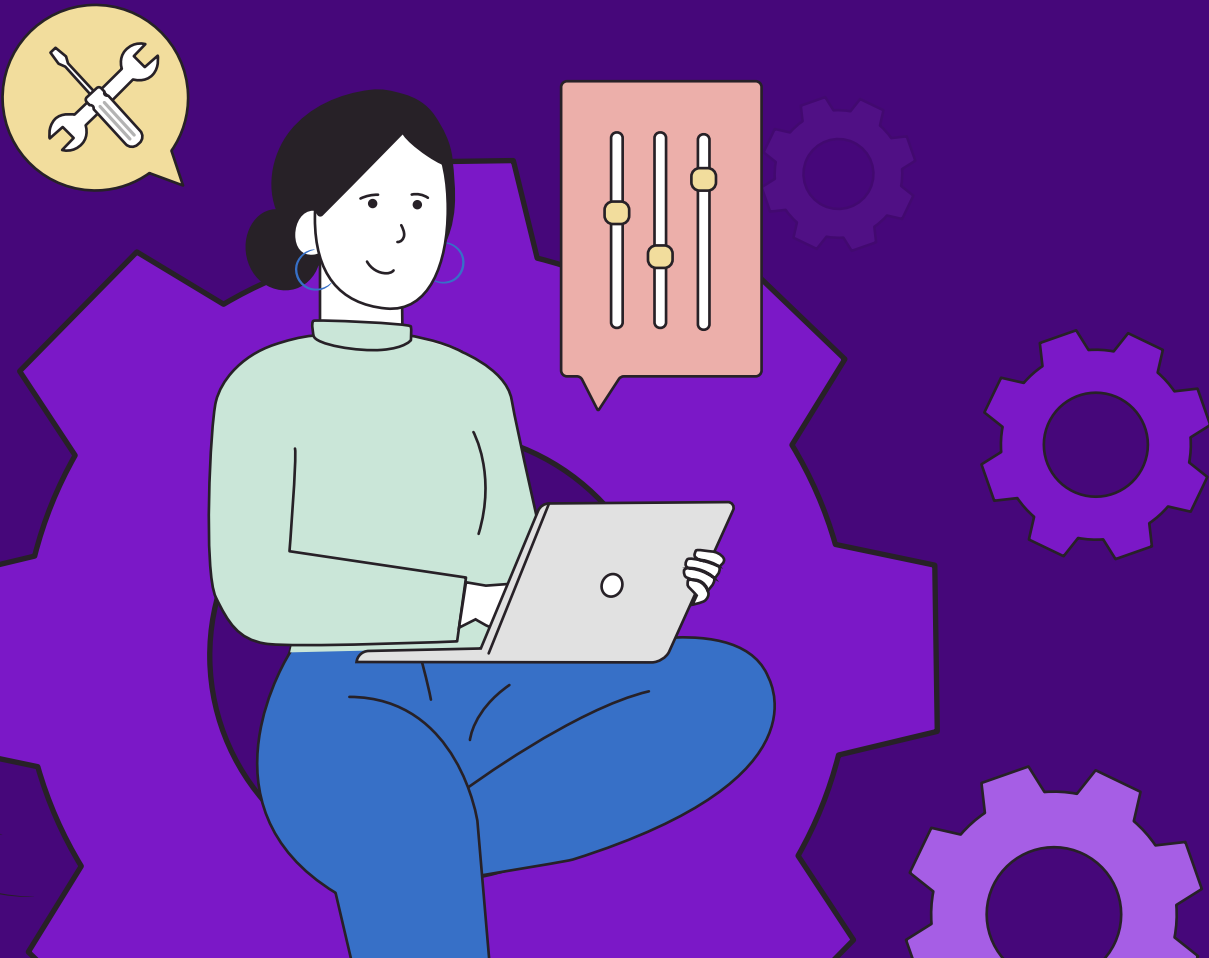




How

HRMS integration

can reduce the time spent on
insurance by 50%?



More than half of the HRs surveyed say that they spend a large amount of their working time managing employee insurance and benefits for their team. This includes working with brokers for furnishing addition, deletion, and modification of employee data as well as TPAs to process the claim settlement.

They feel that with better systems to manage employee benefits, they will be able to focus on other important elements of HR and help lead the business to success.

Pazcare has built one such system that can place the tedious process of managing employee insurance - endorsement on autopilot and let it run smoothly in the background without any interference from the HRs.

HRMS integration



One-time setup



**No manual intervention
needed**



**Automatic update of
endorsements on the
dashboard and with insurer.**



**Employee data reports
directly in your inboX**

What is HRMS integration?

If you already have an HRMS tool to organize employee data and manage HR processes,

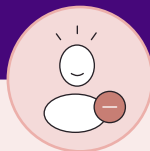
the HRMS integration talks to the tool (Any HRMS tool), and performs the ETL process (Extract, Transfer, Load) to make the employee data available to the insurer through Pazcare.

HRMS integration saves a lot of time and effort for the HR team to manage the employee benefits.. How?



Employee Addition (activate benefits)

Whenever a new employee is added to the HRMS, the data will be fetched from the HRMS tool, it will be added to the Pazcare dashboard and the right benefits will be assigned automatically to the employee and their dependents.



Employee deletion (deactivate benefits)

Similarly, once the employee exits from the organization and their date of leaving is updated in the HRMS, their employee benefits will be automatically deactivated.



Get reports without any hassle

Employee data reports are synced through HRMS and will be sent directly to your email.

What if you have a differential policy based on employee parameters such as grade, CTC, etc?



There are companies that have a differential policy instead of a uniform policy for their employees based on parameters such as the grade of the employees, and CTC. And it is valid to think of such situations when trying to understand the benefits of HRMS integration.

In such cases, the system works based on the logic provided, fetches the data, and assigns the benefits accordingly.

Let's take an example of a company XYZ that has a differential policy with two different types of the sum insured say 3 lakh and 5 lakh based on tenure.

Now the system will consider the specific criteria while fetching the data based on which the graded sum insured is provided and assigns the sum insured that fits the criteria.

This way, we make sure that there will be no manual intervention needed to manage the employee benefits on a regular basis.

What is a differential policy?

A differential policy is where a company provides a different sum insured/graded sum insured in the same policy based on different factors such as salary, age, grade, and CTC of the employees.

HRMS integration in real time

Pazcare has successfully implemented HRMS integration for one of our customers.

Here's how it's working perfectly on auto-pilot

01

The customer currently has more than 2000 employees, and the number is constantly changing with people joining and exiting the organization

02

They've partnered with Pazcare to provide three group policies for their employees - Group Medclaim policy, Group personal accident policy, and Group term life insurance. It was a cumbersome process for the HR team to keep a track of who is added to the policy and removed from the policy amidst tons of other things to take care of.

03

The customer is using one of the top HRMS tools in their organization and Pazcare has solved it easily for them with a one-time HRMS integration with their HRMS tool.

04

Now, a weekly scheduler is in place which automatically runs at the same time every week. It matches the data in the HRMS tool with the available data on the Pazcare dashboard and based on this it will add/delete employees from the dashboard to activate/deactivate benefits.

05

Interestingly, they also have a graded sum insured for their Group term life insurance for which the system will assign benefits based on their CTC.

It's been a few months and it's working perfectly for them saving the HRs hours of time and effort.

About Pazcare

Pazcare is an insurtech company founded in 2021 to break the notion that insurance is complicated. Since then, we've helped more than 500 companies in India to take care of their team in an easy and affordable way. Thousands of employees are happy with their holistic employee benefits being within reach.

Pazcare offers



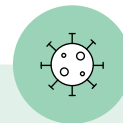
Group health insurance



Group personal accident insurance



Group term life insurance



Covid insurance



Business insurance

- Directors & Officers
- Business property
- Professional Indemnity
- Commercial general liability
- Cyber liability

Want to know more about how HRMS integration can save your time? Let our experts help you understand better.

