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💬 Live Chat & WhatsApp Support

Smart Salary

Simplify HR & Payroll

Management Across APAC with One Platform

We don't just localize features—we localize value.

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TABLE OF CONTENTS

About Us	02
Market Footprint	03
Platform Overview	04
Business Partners	05
Our Journey	06
Solutions	07
Differentiators	12
Clients & Validation	14
Trust & Compliance	17
Thank You	18



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About Us

Smart Salary is an all-in-one HRIS and payroll platform serving enterprises across the APEC region. It unifies employee data, attendance, scheduling, leave, approvals, and talent management—eliminating spreadsheets, paperwork, and disconnected systems.

Built for today's operational landscape, it supports multi-language interfaces and complex organizational structures while enabling distributed workforces across factories, logistics hubs, retail branches, construction sites, and field operations, and scales seamlessly across multi-entity, cross-border organizations.

The company serves enterprise clients across manufacturing, logistics, retail, food & beverage, and industrial sectors, supporting workforces from 10,000 to over 100,000 employees across the region.

Market Footprint

Smart Salary serves clients across the Asia-Pacific region, with a strong presence in Indonesia, Malaysia, Thailand, the Philippines, Vietnam, and Bangladesh, while also supporting operations in Mexico and selected countries in Latin America.

With experience in multi-country deployments, the platform is designed to navigate diverse regulatory environments, localized payroll requirements, and complex organizational structures, enabling enterprises to manage their workforce consistently across regions.



🌐 Strategic Presence

- INDONESIA
- MALAYSIA
- THAILAND
- PHILIPPINES
- VIETNAM
- BANGLADESH
- MEXICO
- CHINA

Multi-Country Deployments

Localizing payroll and compliance across diverse regulatory environments.

Platform Overview

Smart Salary unifies HR, attendance, payroll, and workflows on a configurable platform, powered by data and AI to automate operations and deliver real-time insights across complex organizations.

1 BUSINESS SCENARIOS

Manufacturing	Logistics	Retail	F&B	Construction
Multi-Entity	Multi-Location	Shift-Based	Large Workforce	Field Workforce

2 CORE PRODUCT MODULES & FUNCTIONS

 Organization Org Structure Headcount Org Chart	 HR Employee Dir Onboarding Contracts Transfers	 Attendance Time Tracking Shift Mgmt Overtime Leave Mgmt	 Payroll Payroll Proc. Tax & SS Payslip Disbursement	 Workflow Approval Flow Requests Delegation Handover	 Apps Performance Recruitment EWA Training
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3 CONFIGURATION PLATFORM

Flexible Rules	Access Control	Workflow Engine	Multi-Entity
Localization	Policy Config	Audit Logs	System Settings

4 DATA & AI INTELLIGENCE

Centralized Data	Analytics	Anomaly Detection	Automation	Alerts	Workforce Insights	Cost Visibility
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Business Partners



Manufacturing	Midea	CHERY	长虹 CHANGHONG	KenLee	HIKVISION 海康威视	HENG TONG GROUP
	SKYWORTH 创维	Haier	INDO TAI CHEN TEXTILE INDUSTRY	LU GONG	Julong 聚龙集团	華寶 HUABAO
	DASSA CIPITA DAYA	GREEN MILE INDONESIA	HOGY	XCMG	WANARIEA	
F&B and Retail	WOOK?			BROWXY	炸鱼吧	W 华莱士
	Kiztopia INDONESIA	YABO	TWIN HOUSE	Sahabat	28 Coffee	MY OPTIK FAMILY OPTIK
	DEX TAMAM LABORATORY SUPPLIES STORE	SANIYE cosmetics	YABEST	PESTIVE FIELDS	BALI FORAGES ISLAND INSPIRED	
Mining and Construction	IWIP	SHES	CNGR 中伟	鼎昌集团 DINGCHANG GROUP	中资中程	CEEC 中国能建
	P.T. HOSANA cipta designindo	NIS			PENGEMBANGAN INDUSTRI LOGAM PT	Geonet PROPERTY & FINANCE GROUP
	KHAIYARA	Residence 8	SATYA PETROLEUM NUSANTARA			
Services and Outsourcing	J&T EXPRESS	FULLMOON		PESTIGO	GDI	KUPU
	pln insurance		TIS Solution	IMB		telmark
		班兔企服 BANTUQIFU	QPLUS	VISTA JAWA BARA		kitalulus
IT and Finance	SeaHub Media™	Jet Commerce	MICO	BPR BOSNIK INTISIA PAPUA	IDANA	Smartec
	QUIROS	NPR	PINJAM YUK	PCORTA	UATAS	Xyovest
	Natural Beauty id	Samir	Easylink	EXANO	astragraphia	
Others	PT TIRTA TEKNOLOGI	DOCTOR TOOL	JADISA	GICTRADE	TIRTA DHARMA	Sahabat Yatim
	MK LAND	ABLE	RNY	LÉNOTES		lga
	WBN	GRAND PRINCIPAL MANDIRI	GEMILANG BISNIS UNIVERSAL	GPOS	deca	DONUT MEDIA

Our Journey

Smart Salary was founded in 2021 with a clear objective: to modernize HR and payroll operations for enterprises operating in complex, multi-site, and regulation-intensive environments.

Early engagements with industrial and logistics clients revealed the limitations of existing HR systems in handling real-world operational demands such as high employee mobility, offline field operations, and specific compliance requirements, which drove the development of a platform built not just for functionality but for resilience in practice.

In 2023, Smart Salary launched its enterprise-grade SaaS platform, featuring a unified HRIS and localized payroll engine capable of supporting high-volume attendance, multi-entity structures, and automated regulatory compliance.

By 2024, the platform was deployed at scale with major organizations, including Tsingshan Group and J&T Express, which manage HR operations across factories, ports, and warehouses for thousands of frontline employees.

In 2025, Smart Salary introduced Sally AI.

Today, Smart Salary continues to serve large enterprises across manufacturing, logistics, retail, F&B, and industrial services, with proven deployments supporting workforces ranging from 10,000 to over 100,000 employees, and remains focused on scaling its platform across Asia-Pacific while maintaining deep operational relevance in each market.




Solutions

Smart Salary is not a bundle of isolated HR tools but a fully connected operational platform built to reflect how businesses actually operate, and every module is designed to eliminate manual work, unify fragmented data, and deliver reliable, real-time visibility across the full employee lifecycle from hiring to payroll and performance while staying aligned with local regulations and operational realities.


Smart HRIS – An Integrated HRIS System

Most HR challenges start with fragmented data from spreadsheets, paper forms, WhatsApp messages, and inconsistent records. Smart HRIS solves this by centralizing the entire employee lifecycle into one structured system.


From onboarding to offboarding, all employee data—including job history, contracts, documents, and certifications—is stored in a unified, auditable record, so HR teams no longer need to chase updates. Employees manage their own information via mobile self-service, while managers gain real-time visibility. Automated compliance reminders for contract expirations, ID renewals, and other deadlines reduce risk without extra effort.




Centralized employee profiles with custom fields




QR-based onboarding with automatic roster sync




Bulk employee imports with validation



Automated workflows for transfers, promotions, and exits



Mobile self-service for personal data and document access

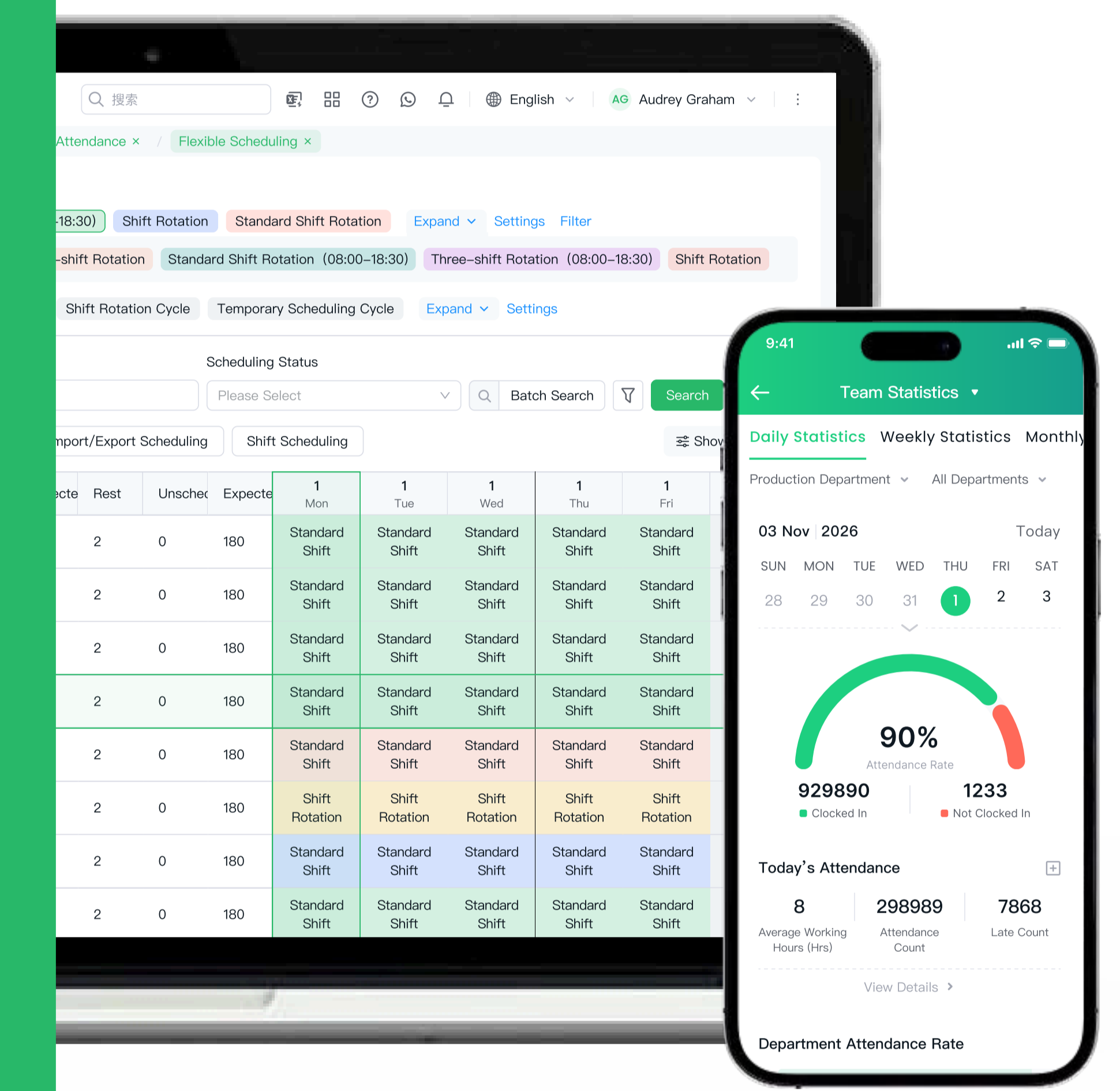


Compliance alerts tied to deadlines and policy rules

Attendance, Shift, and Leave Are Designed for Real-World Conditions

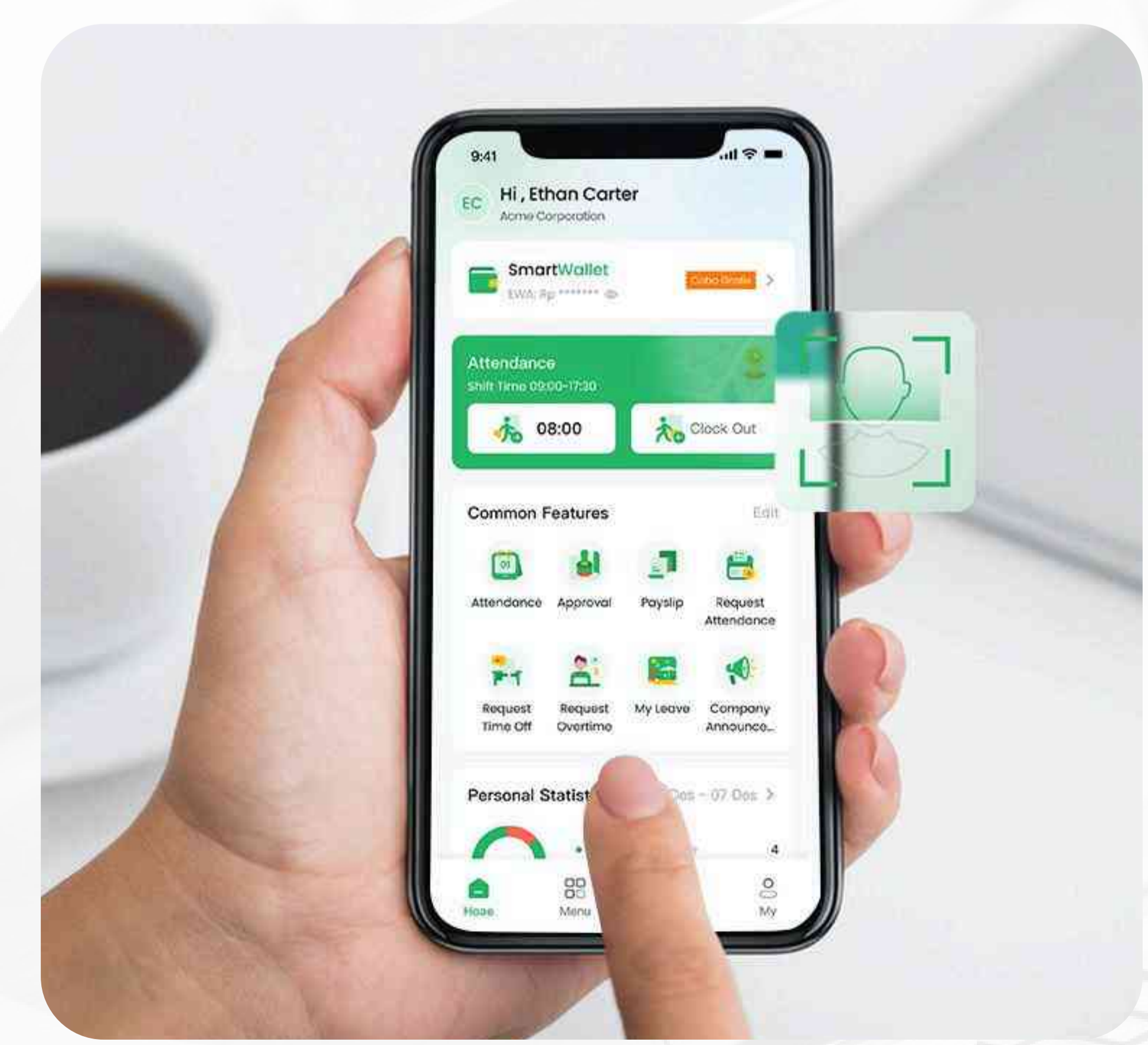
Accurate attendance underpins reliable payroll, yet traditional systems falter amid rotating shifts, remote sites, and unstable connectivity. Smart Salary maintains precision where conventional tools cannot.

Employees clock in via GPS, Wi-Fi, facial recognition, biometric devices, or offline mode, and data syncs automatically once connectivity resumes. Shift scheduling accommodates fixed, rotating, seasonal, and multi-cycle patterns, while leave policies align with legal requirements and business needs through seniority-based accrual and custom leave types. Fraud controls—such as device-change alerts and automated detection of late or missed punches—minimize disputes and eliminate manual reconciliation.



Key Capabilities

- Multiple clock-in methods, including offline support
- Biometric device integration with auto-sync
- Flexible shift planning for complex operations

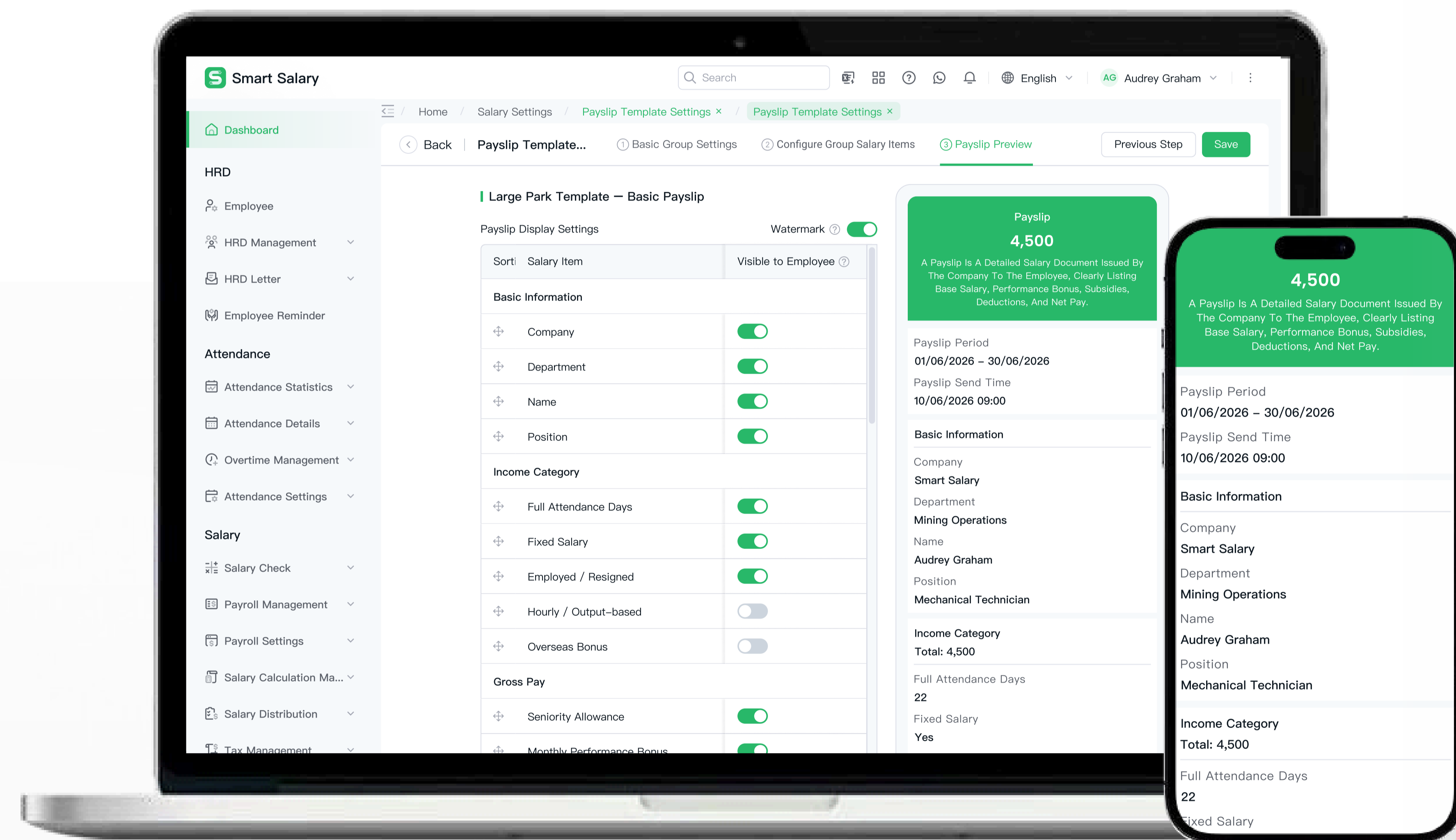


- Customizable leave types with automated accrual
- Attendance confirmation workflows (daily/weekly/monthly)
- Dashboards for HR and supervisors to monitor trends

Payroll Engine is Built for Complexity

Payroll includes overtime rules, allowances, deductions, and multi-entity structures. A small error can trigger compliance risk or employee dissatisfaction.

Smart Salary's payroll engine automates all of this in one flow. It pulls verified data directly from attendance, leave, and HR records, ensuring calculations are accurate, compliant, and traceable. Whether you run weekly, monthly, or custom cycles across dozens of entities, the system handles it consistently. Payslips are generated instantly, audit logs are retained, and labor cost dashboards give finance teams real time insight.



Key Capabilities

- ✔ Full automation for specific payroll rules
- ✔ Support for weekly, monthly, and custom pay cycles
- ✔ Integrated overtime, allowance, and deduction logic
- ✔ Multi-entity payroll groups with centralized oversight
- ✔ Instant electronic payslips and full calculation history
- ✔ Labor cost dashboards by department, site, or role




Talent Management: From Hiring to Growth


Hiring, onboarding, and performance should be connected rather than siloed, and Smart Salary links them into a continuous talent cycle.

New hires move seamlessly from candidate pipeline to employee records, managers run structured performance reviews using customizable indicators and scoring frameworks, and results feed into compensation planning and succession decisions—making talent development data-driven rather than anecdotal.


Key Capabilities



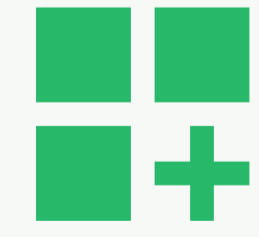
End-to-end recruitment tracking




One-click onboarding from candidate to employee




Cycle-based performance planning and execution



Custom review templates by department or role



Real-time progress tracking for HR and managers



Performance analytics for workforce decisions

Insights & Reporting – Clarity from Complexity

HR teams often drown in data but lack actionable insights. Smart Salary turns operational activity into clear, visual intelligence.

Dashboards and reports cover attendance trends, payroll summaries, headcount, turnover, and labor cost allocation—filterable by location, department, or time period. All reports are export-ready for audits or leadership reviews, and automated analytics highlight anomalies before they become issues.

Key Insight Areas

- ✓ Attendance and productivity trends
- ✓ Payroll summaries and salary structure analysis
- ✓ Labor cost breakdown by entity or function
- ✓ Workforce movement and turnover patterns
- ✓ Custom, audit-compliant HR reports

Sally AI, Intelligent Support for HR Teams

Sally AI reduces repetitive HR tasks without replacing human judgment.

It drafts HR letters and announcements, translates approval comments across languages, summarizes policies, and retrieves information from internal documents—inside the platform, in seconds. This lets HR teams focus on strategic work instead of administrative repetition.

Key Capabilities

- ✓ AI-assisted drafting of HR letters and announcements
- ✓ Smart templates for common HR documents
- ✓ Real-time translation in multilingual workflows
- ✓ AI-powered summarization of policies and FAQs

Differentiators

1. Built for Real Operational Complexity

Most HR systems assume stable offices and fixed schedules, but Smart Salary is designed for multi-site factories, remote logistics hubs, rotating shifts, high turnover, and frequent offline conditions. It is engineered to run reliably where generic tools fail, while supporting tens of thousands of frontline employees without performance degradation.

2. Unified Platform for Multi-Entity Operations

Many enterprises manage multiple legal entities, factories, or business units, each with its own payroll calendar, shift rules, or local compliance requirements. Smart Salary lets you configure these differences per entity or site while keeping everything in one unified system.

3. Mobile-First for Non-Desk Workforces

Over 80% of the workforce operates outside traditional offices, so Smart Salary's mobile app works both online and offline, enabling field employees to clock in, request leave, view payslips, and submit claims, while managers approve and monitor in real time.

4. Attendance That Works in the Field

From GPS and Face ID to biometric integrations and offline mode, attendance capture adapts to your environment. Built-in fraud controls (e.g., device-change alerts) ensure data integrity, and attendance flows directly into payroll—eliminating manual reconciliation.



5. End-to-End Digital Approval Workflows

Approvals go beyond leave and attendance. Smart Salary lets you design custom, multi-layer approval flows for handovers, equipment requests, reimbursements, or CRM-linked actions. Every step is tracked, delegated, and auditable—no more lost requests in chat or email.

6. Real-Time Visibility for Field & Sales Teams

Sales and field staff can work freely off-site, while managers retain real-time visibility into location check-ins, client visits, attendance, and task status, ensuring operational control without restricting mobility. Field activity and client interaction reports are automatically logged and available for review anytime.

7. Payroll Engine Built for Compliance

Overtime multipliers and multi-entity tax treatments are hardcoded into the engine, so calculations are automated, traceable, and audit-ready—even for weekly cycles or mid-month contract changes.

8. Dedicated After-Sales Support from Day One

Implementation doesn't end at go-live. From the kick-off meeting through the full contract term, clients work directly with the same implementation and support team. This continuity ensures smooth onboarding, rapid issue resolution, and ongoing alignment with evolving business needs.



Clients & Validation

J&T Express — Logistics

Transforming frontline workforce management across hundreds of delivery hubs.



CHALLENGE

J&T Express operates across hundreds of delivery hubs with a highly mobile frontline workforce. Attendance tracking was managed through manual methods, resulting in frequent discrepancies. HR approvals for leave, overtime, and reimbursements were scattered across messaging apps and paper forms, causing delays and inconsistent record-keeping.

SOLUTION

Smart Salary was deployed as a mobile-first platform, enabling couriers to clock in via GPS or offline mode, with data syncing automatically when connectivity resumed. All HR workflows—including leave, overtime, and reimbursements—were consolidated into a single app. Attendance data flowed directly into payroll, eliminating manual handoffs.

RESULT

Same-Day

Attendance accuracy improved significantly, and payroll processing shifted from a multi-day effort to a same-day operation. The majority of HR approvals are now handled digitally through mobile, reducing administrative overhead and improving response times for frontline staff.

“After the system went live, we saw a huge boost in efficiency and employee satisfaction. Smart Salary turned the impossible into possible.”

— HR Director, J&T

IWIP — Industrial Park

CHALLENGE

IWIP oversees a large, distributed workforce across industrial zones that include manufacturing facilities, ports, and mining-related operations. Many sites experience unstable network connectivity, making digital attendance difficult. HR processes—including payroll—relied heavily on manual data entry and spreadsheets, creating bottlenecks and compliance exposure.

SOLUTION

Smart Salary was deployed using a hybrid infrastructure to ensure reliable access across all locations. The platform digitized core HR workflows such as attendance, leave, approvals, and payroll, while automating compliance rules across multiple legal entities.

RESULT

Payroll execution became fully accurate and audit-ready. Attendance and approvals shifted from paper and spreadsheets to a unified digital flow. Employees gained mobile self-service capabilities, improving access and reducing dependency on back-office coordination.

“What used to take weeks now happens in real time. We've reimaged not just payroll, but the entire employee financial experience. Smart Salary delivered what we thought was five years away.”

— HR Director, IWIP

Kenlee — Textile Manufacturing



CHALLENGE

Kenlee operates multi-line production facilities with complex rotating shifts and frequent overtime. HR teams were burdened by manual documentation, constant corrections, and a lack of timely visibility into attendance and labor costs—making it difficult to align workforce data with operational needs.

SOLUTION

Smart Salary was configured to align shift rules directly with production schedules. Payroll reconciliation was automated, and employees were given self-service access to update personal information and view records. Real-time dashboards were enabled for HR and operations leaders to monitor attendance and labor cost trends.

RESULT

Attendance tracking became significantly more accurate, and HR processing time was reduced. Operational teams gained timely access to workforce data, enabling faster, better-informed decisions on the production floor.

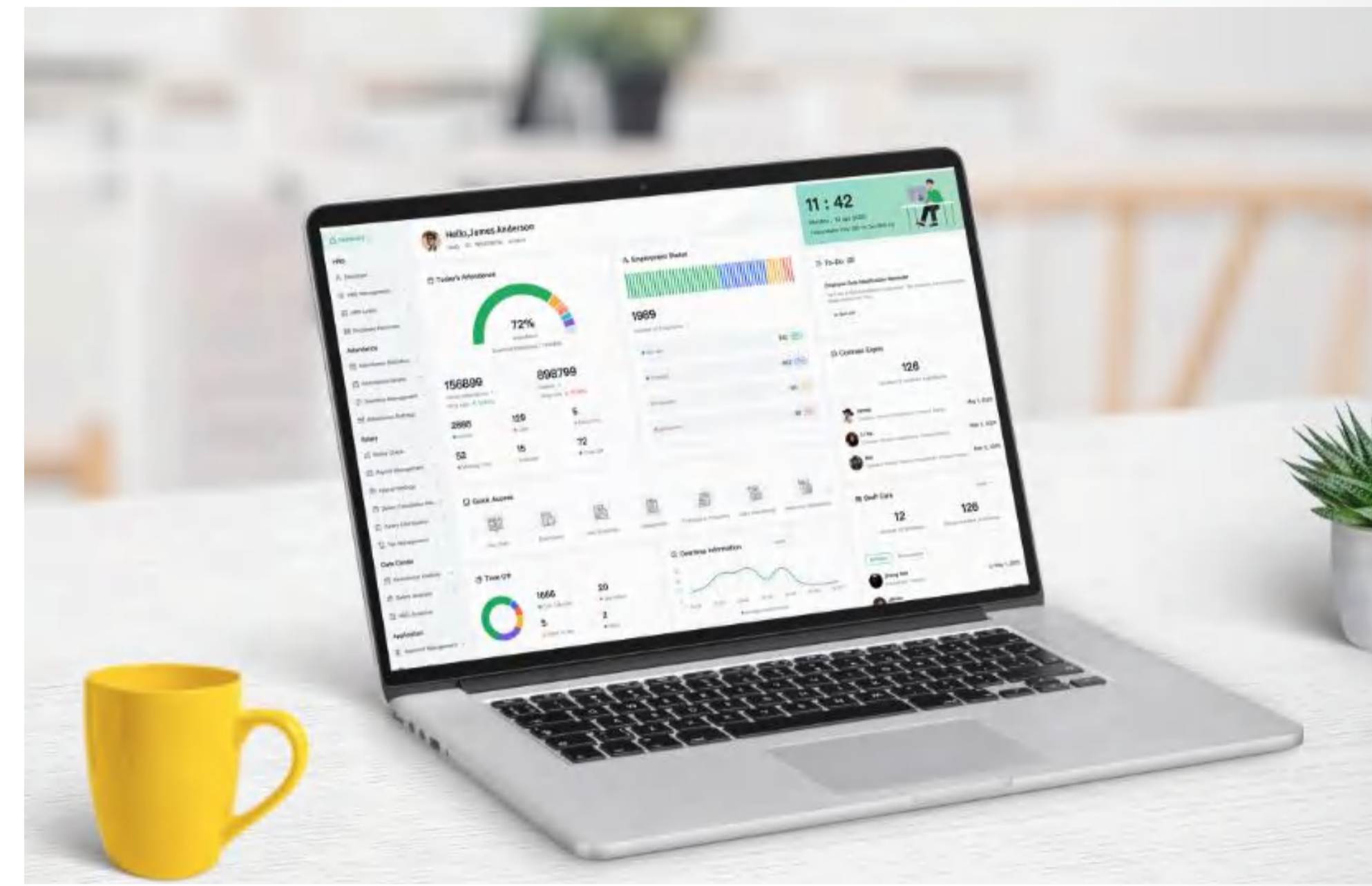
“With real-time dashboards and integrated workflows, our operations run smoother and decisions are faster.”

— Operations Director, Kenlee

Trust & Compliance

Proven. Certified. Trusted.

Smart Salary is built on a foundation of security, regulatory compliance, and enterprise-grade reliability—critical for organizations managing large, distributed workforces in regulated environments.



ISO/IEC 27001:2013 Certified

Internationally recognized standard for Information Security Management Systems (ISMS), ensuring the confidentiality, integrity, and availability of your HR and payroll data.



PJP Payment License

Issued for enabling compliant digital salary disbursement, reimbursements, and financial services under strict regulatory oversight.



AFPI Member

Certified Fintech Association, affirming adherence to national fintech standards for transparency, consumer protection, and ethical payroll innovation.



Data Sovereignty & Audit Readiness

All data is stored with full audit trails, role-based access control, and end-to-end encryption—supporting both internal governance and external compliance requirements.

These accreditations are not just credentials—they reflect our commitment to building systems that enterprises can trust at scale.

Thank You

Thank you for your interest in Smart Salary. We help organizations across Asia-Pacific modernize HR and payroll —not with generic tools, but with solutions built for real operational complexity.

Whether you're managing factories, logistics hubs, retail chains, or industrial sites, we're here to help you scale with confidence.



Built for Your Operations

We tailor HR and payroll solutions to match your real-world workflows, industry needs, and regional requirements.



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