



Fastest Growing AI Based HR Software



Pakistan's Most Downloaded
HR Management Application
Access Anytime, Anywhere

About FlowHCM

FlowHCM is a complete & highly regarded On-Cloud & On-Premise HCMS that covers nearly the entire scope of HR Management and strictly compliant with both local and global Best HR Practices.

Hundreds of organizations are using the most advanced Software of FlowHCM to optimize their Human Resource Management processes.

FlowHCM, with the help of its digitally optimized Voice Driven App, right from Recruitment to Performance Appraisal, Personnel, Attendance, Leave, Payroll, Document/HR Letters, Expense, Training, Separation, Travel management, Scheduled Reports, Scheduled Alerts, Manpower, Help Desk, Onboarding, etc.



1,300+
CUSTOMERS

30+
COUNTRIES

800K+
USERS

300K+
APP DOWNLOADS

6 BILLION+
PKR PAYROLL/MONTH

Why FlowHCM?

FlowHCM provides strong after-sales support to help organizations get the most out of the software, ensuring smooth operations, maximum efficiency, and zero hassle. With its intuitive and user-friendly interface, users can easily navigate the portal through both web and mobile applications. This easy access to information enhances transparency, boosts efficiency, and greatly reduces employee-related HR queries.



Fastest Growing
HR Software



Employee Self
Service



On-Cloud &
On Premise



GEO Fencing
Capabilities



Customized User
Role



Mobile Application



Single Click Payroll



AI Based Voice
Driven HCMS/HRMS



Dynamic &
Customizable Reports



Automated Alerts
& Notifications



Analytical Dynamic
HR Dashboards



Dynamic Workflows
& Approvals

3X AWARDS WINNER

P@SHA 2021 | 2023 | APICTA 2023



Core Modules

Manpower Management

FlowHCM's Manpower/Workforce Planning tool enables HR and Management to identify and forecast upcoming Manpower requirements for businesses. It automatically computes budgets and estimated salaries for new hires, minimizing talent shortages and allowing HR to plan a talent pipeline with potential successors.



Recruitment Management

FlowHCM's end-to-end Recruitment Module is an easy and effective solution that digitalizes the entire recruitment process and its workflows. It helps organizations attract and retain top talent, maximize recruiter productivity, and reduce the cost per new hire.



Onboarding Management

The Employee Onboarding module is a tool that enables you to get your new hires inside your company before their first day. This module like FlowHCM has in place, you can take care of all the mundane tasks of joining a company for your new hires and make sure new employees stay engaged & cheerful. It helps them thrive from day one.



Employee Management

With the FlowHCM Employee module, the complete biodata of your employees can be maintained. It helps you have fast and efficient access to all your employees' personal and professional data, such as qualifications, experience, company-assigned assets, dependents, and more, no matter where you are located in the world. This module offers several reports with the complete employee history.



Core Modules

Attendance Management

An integrated and user-friendly module that maintains accurate and real-time attendance records. Furthermore, employees' attendance can be tracked from anywhere using mobile phones, tablets, and computers. The Geo-fencing capability of the FlowHCM Mobile App is also used to mark and track time and attendance along with the real-time location of remote employees, salesforce, and staff working from home.



Leave Management

The Leave/Holiday Management module by FlowHCM automates the entire leave management process, making it completely paperless and minimizing the burden on HR. Employees can easily apply for leave(s) through the ESS feature, as well as check their leave balance and previously utilized leave history. It works flawlessly on both the mobile app and the web.



Payroll Management

No matter how big or complex your payroll process is, with just a single click, the FlowHCM Payroll module prepares it according to the local tax structure, company policy, and statutory requirements. We ensure accurate and on-time disbursement of salaries to employees by integrating this robust module with Attendance and Leave Management, thereby keeping employees happy and motivated.



Performance Management

The Performance Appraisal module plays a pivotal role in enabling companies to automate and simplify their employees' performance appraisal process. It creates an appraisal cycle or flow, either department-wise or business-unit-wise, based on the company's policies. This module comes with advanced features such as the 9 & 12 Boxes Performance-Potential Matrix, Bell Curve, and more.



Core Modules

Expense Management

A cloud-based module of Expense Management that digitizes your employee expense claims & reimbursements, expenses such as official traveling, medical, food, or other miscellaneous expenses. Reimbursement of approved expenses can be made through the payroll module. Now, managing and tracking expenses is no longer a chaos. It helps businesses efficiently process, pay, and audit employee-initiated expenses.



Separation Management

The separation or off-boarding process of employees is made easy and simple with FlowHCM. An employee can submit their resignation request, and upon approval, this intuitive module manages the entire end-to-end exit process from acceptance letter, exit interview, employee clearance, to full & final settlement, ensuring a seamless and stress-free departure experience.



Training Management

The Training Management module of FlowHCM helps manage all training or learning activities for HR development and also enables individuals and organizations to monitor their learning activities and plans, while employees & management can keep a complete track of training history.



Auto Alerts

This reliable Scheduled Alert module is designed specifically for automatic alerts and notifications, such as birthdays, work anniversaries, three consecutive days of absenteeism, employee confirmations, as well as any news or announcements, which can be scheduled to appear at any specific time and date.



Core Modules

Auto Reports

An advanced and automated reporting engine that can be easily configured to send daily, weekly, and monthly reports via email by defining a specific day and time. This intuitive module makes key information accessible and visible to the HR department, HODs, and C-level executives.



HR Letters

The HR Letters module not only automates the entire process of generating HR/employee letters but also allows you to create customizable letter templates, such as job offers, increments, and more, while providing seamless integration with your employee/HR data. It minimizes workload and maximizes the productivity of the HR department, with letters delivered to employees via ESS or email.



Travel Management

The FlowHCM Travel Management Module simplifies the entire trip lifecycle management, covering everything from travel requests and approvals to planning and online booking, travel expense management, policy compliance, and reporting.



HelpDesk Management

A cloud-based and exceptionally simple Help Desk module for employees, covering everything from incident reporting to resolution. The centralized FlowHCM Help Desk module can be used to track, organize, and resolve employees' issues. Tickets/Requests/Complaints can be monitored by date range, status, and more, including remarks, ratings, and resolution/response time.



Core Modules

Asset Management

FlowHCM's new Asset Management Module provides a simple, comprehensive, and efficient solution for managing the entire lifecycle of company assets from request and approval to handover and eventual return. It gives both employees and HR/Admin/IT teams clear visibility and control over asset inventory, minimizing loss and maximizing accountability.



Piece Work

FlowHCM's Piece Work Module offers a specialized solution for managing production-based compensation, ensuring accurate tracking from the initial request to final disbursement. This module provides a transparent and automated workflow for organizations that pay employees based on units produced or tasks completed, rather than just hours worked.

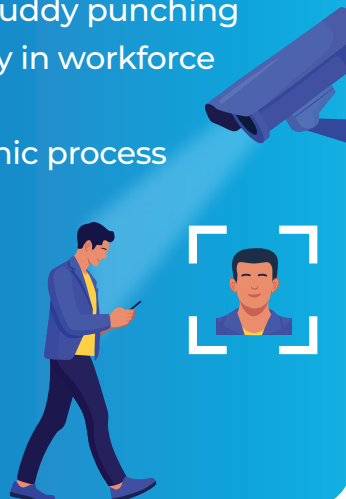


Our Latest Innovations

FlowSense

AI-Powered CCTV Attendance Function

- AI-powered face recognition through CCTV
- Real-time verification & secure records
- Prevents proxy or buddy punching
- Enhances efficiency in workforce management
- Touch-free & hygienic process



FlowBot

An Intuitive AI ChatBot

- Instant Feature Guidance
- Search & Access
- Generative AI
- 24/7 Availability



Partnerships



PIPD is Pakistan's first zero tuition fee virtual learning institute offering training in HRM, Recruitment, L&D, Compensation & Benefits, OD, Performance Management, HR Audits, HR Leadership, DEI, and more. FlowHCM partnered with PIPD to facilitate skill development by sponsoring conferences, courses, and workshops focused on advancing Pakistan's economic and professional landscape.



SmartBenefits offers a comprehensive suite of employee benefits, including group health and life insurance, OPD management, and provident fund, to empower organizations, and significantly enhance their benefits programs. FlowHCM has teamed up with SmartBenefits to deliver a one-window HR solution for the HR community, helping organizations support their workforce and boost employee engagement.



ABHI is a leading fintech company providing a comprehensive suite of solutions including Earned Wage Access and SME Financing. The company has established partnerships with over 2000 companies, driving economic growth. As part of our one-window HR Solution initiative, FlowHCM has collaborated with ABHI to integrate these financial services, enabling businesses to enhance employee satisfaction and provide real-time access to earned wages.



Iqra University is a leading Pakistani institution offering programs in Business Administration, Engineering, IT, Media, and Health Sciences, recognized for academic excellence and innovation. FlowHCM partnered with Iqra University to integrate HR Tech Management skills into their curriculum, complemented by workshops, guest lectures, and hands-on training to give students real-world HR tech experience and bridge the gap between academia and industry.



Corporate Readiness Lab (CRL) is an emerging platform focused on bridging the gap between academia and the corporate world by developing and connecting job-ready talent with industry. FlowHCM has signed a strategic MoU with CRL, as part of the academia and corporate bridging initiative. Through this partnership, FlowHCM will gain access to a pool of pre-assessed, high-potential candidates, helping streamline hiring, reduce recruitment risks, and enhance workforce quality.



GreenSign is a document intelligence platform that helps organizations move beyond manual, email-driven document processes by enabling end-to-end document workflows, from drafting, review, and approvals to signing and beyond, bringing speed, control, and transparency to every stage. FlowHCM has partnered with GreenSign to digitize and streamline document processes, helping organizations improve efficiency and unlock actionable insights from their documents.



KASBIT is a leading academic institution in Pakistan, known for its industry-aligned programs in Business Administration, Accounting & Finance and Computer Science. Through its emphasis on experiential learning, industry linkages, and professional development, KASBIT plays a vital role in shaping future leaders. Collaborations with organizations enable KASBIT to further enhance student learning, bridge the gap between academia and industry, and prepare graduates with the skills needed to succeed in today's evolving professional landscape.



Premium Hardware Brand



FIZ 39

The AI Fiz 39 is an affordable, energy-efficient smart biometric device designed for growing startups. It offers reliable performance with enhanced palm vein detection, making it a smart and secure choice for small teams moving toward modern biometric systems.

User Capacity	1,000
CPU	300 MHz
Log Capacity	200,000
Palm Vein	1,000
Fingerprint	10,000

Verification Time	< 0.5s
Power Source	DC 5V/1A
Range Capacity	0.5 – 2 meters
LCD Display	2.4 inches
Dimensions	175×186×80 mm



AI FIZ 500

The AI Fiz 500 features a larger display, faster response time, and a stronger, more advanced processor. Combined with higher log and user capacity, it delivers smooth, reliable, and highly efficient performance for growing organizations.

User Capacity	1,500
CPU	1.2 GHz
Log Capacity	200,000
Palm Vein	1,000
Fingerprint	10,000

Verification Time	< 0.3s
Power Source	DC 12V/2A
Range Capacity	0.5 – 2 meters
LCD Display	5 inches
Dimensions	201×86×22 mm



AI FIZ 430

The AI Fiz 430 offers powerful and reliable performance in a compact design. With a larger display, faster processing, and improved overall response time, it provides advanced capability while taking minimal space.

User Capacity	1,500
CPU	1.2 GHz
Log Capacity	200,000
Palm Vein	500
Fingerprint	5,000

Verification Time	< 0.3s
Power Source	DC 5V/1A
Range Capacity	0.5 – 2 meters
LCD Display	4.3 inches
Dimensions	185×90×24 mm



AI FIZ 700

The AI Fiz 700 pairs a compact form factor with high-end, reliable performance featuring a larger display, rapid response time, and increased user capacity. It's an excellent fit for large organizations needing speed, accuracy, and overall operational efficiency.

User Capacity	10,000
CPU	1.2 GHz
Log Capacity	200,000
Palm Vein	1,000
Fingerprint	10,000

Verification Time	< 0.3s
Power Source	DC 5V/1A
Range Capacity	0.5 – 2 meters
LCD Display	7 inches
Dimensions	275×135×31 mm



AI Sense

Designed for high-security environments, FlowSense delivers fast, enterprise-grade biometric accuracy. With a 4MP (2560×1440@30fps) camera, deep-learning face recognition, and support for 5-6 faces per frame, it ensures rapid multi-face detection. Intelligent exposure, IR day/night mode, blacklist/whitelist checks, stranger alerts, alarm linkage, and voice prompts make it ideal for high-volume organizational use.

Highest Resolution	4 MP (2560×1440 @30fps)
Log Capacity	70,000
User Capacity	5,000
Focal distance	2.8-12mm

Voltage/Power	DC12V / <8W
Product size	280*125*112
Multi Detection Capacity	5-6 Faces
Focus System	Automatic

Trusted by 1,300+ Companies



Integration With ERP & Other HR Software



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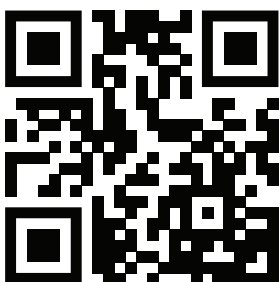
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