BIOTECH
SOFTWARE THAT DRIVES BUSINESS

PRODUCT & TECHNICAL BROCHURE

COMPLETE HRMS, ATTENDANCE & PAYROLL PLATFORM

BioNex HR

One platform from biometric punch to payslip, on web and mobile.

Attendance from eSSL and Hikvision devices or the mobile app with selfie and GPS, leave and approvals, claims, loans, assets, letters, tasks and complete payroll, with WhatsApp and email alerts.



HOW IT CONNECTS

eSSL Devices
Finger / Face / Card

Hikvision Devices
Face / Access control

Mobile App
Selfie + GPS punch

›

BioNex HR Server
PHP + MySQL · on your server

- Integration layer
- Attendance engine & shift rules
- Leave, claims & payroll

›

Web & Mobile App
HR, managers, employees

WhatsApp Alerts
via BIOTECH BioWA API

Email & Payslips
Any SMTP server

KEY CAPABILITIES

- **Attendance** with regularization, bulk regularization and correction
- **Mobile app** with selfie and GPS punch and app lock
- **Leave** apply, approval, encashment and comp off
- **OD, expense and voucher** requests with approvals
- **Salary advance and loan** with automatic EMI recovery
- **Payroll** process, payslip on mobile app and by email
- **Asset, letter and task** management
- **WhatsApp and email** alerts at every step

TECHNICAL AT A GLANCE

Platform	Web application, any modern browser, desktop and mobile
Backend	PHP
Database	MySQL / MariaDB
Web server	Apache on Windows or Linux
Devices	eSSL biometric, Hikvision face & access control
Mobile	Employee app: selfie + GPS punch, leave, payslip
Device link	eSSL integration; Hikvision HTTP API on LAN
Alerts	WhatsApp REST API, SMTP email
Hosting	Your own server, office PC server or cloud VPS

15+
HR, attendance & payroll modules

3
Punch sources: eSSL, Hikvision, mobile

2
Alert channels: WhatsApp & email

100%
Data on your own server

EMAIL
sales_biotech@outlook.com

MOBILE
+91 89270 07789

Book a Free Demo

COMPLETE HRMS

Everything HR needs, in one connected system.

BioNex HR covers the full employee life cycle. Every module shares the same employee master and the same approval chain, so data entered once flows everywhere: attendance feeds leave and payroll, approvals reach employees on the mobile app, WhatsApp and email.

Time & Attendance — CORE

Biometric attendance	eSSL / Hikvision
Shift & attendance rules	Auto
Attendance regularization	Employee
Bulk regularization	HR
Attendance correction	HR / Admin

Mobile App — EMPLOYEE

Selfie + GPS punch	Field staff
Mobile app lock	Security
Leave, OD, expense apply	Self service
Approvals on the go	Managers
Payslip download	PDF

Leave & Time Off — WORKFLOW

Leave apply	Web / App
Leave approval	Manager / HR
Leave encashment	Payroll linked
Comp off management	Holiday work
OD apply & approval	On duty

Finance & Claims — MONEY

Expense management	Claims
Voucher management	Payments
Salary advance	Recovery
Loan management	EMI

Payroll — MONTHLY

Payroll process	Attendance based
Salary structure	Earnings / deductions
Payslip on mobile app	Download
Payslip by email	Bulk send

Admin & Operations — OFFICE

Asset management	Issue / return
Letter management	Templates
Task management	Assign / track
WhatsApp & email alerts	All modules

AN EMPLOYEE MONTH IN BIONEX HR

1. **Punch** — Device or selfie + GPS on the app
2. **Regularize** — Fix missed punch with approval
3. **Leave / OD** — Apply on app, manager approves
4. **Claims** — Expense, advance or loan
5. **Lock** — HR locks month attendance
6. **Payroll** — Salary with all recoveries
7. **Payslip** — On the app and by email

WHO USES WHAT

Employee
Punch, apply leave, OD, regularization, expense, advance; view attendance and download payslips on the app.

Manager
Approves team leave, OD, regularization and claims; sees team attendance and tasks.

HR
Bulk regularization, correction, comp off, letters, assets and monthly attendance lock.

Admin / Accounts
Payroll process, vouchers, loans and advances, settings and user rights.

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TIME & ATTENDANCE

Accurate attendance, processed automatically.

Punches from eSSL devices, Hikvision terminals and the mobile app land in one place. The attendance engine matches each punch to the employee shift and gives a clear daily status that payroll can trust.

ATT

Attendance Capture & Processing

AUTOMATIC · EVERY DAY

Every punch is stored with employee code, date, time and source (device name or GPS location). Processing runs automatically and can also be re run by HR for any date range.

1. **Punch** — Finger, face, card or mobile selfie
2. **Sync** — Punch reaches BioNex HR server
3. **Match shift** — First IN, last OUT per shift
4. **Apply rules** — Late, early, half day, OT
5. **Status** — P, A, HD, L, WO, H, OD

- **Shift types:** general, rotational and night shift
- **Grace time** for late coming and early going
- **Overtime** calculated from extra work hours
- **Weekly off and holidays** applied from calendar
- **Missed punch** flagged for regularization

EXAMPLE · GENERAL SHIFT 09:30 TO 18:30

First IN / last OUT	09:41 / 18:35
Grace time	10 min
Late by	11 min
Work hours	8:54
Final status	Present (Late)

DAILY STATUS CODES

P	A	HD	L	OD	WO / H
Present	Absent	Half day	On leave	On duty	Off / Holiday

SAMPLE RULE SET

Rule	Setting	Result
Late coming	After shift start + 10 min grace	Marked late, counted in late report
Half day	Work hours below 4:30	Status HD, half day salary
Absent	No punch and no approved leave / OD	Status A, absent alert sent
Overtime	Work beyond shift end + 30 min	OT hours passed to payroll
Single punch	Only IN or only OUT found	Flagged for regularization

Rule values are examples. Every company sets its own values.

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REGULARIZATION & CORRECTION

Fix attendance the right way, with approval and full history.

Attendance Regularization

EMPLOYEE REQUEST · MANAGER APPROVAL

When an employee forgets to punch, works outside or the device was down, they request a correction for that day. Nothing changes until the manager approves.

1. **Select date** — Employee opens the day on web or app
2. **Request** — Enters IN / OUT time and reason
3. **Manager** — Approves or rejects with remark
4. **Update** — Attendance re processed
5. **Notify** — WhatsApp / email to employee

- Reasons such as **missed punch, device issue, client visit**
- Monthly **request limit** per employee if needed
- Original punch is **kept for audit**
- Rejected requests stay visible with remark

EXAMPLE · MISSED OUT PUNCH

Date	**04 Nov 2026**
Punches found	**IN 09:20 only**
Requested OUT	**18:40**
Reason	**Forgot to punch**
Result	**Approved · Present**

Bulk Regularization

HR · MANY EMPLOYEES AT ONCE

For events that affect a group, such as a power cut, device failure, offsite training or a company function, HR regularizes many employees for one or more dates in a single action.

1. **Filter** — Department, location or shift
2. **Select** — Tick employees and date range
3. **Set value** — Status or IN / OUT time
4. **Remark** — Reason stored for all
5. **Apply** — All records re processed

- Saves hours of **one by one entry**
- Works by **department, branch or shift**
- Every change logged with **user and time**
- Employees can be notified in one go

EXAMPLE · DEVICE FAILURE AT PLANT 2

Department	**Production · Plant 2**
Employees	**64**
Date	**03 Nov 2026**
Set as	**Present, 09:00 to 18:00**
Time taken	**Under 1 minute**

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CORRECTION & AUDIT TRAIL

Every change recorded, nothing lost.

COR

Attendance Correction

HR / ADMIN · DIRECT EDIT

Authorized HR users can directly correct attendance, for example after a manual register check or an audit, before the month is locked for payroll.

1. **Open** — Employee monthly attendance
2. **Edit** — Change status, IN / OUT or OT
3. **Reason** — Mandatory remark
4. **Save** — Re processed instantly
5. **Lock** — Month locked for payroll

- Allowed only for **authorized roles**
- **Old and new value** both kept in history
- Blocked after **monthly lock**
- Correction report for audit

EXAMPLE · STATUS CORRECTION

Employee	**EMP1045 · Amit Roy**
Date	**02 Nov 2026**
Old status	**Absent**
New status	**On duty (OD)**
Remark	**Client site, register verified**

AUDIT TRAIL EXAMPLE

Date & time	Employee	Action	Old	New	By
04 Nov 10:12	EMP1024	Regularization approved	IN only	09:20 to 18:40	Manager
04 Nov 11:30	Plant 2 (64)	Bulk regularization	Absent	Present	HR
05 Nov 15:05	EMP1045	Correction	Absent	OD	HR Admin
30 Nov 18:00	All	Month locked	Open	Locked	HR Admin

MONTHLY ATTENDANCE LOCK

01 **Review**
Missed punch and absent reports checked.

02 **Clear requests**
Pending regularization, leave and OD approved or rejected.

03 **Correct**
Final corrections by HR with remarks.

04 **Lock**
Month frozen and passed to payroll.

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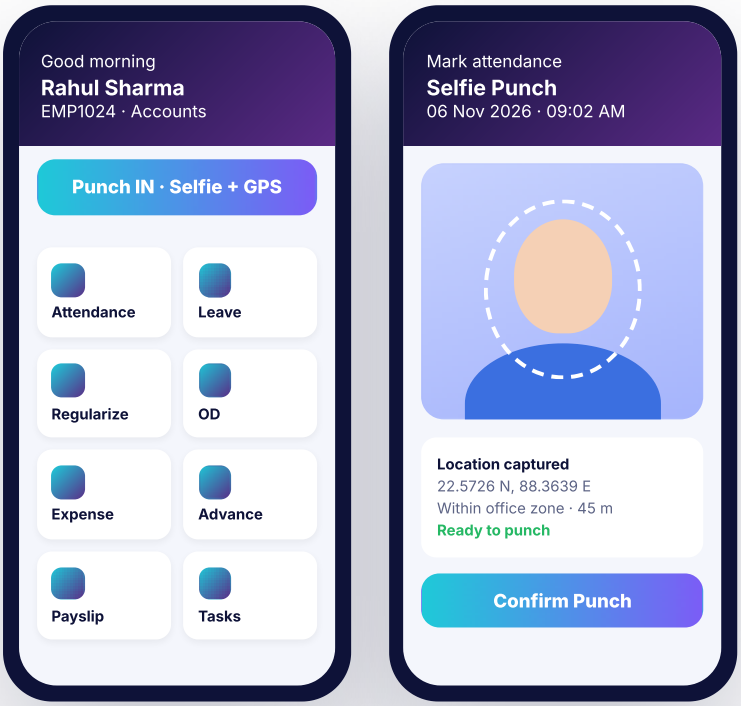
EMPLOYEE MOBILE APP

HR in every pocket. Punch, apply and download on the go.

The BioNex HR mobile app gives every employee self service and lets field staff mark attendance with a selfie and GPS location. Managers approve requests from their phone.



Selfie + GPS punch
Photo and exact location saved with every punch.

Mobile app lock
Secure login, app tied to the employee's own phone.

My attendance
Daily punches, status and monthly summary.

Leave & OD
Apply, track status and see balances.

Regularization
Request corrections for missed punches.

Expense & advance
Submit claims with bill photos, request advance.

Payslip download
Monthly payslip as PDF, any time.

Manager approvals
Approve team requests in one tap.

GPS

Selfie & GPS Punch

FIELD STAFF · SALES · REMOTE SITES

Ideal for employees who do not visit a biometric device. The app captures a live selfie and the phone location, then sends the punch to the server with date and time.

1. **Open app** — Tap Punch IN / OUT
2. **Selfie** — Live photo by front camera
3. **GPS** — Location read from phone
4. **Validate** — Allowed zone / employee check
5. **Saved** — Punch with photo and map point

- Selfie and location **visible to HR** for every punch
- **Allowed location** zone for office based staff
- Mobile punches follow the **same shift rules**
- Report of mobile punches with location

EXAMPLE · FIELD SALES PUNCH

Employee	**EMP1088 · Sales**
Time	**10:15 AM**
Location	**Client site, Salt Lake**
Selfie	**Captured**
Status	**Punch accepted**

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MOBILE APP

Secure by design, approvals in one tap.

LCK

Mobile App Lock

SECURITY · ADMIN CONTROLLED

Keeps the app secure and stops proxy attendance. Admin decides who can use the app and on which phone.

1. **Register** — Employee logs in first time
2. **Bind** — App linked to that phone
3. **Lock** — Other phones blocked
4. **Admin** — Reset or block any time

- Stops **punching for a colleague** from another phone
- Admin can **enable or disable** app per employee
- **Reset** when an employee changes phone
- Blocked login attempts visible to admin

EXAMPLE · PHONE CHANGE

Employee	**EMP1031 · Priya Das**
New phone login	**Blocked**
HR action	**Device reset**
Next login	**Allowed on new phone**

APR

Approvals on Mobile

MANAGERS · HR · ON THE GO

Every request raised by the team reaches the manager on the app with a WhatsApp or email nudge. Approve or reject with a remark in seconds, from anywhere.

1. **Request** — Employee applies on app
2. **Alert** — Manager gets notification
3. **Review** — Details, balance, history
4. **Decide** — Approve / reject with remark
5. **Done** — Employee informed instantly

- Leave, OD, regularization, comp off
- Expense, advance and loan requests
- **Pending approvals** list with counts
- Team attendance view for the manager

EXAMPLE · MANAGER INBOX THIS MORNING

Leave requests	**3**
Regularization	**2**
OD	**1**
Expense claims	**2**
Cleared in	**About 2 minutes**

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LEAVE MANAGEMENT

Leave, encashment and comp off, all on one balance.

Leave Apply & Approval

EMPLOYEE · MANAGER · HR

Employees apply leave on web or the app. The request goes to the reporting manager and, if configured, to HR. Approved leave updates attendance and the balance automatically.

1. **Apply** — Type, dates, half / full day, reason
2. **Check** — Balance and rules validated
3. **Approve** — Manager, then HR if set
4. **Update** — Attendance shows L
5. **Notify** — WhatsApp / email update

- Leave types such as **CL, SL, EL** and custom types
- Balance, **carry forward** and yearly credit
- **Half day** and multi day leave
- Cancel request before or after approval

EXAMPLE · CASUAL LEAVE

Employee	**EMP1024 · Rahul**
Leave	**CL · 12 Nov 2026 · full day**
Balance before	**6.0**
Approved by	**Manager · 1 click on app**
Balance after	**5.0**

Leave Encashment

EMPLOYEE / HR · PAYROLL LINKED

Unused eligible leave can be converted to money as per company policy, at year end or at exit. The amount flows straight into payroll.

1. **Request** — Employee or HR starts encashment
2. **Eligible** — Days checked against policy
3. **Calculate** — Days × per day salary
4. **Approve** — HR / management
5. **Payroll** — Added to salary, balance reduced

- Policy based **minimum balance** and maximum days
- Per day value from **salary components**
- Shown as a separate line on the **payslip**
- Encashment history per employee

EXAMPLE · YEAR END ENCASHMENT

EL balance	**18 days**
Encashable	**10 days**
Per day salary	**Rs 1,200**
Amount	**Rs 12,000**
Paid in	**December payroll**

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COMP OFF & LEAVE POLICY

Fair rules, applied automatically.

CO

Comp Off Management

HOLIDAY OR WEEKLY OFF WORK

When an employee works on a weekly off or holiday, they earn a comp off. It can be used later as a day off, within a validity period.

1. **Work** — Punch on holiday / week off
2. **Request** — Comp off credit request
3. **Approve** — Manager confirms work
4. **Credit** — Added to comp off balance
5. **Avail** — Applied like leave

- Credit from **actual punches** on the off day
- Full or half day based on **work hours**
- **Expiry** after the validity period
- Comp off balance on the app

EXAMPLE · SUNDAY WORK

Worked on	**Sun 01 Nov 2026**
Work hours	**8:10**
Credit	**1 day comp off**
Valid till	**31 Jan 2027**
Used on	**20 Nov 2026**

SAMPLE LEAVE POLICY SETUP

Leave type	Yearly credit	Credit mode	Carry forward	Encashable	Half day
Casual Leave (CL)	12	Monthly 1 day	No	No	Yes
Sick Leave (SL)	7	Yearly	Up to 14	No	Yes
Earned Leave (EL)	15	Monthly 1.25 days	Up to 45	Yes	No
Comp Off (CO)	As earned	On approval	Valid 90 days	No	Yes
Leave Without Pay	Unlimited	NA	NA	NA	Yes

Example values only. Leave types, credits and rules are fully configurable.

LEAVE REPORTS

Leave balance
Opening, credit, used and closing per type.

Leave register
All leaves by employee, department and month.

Encashment & comp off
Earned, used, expired and paid days.

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ON DUTY, EXPENSE & VOUCHERS

Outside work and spending, approved and tracked.

OD Apply & Approval

ON DUTY · CLIENT VISIT · TRAINING

When an employee works away from office, such as a client visit, bank work or training, they apply OD so the day is not marked absent.

1. **Apply** — Date, time, place, purpose
2. **Approve** — Manager approves
3. **Attendance** — Day marked OD
4. **Notify** — Employee informed

- **Full day, half day** or hours based OD
- Can be linked to an **expense claim**
- OD counted as working day in payroll
- OD report by employee and month

EXAMPLE · CLIENT VISIT

Employee	**EMP1052 · Sneha**
Date	**05 Nov 2026**
Place	**ABC Ltd, Howrah**
Purpose	**Product demo**
Status	**OD approved**

Expense Management

CLAIMS · BILLS · REIMBURSEMENT

Employees submit expense claims with bill photos from the app. Managers and accounts approve, and the amount is paid by voucher or with salary.

1. **Submit** — Category, amount, bill photo
2. **Manager** — Verifies and approves
3. **Accounts** — Checks bills and limits
4. **Pay** — Voucher or with salary
5. **Close** — Claim marked paid

- Categories such as **travel, food, fuel, stay**
- **Limits** per category or grade
- Bill images stored with the claim
- Pending and paid claim reports

EXAMPLE · TRAVEL CLAIM

Fuel	**Rs 850**
Food	**Rs 420**
Parking	**Rs 60**
Total claimed	**Rs 1,330**
Approved	**Rs 1,330 · paid in Nov salary**

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VOUCHER MANAGEMENT

Every rupee paid, on record.

VCH

Voucher Management

ACCOUNTS · PAYMENTS RECORD

Every payment to an employee, such as an expense reimbursement, advance or petty cash, is recorded as a numbered voucher for clean accounts.

1. **Create** — Against claim, advance or direct
2. **Approve** — Authorized person
3. **Pay** — Cash, bank or cheque
4. **Print** — Voucher with signatures

- **Auto voucher number** series
- Linked to **expense and advance** records
- Print or download voucher as PDF
- Voucher register for any period

EXAMPLE · PAYMENT VOUCHER

Voucher no.	**PV/2026/0418**
Paid to	**EMP1052 · Sneha**
Against	**Expense claim #EX-219**
Mode	**Bank transfer**
Amount	**Rs 1,330**

CLAIM TO PAYMENT TRACKING

Claim	Employee	Amount	Manager	Accounts	Voucher	Status
EX-219	Sneha Paul	Rs 1,330	**Approved**	**Approved**	PV/2026/0418	**Paid**
EX-224	Vikram Singh	Rs 2,450	**Approved**	**Pending**	--	**With accounts**
EX-226	Rahul Sharma	Rs 640	**Pending**	--	--	**With manager**
EX-227	Amit Roy	Rs 3,900	**Rejected**	--	--	**Bill missing**

FINANCE REPORTS

Voucher register
All vouchers for any date range, with mode and amount.

Claims summary
Pending, approved and paid claims by category.

Employee ledger
Claims, advances and loans per employee.

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SALARY ADVANCE & LOANS

Support your people, recover automatically.

Advances and loans are requested, approved and paid inside BioNex HR. Recovery is scheduled once and deducted from salary every month, so nothing is missed and balances are always clear.

Salary Advance

ADV

SHORT TERM · RECOVERED FROM SALARY

An employee requests part of the salary in advance. After approval, accounts pays it and the amount is recovered from the next salary or over a few months.

1. **Request** — Amount, reason, recovery months
2. **Check** — Limit vs salary validated
3. **Approve** — Manager / HR / accounts
4. **Pay** — Voucher created
5. **Recover** — Auto deduction in payroll

- **Maximum limit** as a share of monthly salary
- One time or **installment** recovery
- Outstanding advance shown on payslip
- Advance register and pending report

EXAMPLE · MID MONTH ADVANCE

Monthly gross	**Rs 30,000**
Advance	**Rs 10,000 on 15 Nov**
Recovery	**2 months × Rs 5,000**
Dec salary	**Rs 5,000 deducted**
Jan salary	**Rs 5,000 · closed**

Loan Management

LOAN

LONG TERM · EMI SCHEDULE

For bigger needs, the company gives a loan with a fixed EMI. BioNex HR builds the full repayment schedule and deducts the EMI in every payroll until the loan is closed.

1. **Apply** — Amount, tenure, purpose
2. **Approve** — Management sanction
3. **Schedule** — EMI plan generated
4. **Disburse** — Voucher / bank transfer
5. **EMI** — Deducted every month

- **EMI schedule** with month wise balance
- **Hold, skip or pre close** with approval
- Interest free or with interest as per policy
- Loan ledger and outstanding report

EXAMPLE · RS 60,000 LOAN · 12 MONTHS

Month	EMI	Paid	Balance
Dec 2026	Rs 5,000	**Deducted**	Rs 55,000
Jan 2027	Rs 5,000	**Deducted**	Rs 50,000
Feb 2027	Rs 5,000	Scheduled	Rs 45,000
...	...	...	...
Nov 2027	Rs 5,000	Scheduled	**Rs 0**

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PAYROLL PROCESS

Attendance in, payslips out, step by step.

Payroll in BioNex HR uses the locked attendance, approved leave, OD, comp off, overtime, claims, advances and loans of the month. HR follows a clear sequence and every step can be checked before salary is final.

01 Salary structure
Earnings and deductions set per employee or grade.

02 Lock attendance
Month attendance finalised after regularization and correction.

03 Pull inputs
Paid days, leave, LOP, OT, encashment, expense claims.

04 Recoveries
Advance and loan EMI deducted automatically.

05 Process
Gross, deductions and net pay calculated for everyone.

06 Review
Salary register checked, changes made if needed.

07 Finalize
Payroll locked; no further changes for the month.

08 Publish
Payslips on the app, sent by email, reports exported.

Payslip · November 2026 — ACME Industries Pvt Ltd

Employee: **Rahul Sharma** | Code: **EMP1024**
Department: **Accounts** | Paid days: **29 of 30**

Earnings	Rs	Deductions	Rs
Basic	15,000	PF	1,800
HRA	7,500	ESI	225
Conveyance	3,000	Professional tax	200
Special allowance	4,500	Salary advance	5,000
Overtime (6 hrs)	1,125	Loan EMI	5,000
Expense reimbursement	1,330	LOP (1 day)	1,000
Gross earnings	**32,455**	**Total deductions**	**13,225**
Net pay			**Rs 19,230**

Sample payslip. Components and deductions follow your own salary structure.

PAYSLIP DELIVERY

Download on mobile app
Employees open Payslip on the app, choose the month and download the PDF any time, even for past months.

Send to email
HR sends all payslips to employee email IDs in one click after payroll is finalised. Each employee gets only their own payslip from Bionex-HR.

WhatsApp alert
Optional message that the salary slip for the month is ready.

PAYROLL REPORTS

- **Salary register** for the month
- **Bank transfer** statement
- **Deduction** summaries (statutory and recoveries)
- **Department wise** salary cost
- Loan, advance and encashment reports

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ASSET, LETTER & TASK MANAGEMENT

Run the HR office from the same system.

Asset Management

AST

ISSUE · TRACK · RETURN

Keep a record of every company asset given to employees, such as laptops, phones, SIM cards, ID cards and tools, and make sure everything comes back at exit.

1. **Add asset** — Type, serial no., value
2. **Issue** — Assign to employee with date
3. **Track** — Who holds what, condition
4. **Return** — Received and checked
5. **Exit check** — Clearance before final pay

- Asset master with **serial numbers**
- **Issue and return** history per asset
- Employee wise **asset list**
- Pending return report for exits

EXAMPLE · LAPTOP ISSUE

Asset	**Dell Laptop · SN 7XK2P**
Issued to	**EMP1060 · Vikram**
Issue date	**01 Apr 2026**
Condition	**New**
Status	**With employee**

Letter Management

LTR

TEMPLATES · AUTO FILLED

Generate HR letters in seconds from ready templates. Employee details fill in automatically, and letters can be downloaded as PDF or emailed.

1. **Template** — Choose letter type
2. **Employee** — Select one or many
3. **Auto fill** — Name, code, dates, salary
4. **Review** — Edit if required
5. **Issue** — PDF download or email

- **Offer, appointment, confirmation** letters
- **Experience, relieving, warning** letters
- Company letterhead and signature
- Issued letter history per employee

EXAMPLE · EXPERIENCE LETTER

Template	**Experience letter**
Employee	**EMP1031 · Priya Das**
Service	**Jun 2022 to Oct 2026**
Output	**PDF on letterhead**
Sent	**By email**

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TASKS & NOTIFICATIONS

Nothing slips through, everyone stays informed.

TSK

Task Management

ASSIGN · FOLLOW UP · COMPLETE

Managers assign tasks to team members with due dates and priority. Employees update progress on web or the app, and everyone sees what is pending.

1. **Create** — Title, details, due date
2. **Assign** — One or more employees
3. **Update** — Progress and comments
4. **Remind** — Due and overdue alerts
5. **Close** — Marked complete

- **Priority** and due date on every task
- Status: **open, in progress, done**
- Overdue tasks highlighted
- Task report by employee and team

EXAMPLE · MONTHLY COMPLIANCE TASK

Task	**Submit attendance summary**
Assigned to	**HR executive**
Due	**30 Nov 2026**
Priority	**High**
Status	**In progress · 60%**

ALERTS ACROSS MODULES

Event	Who gets it	WhatsApp	Email	App
Punch IN / OUT	Employee	✔	--	✔
Late coming / absent	Employee, manager	✔	✔	✔
Leave / OD / regularization request	Manager	✔	✔	✔
Request approved / rejected	Employee	✔	✔	✔
Expense, advance, loan status	Employee	✔	✔	✔
Payslip ready	Employee	✔	✔ PDF	✔
Task assigned / overdue	Employee, manager	✔	✔	✔
Daily attendance summary	HR, management	--	✔	--

Each alert can be switched on or off. Message text is customisable.

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CONNECTED ECOSYSTEM

Works with the devices you already own.

No need to replace hardware. BioNex HR connects to leading biometric brands and to the channels your people actually read.

eSSL Devices
BIOMETRIC ATTENDANCE

- Finger, face, card and palm terminals
- Punch data synced automatically through the eSSL integration
- Employee and device wise punch logs
- No manual log export or Excel uploads

Hikvision Devices
FACE & ACCESS CONTROL

- Face recognition and access control terminals
- Access events read over the device's HTTP API
- Works on the local network, no cloud needed
- Ideal for gates, offices and factories

WhatsApp
INSTANT MESSAGING

- Punch in and out confirmation to employees
- Late coming and absent alerts
- Leave approval updates
- Powered by BIOTECH BioWA API

Email
SMTP NOTIFICATIONS

- Daily attendance summary to HR and managers
- Login, password and account emails
- Works with Gmail, Outlook or any SMTP server
- All mail sent under the name Bionex-HR

THREE WORKING MODES

MODE 1

eSSL Integration

For sites running eSSL biometric devices.

MODE 2

Hikvision Integration

For sites running Hikvision face and access terminals.

MODE 3

No Integration

Pure HR and attendance with manual or imported entries.

The mode is chosen during setup. The same database and the same screens are used in every mode.

sales_biotech@outlook.com | +91 89270 07789

SEE IT IN ACTION

What your team actually receives.

Bionex-HR · WhatsApp

Punch Recorded
Hi Rahul Sharma (EMP1024), your IN punch is recorded at 09:02 AM on 06 Nov 2026. Device: Main Gate.
09:02

Late Coming Alert
Hi Priya Das, you punched in at 09:41 AM. Shift starts at 09:30 AM. Late by 11 minutes.
09:41

Absent Alert
Hi Amit Roy, no punch found for today 06 Nov 2026. Please contact HR if you are on duty.
11:00

Leave Approved
Your Casual Leave for 12 Nov 2026 has been approved by your manager.
16:20

Example WhatsApp alerts. Message text can be customised.

From: Bionex-HR
To: hr@yourcompany.com
Subject: Daily Attendance Summary, 06 Nov 2026

Daily Attendance Summary

Dear HR Team, here is today's attendance at 11:00 AM.

Total employees	248
Present	226
Late coming	14
Absent	8
On leave	6

The detailed report is available in BioNex HR under Reports.

Regards,
Bionex-HR

Example email summary sent to HR and managers.

SAMPLE REPORT

Emp Code	Name	Department	Shift	In	Out	Work Hrs	Late	Status
EMP1024	Rahul Sharma	Accounts	General	09:02	18:10	9:08	--	P
EMP1031	Priya Das	HR	General	09:41	18:30	8:49	0:11	P (Late)
EMP1045	Amit Roy	Production	Shift A	--	--	--	--	A
EMP1052	Sneha Paul	Sales	General	09:25	14:05	4:40	--	Half Day
EMP1060	Vikram Singh	Production	Shift B	13:58	23:40	9:42	--	P + OT

Example daily attendance report. All names and figures are for illustration only.

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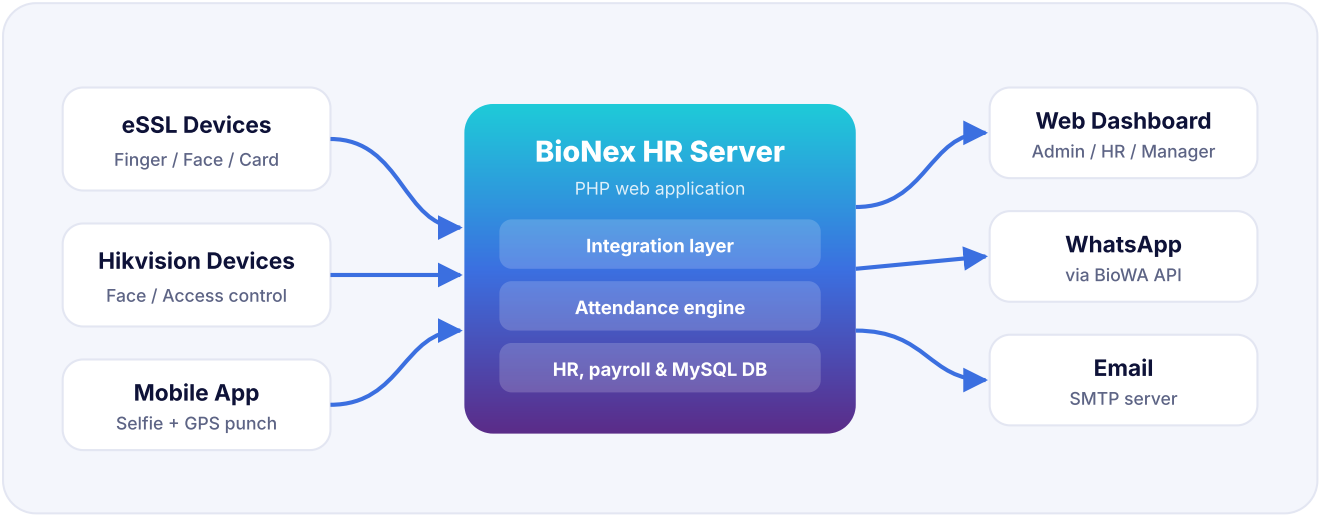
ARCHITECTURE

Simple architecture. Runs on your server.



Technical Specification

Application	Web based, works in any modern browser
Backend	PHP
Database	MySQL / MariaDB
Web server	Apache (Windows or Linux)
eSSL link	eSSL device integration for punch sync
Hikvision link	Device HTTP API on the local network
WhatsApp	REST API (BIOTECH BioWA)
Email	Any SMTP server
Mobile app	Employee app with selfie + GPS punch, app lock, self service and payslip
Hosting	Your own server, office PC server or cloud VPS

Recommended Server

Processor	4 core CPU or better
Memory	8 GB RAM
Storage	100 GB SSD
Network	Static IP on the LAN; same network as the devices or reachable from them

Security

Access	Role based login for each user type
Data	All data stays on your own server
Backup	Standard MySQL backup and restore

Server size depends on employee and device count. We size it for you.

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GO LIVE PLAN

Up and running with our team beside you.

1
Study
We review devices, shifts, leave and salary rules.

2
Install
BioNex HR is installed on your server.

3
Connect
Devices, mobile app, WhatsApp and email are linked.

4
Train
Your HR and admin team is trained hands on.

5
Support
Ongoing support after go live.

15+
HR, attendance and payroll modules

3
working modes for every site

24×7
automatic punch sync and processing

2
alert channels, WhatsApp and email

WHY BIOTECH

Biometric Experts
Years of hands on work with attendance devices, integrations and HR software.

Complete Ecosystem
BioNex HR, SmartOffice Payroll, BioWA WhatsApp API and File Server from one partner.

Custom Fit
Branding, reports and rules tailored to your company, site by site.

Make attendance automatic with BioNex HR.

Call or email us today for a free live demo on your own devices.

EMAIL
sales_biotech@outlook.com

MOBILE
+91 89270 07789

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