

PLATFORM SPECIFICATION

MY-NEST at a glance.

A multi-tenant HR & workforce management platform covering Core HR, Payroll, Time & Attendance, Leave, Recruitment, Performance, Training, Assets and financial self-service — accessible from any modern browser and as a native Android app, with role-based access enforced at the API layer on every request. Configured here for Malaysia: statutory scheme EPF/SOCSSO.

MODULE & PLAN MATRIX

MODULE	KEY CAPABILITIES	INCLUDED FROM
Core HR	Employee 360° profile, org structure, service register, skills, documents	ALL PLANS
Time & Attendance	Clock-in/out, biometric import, geolocation mobile punch-in, overtime, timesheets	STARTER+
Leave	Leave types & groups, entitlements, holiday calendar, Loss of Pay handling	STARTER+
Employee Assets	Issue/track/recover assets, kit policies, category oversight	STARTER+
Reports & Dashboards	55+ reports across 5-App taxonomy, Executive dashboards, Excel/CSV/PDF export	ALL PLANS
Payroll	Pay grades, proration, EPF and SOCSSO/EIS reported as separate lines	GROWTH+
Loan Management	Eligibility rules, employee requests, payroll-linked repayment	GROWTH+
Claims & Expenses	Receipt uploads, approval chain, payroll reconciliation	GROWTH+
Travel	Travel requests and approvals, linked to the employee record	GROWTH+
Recruitment	Job postings, pipeline, interview scheduling, AI resume comparison	ENTERPRISE
Training & Certification	Self-service journeys, training plans, certification approvals	ENTERPRISE
Performance Management	Review cycles, goal-setting, self- and manager evaluation	ENTERPRISE

Architecture & Fluid UI

- ✓ **Dual Presentation Engine** — Seamless toggle between Classic Grid and Fluid UI
- ✓ **Enterprise Launchpad** — Springboard landing page with quick action chips and direct app launcher
- ✓ **Fluid Workflow Rail & Dock** — Action-led verb menus and prominent themed floating dock
- ✓ **5-App Reports Architecture** — 55+ reports grouped into People, Time, Money, Talent, and Ops
- ✓ **Multi-tenant SaaS** — isolated organization

Governance & security

- ✓ Role-based access control, enforced server-side
- ✓ Field-level audit trail on every record
- ✓ Approval workflows on every self-service request
- ✓ Org-scoped data isolation across every module

Mobile & self-service

- ✓ Native Android app — installable today; Play Store listing in progress
- ✓ Geolocation-tagged punch-in / punch-out
- ✓ Optional, HR-configurable face verification
- ✓ Push notifications for approvals & payroll runs
- ✓ Full employee/manager self-service across Leave, Attendance, Training, Assets, Claims and Loans

Malaysia payroll compliance

- ✓ MyKad/NRIC identity fields
- ✓ EPF-aware salary proration
- ✓ SOCSO/EIS-aware salary proration, wage-ceiling capped
- ✓ Export to Excel, Zoho Books or Tally

Personalization

- ✓ Eight curated brand themes (Forest, Ocean, Slate, Plum, Crimson, Teal, Violet, Sunset)
- ✓ Light, Dark, or System appearance mode, independent of theme
- ✓ Organization logo upload, applied platform-wide instantly
- ✓ No code changes, no redeploy — a Settings-level toggle

Administration

- ✓ Platform Admin console for tenant provisioning
- ✓ Per-organization plan & module entitlements
- ✓ New organizations provisioned by your Platform Admin from a Won opportunity — the Sys Admin receives a secure password-setup link
- ✓ Notification templates, approval chains, skill taxonomy and more, all configurable per tenant

Every module is switched on per tenant through its subscription plan — see the MY-NEST Platform Brochure for a full walkthrough of each module, or request a live demo configured for your organization.