

HR on Your Salesforce Spine

Unifying the employee lifecycle — attendance, leave, payroll, compliance, assets and self-service — on one governed record.

EXECUTIVE SUMMARY

Most organisations run human resources on a patchwork of point tools — one SaaS for attendance, another for leave, a third for payroll, and spreadsheets to hold it all together. Every hand-off is a re-keying, every integration a nightly reconciliation, and every audit a scramble across systems. **People 360 takes a different path: it puts the entire employee lifecycle on your Salesforce spine, as one governed record.**

This paper describes how People 360 unifies attendance, leave, payroll, statutory compliance, reimbursements and assets — with a token-secured self-service portal — on a single security model with a single audit trail, and no middleware between the pieces.

1**EMPLOYEE 360
RECORD****6****HR PILLARS****0****MIDDLEWARE
LAYERS****100%****SALESFORCE-
NATIVE**

THE PROBLEM

Fragmented HR is expensive and opaque

When people data lives in five systems, no one system tells the truth.

The costs are familiar to every HR and IT leader: employee master data duplicated and drifting across tools; payslips and TDS reconciled by hand each cycle; approvals lost in email with no defensible trail; and self-service split across portals no employee can remember. The result is manual effort, compliance risk, and an employee experience that erodes trust.

COMMON CHALLENGES

- Attendance, leave and payroll on separate portals
- Payslips and TDS reconciled manually each cycle
- Approvals lost in email, no audit trail
- Employee data duplicated across systems
- No single, secure self-service for staff

WHAT PEOPLE 360 DELIVERS

- One Employee 360 — profile to payslip on one record
- Automated payroll, TDS, Form 16 and e-akshar
- Native approval flows with a full audit trail
- One governed master-data source of truth
- A token-secured portal for every employee

THE APPROACH

One governed employee record

People 360 is built natively on Salesforce. Every employee is a single 360 record that carries identity, time, pay and history in one governed place. Because HR sits on the same metadata spine as the rest of the business, there is nothing to synchronise: a check-in, a leave approval and a payslip all write to the same record, under the same security model, into the same audit trail.

The design principle is simple — **no middleware, no second system, no reconciliation**. One platform from onboarding to full-and-final settlement.

CAPABILITIES

Six pillars on one record

Employee 360

A single record for each employee: profile and contacts, org hierarchy, documents, tenure and gratuity, and role-based quick actions. A rich employee directory surfaces a hover profile card, and 360 tabs bring attendance, leave, assets and payroll into one governed view.

Attendance

Check-in and check-out with automatic end-of-day checkout for missed punches, a live monthly attendance calendar, and per-day hours computed and reconciled on the record. Scheduled jobs drive holiday and birthday reminders.

Leave & Reimbursements

Leave types with backdated-sick and planned-advance validation, monthly accrual jobs, and native multi-step approval routing. Reimbursement claims carry bill attachments through the same approval fabric.

Payroll & Statutory Compliance

Payslips with loss-of-pay, earnings and deductions; TDS and Mass TDS handling; Form 16, e-akshar and investment declarations; and scheduled compliance and payroll reports — all computed on-platform, so nothing is re-keyed or reconciled by hand.

Assets

Asset issue, service and retire across the full lifecycle, tied to the employee record so equipment history travels with the person.

Portal, Communication & AI

A token-authenticated Experience Site gives every employee a governed, mobile-ready workspace for attendance, leave, payslips and declarations, plus managed credentials, a policy hub and announcements. Group chat, MeetMe scheduling, bell notifications and an embedded assistant round out the experience.

ARCHITECTURE & SECURITY

Governed by design

People 360 inherits the Salesforce trust model: field-level security, sharing rules and a complete audit trail apply to HR data the same way they apply to the rest of the business. The employee portal is a token-secured Experience Site — employees transact without a full platform licence, while every write is attributed and logged. Notifications are delivered through native custom notification types, so alerts reach desktop and mobile without a bolt-on service.

WHY SALESFORCE-NATIVE

One security model and one audit trail across HR and the business.
No integration layer to build, licence, monitor or reconcile.
Extends with the same clicks-and-code your admins already know.
Scales on infrastructure you already trust and govern.

BUSINESS OUTCOMES

What changes for the organisation

- **Lower effort:** payroll, TDS and compliance computed on-platform, not in spreadsheets.
- **Lower risk:** every approval and payment carries a defensible, native audit trail.
- **Better experience:** one secure self-service portal for the whole employee lifecycle.
- **One source of truth:** governed master data no longer drifts between systems.

People 360 — HR on your Salesforce spine. To see it configured for your organisation, book a walkthrough at zucitree.com.