

GCC ENTERPRISE WORKFORCE & COMPLIANCE OS

The Unified HR Operating System for UAE Enterprises.

Consolidate **Core HR, UAE Statutory WPS Payroll, Expatriate & Visa Management, End-of-Service Settlements, Biometric Attendance, and Financial Self-Service** into one secure, audit-ready cloud platform. Built natively for UAE Labour Law (Federal Decree-Law No. 33 of 2021), MoHRE compliance, and multi-entity Gulf governance.

16 Integrated Modules

WPS SIF File Generation

MoHRE 14-Day EOSB Engine

Emiratization Quota Tracking

Visa & Labour Card Expiry Alerts

Web + Native Android App

16

Native & Gulf Modules

100%

WPS & MoHRE Compliant

14-Day

MoHRE EOSB Payout Shield

0

Visa Expiry Fines & Penalties

THE GCC OPERATING ENVIRONMENT

Stop managing visas on whiteboards and WPS on fragile spreadsheets.

Operating in the United Arab Emirates requires strict adherence to fast-evolving statutory mandates — from Central Bank Wages Protection System (WPS) filings and MoHRE Emiratization quotas, to the strict 14-day End of Service settlement deadline. Most companies run HR on five disconnected tools: a PRO tracking visas in Excel, a standalone payroll tool producing manual SIF files, and exit gratuities computed on scrap paper. MY NEST HR unifies this complexity into one seamless, automated ecosystem.

1. Single Unified Workforce Record

Every employee profile incorporates Emirates ID, passport, residency visa, Labour Card, and health insurance policy details. This single record drives attendance, WPS payroll proration, asset assignments, and eventual final settlements without data drift.

2. Native UAE Labour Compliance

Engineered specifically for UAE mainland and free zone requirements: automated SIF file generation, GPSSA national pensions, End of Service Gratuity (EOSG) proration, DEWS / ADGM Workplace Savings alignment, and MoHRE Day 7 / 11 early breach warnings.

3. Expatriate & Quota Command

Automated visa expiry notification matrix prevents costly immigration fines. Real-time Emiratization quota calculator tracks skilled vs. national headcount targets, ensuring complete audit readiness across all commercial licenses.

“Your WPS payroll file, your PRO visa renewal pipeline, your MoHRE Emiratization score, and your End-of-Service gratuity provision must never disagree — because in MY NEST, they read from the exact same live transactional database.”

ARCHITECTURE & SECURITY HIGHLIGHTS

16

NATIVE MODULES

WPS / SIF

CENTRAL BANK READY

Dual UI

CLASSIC + FLUID RAIL

Web + App

NATIVE ANDROID GEOFENCE

🌟 NEW: DUAL PRESENTATION LAYER — FLUID UI (APPS + WORKFLOWS)

Switch instantly between **Classic UI** (dense back-office tabular data entry) and **Fluid UI** (fullscreen Springboard Launchpad, horizontal action rail, and glowing floating dock with visible app names). Tasks are structured around action verbs: *Explore Org Structure, Manage Employees, Employee 360, Manage Employee Requests, Support Alumni*.

TOUCH · MOBILE · WEB
1-CLICK SWITCH

STRATEGIC, TACTICAL & OPERATIONAL ROI

Designed for every stakeholder in your UAE organization.

MY NEST HR bridges the gap between C-suite governance, HR management, and front-line PRO/operations teams. Here is how our platform creates measurable impact for every tier of leadership in the UAE:

STRATEGIC / EXECUTIVE
HR Directors & CHROs
GOVERNANCE, COMPLIANCE & BOARD ROI

- ✓ **Emiratization Target Assurance:** Real-time tracking of Nafis & MoHRE skilled national quotas protects your business from punitive non-compliance fines.
- ✓ **EOSB Liability Visibility:** Automatically calculates and provisions End of Service Gratuity & DEWS liabilities with General Ledger (GL) journal exports.
- ✓ **WPS Central Bank Compliance:** Eliminates salary blockades and ministry sanctions with 100% compliant SIF file dispatches.
- ✓ **Compensation Modeling:** Simulate annual AED salary hike budgets across business units with hard increment caps before committing payroll.

TACTICAL / SUPERVISORY
HR Managers & Specialists
WORKFLOWS, TALENT & RETENTION

- ✓ **MoHRE 14-Day Settlement Guard:** Automated early warnings at Day 7 and Day 11 ensure final dues are paid within the mandatory statutory window.
- ✓ **PRO Pipeline Governance:** Full visibility into visa medicals, Emirates ID biometrics, and Labour Card renewals across the PRO team.
- ✓ **Salary Band Integrity:** Proposed promotions validate against configured Pay Grade bands in AED, preventing internal compensation drift.
- ✓ **Unified Expatriate 360°:** Single dossier summarizing passport validity, visa status, health insurance, assets, and reviews in one screen.

OPERATIONAL / ADMINISTRATIVE
HR Executives & PROs
ZERO DRUDGERY & FLAWLESS EXECUTION

- ✓ **Automated Document Expiry Alerts:** 90/60/30-day automated notification matrix prevents immigration and labour renewal penalties.
- ✓ **One-Click WPS SIF Generation:** Generate official SIF files directly from finalized payroll runs without manual formatting errors.
- ✓ **Complete Exit Clearances:** Digital checklists track asset handovers, company SIM cards, and loan balances to 100% completion before final sign-off.
- ✓ **Deskless Employee Mobile ESS:** Mobile geolocation punch-in, payslip access, leave requests, and dependent sponsorship applications.

UAE Enterprise Accounting Bridge: Directly exports WPS payroll registers and End of Service GL journal entries to Zoho Books and Tally mapped by Cost Centers.

**MOHRE
COMPLIANT**

Dynamic company structure & expatriate master data.

Multi-License Company Structure

- ✓ **Interactive Org Hierarchy:** Visual navigation from Group Holding → Establishment / Trade License → Department → Reporting Manager.
- ✓ **Emirati & Expatriate Diversity:** Seamlessly represents national leadership and multinational teams with real UAE dial codes (+971) and emergency contacts.
- ✓ **Establishment Identification:** Pre-configured fields for MoHRE Establishment ID, Free Zone registry, and Central Bank Employer ID.

Comprehensive Expatriate Dossiers

- ✓ **Statutory Document Repository:** Unified tracking of Emirates ID numbers, Labour Card numbers, Passport expiry dates, and Unified Numbers (UID).
- ✓ **Immutable Service Register:** Automated logging of promotions, job title adjustments, grade revisions, and internal transfers.
- ✓ **Skills & Education Verification:** Digital vault for attested degree certificates, professional licenses, and driver permits.

MY NEST — Organization Structure & UAE Reporting Lines

MY-NEST > Org Directory

Ctrl K

DA

People & Org /
 Manage Employees
 Explore Org Structure
 Manage Employee Requests
 Employee 360
 Offboard & Settle Staff
 Support Alumni

Org Directory

Company → Business Unit → Department → Manager → Reporting employees. Click any name to open their profile.

Tree view
 Block view

- MY-NEST Demo - UAE**
 - ADGM Innovation Hub**
 - General (2)
 - Fatima Al Suwaidi** Engineering Manager Ph# +971-50000002 · 1 report
 - Josef Santos** QA Engineer Ph# +971-500000013
 - DIFC Financial Hub**
 - General (2)
 - Saeed Al Shamsi** Finance Manager Ph# +971-50000009 · 1 report
 - Grace Lim** Accountant Ph# +971-500000020
 - Head Office**
 - General (1)
 - No manager assigned (1)
 - Khalid Al Maktoum** Chief Executive Officer Ph# +971-500000001
 - Mainland Operations**
 - Customer Success (5)
 - John Dela Cruz** Customer Success Manager Ph# +971-500000026 · 2 reports
 - Aisha Bakr** Customer Service Representative Ph# +971-500000027
 - Neha Sharma** Customer Service Representative Ph# +971-500000028
 - Khalid Al Maktoum** Chief Executive Officer Ph# +971-500000001 · 1 report
 - John Dela Cruz** Customer Success Manager Ph# +971-500000026
 - Engineering (7)

Real UAE tenant data — Emirati leadership (Fatima Al Suwaidi, Saeed Al Shamsi) alongside multinational department heads.

EMPLOYEE 360° INTELLIGENCE

Work authorization, compensation & reviews on one screen.

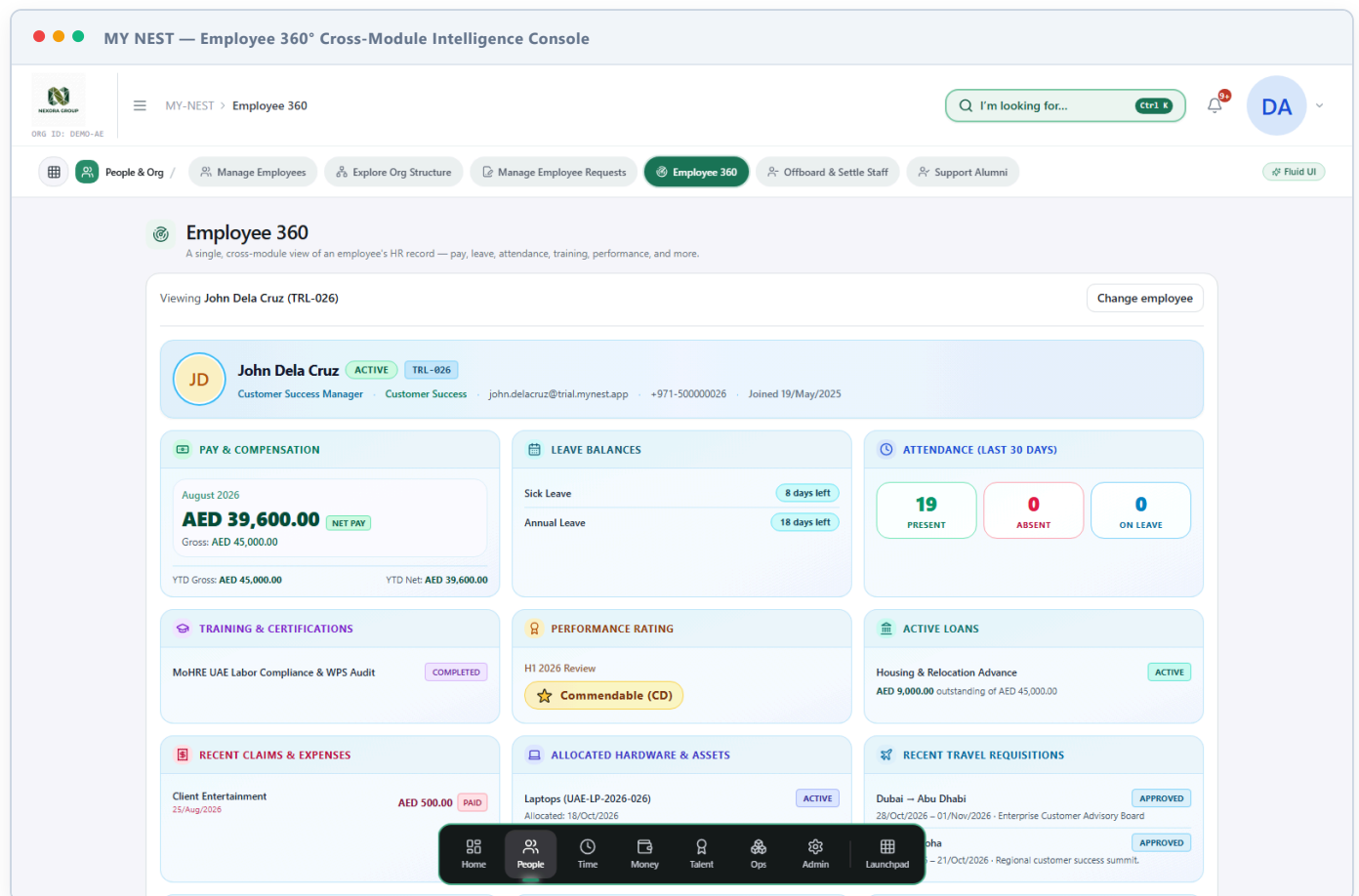
Never open multiple administrative files to resolve a worker query. Employee 360° unifies live operational data from Core HR, WPS Payroll, Expatriate Management, and Talent Reviews into an instant digital command center.

12 Cross-Module Live Tiles

Inspects AED compensation, leave balances, 30-day attendance %, ongoing training certifications, latest performance appraisal rating, active company loans, pending expense claims, issued IT assets, business travel requests, and **Work Authorization & Health Insurance validity**.

Three-Way Scoped Permissions

Every user accesses the same interface securely scoped by RBAC: **Myself** for personal self-service, **My Team** for supervisors managing direct reports, and unrestricted global search for HR and System Administrators.



The screenshot displays the 'Employee 360' console for John Dela Cruz (TRL-026). The interface includes a top navigation bar with a search bar and a user profile. Below the navigation bar, there are tabs for 'People & Org', 'Manage Employees', 'Explore Org Structure', 'Manage Employee Requests', 'Employee 360' (selected), 'Offboard & Settle Staff', and 'Support Alumni'. The main content area shows a comprehensive view of the employee's record, including:

- Employee Profile:** John Dela Cruz, Customer Success Manager, Customer Success, joined 19/May/2025.
- PAY & COMPENSATION:** August 2026 Net Pay: AED 39,600.00, Gross: AED 45,000.00.
- LEAVE BALANCES:** Sick Leave (8 days left), Annual Leave (18 days left).
- ATTENDANCE (LAST 30 DAYS):** 19 PRESENT, 0 ABSENT, 0 ON LEAVE.
- TRAINING & CERTIFICATIONS:** MoHRE UAE Labor Compliance & WPS Audit (COMPLETED).
- PERFORMANCE RATING:** H1 2026 Review, Commendable (CD).
- ACTIVE LOANS:** Housing & Relocation Advance, AED 9,000.00 outstanding of AED 45,000.00 (ACTIVE).
- RECENT CLAIMS & EXPENSES:** Client Entertainment, AED 500.00 (PAID).
- ALLOCATED HARDWARE & ASSETS:** Laptops (UAE-LP-2026-026), Allocated: 18/Oct/2026 (ACTIVE).
- RECENT TRAVEL REQUISITIONS:** Dubai → Abu Dhabi, 28/Oct/2026 – 01/Nov/2026 - Enterprise Customer Advisory Board (APPROVED).

A bottom navigation bar includes icons for Home, People, Time, Money, Talent, Ops, Admin, and Launchpad.

Real UAE tenant dossier — John Dela Cruz (Customer Success Manager) showing compensation in AED, active UAE work authorization, and asset allocations.

COMPENSATION GOVERNANCE • TALENT PROGRESSION

Band-validated promotions and AED salary hike simulations.

Standardize career progression and annual salary revisions across multi-cultural teams. Employee Promotion and Salary Hike modules empower HR leaders to simulate increments, enforce pay grade bands, and issue official letters.

Employee Promotion Workflow

- ✓ **Salary Band Enforcement:** When proposing a new Job Title & Pay Grade, the system automatically checks the revised AED gross salary against the grade's configured band.
- ✓ **Inline % Increase Badge:** Displays the calculated increment % immediately, preventing out-of-budget compensation adjustments.
- ✓ **Official Promotion Letters:** Automatically renders, previews, and emails official bilingual/custom letters upon executive approval.

Compensation Workbench (Salary Hike)

- ✓ **Guided 4-Stage Stepper:** Define Peer Group → Configure Hike Cycle → Simulate & Submit → Correct & Finalize.
- ✓ **Real-Time Budget Iteration:** Simulate a 5%, 8%, or 10% hike against a department and immediately see total AED payroll impact before committing.
- ✓ **Hard Risk Controls:** Strict 50% hard cap prevents clerical entry errors; mandatory Sys Admin approval before pushing numbers to WPS payroll.

Employee Promotion — Band Validation Modal

MY-NEST HR Demo - UAE

Employee Promotion

Job Title + Pay Grade change, effective on a future date — clones out the employee's current Service Register assignment and opens a new one.

Employee Promotion Workbench

Business Unit: All Business Units | Department: All Departments | Project: All Projects | Employee Name / Emp ID: All Employees

Go

EMPLOYEE	CURRENT GROSS	NEW JOB TITLE	NEW PAY GRADE	REQUIRED GROSS SALARY	EFFECTIVE DATE
Layla Abdullah (TEL-004) Software Engineer Associate	AED 45,000	Software Engineer	Select...	No Higher-Step Pay Grade defined for this Job Title yet.	11/01/2026
Waqar Ahmed (TEL-004) Sales Executive Associate	AED 14,000	Sales Executive	Select...	No Higher-Step Pay Grade defined for this Job Title yet.	11/01/2026
Ahmed Al Falasi (TEL-001) Sales Manager	AED 120,000	Sales Manager	Select...	No Higher-Step Pay Grade defined for this Job Title yet.	11/01/2026
Hessa Al Ketbi (TEL-010) Accountant Associate	AED 45,000	Accountant	Select...	No Higher-Step Pay Grade defined for this Job Title yet.	11/01/2026
Khalid Al Maktoum (TEL-001) Chief Executive Officer-Director	AED 250,000	Chief Executive Officer	Select...	No Higher-Step Pay Grade defined for this Job Title yet.	11/01/2026

Real UAE tenant — Yousef Al Marri promoted to HR Manager with pay grade band validation.

Compensation Workbench — AED Hike Simulation

MY-NEST HR Demo - UAE

Salary Hike

Define a Peer Group, run a Hike Cycle, simulate and finalize the revision. Promotional hikes are handled on the Employee Promotion screen only; single employee corrections stay on each Employee's Compensation Details tab.

Compensation Workbench

Approved Salary Hikes

Peer Group: Hike Cycle: Simulate Hike & Submit: Correct & Finalize

You can create a new Peer Group here.

A Salary Change Peer Group defines a reusable employee group for a General Hike Cycle — Filtered by Business Unit, Department, Project, current Job Title, current Pay Grade, minimum experience/role tenure, and the employee's last two completed performance review ratings. Leave a criterion empty (or Any) to match any value for it.

ZZ-Marketing-Demo-CustomerSuccess — 1 matching employees

Any Business Unit - Any Department - Any Project
Customer Success Manager - Any Pay Grade

Name: e.g. Senior Engineers — Bangalore

Business units (any if none selected): ACDM Innovation Hub, DFC Financial Hub

Departments (any if none selected):

Projects (any if none selected):

Current Job Titles (any if none selected): Account Executive

Current Pay Grades (any if none selected): Associate

Live iteration — 10% hike simulated against Customer Success peer group (AED 384,000 → AED 422,400).

WATERTIGHT OFFBOARDING • BASE PLAN STANDARD

Digital exit clearances and company asset recovery.

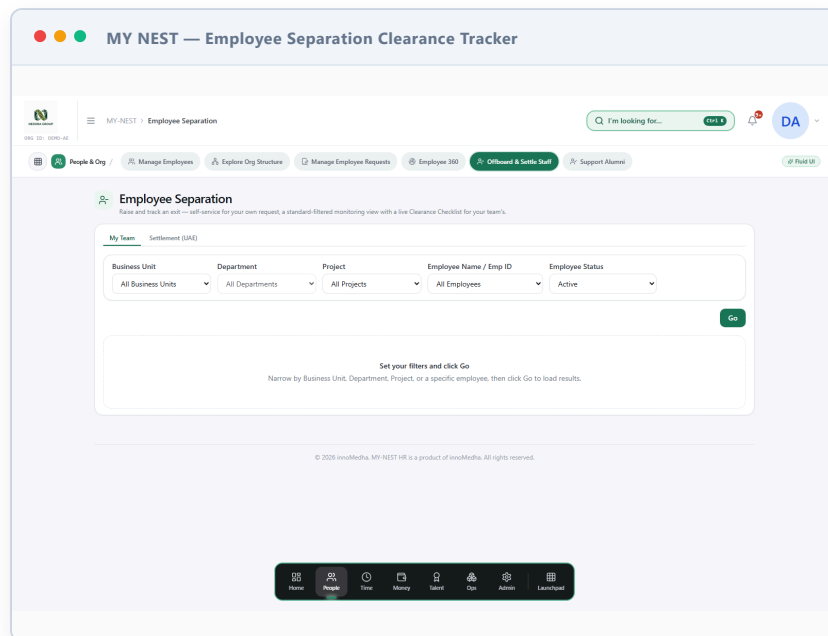
Mitigate the risk of unrecovered company property, unpaid employee loans, and visa cancellation bottlenecks with structured, multi-departmental clearance workflows.

Configurable Clearance Checklists

- ✓ **Role-Grouped Responsibilities:** Offboarding tasks mapped to IT, Admin, PRO, Finance, and HR owners with live % completion tracking.
- ✓ **PRO Task Integration:** Dedicated tasks to cancel Labour Card, cancel residency visa, and submit exit permits with MOHRE.
- ✓ **Direct Termination Guard:** Immediate terminations raised from Core HR automatically spawn the mandatory clearance checklist — zero bypass loopholes.

Employee Asset Lifecycle Management

- ✓ **Master Asset Register:** Serial numbers, purchase costs, warranty status, and unique Asset IDs across laptops, phones, SIM cards, and vehicles.
- ✓ **Role-Based Kit Policies:** Standardized IT & admin kits automatically assigned during new employee onboarding.
- ✓ **Full & Final Linkage:** Unreturned laptops, access cards, or outstanding advance loans are flagged before final gratuity release.



Real UAE tenant — My Team panel with clearance checklist: Cancel Labour Card, Cancel Visa, Issue No-Dues.

UAE Exit Milestones

- ✓ **PRO Clearance:** Labour Card cancellation & visa cancellation document upload
- ✓ **IT Clearance:** Laptop, monitor, badge return & cloud access revocation
- ✓ **Finance Sign-off:** Outstanding salary advances & loan reconciliation
- ✓ **HR Finalization:** Experience certificate & settlement calculation

Zero Asset Drift:

Clearance status directly bridges into the Settlement (UAE) tab for final dues processing.

Automated Gratuity, DEWS, and MoHRE 14-day compliance.

Jurisdiction Policy Resolution

- ✓ **Automatic Scheme Resolution:** Accurately resolves statutory schemes based on establishment: UAE Labour Law Gratuity, DIFC DEWS, or ADGM Workplace Savings.
- ✓ **Statutory Formula Computation:** Computes 21 days' basic pay per year for the first 5 years, and 30 days per year thereafter, prorated down to the exact final working day.
- ✓ **Encashment & Repatriation:** Automatically encashes unused annual leave and provisions repatriation airfare where applicable.

- ✓ **14-Day Mandatory Window Tracking:** Automated Day 7 and Day 11 early warning alerts, with a permanent red flag if unpaid past Day 14.
- ✓ **Dedicated WPS/SIF EOS Filing:** Generates a separate SIF settlement file for bank disbursement independent of monthly payroll.
- ✓ **Accounting GL Posting:** Exports debit/credit journal entries mapped to your chart of accounts for Zoho Books or Tally.

Real UAE tenant data — MoHRE End-of-Service settlements: approved, downloadable MoHRE audit packs, and full final settlements.

**AUDIT PACK
DOWNLOADABLE**

Automated attendance proration and 1-click WPS SIF export.

Live Attendance & LOP Proration

- ✓ **Biometric Sync:** Gross pay automatically prorates against recorded biometric attendance and approved leaves — eliminating guesswork.
- ✓ **Loss of Pay (LOP) Flow:** Unpaid leaves instantly adjust earned Basic and Housing allowances in full alignment with UAE payroll norms.
- ✓ **Overtime Engine:** Automatically calculates normal day and weekend/public holiday overtime increments from regularized timesheets.

- ✓ **Central Bank SIF Output:** Generates the exact 14-character Salary Information File (SIF) text format required by UAE banks and exchange houses.
- ✓ **GPSSA Pension Tracking:** Computes mandatory employer and employee pension contributions for UAE nationals automatically.
- ✓ **Accounting Software Sync:** Export finalized pay registers broken down by Cost Center to Zoho Books or Tally in one click.

Real UAE payroll dashboard — Processed August 2026 payroll run with AED 840,400.00 net pay, SIF file export, and GPSSA calculations.

**100% SIF
COMPLIANT**

16TH MODULE • EXPATRIATE MANAGEMENT

Visa pipeline, PRO worklist, and Emiratization quota monitor.

A dedicated module built exclusively for Gulf workforce governance. Manage high-volume expatriate documentation, streamline PRO task assignments, and monitor MoHRE Emiratization compliance in real time.

Document Expiry & PRO Worklist

- ✓ **Automated Expiry Alerts:** 90, 60, and 30-day proactive alerts for Residency Visas, Passports, Emirates IDs, and Labour Cards.
- ✓ **PRO Task Assignment:** Route medical fitness tests, biometrics appointments, and visa stamping tasks directly to your PRO team with milestone tracking.
- ✓ **Health Insurance & Dependents:** Track policy tiers and network coverage; employees submit self-service dependent visa sponsorship requests.

Emiratization Quota Dashboard

- ✓ **Live Headcount Classification:** Categorizes total workforce, skilled workforce, and UAE National headcount dynamically.
- ✓ **MOHRE Target Recalculation:** 1-click recalculation against bi-annual MoHRE nationalisation quotas (e.g., target vs. actual compliance).
- ✓ **Penalty Avoidance:** Identifies potential hiring gaps well before compliance deadlines to eliminate statutory financial sanctions.

MY NEST — Expatriate Management & Statutory Document Register

MY-NEST HR
HUMAN RESOURCES & PAYROLL

MY-NEST Demo - UAE
Org ID: demo-ae

Dashboards

Worklist

Org Directory

My Delegations

CORE HR

Employees

Employee 360

Employee Promotion

Salary Hike

Employee Separation

TIME & LEAVE

Time & Attendance

Leave

MONEY

Payroll

Loan Management

Claims & Expenses

MY-NEST > Expatriate Management

Q Search employees...

8

Demo Admin
SYS ADMIN

Sign out

Expatriate Management

Work-authorization documents, WPS filing, Emiratization, health insurance, and PRO tasks for internationally-mobile employees.

Compliance Dashboard

Document Register

Health Insurance

WPS Filing

Emiratization

PRO Tasks

All employees

+ Add document

TYPE	BELONGS TO	NUMBER	ISSUING AUTHORITY	EXPIRY	STATUS		
EMIRATES ID	Bilal Sheikh	784-1020-1020	ICP (Federal Authority for Identity, Citizenship, Customs & Port Security)	09/Sep/2026	EXPIRED	Edit	Delete
EMIRATES ID	Sofia Almeida	784-1014-1014	ICP (Federal Authority for Identity, Citizenship, Customs & Port Security)	27/Sep/2026	ACTIVE	Edit	Delete
LABOUR CARD	Priya Nair	LC-1002	MOHRE	01/Oct/2026	ACTIVE	Edit	Delete
VISA	Farah Iqbal	VISA-1008	GDRFA Dubai	07/Oct/2026	ACTIVE	Edit	Delete
VISA	Vikram Chatterjee	VISA-1004	GDRFA Dubai	14/Oct/2026	ACTIVE	Edit	Delete
VISA	Yasmin Mansour (dependent)	VISA-DEP-2002	GDRFA Abu Dhabi	07/May/2027	ACTIVE	Edit	Delete
VISA	Meera Krishnan (dependent)	VISA-DEP-2001	GDRFA Dubai	15/Aug/2027	ACTIVE	Edit	Delete

Real UAE tenant compliance view — Live Expatriate Document Register showing Emirates ID, MOHRE Labour Cards, and GDRFA Visas with validity tracking and ICP authorities.

MY NEST HR Platform — Expatriate Management & Emiratization (UAE)

10

ANY LOCATION • OFFICE, SITE & REMOTE STAFF

Biometric sync, mobile geofencing, and project timesheets.

Capture verifiable attendance across corporate towers, retail stores, construction sites, and remote teams across all seven Emirates with flexible tracking options.

Biometric Device Import

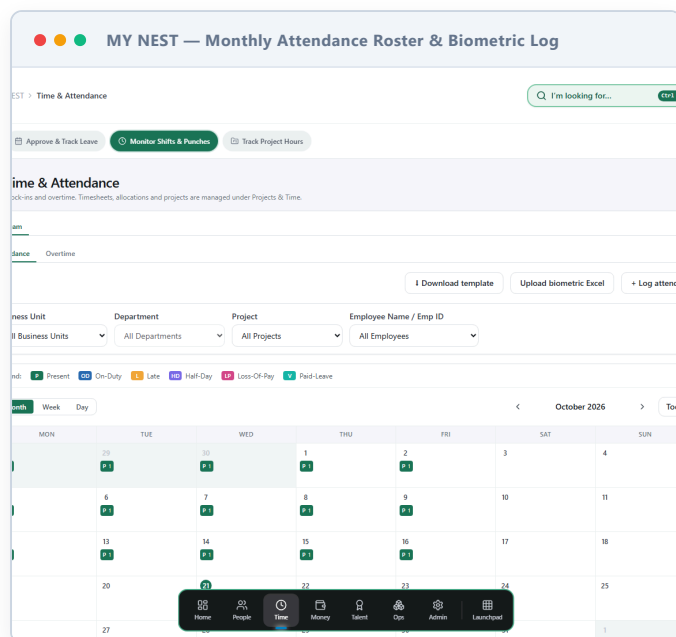
Upload attendance logs in bulk from biometric hardware via clean Excel import. The engine handles duplicate punches, overnight shifts, and rotational schedules automatically.

Native Android Geofence

Employees punch-in from their smartphones with GPS geofencing ensuring physical presence on site. Includes an optional facial selfie verification step for distributed field teams.

Project Timesheets

Staff record weekly hours against customer projects and tasks. Managers approve submissions, directly feeding client billing and labor utilization reports.



Live UAE attendance roster — Shift schedules, daily in/out logs, biometric Excel imports, and leave markers.

UAE Leave Management Suite

- ✓ **Statutory Leave Types:** 30 calendar days annual leave, sick leave, maternity & paternity leave, bereavement, and Loss of Pay (LOP).
- ✓ **UAE Public Holiday Calendar:** Pre-seeded with official Islamic and national holidays (Eid Al Fitr, Eid Al Adha, National Day, Commemoration Day).
- ✓ **Leave Accrual & Encashment:** Live balance calculation prevents overdraw and feeds the final EOSB settlement engine.

Mobile Push Notifications

- ✓ Instant leave & expense approval alerts
- ✓ Visa & passport expiry reminders for PROs
- ✓ Monthly WPS payslips published to the employee's phone
- ✓ Attendance regularization for missing punches

UAE Work Week: Mon–Fri or Sun–Thu shift presets.

MOBILE READY

ENTERPRISE PLAN • TALENT SUITE

Hire multicultural talent and run objective appraisals.

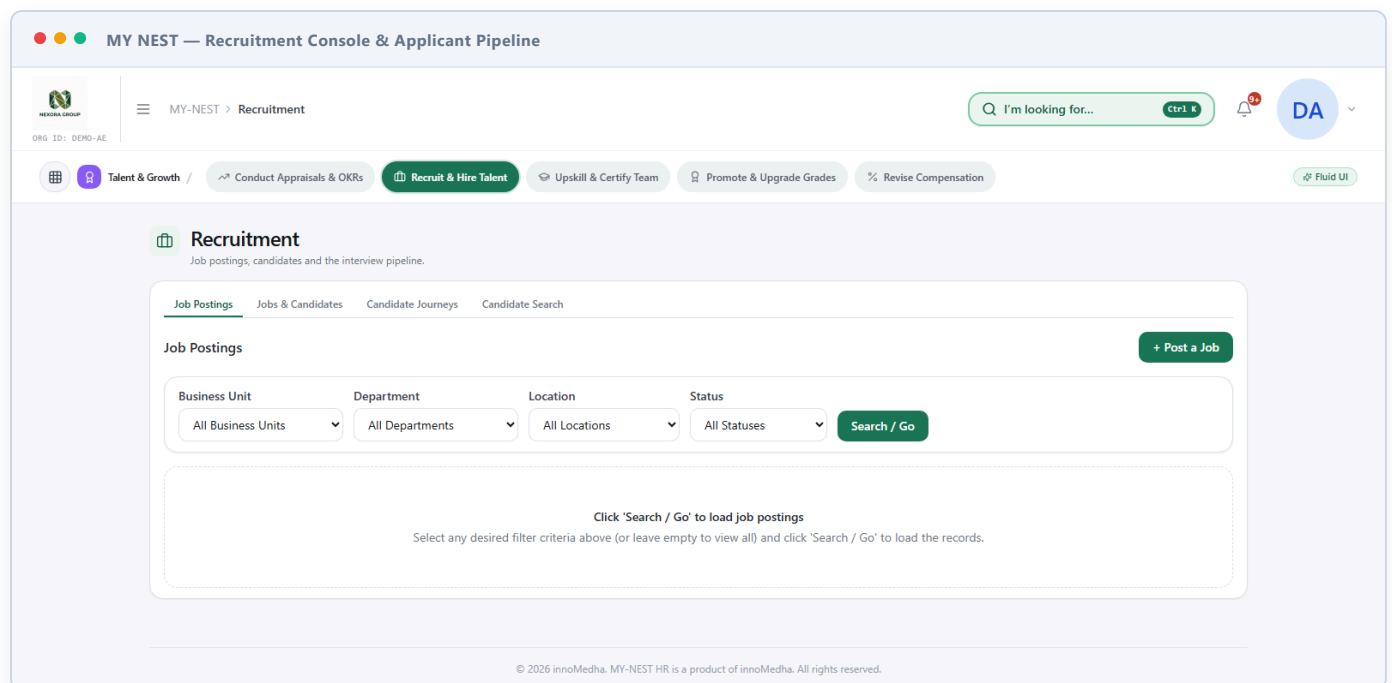
Unify recruitment pipelines and annual performance cycles into an interconnected talent management ecosystem that links hiring evaluations directly to compensation reviews.

Recruitment ATS & AI Resume Analysis

- ✓ **Visual Kanban Pipeline:** Track applicants across Applied → Screening → Interview → Offer → Hired stages.
- ✓ **AI Candidate Comparison:** Automatically parses CVs into structured snapshots; generates side-by-side candidate comparison matrix for hiring managers.
- ✓ **Offer Letter Generation:** Send customized offer letters outlining Basic, Housing, Transport, and flight allowances in AED.

Objective Performance Appraisals

- ✓ **Customizable Review Windows:** Schedule organization-wide appraisal cycles with eligibility criteria filtered by department or tenure.
- ✓ **Clear 3-Point Rating Scale:** Calibrate employees objectively: *Needs Improvement • Meets Expectations • Commendable*.
- ✓ **Progression Linkage:** Top performance ratings directly inform the Compensation Workbench for merit-based promotions and salary hikes.



MY NEST — Recruitment Console & Applicant Pipeline

ORG ID: DEMO-AE

MY-NEST > Recruitment

I'm looking for... **ctrl**

DA

Talent & Growth / Conduct Appraisals & OKRs **Recruit & Hire Talent** Upskill & Certify Team Promote & Upgrade Grades Revise Compensation Fluid UI

Recruitment
Job postings, candidates and the interview pipeline.

Job Postings Jobs & Candidates Candidate Journeys Candidate Search

Job Postings **+ Post a Job**

Business Unit Department Location Status

All Business Units All Departments All Locations All Statuses **Search / Go**

Click 'Search / Go' to load job postings
Select any desired filter criteria above (or leave empty to view all) and click 'Search / Go' to load the records.

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Live UAE recruitment dashboard — Active job openings, structured hiring stages, candidate search, and seamless handoff into Core HR dossiers.

Seamless Onboarding Handoff: When candidates reach "Hired", profiles convert automatically to Core HR with PRO visa and IT asset tasks.

**ENTERPRISE
TIER**

EMPLOYEE EMPOWERMENT • GROWTH & ENTERPRISE

UAE compliance training, company loans, claims & travel.

Equip your workforce with transparent self-service tools for mandatory compliance courses, personal development, expense claims, and corporate travel — integrated with WPS payroll.

Training & Certification

- ✓ **UAE Labour Law Compliance:** Pre-built training courses covering MoHRE regulations, workplace health & safety, and anti-harassment.
- ✓ **6-Month Learning Plans:** Supervisors assign structured skill roadmaps that employees review and accept in-app.
- ✓ **External Certification Approvals:** Upload completed external credentials for manager validation; verified badges reflect on Employee 360°.

Payroll-Linked Loan Management

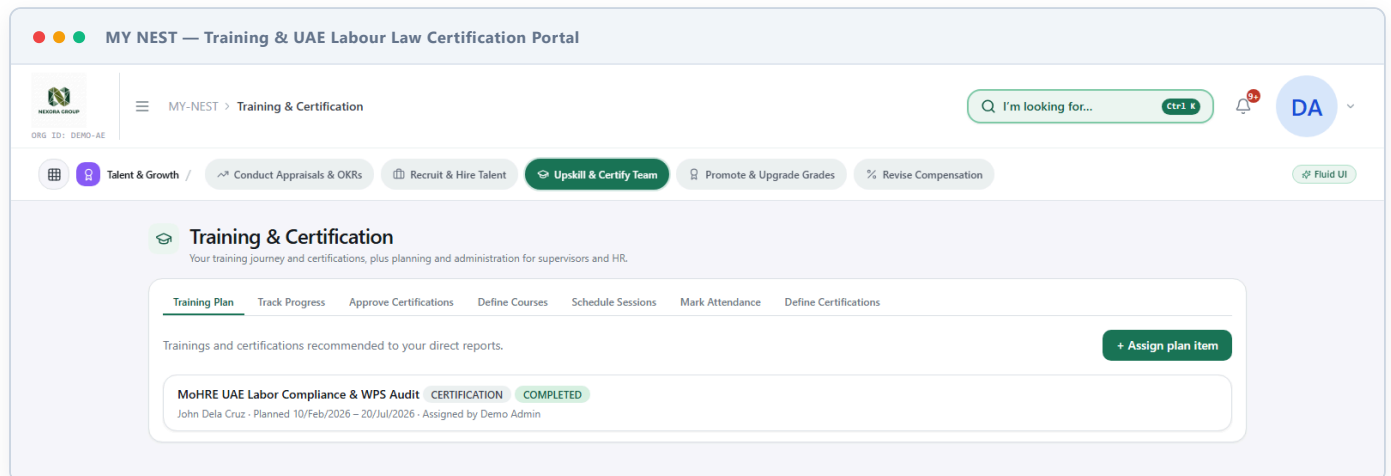
- ✓ **Grade-Based Eligibility:** Maximum loan amounts automatically determined by Job Title & Pay Grade rules in Settings.
- ✓ **Flexible Installments:** Employees select monthly repayment tenures; approved amounts disburse via payroll tax-free.
- ✓ **Automated Salary Recovery:** Monthly deduction schedules run automatically, with reminder notices sent on the 1st of every month.

Claims & Expense Reimbursements

- ✓ **Receipt Upload & Verification:** Digital bill capture for travel, software, client entertainment, and visa expenses.
- ✓ **Automated Non-Taxable Payroll Payout:** Approved claims automatically bundle into the monthly pay register as non-taxable earnings.

Corporate Travel Requisitions

- ✓ **Multi-City Requisitions:** Request flights (e.g., DXB/AUH routes), hotels, per diem, and cabs mapped to Cost Centers.
- ✓ **Linked Expense Reconciliation:** Approved travel requests directly link to post-trip expense submissions for accurate accounting.



The screenshot displays the 'MY NEST — Training & UAE Labour Law Certification Portal'. The interface includes a top navigation bar with the MY NEST logo, a breadcrumb trail 'MY-NEST > Training & Certification', a search bar, and a user profile icon labeled 'DA'. Below the navigation bar is a horizontal menu with options: 'Talent & Growth', 'Conduct Appraisals & OKRs', 'Recruit & Hire Talent', 'Upskill & Certify Team' (highlighted), 'Promote & Upgrade Grades', and 'Revise Compensation'. The main content area is titled 'Training & Certification' with a subtitle 'Your training journey and certifications, plus planning and administration for supervisors and HR.' It features a sub-menu with 'Training Plan', 'Track Progress', 'Approve Certifications', 'Define Courses', 'Schedule Sessions', 'Mark Attendance', and 'Define Certifications'. The 'Training Plan' section shows 'Trainings and certifications recommended to your direct reports.' and includes a '+ Assign plan item' button. A specific training item is listed: 'MoHRE UAE Labor Compliance & WPS Audit' with a 'CERTIFICATION' status and a 'COMPLETED' badge. Below this, it shows 'John Dela Cruz - Planned 10/Feb/2026 - 20/Jul/2026 - Assigned by Demo Admin'.

Real UAE tenant data — Training & Certification console showing assigned supervisor learning roadmaps, course completion tracking, and external credential validation.

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 UAE Localization Pack for complete MoHRE, WPS, GPSSA and Gratuity 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
 - **ESOB Mgmt:** End Of Service Benefits calc engine
 - **Expat Mgmt:** Expatriate Mgmt onboarding thru offboarding processes
- ✓ **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

MOST POPULAR

GROWTH TIER

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:** MoHRE WPS SIF, GPSSA pension, LOP & overtime proration
 - **Filing Exports:** Direct bank WPS SIF file & statutory pay registers
 - **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 UAE / GCC multi-company tenancy, and dedicated SLA contracts available separately on request.

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