movements within the organization. They then formulate the steps, development methods, target dates and follow ups to meet agreed upon career milestones.

Training Management

Training is part of employee development and promotes a culture of continuous improvement throughout the organization based on changing goals, development targets, career transitions and achievement milestones. The linking of courses to competencies permits the system to auto generate improvement or development recommendations throughout all talent management functions (training, career management, succession and IDP) and track the impact of training and learning. From training plans and approvals to participant registration, scheduling, and attendance tracking, SunFish Workplaze automates many administrative steps involved and provides self-services for requests, feedback collection and evaluations. Cost vs. impact comparisons allow conclusions towards a program's effectiveness and to focus on courses with positive impact.

Recruitment

The Recruitment module features a complete set of functions for workforce planning, applicant collection, distributed selection, and onboarding. All stakeholders provide their input in order to ensure budget adherence and minimal delays in the staff acquisition process. Use the built-in chat functions for better scheduling and collaborating on tests, interviews, and ranking. Workplaze centralizes communication in a single location and makes it accessible for each of the collaborators. That not only ensures transparency but also stores all historical conversations for audit and compliance purposes.

eLearning

SunFish Workplaze eLearning improves access to and reduces the cost of training employees. Trainers can build and deploy eLearning structured content in HTML, PDF, Video or limited additional formats thus creating step by step learning structures for employees. Support of secure, instructor led courses such as webinars or live video conferences can be included when implementing GreatDay Meet. Lessons can be linked to tests to verify that employees are able to absorb the material and that the content is effective.

Online Recruitment Portal

An add-on to your company's existing website to improve the employer brand with company information, promotional videos, and to advertise your vacancies. Online recruitment can be linked to job boards to better control the applicant experience and reduce applicant spam by asking them to enter the data you need when applying. SunFish Workplaze's Online Recruitment also includes a responsive design for use on mobile devices; chats for communication with applicants; and video recruitment.

OKR Objective Key Results

> *Overcome the limitations of fixed targeting and performance tracking periods by building a dynamic and adaptive workforce - for the future of work.*

While KPIs and Appraisals are good approaches to link overall business objectives with individual performances, they are also somewhat rigid, and thus limited in tracking what really matters most for your business: **results.**

This is where the concept of OKRs (objectives and key results) comes in. OKRs combine two incredibly effective goal setting methods - SMART goals and MBO - that create focus, accountability, transparency, and alignment within an organization. They are tailored to meet the needs of today's fast-paced businesses and fast-changing work environments; and they are the perfect vehicle for a cultural shift from output to outcome.

OKRs in a nutshell

- OKRs break up your overarching business missions into actionable goals and milestones.
- Objectives define the "what" - namely, the most important things to be achieved in the next 30-90 days.
- Key Results define the "how" - namely, the benchmarks by which progress will be tracked toward Objective completion.
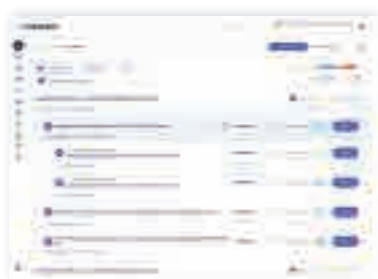- Each Objective usually comprises of 3-5 Key Results.

OKR Objective Key Results
How does it work

REVIEW COMPANY GOALS

Executives will discuss fundamental business objectives for the quarter or next 6 months. In the process around 3-5 objectives will be determined.

CASCADE DOWN

Once the executives' objectives have been decided on, they are cascaded down to the departments, units, teams, and individuals in a structured and user friendly, guided format.

PLAN KEY RESULTS

Next, clearly define key results. Key results break down objectives into smaller steps. They are trackable linked to each objective to monitor progress and manage performance. User guidance assists in creating effective KRs with multiple structures and milestones.

COLLABORATION IS KEY

Employees and their supervisors work together on establishing objectives. Moreover, employees are encouraged to determine some of their own objectives pending approval by managers. Everyone in the company can actively participate in the goal setting process. This promotes engagement, and ultimately, results.

MANAGE ALIGNMENT AND DEPENDENCIES

Align targets and dependencies to ensure correlation and avoid delays. SunFish Workplaze builds collaboration into the process ensuring a central point of access for efficiency management and improved data collection.

TRACK ACTIVITIES AND PROGRESS

Remind employees to check in with progress updates so managers and collaborators are able to address progress and integration risk proactively. Achievements are continuously connected to period performance management to improve talent development.

SunFish Workplaze
Collaboration

Truly productive people know that it's not about doing more things in the time you have. It's about doing things with purpose, planning and proactivity. So cut your to-do-list in half and focus on achieving the tasks that matter. SunFish Workplaze's collaborative tools allow you to do just that.

Project Management

Manages projects and project costing integrated with time sheets, attendance and activity tracking. Every new client related or ad-hoc project comes with subordinate task details such as project members, task start and due dates, durations as well as costs per task/member. Timelines are generated and stored as a Gantt Chart for version control, task completion and overall progress tracking. Visualized comparison of actual vs. planned costs and alerts keep things on track - budget and completion wise.

Employee Calendar

In the Calendar feature, Workplaze combines data from shift scheduling, attendance status recording, work time tracking, and absence requests in a consolidated view. It provides employees and managers with a centralized hub from which they can identify any attendance or scheduling related problems and directly make adjustments. Conveniently, the calendar connects employees with a self-service interface for attendance correction, leave, overtime, and travel request management as well as timesheet recording and shift swapping.

Analysis and Reporting

SunFish Workplaze encompasses a large number of reports, customizable dashboard trackers, KPIs, alerts, notifications, reminders, graphical analysis, summaries and drillable data to give companies a clear picture of its operational performance and to meet all their reporting and analytic needs. Via its interactive report generation, users can easily extract the data required to do their work/reporting, for further data simulation, action taking, or presentation to stakeholders and auditors.
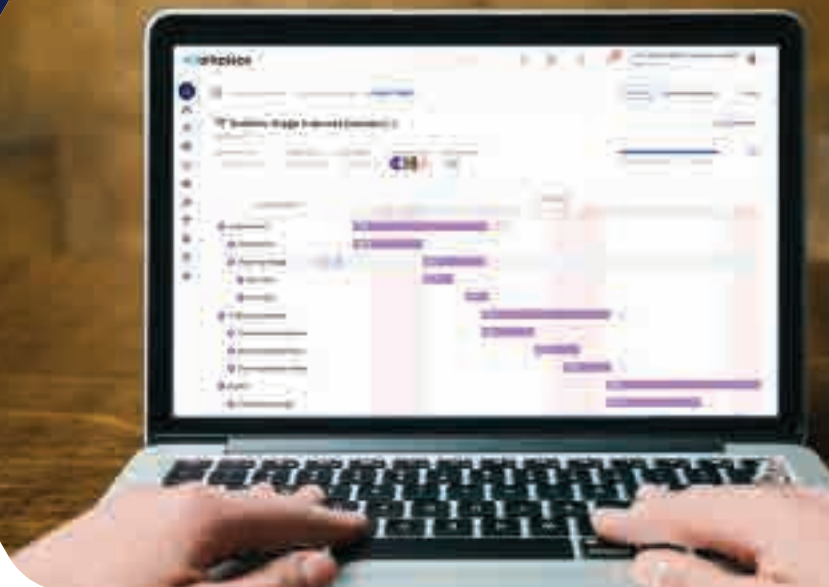
Productivity

SunFish Workplaze makes collaboration on tasks easy and more productive by including the online management and sharing of files, calendars, activities as well as scheduling appointments and conferences. Activities can be submitted on the go through photos and GPS location tagging and/or detailed description. Individual tasks can be compiled into to-do-lists, linked to calendars and shared with other people for collaboration, and feedback purposes. Employees interact with each other through secure private or group chats and video conferences.

Budgeting

SunFish Workplaze offers a collaborative and continuous approach to planning and budgeting, allowing companies access to one set of data in one system. Users can easily manage budgets and figures in multiple currencies and configure budget allocation methods. Budget plans can be shared between department heads so that they can align them with operational plans for their divisions, units, cost centers, etc. before approval. Once finalized, tasks/ transactions are executed under their relevant budgets, tracking actuals and budget utilization. Built-in analytics visualize actual and target numbers with drill down capabilities to the root cause of a variance.

SunFish Workplaze
Employee Engagement

Money is important and easy to track, but other factors are driving employees. Employees also need to know that they are noticed, that they are doing a good job, and that their work is valued. Appreciation is a basic human need and Workplaze's built-in engagement tools give employees a voice to share their sentiments, experience, needs and wants of the corporate culture.

Onboarding

With the Onboarding feature, SunFish Workplaze allows the HR department to formalize and automate the full onboarding process for new employees to improve their joining experience while minimizing administration workload. To ensure a successful integration of new employees, the HR department may create various induction steps and item lists. These steps and items can range from: scheduled for training, access configured, inventory issued, ID cards and uniforms issued, surveys to be taken, etc. Multiple users can be tagged to complete different steps which can be ticked off a checklist with a completion date. Reminders, dashboards, and alerts are some of the tools that track the onboarding progress including critical information such as GDPR, privacy, NDA and others and to ensure compliance with the company's regulatory framework.

Succession Planning

SunFish Workplaze's Succession Planning feature ensures that organizations are prepared for future changes by building a succession pipline for their most mission critical positions. Potential successors are identified based on competency gap, performance scrore, readiness level, impact of leaving, recommendations from supervisors and job family/level gap. Searching successors can include all group companies and can even include search from career path plans. Using weighting templates, people in charge can compare and evaluate the employees' score to select the best successor. HR Managers can track which key positions (including high impact positions) have been identified, and once key positions are indeed tagged with potential successors, then they can analyze skill gaps to determine training or other development plans tailored to the successor.

Chats and video conferences

Chats and video conferences smoothen employee communication, enhance collaboration on projects and strengthen team relationships. Via secure connections, employees can converse through group chats, direct messaging or video conferences, share files, tasks, ideas and feedback. These collaboration tools are at the heart of the future work, where teams will have to work effectively together across multiple locations, countries, and timezones.

Announcements

SunFish Workplaze announcements are an easy and timely way for the company or teams to communicate with everyone and keep employees engaged in company or group wide activities, to update policies, share information and celebrate accomplishments. Approved announcements are visible on each employee's homepage and on their mobile app, so that no one will ever miss out again on important happenings.

Polling & Surveys

Giving employees a voice to share their sentiments allows executives to improve everyone's experience and ensure they are moving towards the same goals. With the polling and survey feature, SunFish Workplaze provides a way to gauge employees' sentiments related to their work, work-culture and environment. It also allows you to seek opinions and test employee reactions to upcoming changes in strategy, production planning, and new initiatives. Responses are compiled automatically for a clear and concise picture of employees' views on company issues.

Homepage

SunFish Workplaze's summary page shows all related information about you: ranging from employees positions and achievements to the number of posts and followers they have within the company. Summary pages can be used to boost employee morale by showing off their accomplishments under their profiles as well as to establish more connections with peers by following their social media feeds from here. Employee's calendars are also displayed making it easy to remember work schedules, birthdays, contract due dates, meetings, etc.

Payroll
Outsourcing

Concentrate on what your company does best. We do the same.

Payroll is an essential part of any business administration in any organization as it involves not only confidential data but also crucial figures that require impeccable accuracy. Nevertheless, ensuring the accuracy of payroll information, meeting deadlines, and understanding changes in tax regulations is time consuming and often unproductive work. For organizations that seek to minimize the complexity and workload of handling internal payroll processing and reporting, Outsourcing to 3rd party experts is an attractive and valuable option to hand over the responsibility for a sensitive and challenging business function.

Benefits of Payroll Outsourcing with SunFish Workplaze

- Offload administrative tasks and focus more on your core business
- Save time and cost
- Ensure absolute data accuracy & statutory compliance
- Transparency and accountability, share and reduce legal risks

- World-class HRIS System that is compliant with international standards
- Industry leader in HR and payroll processing
- Certified by international standards
- Serving the most complex requirements

Why DataOn?

We design solutions that meet our customer's needs for flexibility to support their unique business processes with a focus on improving efficiency and engagement.

Our technical solutions are supported by a large professional services team with HR, project, support and security experts to ensure customer success.

Comprehensive

Fully featured solutions designed to support a wide range of HR best practices using modern technology

Experienced

Over 20 years of experience in supporting thousands of clients and millions of users in Southeast Asia
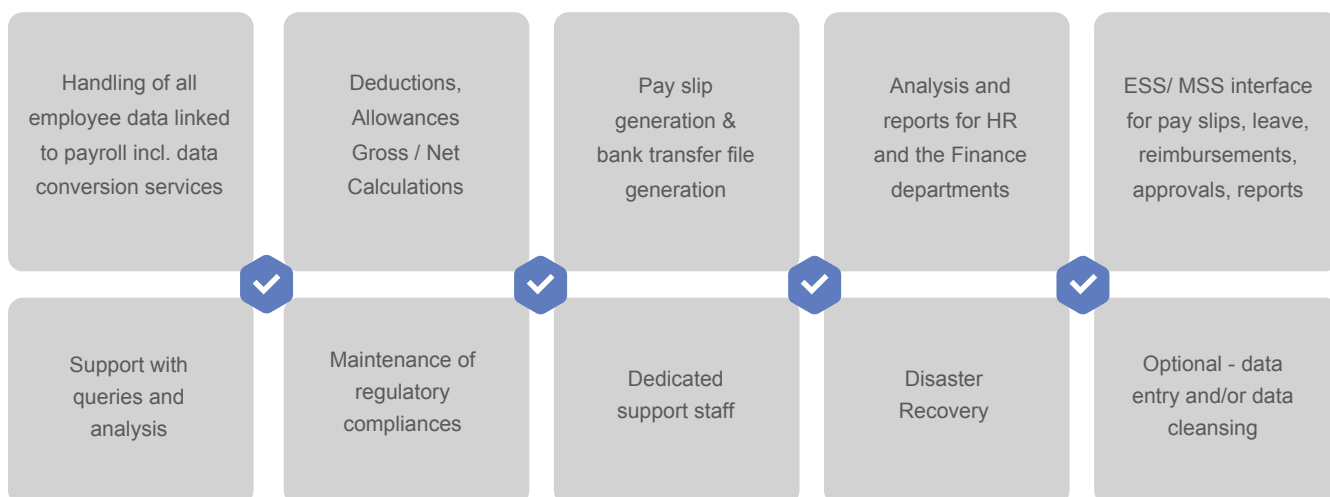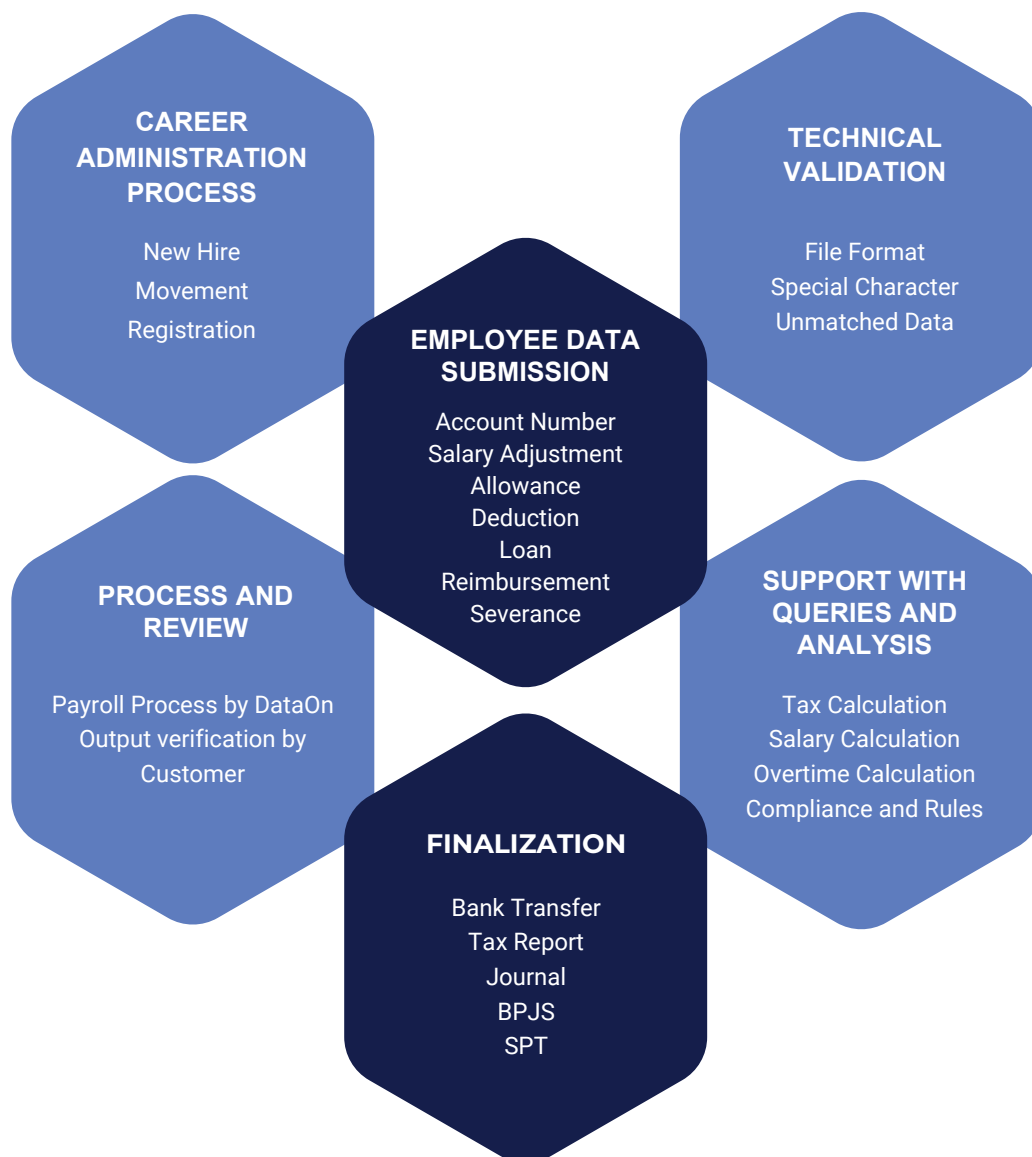
Secure

Uncompromising focus on security in system architecture, operations and hosting

Service

Full service implementation and support services from our 300 professional services staff

How we can help
Our Outsourcing Services

CAREER ADMINISTRATION PROCESS

New Hire
Movement
Registration

TECHNICAL VALIDATION

File Format
Special Character
Unmatched Data

EMPLOYEE DATA SUBMISSION

Account Number
Salary Adjustment
Allowance
Deduction
Loan
Reimbursement
Severance

PROCESS AND REVIEW

Payroll Process by DataOn
Output verification by Customer

SUPPORT WITH QUERIES AND ANALYSIS

Tax Calculation
Salary Calculation
Overtime Calculation
Compliance and Rules

FINALIZATION

Bank Transfer
Tax Report
Journal
BPJS
SPT

Handling of all employee data linked to payroll incl. data conversion services	Deductions, Allowances Gross / Net Calculations	Pay slip generation & bank transfer file generation	Analysis and reports for HR and the Finance departments	ESS/ MSS interface for pay slips, leave, reimbursements, approvals, reports
Support with queries and analysis	Maintenance of regulatory compliances	Dedicated support staff	Disaster Recovery	Optional - data entry and/or data cleansing

Be Mobile

Fuss-free access to Workplaze HR anytime, anywhere

Creating engaged employees is an ongoing challenge for many employers. Highly engaged employees that enjoy their time at work, generally have better career prospects and add more value to their companies. Having studied, analyzed and designed HR software over many years, we provide you with our mobile app - an accurate and simple HR Mobile Software that promotes employee engagement and motivation. Our mobile app not only facilitates the employee administration process, but focuses on employee two-way communication to promote collaboration, motivation and belonging.

Our mobile app includes comprehensive functionality to administer an organisation, manage workflows and encourage better communication. It is highly secure, and receives top evaluations for breadth of functionality.
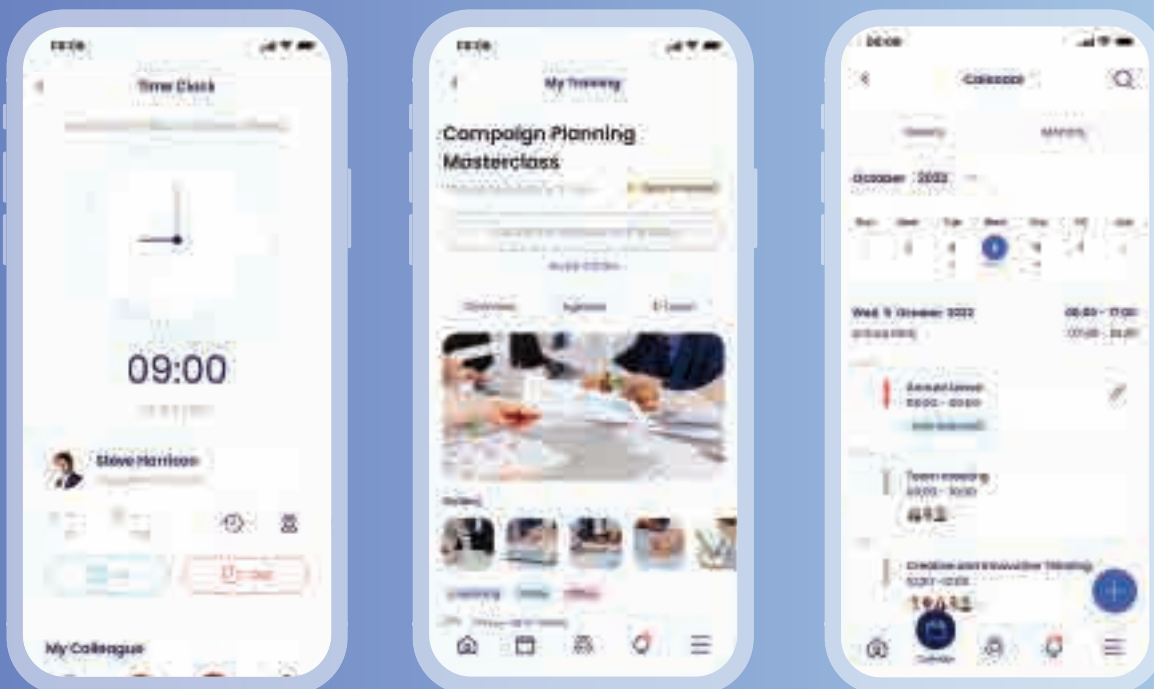
Selected Customers

SunFish Workplaze Security

Clients have the right to trust that confidential data is protected. Rest easy knowing that data storage and processing are constantly upgraded to optimize efficiency subject to uncompromising security standards. Data access is controlled within your organization through user access control and protected from intrusion using successive layers of data security - all of which are challenged, tested and upgraded subject to DataOn's client protection policies.

The combination of rigid security standards and constant tuning for optimal processing allows you to run your business securely and efficiently knowing SunFish Workplaze ensures the security of all processing applications 24/7. This allows you to focus your energies where they are of most value - making the decisions that will drive your organization forward.

The SunFish Workplaze application itself is functionally secured by configuring user group access to functions and data independently and with granular level access control. Access to the application is controllable by NIST SP 180-118 password rules, expiries and device limitations to name a few security measures. Also, SunFish Workplaze creates audit trails for all transactions as a component of the application architecture that cannot be disabled. Confidential data stored in the database is encrypted when stored and its decryption is controlled by the SunFish Workplaze application security ensuring all confidential data is only viewable by the duly authenticated user.

Moreover, DataOn staff and third party auditors frequently update security configurations to the latest industry standards and perform periodic system penetration testing both manually and with automated intrusion systems. Development procedures are audited by a security team and comply with Open Web Application Security Project guidelines and avoidance techniques for penetration vulnerabilities including the OWASP Annual Top 10. Development and hosting infrastructure teams undergo procedural compliance audits for DataOn's ISO 9001:2015 certification every six months by Lloyd's Register Quality Assurance. DataOn also complies with the ISO 27001:2013 Information Security Management System which is audited annually by the British Standard Institution (BSI Group) certification body.

SunFish Workplaze SaaS Security

SunFish Workplaze may be hosted by the customer in a private cloud environment or on secure infrastructure provided by DataOn.

SunFish Workplaze's secure architecture is designed for security and availability at a level that would not normally be achievable by a single individual customer. Access to data is restricted at multiple levels through firewalls and Intrusion Prevention Systems. Reaching the physical data store requires layers of subnets, which are physically segmented, and have individualized security configurations. Considerable effort is taken to remove any single point of failure and to absorb multiple points of failure in more failure prone components. All DataOn data centers are Tier 3 facilities with 24/7 physical monitoring and access restricted to a small number of DataOn staff. Data centers have full UPS power and generators and preference is given to green data centers that utilize renewable energy sources and have low PUE ratings.

As no infrastructure can be completely immune to failure, DataOn maintains fully redundant reserved capacity for Disaster Recovery at other DataOn data centers with warm failover systems. In the case of a total loss of a primary datacenter, current maximum RPO (Recovery Point Objective) is 30 minutes with an RTO (Recovery Time Objective) of four hours.

HIGH AVAILABILITY & SECURITY SAAS INFRASTRUCTURE
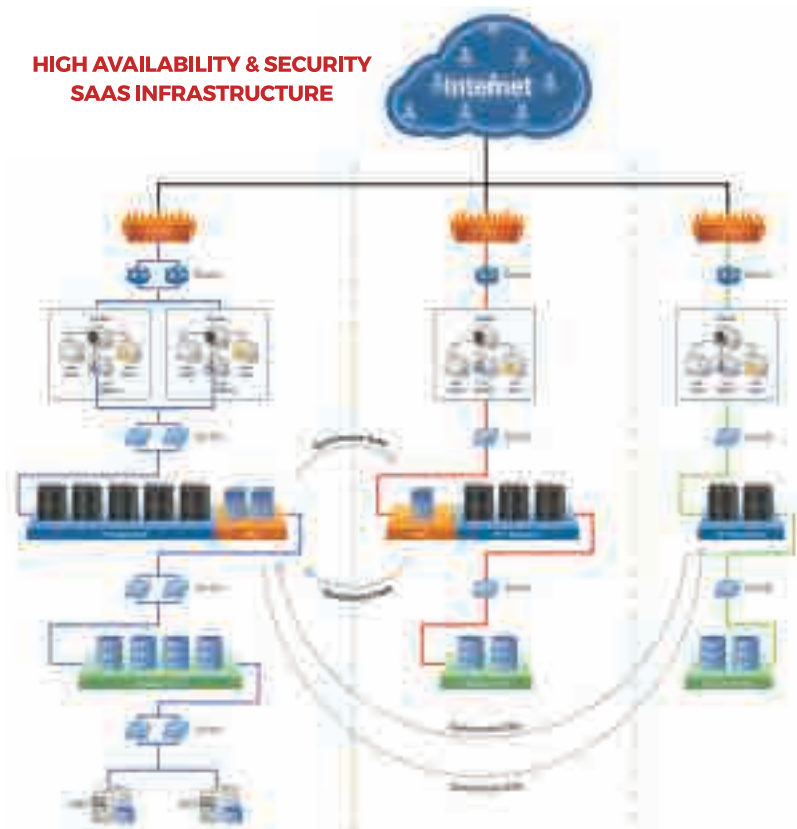
WHY CUSTOMERS LOVE US

Features

Best in the market full feature solution designed to to support a wide range of HR best practices using modern technology

Competence

20 years of experience in HR allow support of most HR processes not available from competitors

Mobile

Solution is designed for mobile access. 98% of sessions are on phones

Options

We offer the option of beyond standard features for internal social networks, people development and recruitment

Proven

2000 companies and 1.2 Mio users trust our solutions with 98% customer satisfaction. Many of them grew with us since SunFish Workplaze 3 as we learn from them and put into tech what they need

Secure

Rigid security standards and constant tuning for optimal processing allows customers to run their operation securely while we keep data and applications safe

Testimonials

Dodi Setiadi

HRIS & Payroll Ass Manager
of PT Multirasa Nusantara (Yoshinoya)

The benefits after using SunFish Workplaze are quite a lot, such as the payroll calculation process that is easier and faster, and the attendance data recap is also easier - we only need to download it from SunFish Workplaze. The Leave request process can be done anytime and anywhere. The user interface does not confuse the user, and SunFish Workplaze has a support team that is always ready to help us.

Zulfa

Human Resource Manager
of PT Goodyear Indonesia

SunFish Workplaze version 6 is the suitable system for Goodyear's current and future needs. The selection process at Goodyear is quite long and complex, involving our regional and global parties from various IT functions to ensure the vendor has trusted ability, high level of security, and is able to support Goodyear's needs. Workplaze has proven its ability to pass the selection and audit processes as a safe and reliable system with good quality and flexibility to answer the company's needs with its user-friendly features.

Rony Mahardhika

HR Senior Manager
PT AEON Mall Indonesia

Previously, we always ran the Payroll management manually, so we had to be extra careful in making sure the calculations and numbers were correct. That took much time. Now, with SunFish Workplaze all the formulas have been implemented once and since then automate the whole process. That makes SunFish Workplaze very helpful and it delivers the results that we wanted.

T.K Adhikatama

HR Manager Fraser Residence

SunFish Workplaze is trusted by many companies in Indonesia, particulary in the hospitality industry. Most companies use SunFish to assist their HR department, that is why we choose Workplaze to assist ours.

Rio Mangasa P.

Application Developer
PT Indo Tambangraya Megah Tbk

It used to take 2 weeks to send monthly pay slip to a remote mining sites. But after using SunFish Workplaze the employee may check their pay slip in real time through the system.

Agustinus S.

HR Manager & GA
PT Komatsu Indonesia

In 2005 we stopped maintaining our old system and started looking for an off-the-shelf system to suit both current and future needs. After looking at several products we defined a shortlist of three, SunFish Workplaze was the best.

Our customer's trust in DataOn to provide stable, effective and affordable software; the high quality of SunFish Workplaze products; our talented professionals and expertise have helped to establish DataOn as one of the leading web-based business solution providers in the region.
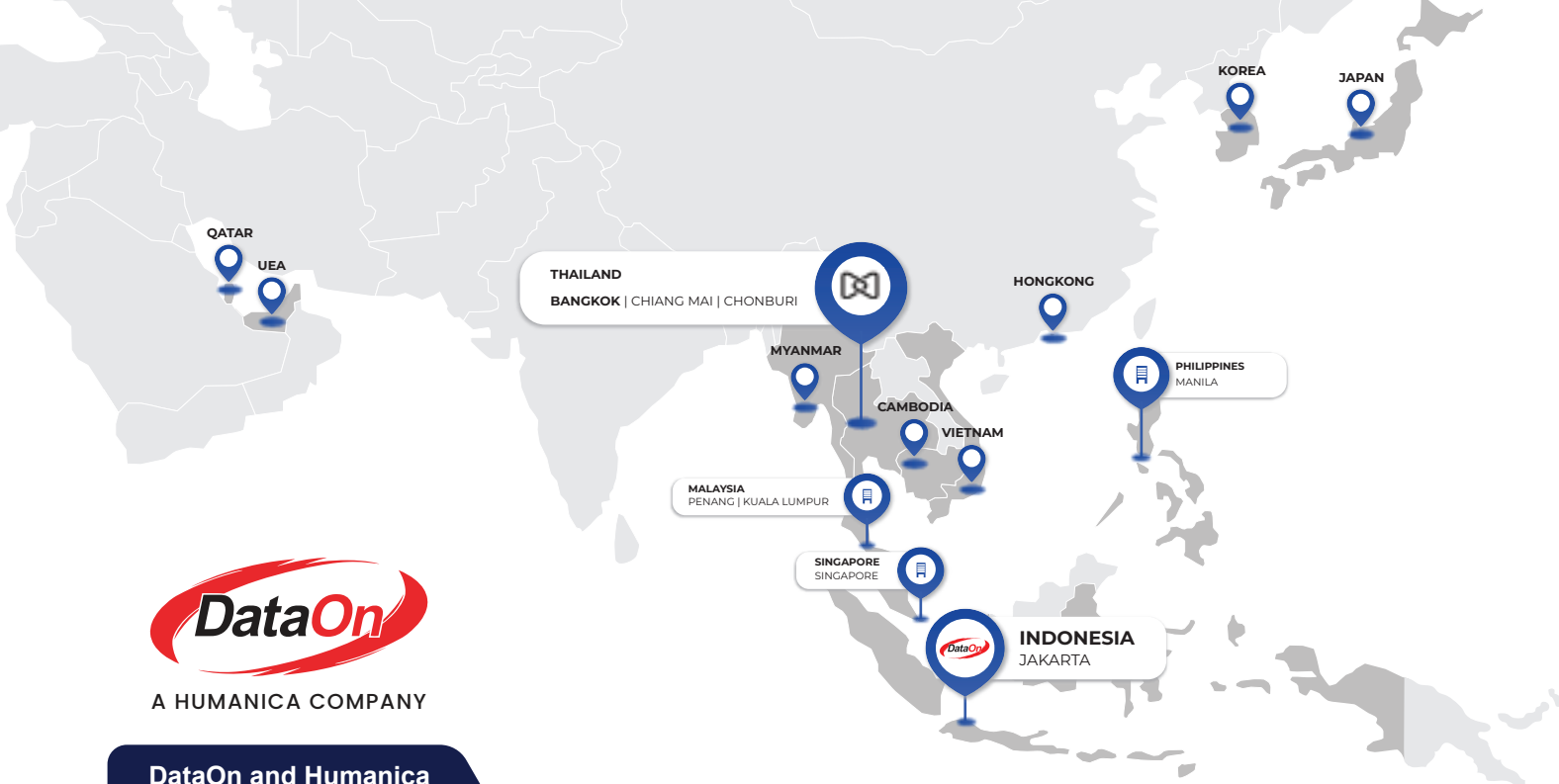
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A HUMANICA COMPANY

DataOn and Humanica

DataOn and Humanica are combining operations and technologies in a bid to lastingly transform the HR Tech and Service landscape in Southeast Asia. With 20 years of experience, both Humanica and DataOn have already grown to become market leaders in HR solutions in their respective home markets with extensive operations in neighboring countries.

Together, we are now strategically positioned to give our customers access to a compelling combination of best-in-class allround HR expertise, assets and technology. 1000 employees, 500 of them technical experts, will serve a growing base of 5000 customers in 13 countries in Asia and the Middle East and prepare them for the future with cutting edge HR solutions that respond to the complex needs and challenges of diverse customers in this rapidly growing region.

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All SunFish products are developed by DataOn in accordance with the Quality Management System Standards registered as ISO 9001:2015 and Information Security Management as ISO 27001 : 2013