

HR & WORKFORCE MANAGEMENT PLATFORM

One nest for your entire workforce.

MY-NEST brings Core HR, Payroll, Time & Attendance, Recruitment, Performance, Training and financial self-service — on the web and on Android — into a single, secure, Malaysia-ready platform, so your HR team stops stitching spreadsheets together and starts running the business.

✨ Fluid UI: Apps + Workflows · Dual Presentation Layer · Multi-tenant SaaS · Built for Malaysian KWSP/SOCSSO/PCB

12

Core Modules

55+

Built-in Reports

**Web +
Android**

Every device, one login

100%

API-backed, Audit-logged

THE PROBLEM WITH POINT SOLUTIONS

Most growing companies run HR on four tools and a prayer.

A payroll spreadsheet here, a leave-tracking form there, an attendance device that doesn't talk to anything, and a separate applicant tracker for hiring. Every module lives in its own silo — re-keying data, reconciliation errors, and an HR team chasing numbers instead of supporting people. MY-NEST replaces that patchwork with one platform where an employee record, once created, powers every downstream process: attendance feeds payroll, approved leave feeds attendance, a completed performance cycle feeds compensation, and every transaction is reportable and — where enabled — reachable from a phone, the moment it happens.

1

Single source of truth

One employee record drives Core HR, Payroll, Leave, Performance and Reports — no duplicate entry, no drift.

2

Built for how Malaysia runs payroll

MyKad/NRIC fields and separately-tracked EPF / SOCSO+EIS computation — not a translated label on a US-first product.

3

Governed from day one

Role-based access, a field-level audit trail, and approval workflows on every self-service request.

"The org chart, the payroll run, and this month's attrition number should all agree with each other — because they're reading the same data." — the design principle behind every module in MY-NEST.

Dual UI

Classic Desktop Grid + Fluid UI with Launchpad & glowing dock

Any structure

Company → Business Unit → Department, modeled to match your real org chart, not ours

3

Subscription tiers — pay only for the modules you use

EVERYTHING UNDER ONE ROOF

Twelve modules. One login. Zero re-keying.

Every module below is live, role-gated, and reportable — turned on per tenant through your subscription plan, not bolted on as a separate purchase.

**Core HR**

Employee 360° profiles, company structure, job history, service register, skills, education and document storage.

**Time & Attendance**

Clock-in/out, biometric Excel import, regularization workflow, project timesheets and overtime categories.

**Leave**

Configurable leave types & groups, entitlement rules, holiday calendars and manager approval chains, including Loss of Pay handling.

**Payroll**

Pay Grades, Salary Components, EPF/SOCSSO-aware proration, Pay Groups, and one-click accounting exports.

**Performance**

HR-defined cycles, goal-setting, employee self-evaluation and manager ratings on a clear three-point scale.

**Recruitment**

Job postings, candidate pipeline, interview scheduling and AI-assisted resume comparison.

**Training & Certification**

Self-service enrollment journeys, manager-assigned training plans, and a certification submission & approval workflow.

**Employee Assets**

Issue, track and recover company assets against each employee, with kit policies and category-level oversight.

**Loans, Claims & Travel**

Loan eligibility rules, expense claims with receipt uploads, and travel requests — all payroll-linked.

**Reports & Dashboards**

55+ standard reports and role-based dashboards, exportable to Excel, CSV or print-to-PDF.

**Mobile App**

A native Android app with self-service geolocation punch-in, optional face verification, and push notifications.

**Personalization**

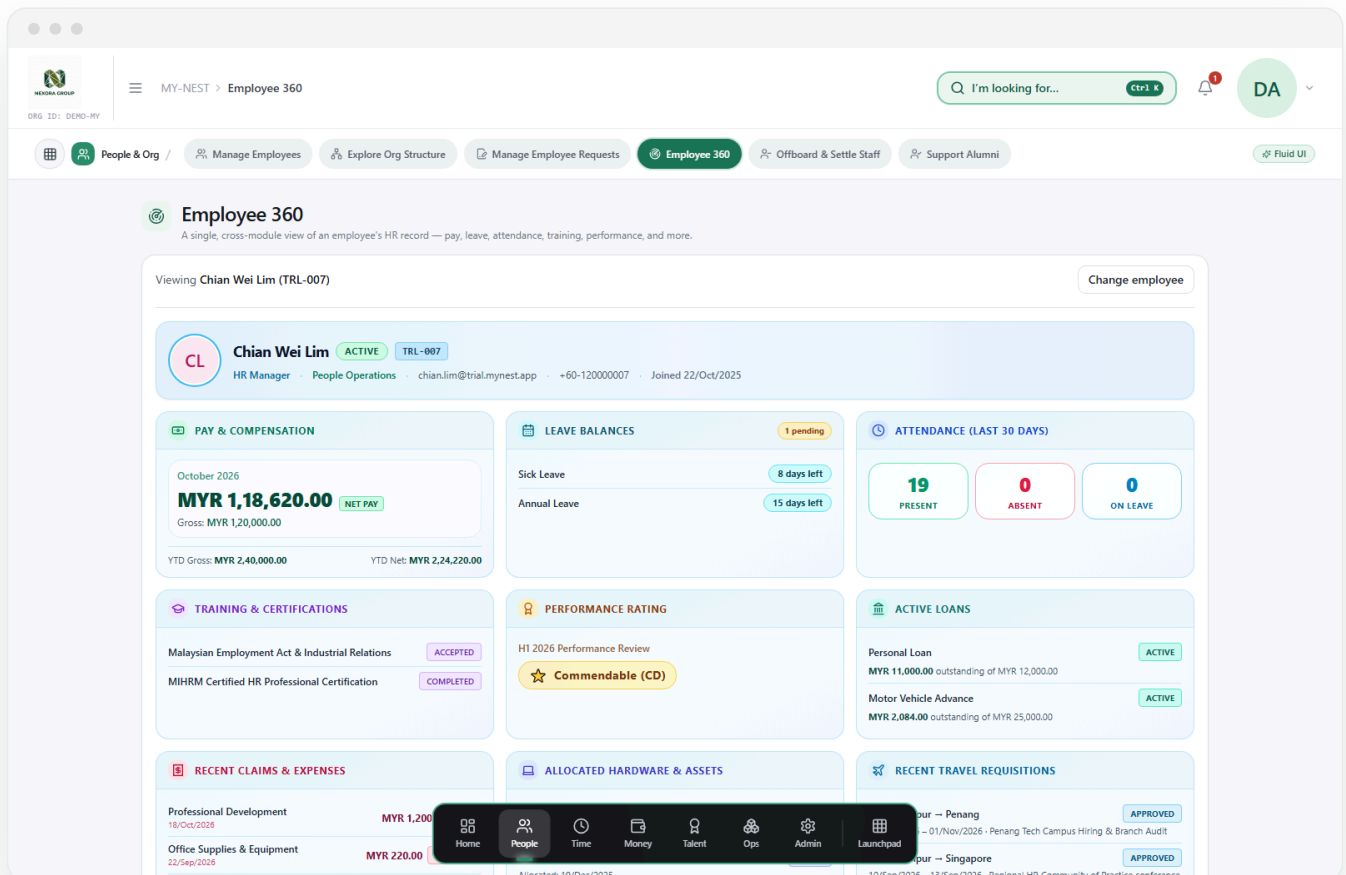
Sys Admin-selectable brand themes and organization logo — the whole platform re-skins instantly, org-wide.

EMPLOYEE 360°

Every module, one employee, a single screen.

Not another tab on the profile — a dedicated cross-module report that pulls pay, leave, attendance, training, performance, loans, expenses and travel into one view, so a manager or HR Admin never has to open six screens to answer one question about one person.

- ✓ Myself, My Team, or search any employee — scoped automatically by role, from self-service up to full HR Admin visibility.
- ✓ A single national ID field whose label adapts to each employee's nationality — MyKad/NRIC in Malaysia — plus passport, for a global workforce.
- ✓ Pay, leave balances, attendance, training, latest performance rating, loans, expense claims and recent travel — all on one screen, not six.
- ✓ The full Employee Profile — Assignment, Compensation, Bank Details, Service Register, Skills, Assets — stays one click away for anything the summary doesn't cover.



The screenshot displays the 'Employee 360' interface for Chian Wei Lim (TRL-007). The interface is organized into several sections:

- Employee Profile:** Shows the employee's name, status (ACTIVE), ID (TRL-007), role (HR Manager), department (People Operations), email (chian.lim@trial.mynestapp), phone (+60-12000007), and join date (22/Oct/2025).
- PAY & COMPENSATION:** Displays the net pay for October 2026 as MYR 1,18,620.00, with a gross of MYR 1,20,000.00. YTD Gross is MYR 2,40,000.00 and YTD Net is MYR 2,24,220.00.
- LEAVE BALANCES:** Shows 8 days left for Sick Leave and 15 days left for Annual Leave.
- ATTENDANCE (LAST 30 DAYS):** Displays 19 PRESENT, 0 ABSENT, and 0 ON LEAVE.
- TRAINING & CERTIFICATIONS:** Lists 'Malaysian Employment Act & Industrial Relations' (ACCEPTED) and 'MIHRM Certified HR Professional Certification' (COMPLETED).
- PERFORMANCE RATING:** Shows a 'Commendable (CD)' rating from the H1 2026 Performance Review.
- ACTIVE LOANS:** Lists a Personal Loan of MYR 11,000.00 (outstanding of MYR 12,000.00) and a Motor Vehicle Advance of MYR 2,084.00 (outstanding of MYR 25,000.00), both marked as ACTIVE.
- RECENT CLAIMS & EXPENSES:** Shows 'Professional Development' (MYR 1,200) and 'Office Supplies & Equipment' (MYR 220.00).
- ALLOCATED HARDWARE & ASSETS:** Shows a laptop allocated on 19/Dec/2025.
- RECENT TRAVEL REQUISITIONS:** Lists two approved travel requests: one to Penang (01/Nov/2026) and one to Singapore (10/Sep/2026 - 13/Sep/2026).

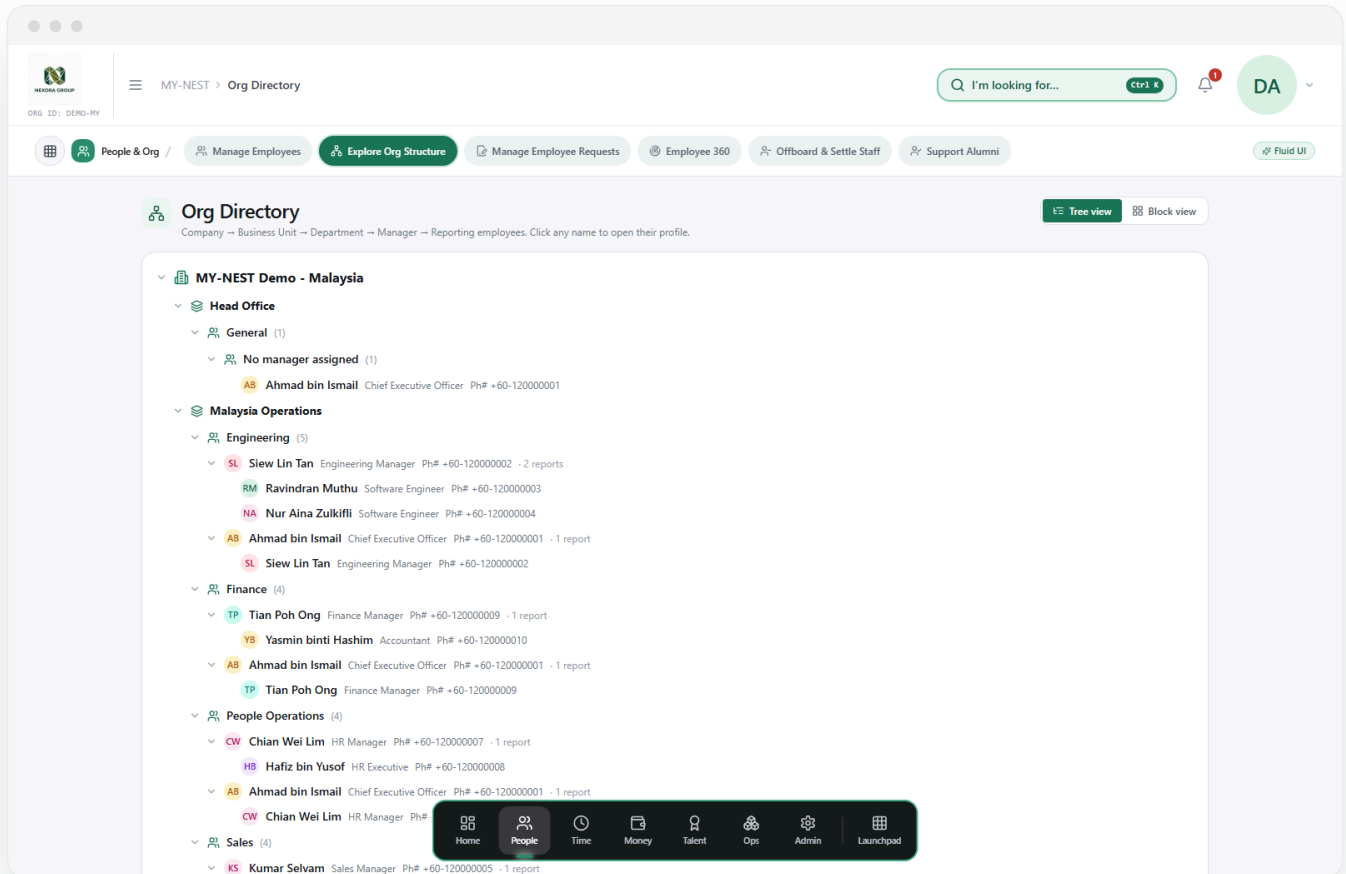
The interface includes a search bar at the top, a navigation menu on the left, and a bottom navigation bar with icons for Home, People, Time, Money, Talent, Ops, Admin, and Launchpad.

Real Malaysia tenant data — Chian Wei Lim, HR Manager. A completed performance rating, an active loan, and recent regional travel, all on one screen.

KNOW WHO REPORTS TO WHOM

A live org chart everyone can see.

A Company → Department → Manager → Reports tree, generated from real reporting lines — not a static chart someone forgot to update. Click any name to jump straight to their profile.



TIME & ATTENDANCE

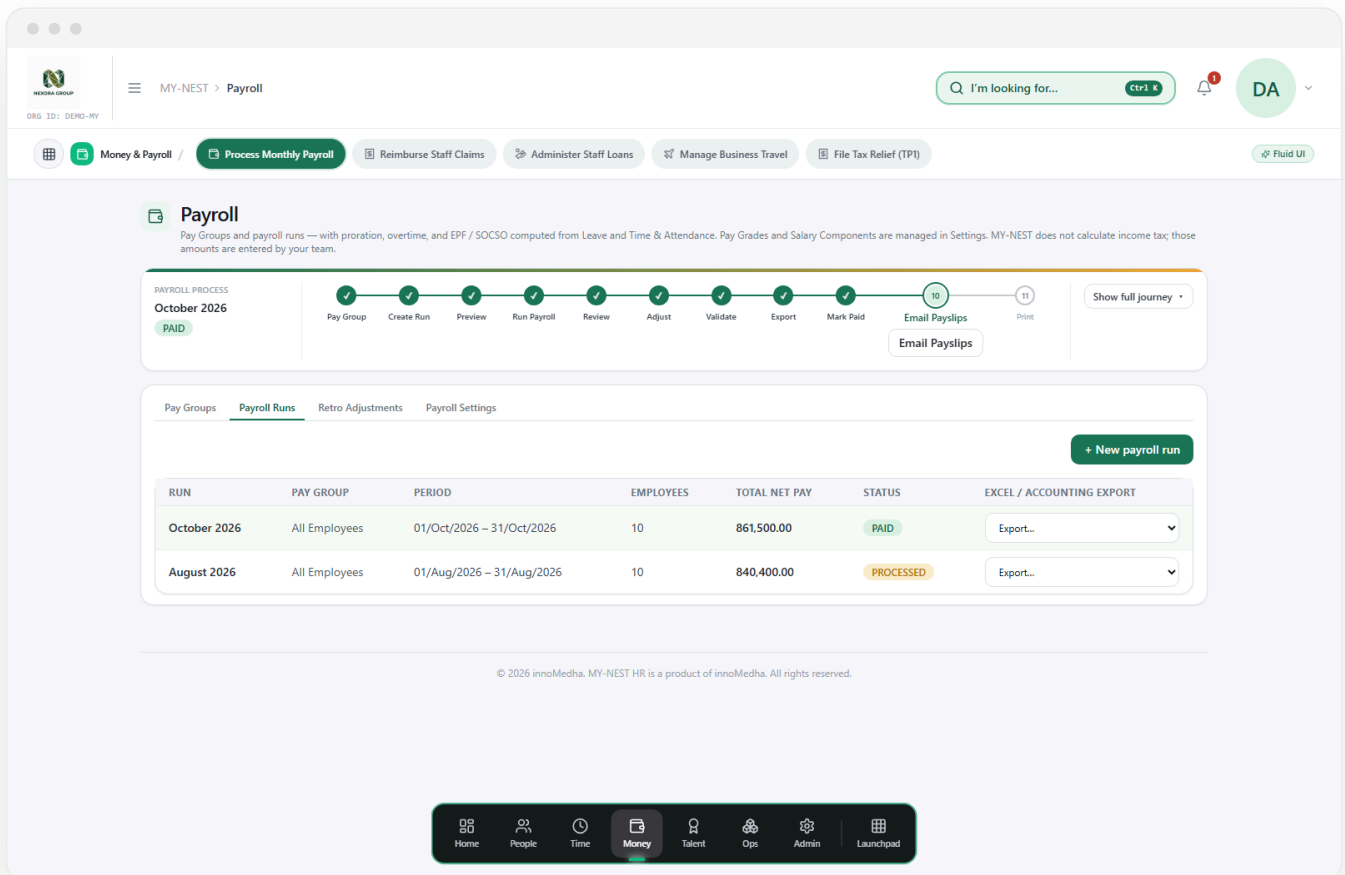
- ✓ Clock-in/out, bulk biometric Excel upload, and a manager approval + regularization workflow for corrections.
- ✓ Self-service geolocation punch-in from the mobile app, with an HR-optional face-verification step.
- ✓ Project timesheets and overtime categories feed directly into the payroll proration engine.
- ✓ A dedicated Loss of Pay leave type flows straight through to the Pay Register.

MALAYSIA-READY BY DESIGN

Payroll that keeps EPF and SOCSO/EIS correctly apart.

MY-NEST doesn't guess at tax brackets — it computes what it can verify (proration, overtime, EPF/SOCSO at your configured rates) and leaves statutory tax entry to your team, exactly where human judgment belongs.

- ✓ **Pay Groups** — reusable employee filters (job title, city) that define who a payroll run picks up.
- ✓ **EPF and SOCSO/EIS** computed and reported as two clearly separate payslip lines, never conflated.
- ✓ Gross pay proration from real Leave and Time & Attendance data — not a flat monthly assumption.
- ✓ One-click export to Excel, Zoho Books, or Tally for your accounting team.



Payroll
Pay Groups and payroll runs — with proration, overtime, and EPF / SOCSO computed from Leave and Time & Attendance. Pay Grades and Salary Components are managed in Settings. MY-NEST does not calculate income tax; those amounts are entered by your team.

PAYROLL PROCESS
October 2026
PAID

Pay Group Create Run Preview Run Payroll Review Adjust Validate Export Mark Paid Email Payslips Print

Pay Groups **Payroll Runs** Retro Adjustments Payroll Settings

+ New payroll run

RUN	PAY GROUP	PERIOD	EMPLOYEES	TOTAL NET PAY	STATUS	EXCEL / ACCOUNTING EXPORT
October 2026	All Employees	01/Oct/2026 – 31/Oct/2026	10	861,500.00	PAID	Export...
August 2026	All Employees	01/Aug/2026 – 31/Aug/2026	10	840,400.00	PROCESSED	Export...

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Home People Time **Money** Talent Ops Admin Launchpad

Representative UI — shown with an illustrative payroll configuration; your run reflects your own EPF/SOCSO setup.

GROW THE TEAM YOU HAVE. HIRE THE TEAM YOU NEED. TRACK WHAT YOU ISSUE.

A real review cycle, a real hiring pipeline, and assets you actually track.

Performance

- ✓ HR-defined cycles with goal-setting and evaluation windows; eligibility managed per employee.
- ✓ Employee self-evaluation, then manager rating on a clear Needs Improvement / Meets Expectations / Commendable scale.

Recruitment

- ✓ Post a role, track applicants through Applied → Screening → Interview → Offer → Hired.
- ✓ AI-assisted resume extraction builds a side-by-side candidate comparison for hiring managers.

Employee Assets

- ✓ Issue, track and recover laptops, phones and equipment against each employee, with full audit history.
- ✓ Kit policies auto-issue the standard set for a role; employees self-request additions and recovery on separation is tracked to completion.

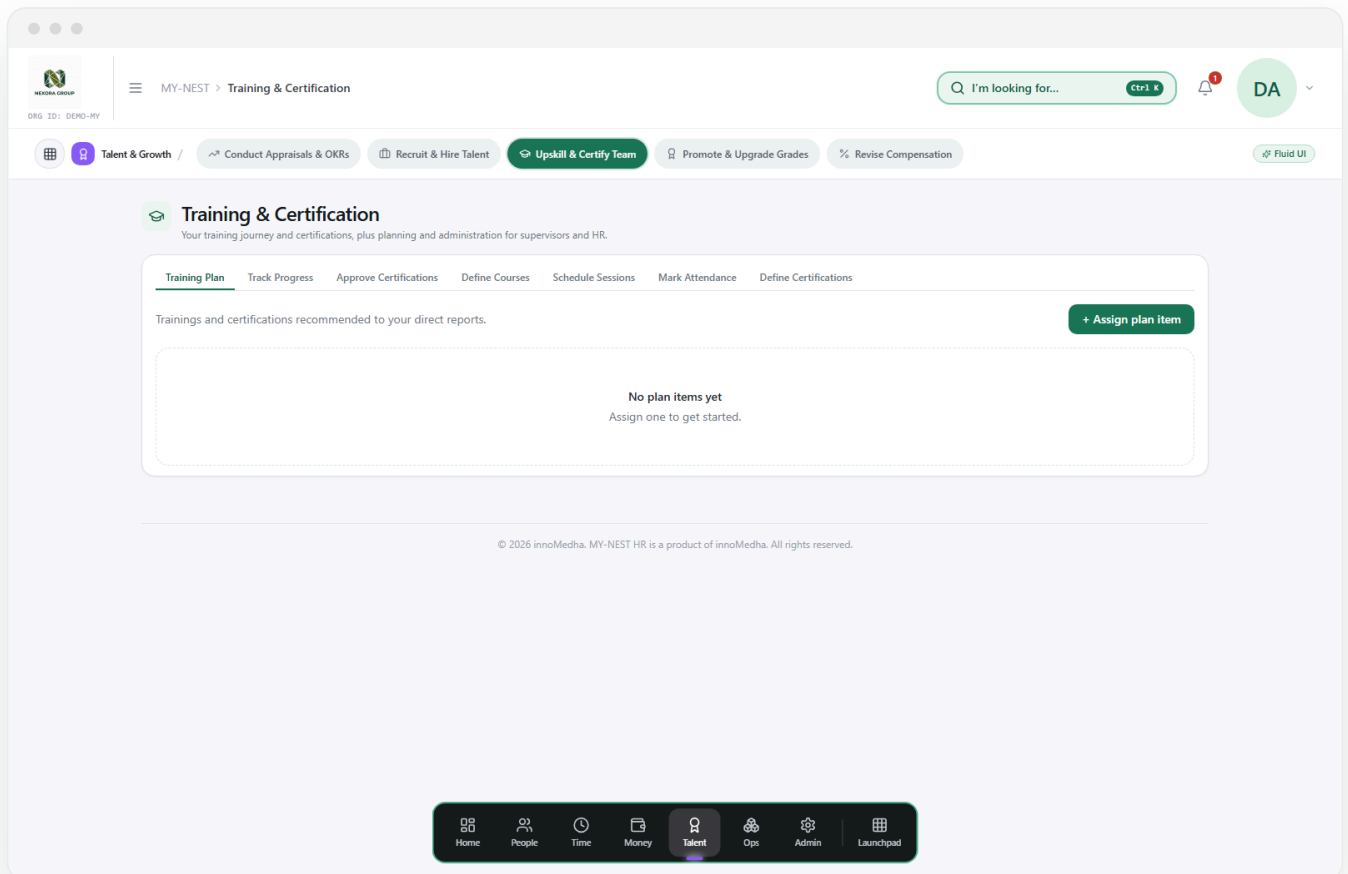
All three are fully self-service where they should be — employees accept and complete their own review steps, hiring managers score their own candidates, employees request their own equipment — with HR retaining oversight of every cycle, pipeline and policy.

NEW IN THIS RELEASE

Training your team actually finishes.

A real self-service journey — plan, accept, enroll, attend — plus certification submissions with a supervisor approval step, replacing a disconnected pair of admin-only lists.

- ✓ Employees see their own journey — accept a manager-assigned plan item, or browse and self-enroll in any scheduled session.
- ✓ Supervisors track their team's progress and approve certifications from one place, without touching HR's course catalog.
- ✓ Certification submissions carry category, institute and completion details, routed to a supervisor for approval.
- ✓ HR keeps full control of the course catalog, scheduling, and attendance — unchanged from today.

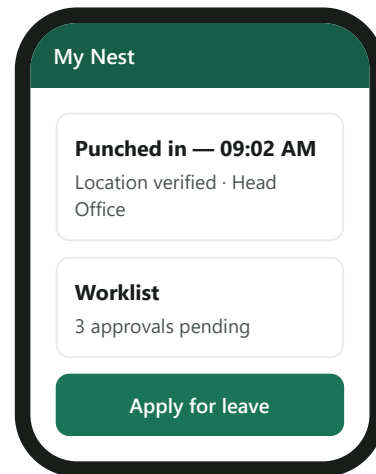


NEW IN THIS RELEASE

HR that fits in a pocket — and looks like your brand.

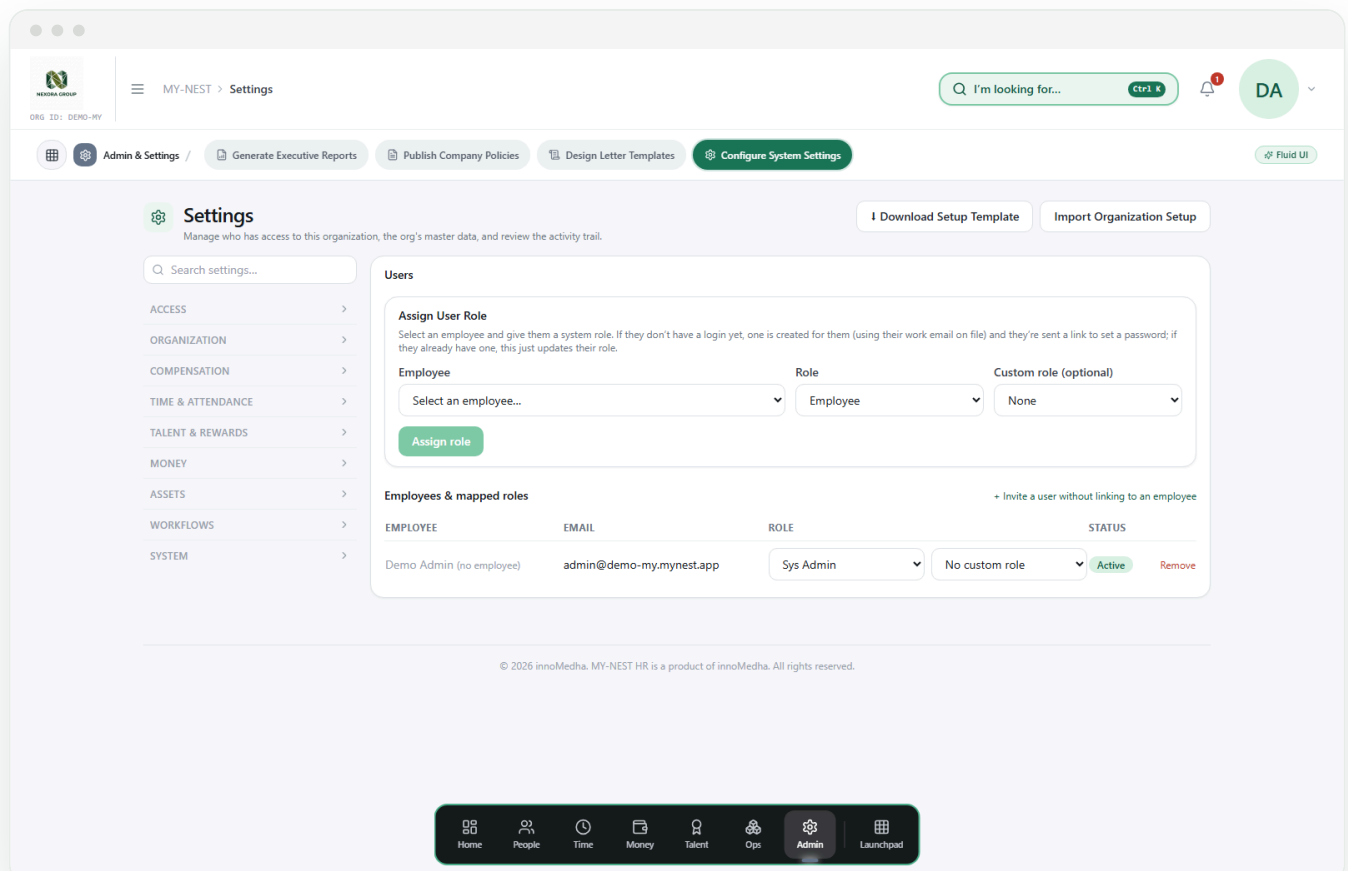
Mobile app

- ✓ A native Android app, installed from the Play Store, wrapping the same secure platform your team already uses.
- ✓ Self-service geolocation punch-in, with an HR-optional face-verification step for distributed or field teams.
- ✓ Push notifications bring approvals, payroll runs and worklist items to a manager's phone the moment they're ready.



Personalization

A Sys Admin picks from eight curated brand themes and a Light, Dark, or System appearance mode, then uploads a company logo. The whole platform re-skins instantly, for every user in the organization, no sign-out required.

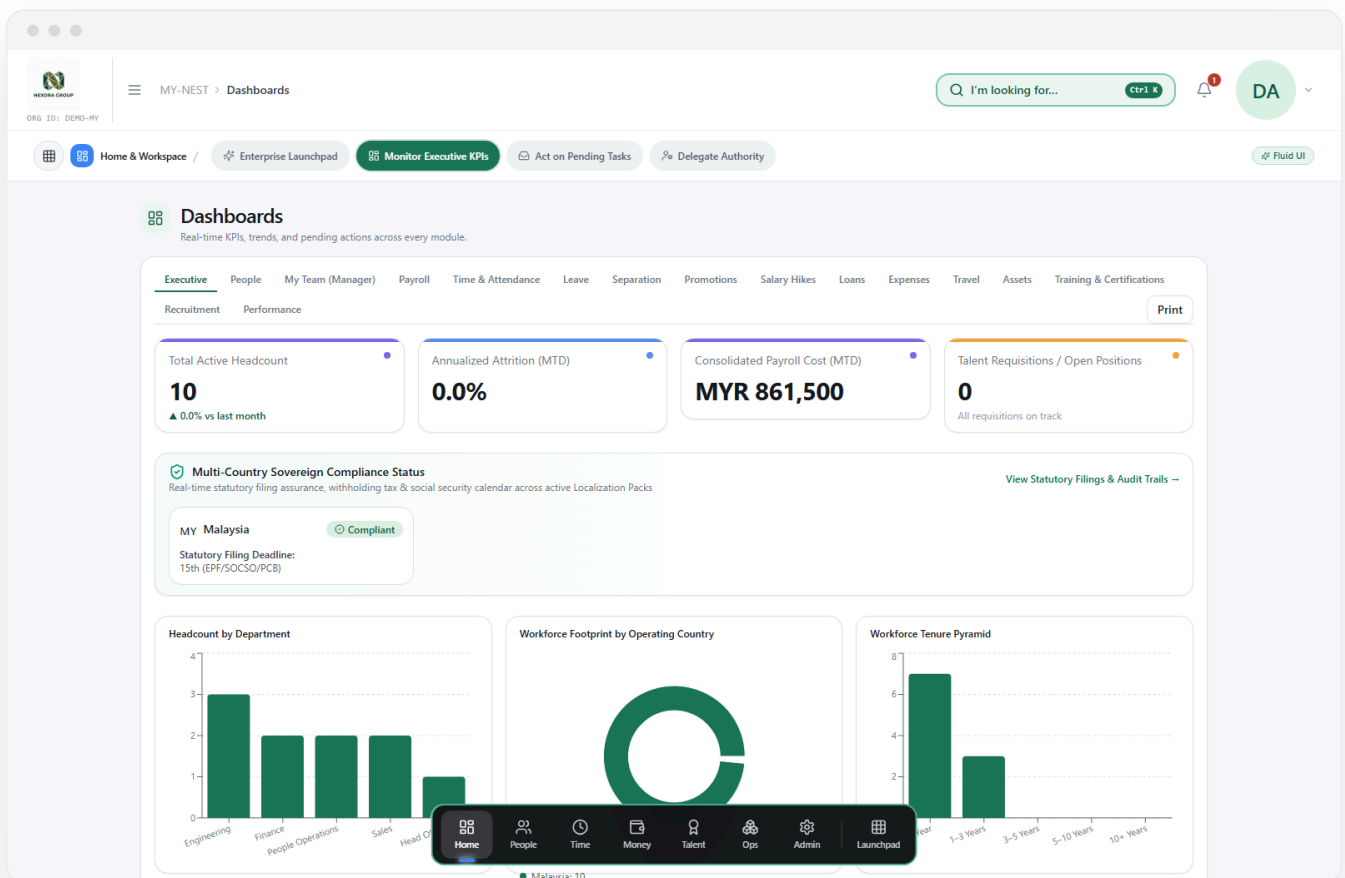


DECISIONS AT A GLANCE

55+ reports. 10+ role-based dashboards.

Every dashboard KPI and every report row reads from the same live data every other screen uses — what you see is always what's really in the system.

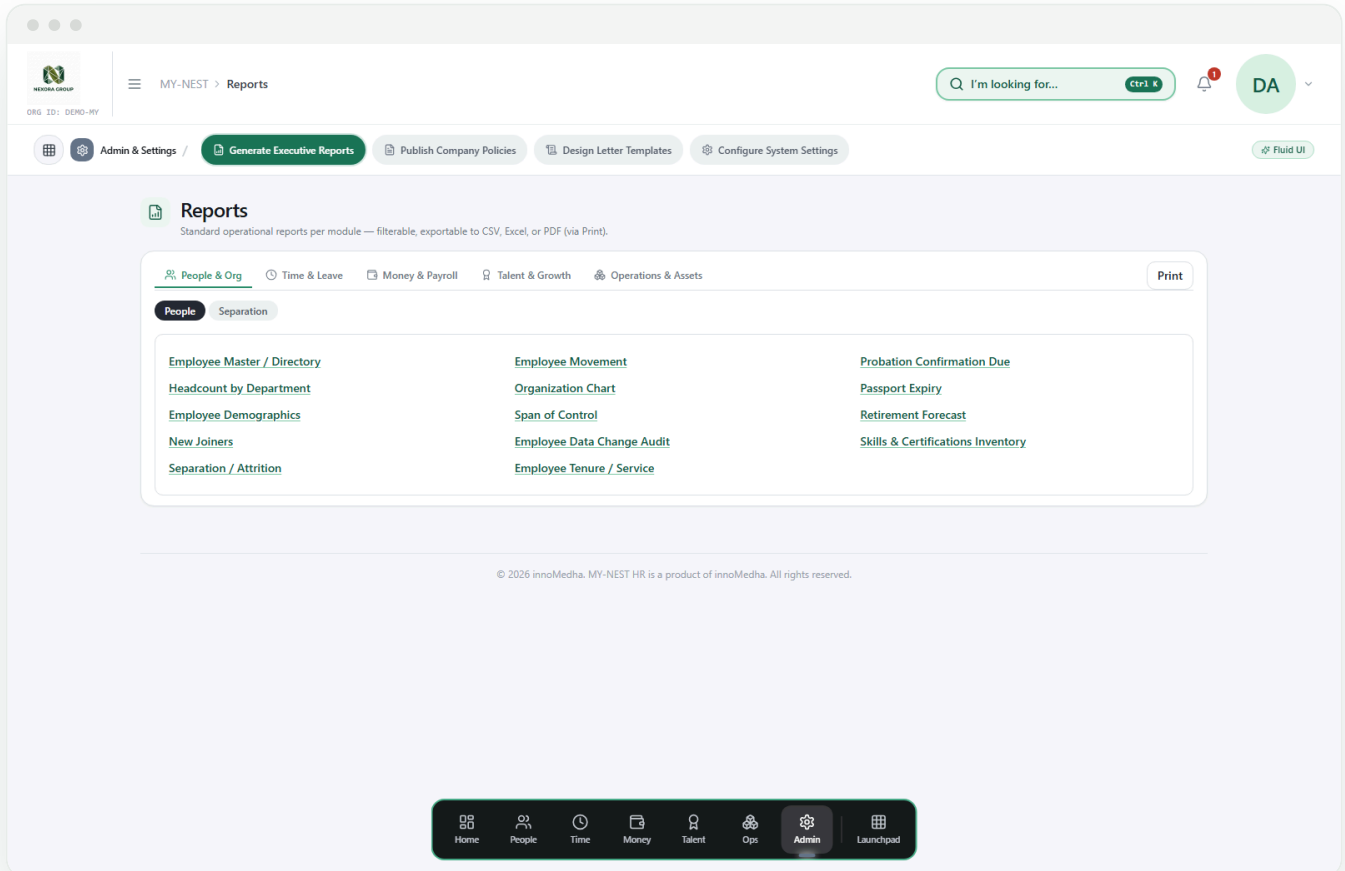
- ✓ An Executive dashboard with headcount, attrition, payroll cost and open-position ageing, refreshed in real time.
- ✓ Module-scoped dashboards for Payroll, Time & Attendance, Leave, Loans, Expenses, Assets, Training, Recruitment and Performance.
- ✓ Reports organized by module, each exportable to Excel, CSV, or print-to-PDF.
- ✓ Manager, HR Admin and Employee each see a dashboard scoped to what they're allowed to know.



ONE CLICK FROM LIST TO EXPORT

Open a report, see everything, export in one click.

Reports are regrouped into the 5 core Fluid Apps — People & Org, Time & Leave, Money & Payroll, Talent & Growth, and Operations & Assets — each opening full-screen with one-click Excel, CSV, and PDF export options.



MODULAR GROWTH · SCALABLE PLATFORM ARCHITECTURE

Tailored plans for what you need today. Scale into the rest.

MY NEST features transparent, modular subscription tiers aligned to your workforce operational maturity. Every plan includes the complete People & Attendance foundation — including Org Directory, 360 dossiers, Leave management, Asset management, and Digital Offboarding — pre-configured with the Malaysia Localization Pack for seamless KWSP, SOCSO/EIS, and PCB compliance.

STARTER TIER

Starter Plan

People, Time & Attendance, Asset Mgmt, Reports

Core HR directory, attendance, leave, asset inventory & separation workflows.

People Apps: Following workflows covered:

- **Employee record mgmt**
- **Org Directory / Company Tree**
- **Employee 360 dossier**
- **Employee Separation:** Resignation workflows & clearance lists

Time & Attendance: Following workflows covered:

- **Attendance Mgmt:** Biometric data sync, web punches
- **Leave Management:** Custom leave types, Leave balances & LOP sync
- **Projects & Timesheets**

Asset Management: Following workflows covered:

- **Asset Inventory Mgmt**
- **Asset Allocation and tracking**
- **Define kit policies & recovery**

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

GROWTH TIER

MOST POPULAR

Growth Plan

Full Statutory Money (Payroll & Financials) Apps

Starter plus Payroll record-keeping, Loans, Claims & Expenses and Travel.

Everything in Starter Plan

Full statutory Money Apps, covering following workflows:

- **Statutory Payroll:** KWSP, SOCSO, EIS, PCB & overtime proration
- **Filing Exports:** Direct Bank Autopay text & Borang EA/PCB file
- **Employee Loans:** Multi-tenure loans & automated salary deductions
- **Claims & Expenses:** Mobile receipt capture & payroll reimb.
- **Corporate Travel:** Travel authorisations, advances & reconciliation
- **Financial Reports:** 40+ exportable payroll & expense reports
- **Accounting Sync:** General ledger export for Zoho Books & Tally

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

ENTERPRISE TIER

Enterprise Plan

Complete Enterprise HCM & ATS Suite

Everything: payroll, recruitment, training, performance, assets, travel, loans and expenses.

Everything in Growth Plan

Full suite Talent & Rewards Apps, covering following workflows:

- **Recruitment & ATS:** Candidate pipeline & resume parsing
- **Performance Reviews:** 3-point rating appraisal cycles & goals setting
- **Training & Certification:** 6-month learning plans & credentials
- **Employee Promotion:** Merit progression, band validation & letters
- **Salary Hike Workbench:** Cycle budgeting & peer-group caps
- **Executive BI Analytics:** Real-time KPI dashboards & spend trends
- **Advanced Mobility:** Mobile GPS geofencing & facial punch verification

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

Enterprise SLA:
Dedicated Technical Account Manager

Granular Workflow Comparison & Multi-Entity Provisioning

Itemized 55+ capability matrix checklists, custom Malaysia / ASEAN multi-company tenancy, and dedicated SLA contracts available separately on request.

[Request Detailed Spec Sheet →](#)

READY WHEN YOU ARE

Give your HR team one nest, not five nervous systems.

Request a walkthrough of MY-NEST configured for your organization — your own departments, your own pay structure, your own roles, on the web and on Android. We'll show you exactly what your team would see on day one.

TALK TO US

marketing@innomedha.com

REGISTER / BOOK A DEMO

innomedha.com/mynest



My Nest