Rayterton PeopleOS

A modern Human Capital platform designed to manage, develop, and govern the full employee lifecycle within a single unified system.

From Core HR, Payroll, Talent, Career Planning, Learning, and Employee Experience to People Analytics, Strategic Talent, and Executive Alignment & Governance, PeopleOS enables organizations to operate with clarity today while building workforce strategy for tomorrow.

All in one people platform.

Single Platform for the full people lifecycle

Rayterton PeopleOS is a unified people platform designed to support organizations at different stages of growth, from fast-growing companies to large enterprises and state-owned organizations. It provides a strong operational foundation today while remaining fully capable of supporting enterprise-level complexity, governance, and executive decision-making tomorrow.

Many organizations struggle because their HR systems are built only for their current size. Payroll tools work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. PeopleOS is designed to eliminate this problem by offering a platform that evolves with the organization, without forcing system replacement every few years..

Who PeopleOS is for

- *Growing companies scaling from hundreds to thousands of employees*
- *Large enterprises and state-owned companies with governance needs, with employees numbering in thousands to hundred thousands.*
- *Organizations that want one system to grow with them, not replace every 3–5 years.*

PeopleOS Suite Editions

Designed for Every Stage of Organizational Growth
(PeopleOS Core, PeopleOS Enterprise, PeopleOS Strategic Talent Suite and PeopleOS Executive Alignment and Governance Suite)
Rayterton PeopleOS is built as a single, unified Human Capital platform that evolves with your organization. From operational stability to enterprise governance and executive-level people strategy, PeopleOS allows organizations to activate the depth they need, when they are ready, without replacing systems or disrupting operations.

PeopleOS Core

Operational Foundation for Growing Organizations
PeopleOS Core is designed for organizations that have moved beyond spreadsheets and basic payroll systems, but still require speed, simplicity, and operational reliability.
It delivers complete end-to-end Human Capital operations, covering Core HR, Payroll, Talent Development, Career Planning, Learning, and Employee Experience in one integrated platform.
This edition provides a solid foundation that stabilizes HR operations today while ensuring the organization will not outgrow the system as it scales.
Best suited for:
Growing companies and organizations seeking a strong, future-ready HR foundation.

PeopleOS Enterprise

Depth, Scale, and Control for Complex Organizations
PeopleOS Enterprise extends the full capabilities of PeopleOS Core with deeper analytics, advanced configuration, governance-ready workflows, and enterprise-scale control.
It is designed for organizations managing multiple business units, complex structures, layered approvals, and higher demands for insight, accountability, and audit readiness.
Built on the same platform, PeopleOS Enterprise does not introduce fragmentation, but deepens control and visibility across the organization.
Best suited for:
Large enterprises, group companies, and state-owned organizations with structural and governance complexity.

PeopleOS Strategic Talent Suite

Talent Architecture and Workforce Strategy System

The Strategic Talent Suite introduces an advanced strategic layer for organizations ready to move beyond operational talent management.

It enables structured talent architecture, job and grade governance, succession readiness, and multi-year workforce planning aligned with business direction.

This suite transforms talent discussions into measurable, structured, and enterprise-wide decisions driven by data rather than intuition.

Designed for:

CHRO, HR Strategy Teams, Talent Committees, and Executive Management.

PeopleOS Executive Alignment & Governance Suite

Executive-Level People Strategy and Governance System

This suite is purpose-built exclusively for CEOs, Boards, and Executive Committees.

It formalizes people strategy into governance frameworks, executive alignment workspaces, risk diagnostics, and institutional decision records.

Unlike traditional HR systems, this suite positions people strategy as a board-level discipline, with clear ownership, accountability, and historical traceability of executive decisions.

Designed for:

CEO, Board of Directors, Commissioners, and Executive Committees.

One Platform. One Data Foundation. Multiple Strategic Depths.

All PeopleOS editions are built on the same unified platform and shared data foundation.

Organizations activate capabilities progressively, without system replacement, data migration, or operational disruption.

PeopleOS grows with your organization, from operational excellence to enterprise governance and executive-level people strategy.

Implementation Philosophy and Experience

With **Rayterton** that specializes in customizing solutions to fit your needs 100%, you do not need to worry about disruption or change; the system can follow your existing business processes and operations.

- *Phased rollouts, go live on specific modules with your own pace*
- *Existing processes respected and emphasized*
- *Change requests included in maintenance; no fear of missing out important business needs during initial implementation phase*

Designed for Growth, Trusted at Enterprise Scale

PeopleOS supports two common organizational realities.

For growing companies, **PeopleOS Core** delivers reliable payroll, structured HR administration, and manager-ready dashboards that reduce operational friction. It ensures accuracy, compliance, and visibility without introducing unnecessary complexity. Organizations can go live quickly, stabilize their people operations, and establish a clean data foundation for future growth.

For large enterprises and BUMN, **PeopleOS Enterprise** extends seamlessly into advanced people analytics, talent management, workforce planning, and executive governance. It enables leadership teams and boards to see people strategy with the same clarity and discipline as financial and business strategy.

Both segments use the same core platform. The difference is not capability, but how far each organization chooses to activate the platform.

Why organizations outgrow payroll-centric systems?

Many organizations struggle because their HR systems are built only for their current size. Their systems work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. That is because typical HR systems are centered around doing payroll. Every other feature such as employee records, recruitment, leave, etc. are made to support payroll calculations. But such systems only keep daily operations in mind, not for ease in future decision making. It is difficult to scale up and use for strategic workforce planning.

Contrast that to **PeopleOS**. PeopleOS doesn't just help you with doing daily Human Capital operations; it also helps you plan ahead in all facets of organizing your company's talents. We aim to provide you with a system that doesn't just record, but also provides you with actionable insights.

Rayterton PeopleOS Core

Designed for growing organizations to consolidate end-to-end human capital operations on a stable foundation built to scale over time that grows with the business.

All in one platform.

Begin with PeopleOS Core

PeopleOS Core is designed for organizations that have moved beyond spreadsheets and basic payroll tools, but are not yet ready to invest in complex enterprise HR systems. It provides a **solid operational foundation today,** while ensuring **the organization will not outgrow its HC platform tomorrow**. PeopleOS Core is designed as the **first complete step** for consolidating your HC operations.

PeopleOS Core represents the solid foundations without compromising on breadth. All facets of managing your talents are included.

Complete Core HR

Hire and Onboard

Talent Acquisition, Onboarding & Offboarding

Talent Acquisition and Onboarding in one pipeline. HR can see recruitment status, and Onboarding steps completed for those hired.

Core HR
Employee Records, Payroll, Benefits Administration, Compensation Management, Absence & Leave Management, Time & Attendance

The basic core requirements for effectively managing your workforce.

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TOTAL EMPLOYEES	ACTIVE EMPLOYEES	ORG UNITS	CONTRACTORS	HR CASES OPEN	DATA COMPLETENESS
2,120	2,086	18	140	23	97%
Across 12 locations	Active in payroll	Multi department structure	Included in attendance	Tracked with owners	Policy required fields

Core HR

Employee Records Directory
A live employee directory with complete HR master data, ready for payroll, benefits, and governance.

2,120 Employees · 97% Complete · 12 Locations

Employee ID / Note	Name / Dept	Position	Grade	Status	Location
EMP-000128 Joined: 2019	Budi Santoso Commercial	Key Account Manager	G07	Active	Jakarta Unit: Commercial
EMP-000344 Joined: 2026	Nadia Putri Commercial	Sales Executive	G04	Probation	Jakarta Unit: Commercial
EMP-000512 Joined: 2023	Siti Aulia Human Resources	HR Generalist	G05	Active	Bandung Unit: Human Resources
EMP-000907 Joined: 2021	Fajar Nugroho IT	IT Support Specialist	G04	Active	Jakarta Unit: IT
EMP-001103 Joined: 2020	Dimas Pranata Supply Chain	Warehouse Supervisor	G06	Active	Bekasi Unit: Supply Chain
EMP-001229 Ends: Dec 2026	Wulan Sari Procurement	Procurement Staff	G04	Contract	Bekasi Unit: Procurement
EMP-001487 Joined: 2022	Kevin Saputra Finance	Finance Analyst	G05	Active	Surabaya Unit: Finance
EMP-001655 Joined: 2018	Rina Maharani Commercial	Key Account Manager	G07	Active	Jakarta Unit: Commercial
EMP-001799 Joined: 2019	Andi Pratama Legal	Legal Officer	G06	Active	Jakarta Unit: Legal
EMP-001944 Joined: 2017	Taufik Siregar Operations	Area Manager	G08	Active	Medan Unit: Operations
EMP-002006 Joined: 2020	Ayu Lestari Customer Service	CS Supervisor	G05	Active	Semarang Unit: Customer Service
EMP-002077 Start: 20 Jan	Rizky Hidayat Commercial	Sales Executive	G04	Onboarding	Jakarta Unit: Commercial

Employee 360 Profile
Complete record: employment, payroll, benefits, compensation, and leave in one view.

Selected: EMP-000128 · Verified · Last Update: 2 days

Budi Santoso
Key Account Manager · Commercial · G07 · Jakarta

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PAYROLL PROCESSED	PAYROLL EXCEPTIONS	NET PAYROLL	ATTENDANCE COMPLIANCE	LEAVE REQUESTS	OVERTIME HOURS
2,086	14	IDR 18.6B	96%	76	412
Payslips generated successfully	Needs review before final post	After tax and deductions	Time logs captured on time	9 pending approvals	This pay period

Core HR

Payroll Exceptions and Approval Queue
A short list that leadership actually reads: exceptions prioritized with owners and due dates before posting payroll.

2,086 Payslips · 14 Exceptions · Net IDR 18.6B

Exception / Area	Employee / Detail	Severity	Owner / SLA
EXC-0009 Payroll	EMP-001229 Wulan Sari Allowance rule mismatch	High	HR Ops Due: Today
EXC-0012 Time & Attendance	EMP-000907 Fajar Nugroho OT hours pending approval	Medium	Line Manager Due: 1 day
EXC-0015 Employee Data	EMP-002077 Rizky Hidayat New hire bank not verified	High	HR Ops Due: Today
EXC-0018 Benefits	EMP-001944 Taufik Siregar Cap exceeded, needs validation	Medium	HR Ops Due: 2 days
EXC-0021 Payroll	EMP-001487 Kevin Saputra Updated marital status	Low	Payroll Admin Due: 3 days
EXC-0024 Leave	EMP-000344 Nadia Putri Leave after cut-off date	Medium	HR Ops Due: 1 day

Payroll, Leave, and Time Control
Run payroll with confidence: exceptions, approvals, and compliance tracked in one place.

Cycle: Jan 2026 · Draft Ready · 3 Pending Approvals

Payroll Run Status
2,086 payslips prepared. 14 exceptions flagged before final posting.

Completion: 92% (ready for approval)

Gross to Net Snapshot
Management-ready payroll totals for quick validation.

GROSS PAYROLL	TOTAL DEDUCTIONS
IDR 23.8B	IDR 5.2B
NET PAYROLL	BANK FILES
IDR 18.6B	4 Banks

Time & Attendance
Compliance tracked by site with automated escalation.

COMPLIANCE	LATE INSTANCES
96%	183
OVERTIME	MISSING LOGS
412 hours	27

Absence & Leave
Requests and approvals consolidated for payroll cut-off accuracy.

REQUESTS	PENDING
76	9
APPROVED	REJECTED
63	4

Killer point: Payroll is not treated as an isolated calculation. Time, leave, benefits, and employee master changes are validated upfront, so errors are caught before posting and every exception has an owner and deadline.

Payroll & Statutory Compliance (Indonesia Ready)

Enterprise-grade payroll built with Indonesian regulations as a first-class foundation.

PeopleOS Payroll is designed to fully comply with Indonesian statutory and employment regulations while providing the flexibility and governance required by growing companies, large enterprises, and state-owned organizations. Payroll processing, statutory compliance, and approvals are managed in one unified system, eliminating manual reconciliation and reducing operational risk.

Built for Indonesian Payroll Standards

PeopleOS Payroll natively supports Indonesian payroll requirements without relying on external engines or manual workarounds. All statutory components are configurable, traceable, and audit-ready.

Supported statutory and payroll components include:

PPh 21 calculation aligned with Indonesian tax rules, BPJS Kesehatan and BPJS Ketenagakerjaan (JHT, JKK, JKM, JP), company insurance schemes, allowances such as transport, meal, position, and fixed or variable benefits, as well as deductions including loans, absences, penalties, and policy-based adjustments.

Payroll rules can be applied consistently across employee categories, grades, contract types, and organizational units.

Gross-to-Net Payroll with Full Transparency

PeopleOS Payroll manages the complete payroll lifecycle from gross salary calculation to net pay, with clear statutory breakdowns at every step.

HR and Finance teams can view gross-to-net salary calculations, detailed tax and BPJS contributions, employer and employee statutory obligations, and payroll cost summaries by unit, grade, or entity.

This ensures transparency, accuracy, and confidence during payroll runs and audits.

Approval, Control, and Audit Readiness

Payroll processing in PeopleOS follows structured approval workflows aligned with organizational governance.

Every payroll run is reviewed and approved based on role-based authority, logged with a complete audit trail, and traceable by payroll period, approver, and approval status.

This ensures payroll decisions remain controlled, auditable, and defensible even as organizational complexity increases.

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Designed for Scale and Complexity

PeopleOS Payroll is built to support organizations with multiple business units or subsidiaries, complex compensation structures, varying payroll policies per entity, and high audit or compliance requirements.

As organizations grow, payroll rules and statutory settings can evolve without disrupting ongoing operations.

What This Means for Your Organization

With PeopleOS Payroll, organizations no longer require separate local payroll systems or manual statutory reconciliation. Statutory compliance is embedded directly into the payroll engine, reducing operational risk and dependency on manual processes.

PeopleOS Payroll is not just a generic payroll module adapted for Indonesia.

It is an enterprise-grade Indonesian payroll system designed to meet local regulations while supporting long-term organizational growth.

Employee Experience
Employee Self Service & Management Self Service
Offload burden from the HR team for various data requests, clerical, and administration tasks.

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Employee Experience
Employee Self Service offloads daily HR administration by turning requests into a guided, trackable workflow with clear status and SLA.

Employee Self Service

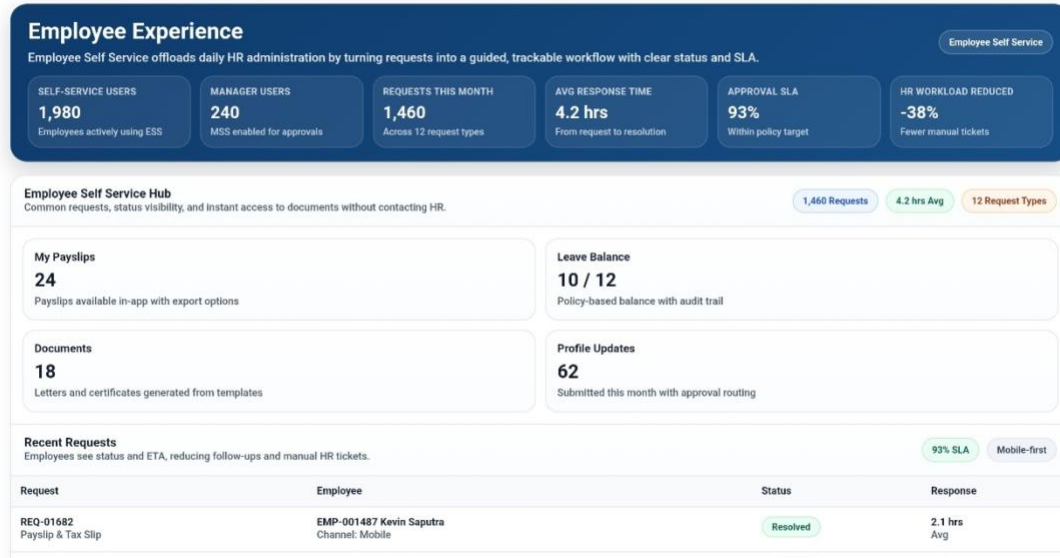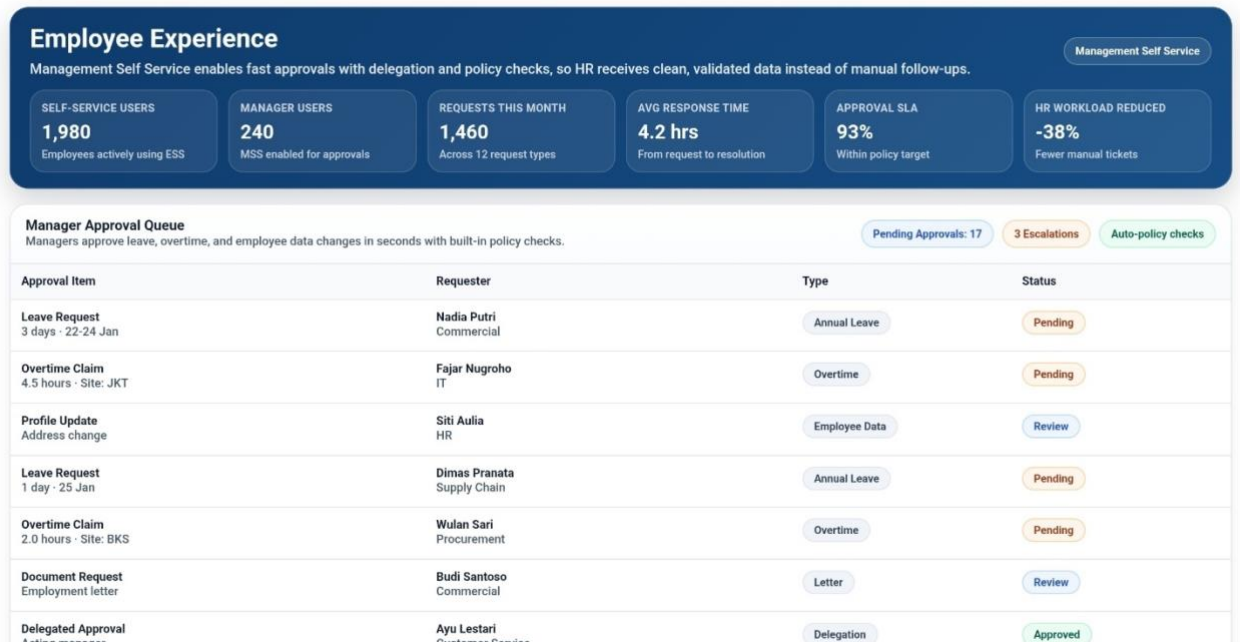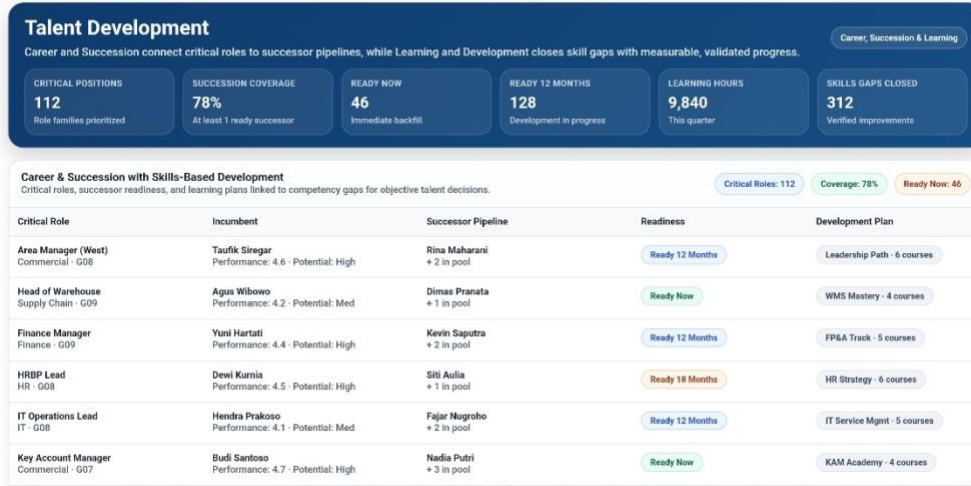| SELF-SERVICE USERS	MANAGER USERS	REQUESTS THIS MONTH	AVG RESPONSE TIME	APPROVAL SLA	HR WORKLOAD REDUCED
1,980	**240**	**1,460**	**4.2 hrs**	**93%**	**-38%**
Employees actively using ESS	MSS enabled for approvals	Across 12 request types	From request to resolution	Within policy target	Fewer manual tickets

Employee Self Service Hub
Common requests, status visibility, and instant access to documents without contacting HR.

1,460 Requests   4.2 hrs Avg   12 Request Types

My Payslips	Leave Balance
24	**10 / 12**
Payslips available in-app with export options	Policy-based balance with audit trail

Documents	Profile Updates
18	**62**
Letters and certificates generated from templates	Submitted this month with approval routing

Recent Requests
Employees see status and ETA, reducing follow-ups and manual HR tickets.

93% SLA   Mobile-first

Request	Employee	Status	Response
REQ-01682 Payslip & Tax Slip	EMP-001487 Kevin Saputra Channel: Mobile	Resolved	2.1 hrs Avg

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Employee Experience
Management Self Service enables fast approvals with delegation and policy checks, so HR receives clean, validated data instead of manual follow-ups.

Management Self Service

SELF-SERVICE USERS	MANAGER USERS	REQUESTS THIS MONTH	AVG RESPONSE TIME	APPROVAL SLA	HR WORKLOAD REDUCED
1,980	**240**	**1,460**	**4.2 hrs**	**93%**	**-38%**
Employees actively using ESS	MSS enabled for approvals	Across 12 request types	From request to resolution	Within policy target	Fewer manual tickets

Manager Approval Queue
Managers approve leave, overtime, and employee data changes in seconds with built-in policy checks.

Pending Approvals: 17   3 Escalations   Auto-policy checks

Approval Item	Requester	Type	Status
Leave Request 3 days · 22-24 Jan	Nadia Putri Commercial	Annual Leave	Pending
Overtime Claim 4.5 hours · Site: JKT	Fajar Nugroho IT	Overtime	Pending
Profile Update Address change	Siti Aulia HR	Employee Data	Review
Leave Request 1 day · 25 Jan	Dimas Pranata Supply Chain	Annual Leave	Pending
Overtime Claim 2.0 hours · Site: BKS	Wulan Sari Procurement	Overtime	Pending
Document Request Employment letter	Budi Santoso Commercial	Letter	Review
Delegated Approval Acting manager	Ayu Lestari Customer Service	Delegation	Approved

Talent Development

*Performance & Goals, Career & Succession, Learning & Development.*

A comprehensive Talent Development system allows for objective evaluation of needed skills and competencies for positions against a talent's historical performance.

Career Planning & Development

PeopleOS Career Planning & Development provides a structured, end-to-end framework to design career paths, define role expectations, map skills, and guide employee growth. By connecting job structures, competencies, and performance expectations, PeopleOS empowers organizations to build a future-ready workforce with clarity, transparency, and strategic alignment. Helping employees understand how to grow, develop, and progress with clarity.

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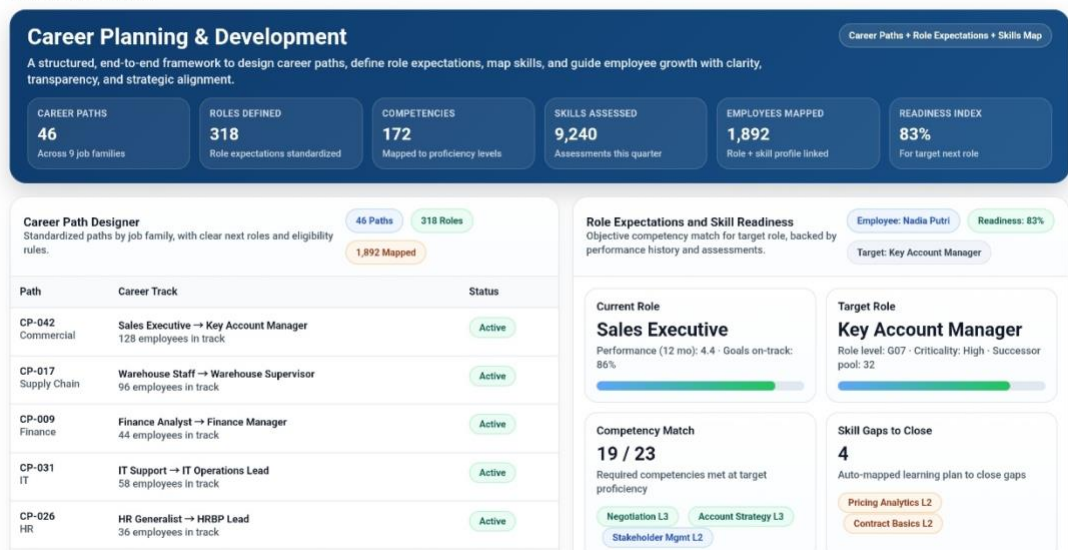
Career Structure Pathways
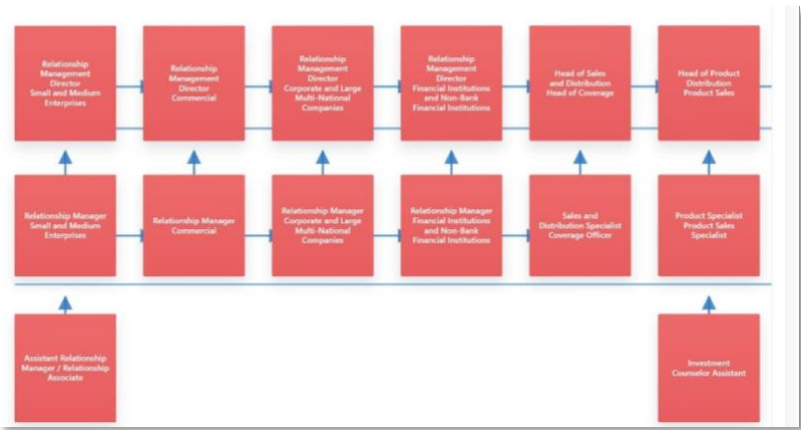
PeopleOS visualizes career progression clearly across roles, levels, and functions. Employees and leaders can see structured career movements, lateral opportunities, and leadership pathways in one integrated view, enabling transparent workforce planning and long-term talent development.

Position Details

Each role in PeopleOS is defined with clear job descriptions, required technical skills, and core behavioral competencies. This ensures alignment between expectations, capability requirements, and career readiness at every level of the organization.

Job Functions and Tasks

PeopleOS breaks down each position into critical work functions, key tasks, and measurable performance expectations. Organizations gain clarity on accountability, while employees understand exactly what drives performance and career progression.

Technical Skills & Competencies

PeopleOS maps technical capabilities by proficiency level, from foundational execution to strategic mastery. This structured framework supports targeted learning, capability gap analysis, and data-driven upskilling aligned with business needs.

Generic Skills & Competencies

PeopleOS defines essential behavioral and leadership skills across progressive levels, from basic communication to advanced influence and negotiation. This helps organizations systematically develop future leaders and strengthen workplace effectiveness.

Ready to fully customize PeopleOS Core to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

Contact Us :

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Rayterton PeopleOS Enterprise

All the features of **PeopleOS Core**, but with more in-depth control, analytics and strategic layer.
Built in the same platform, integrated, still as one system.
All in one platform.

Depth, Scale, and Analytical Control for Complex Organizations

PeopleOS Enterprise builds on the complete foundation of **PeopleOS Core** and extends it with deeper analytics, advanced configuration, and organizational-scale capabilities. It is designed for organizations that have achieved operational stability and now require stronger control, insight, and structure to manage complexity across units, roles, and leadership layers. Built on the same unified PeopleOS platform, Enterprise Edition does not introduce a separate system or fragmented modules. Instead, it includes features that support scale, governance readiness, and data-driven people decisions across the organization, going more in-depth in the basics already covered.

Who PeopleOS Enterprise is for

For organizations with :

- *Multiple business units, subsidiaries, or locations.*
- *More complex job grading and compensation structures*
- *Larger leadership layers requiring structured delegation and control*
- *Higher demand for analytics, reporting, and audit narratives*

Typically, these organizations face these problems with managing talents :

- Employees' HR data spread across **multiple locations**, across **separate business units** or subsidiaries, each in **different systems or formats**. Needs manual gathering and consolidation.
- With HR busy with messy data, no time or energy is left to handle planning ahead.
- Employees lost on where to ask for their data.
- Existing systems limited to handle complex organizational data.

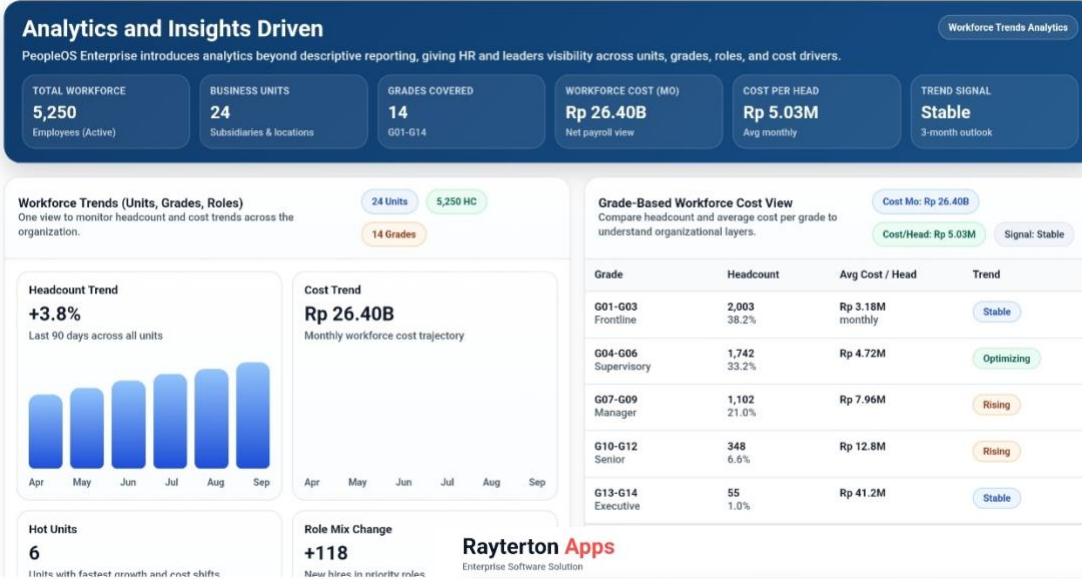| **Comprehensive**	**Insights-first**	**Integrated**
Handle multi organizational units in one platform	Built to provide insights, beyond simple record administration	Insights as part of the system, not a separate add-on.

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Analytics and Insights Driven

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Analytics and Insights Driven

PeopleOS Enterprise introduces analytics beyond descriptive reporting, giving HR and leaders visibility across units, grades, roles, and cost drivers.

Workforce Trends Analytics

TOTAL WORKFORCE	BUSINESS UNITS	GRADES COVERED	WORKFORCE COST (MO)	COST PER HEAD	TREND SIGNAL
5,250 Employees (Active)	**24** Subsidiaries & locations	**14** G01-G14	**Rp 26.40B** Net payroll view	**Rp 5.03M** Avg monthly	**Stable** 3-month outlook

Workforce Trends (Units, Grades, Roles)
One view to monitor headcount and cost trends across the organization.

24 Units | 5,250 HC | 14 Grades

Headcount Trend
+3.8%
Last 90 days across all units

Apr May Jun Jul Aug Sep

Cost Trend
Rp 26.40B
Monthly workforce cost trajectory

Apr May Jun Jul Aug Sep

Hot Units
6
Units with fastest growth and cost shifts

Role Mix Change
+118
New hires in priority roles

Grade-Based Workforce Cost View
Compare headcount and average cost per grade to understand organizational layers.

Cost Mo: Rp 26.40B | Cost/Head: Rp 5.03M | Signal: Stable

Grade	Headcount	Avg Cost / Head	Trend
G01-G03 Frontline	2,003 38.2%	Rp 3.18M monthly	Stable
G04-G06 Supervisory	1,742 33.2%	Rp 4.72M	Optimizing
G07-G09 Manager	1,102 21.0%	Rp 7.96M	Rising
G10-G12 Senior	348 6.6%	Rp 12.8M	Rising
G13-G14 Executive	55 1.0%	Rp 41.2M	Stable

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Analytics and Insights Driven

Move from reporting what happened to understanding why it happened and where risks are emerging, using attrition patterns and risk indicators.

Attrition and Risk Analytics

WORKFORCE	ATTRITION (12M)	HIGH RISK EMPLOYEES	CRITICAL ROLES AT RISK	HOTSPOTS	MITIGATION PLANS
5,250 Active employees	**8.2%** Org average	**312** Predicted risk >70%	**48** Coverage impacted	**6 units** Concentration zones	**126** Active actions

Attrition Risk Radar
Predictive indicators highlight hotspots and critical roles at risk.

High Risk: 312 | Hotspots: 6 units | Plans: 126

Attrition Trend (12M)
8.2%
Org average with seasonality

Risk Distribution
312 high risk
Predicted risk >70%

High: 312 | Med: 684 | Low: 4,254

Hotspot Heatlist with Actions
Operationally-ready view: risk score, drivers, and mitigation plans.

Critical roles: 48 | 12M attrition: 8.2% | Coverage impact

Unit	HC	Risk	Primary Driver	Mitigation
Commercial (West) Hotspot	74 Employees	92% Risk score	Resignations risk	Offer retention + career plan Owner assigned
Warehouse (JKT Hub) Hotspot	58 Employees	86% Risk score	Overtime fatigue	Shift redesign + incentives Owner assigned
Customer Service	41 Employees	81% Risk score	Low engagement	Coaching + supervisor change Owner assigned
	29 Employees	79% Risk score	Market demand	Skill allowance + internal mobility Owner assigned
vice	23 Employees	77% Risk score	Role overload	Process automation Owner assigned

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Analytics and Insights Driven

PeopleOS Enterprise provides analytical control across performance, calibration, and compensation to support consistent, data-driven people decisions.

Performance and Compensation Analytics

EMPLOYEES IN CYCLE	CALIBRATION DONE	OUTLIERS FLAGGED	PAY EQUITY CHECKS	COMP GAP ALERTS	ACTIONS TRACKED
5,102 2025 H2 evaluation	**91%** Units completed	**63** Needs review	**48** Across grades/roles	**72** Below band or anomalies	**214** Decisions documented

Performance Distribution and Calibration
Governance-ready view of distribution, exceptions, and calibration progress.

Cycle: 2025 H2 | Done: 91% | Outliers: 63

Performance Distribution
Balanced
With governance-ready calibration

1: 4% | 2: 12% | 3: 46% | 4: 30% | 5: 8%

Calibration Exceptions
63
Outliers needing review

Manager bias | Rating inflation | Peer variance

Pay Band Coverage
96%
Employees within defined pay bands

Comp Gap Alerts
72
Below band, compression, or anomalies

Below band: 41 | Compression: 19 | Anomaly: 12

Compensation Analysis Across Roles and Layers
Link pay bands and performance to spot gaps, compression, and anomalies.

Pay equity checks: 48 | Gap alerts: 72 | Actions: 214

Role	Comp	Pay Band	Perf	Signal
Sales Manager G08	Rp 18.2M Avg monthly	Band: 17.0-21.0M Policy range	3.9 Avg rating	Within band
Warehouse Supervisor G06	Rp 6.4M Avg monthly	Band: 6.8-8.2M Policy range	4.2 Avg rating	Below band
IT Ops Lead G08	Rp 19.6M Avg monthly	Band: 17.0-21.0M Policy range	3.7 Avg rating	Within band
Finance Analyst G06	Rp 7.1M Avg monthly	Band: 6.8-8.2M Policy range	4.6 Avg rating	Compression risk
Customer Service Lead G05	Rp 5.4M Avg monthly	Band: 5.2-6.6M Policy range	3.4 Avg rating	Within band
HRBP Lead	Rp 16.4M	Band: 17.0-21.0M	4.5	

As a whole, PeopleOS Enterprise introduces analytics beyond descriptive reporting.

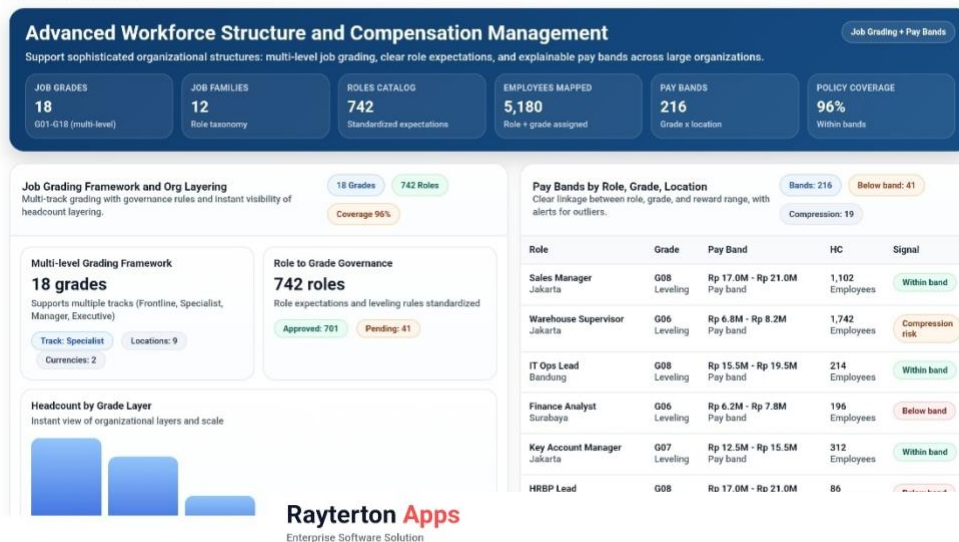- Workforce trends across units, grades, and roles
- Attrition patterns and risk indicators
- Performance distribution and calibration views
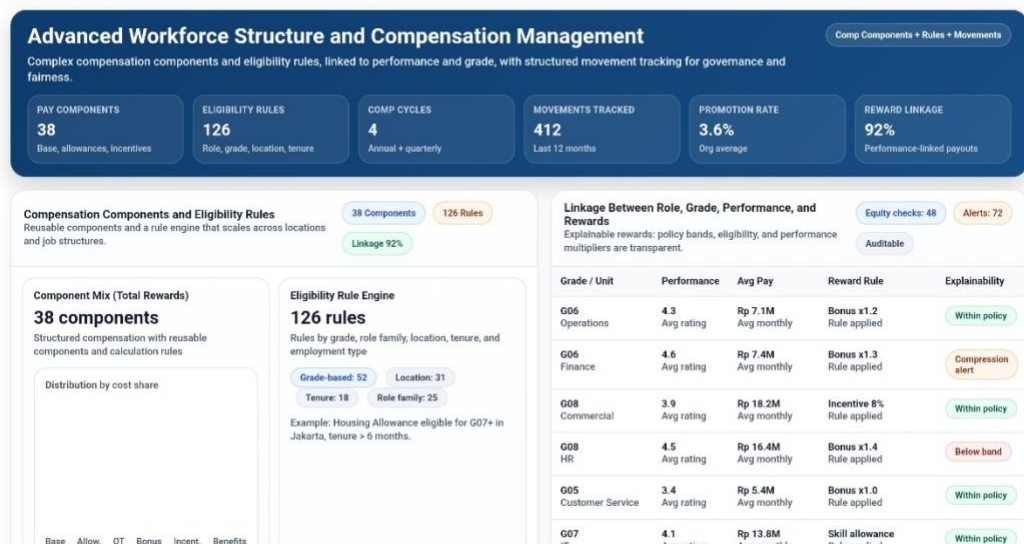- Compensation analysis across roles and organizational layers

These insights enable HR and leadership teams to move from reporting what happened to understanding why it happened and where risks are emerging.

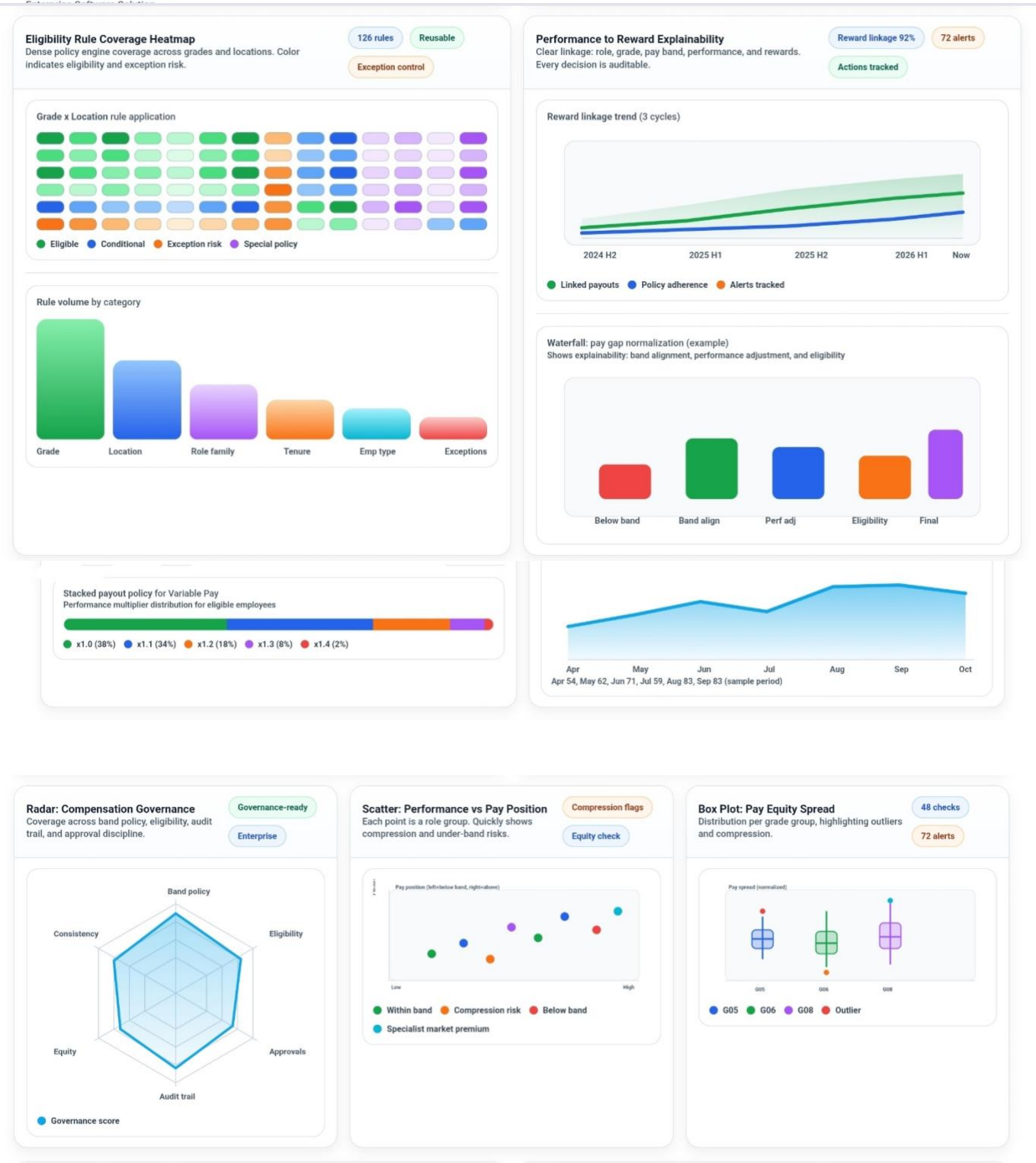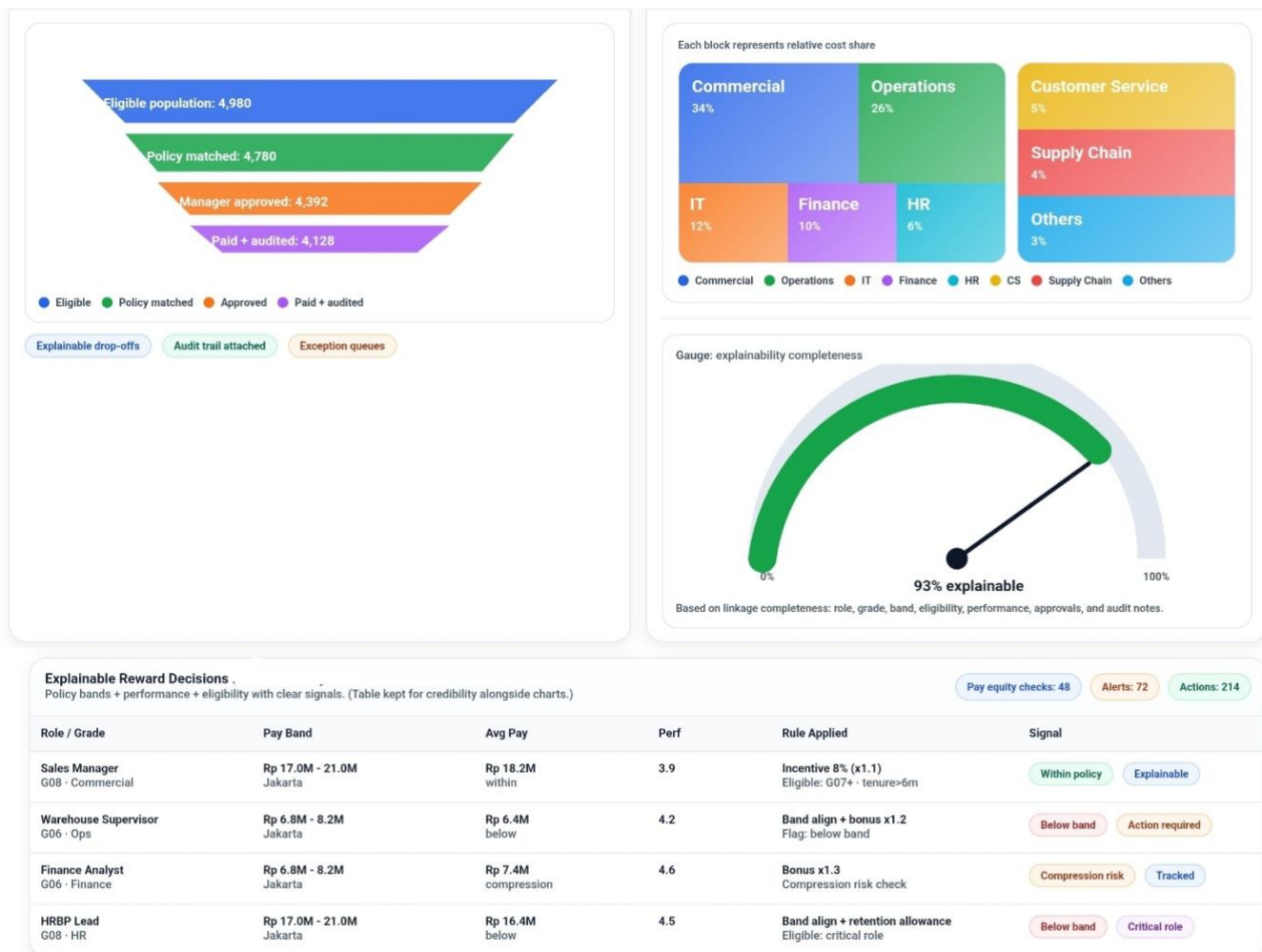## Advanced Workforce Structure and Compensation Management

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Eligibility Rule Coverage Heatmap
Dense policy engine coverage across grades and locations. Color indicates eligibility and exception risk.

`126 rules` `Reusable` `Exception control`

Grade x Location rule application

● Eligible ● Conditional ● Exception risk ● Special policy

Rule volume by category

Grade | Location | Role family | Tenure | Emp type | Exceptions

Stacked payout policy for Variable Pay
Performance multiplier distribution for eligible employees

● x1.0 (38%) ● x1.1 (34%) ● x1.2 (18%) ● x1.3 (8%) ● x1.4 (2%)

Performance to Reward Explainability
Clear linkage: role, grade, pay band, performance, and rewards. Every decision is auditable.

`Reward linkage 92%` `72 alerts` `Actions tracked`

Reward linkage trend (3 cycles)

2024 H2 | 2025 H1 | 2025 H2 | 2026 H1 | Now

● Linked payouts ● Policy adherence ● Alerts tracked

Waterfall: pay gap normalization (example)
Shows explainability: band alignment, performance adjustment, and eligibility

Below band | Band align | Perf adj | Eligibility | Final

Apr | May | Jun | Jul | Aug | Sep | Oct
Apr 54, May 62, Jun 71, Jul 59, Aug 83, Sep 83 (sample period)

Radar: Compensation Governance
Coverage across band policy, eligibility, audit trail, and approval discipline.

`Governance-ready` `Enterprise`

● Governance score

Scatter: Performance vs Pay Position
Each point is a role group. Quickly shows compression and under-band risks.

`Compression flags` `Equity check`

Pay position (left=below band, right=above)

Low | High

● Within band ● Compression risk ● Below band
● Specialist market premium

Box Plot: Pay Equity Spread
Distribution per grade group, highlighting outliers and compression.

`48 checks` `72 alerts`

Pay spread (normalized)

G05 | G06 | G08

● G05 ● G06 ● G08 ● Outlier

Each block represents relative cost share

Gauge: explainability completeness

93% explainable

Based on linkage completeness: role, grade, band, eligibility, performance, approvals, and audit notes.

Explainable Reward Decisions .
Policy bands + performance + eligibility with clear signals. (Table kept for credibility alongside charts.)

Pay equity checks: 48   Alerts: 72   Actions: 214

Role / Grade	Pay Band	Avg Pay	Perf	Rule Applied	Signal	
Sales Manager G08 · Commercial	Rp 17.0M - 21.0M Jakarta	Rp 18.2M within	3.9	Incentive 8% (x1.1) Eligible: G07+ · tenure>6m	Within policy	Explainable
Warehouse Supervisor G06 · Ops	Rp 6.8M - 8.2M Jakarta	Rp 6.4M below	4.2	Band align + bonus x1.2 Flag: below band	Below band	Action required
Finance Analyst G06 · Finance	Rp 6.8M - 8.2M Jakarta	Rp 7.4M compression	4.6	Bonus x1.3 Compression risk check	Compression risk	Tracked
HRBP Lead G08 · HR	Rp 17.0M - 21.0M Jakarta	Rp 16.4M below	4.5	Band align + retention allowance Eligible: critical role	Below band	Critical role

PeopleOS Enterprise supports more sophisticated organizational structures, including:

- *Multi-level job grading frameworks*
- *Complex compensation components and eligibility rules*
- *Structured promotion and movement tracking*
- *Clear linkage between role, grade, performance, and rewards*

This ensures consistency, fairness, and explainability across large and growing organizations.

Enhanced Managerial and Approval Governance

As organizations scale, informal approvals stop working. PeopleOS Enterprise introduces :

- *Multi-layer approval workflows*
- *Delegation rules and escalation paths*
- *Role-based authority enforcement*
- *Policy-driven decision routing*

This ensures decisions remain controlled, auditable, and aligned even as leadership layers increase.

Talent Management at Enterprise Depth
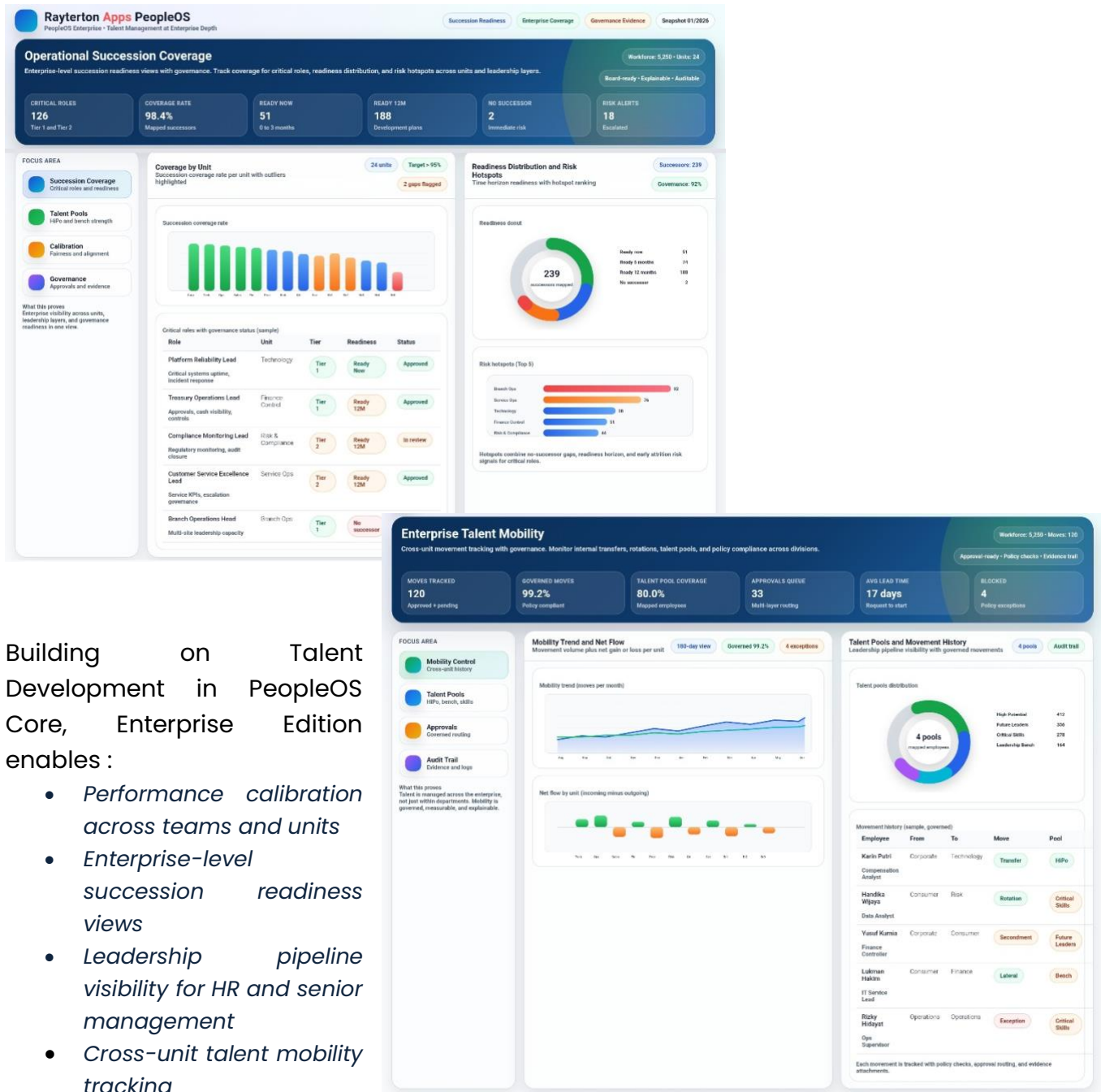
Building on Talent Development in PeopleOS Core, Enterprise Edition enables :

- *Performance calibration across teams and units*
- *Enterprise-level succession readiness views*
- *Leadership pipeline visibility for HR and senior management*
- *Cross-unit talent mobility tracking*

This allows organizations to manage talent not just within departments, but across the enterprise.

# Organization Structure Change Control Tower
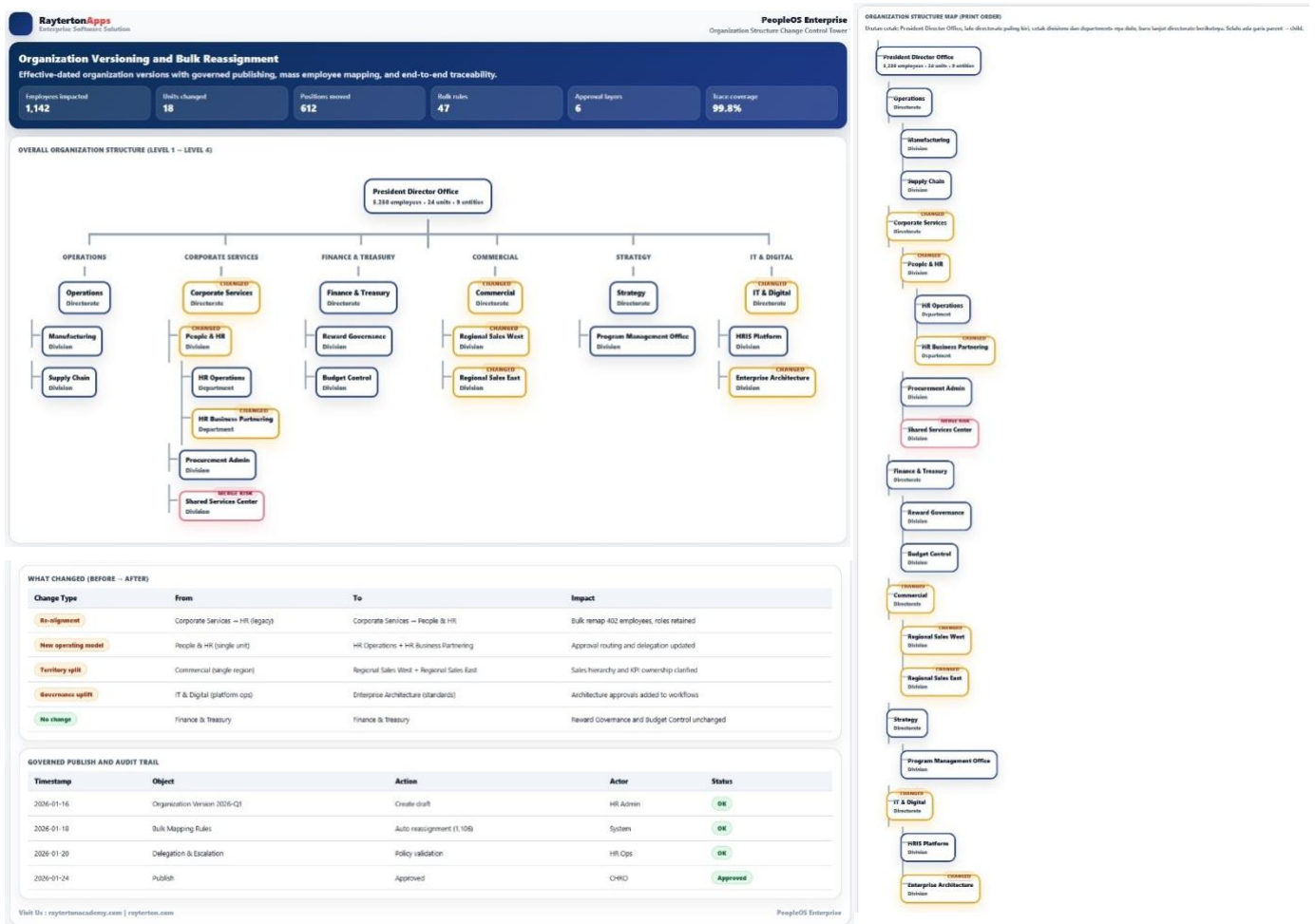
PeopleOS Organization Structure Change Control Tower enables HR and leadership teams to manage organizational restructures quickly and confidently, without the need for manual, employee-by-employee updates.

HR can define a new organization structure version with an effective date, and PeopleOS will automatically perform bulk reassignment and auto-mapping across affected employees, covering organizational units, positions, cost centers, and reporting lines.

All structural changes are governed through approval workflows and recorded as a full audit trail, ensuring that even frequent reorganizations remain controlled, traceable, and fully accountable. This allows organizations to evolve their structure at scale while maintaining governance, data integrity, and executive oversight.

Auditability, Control, and Readiness
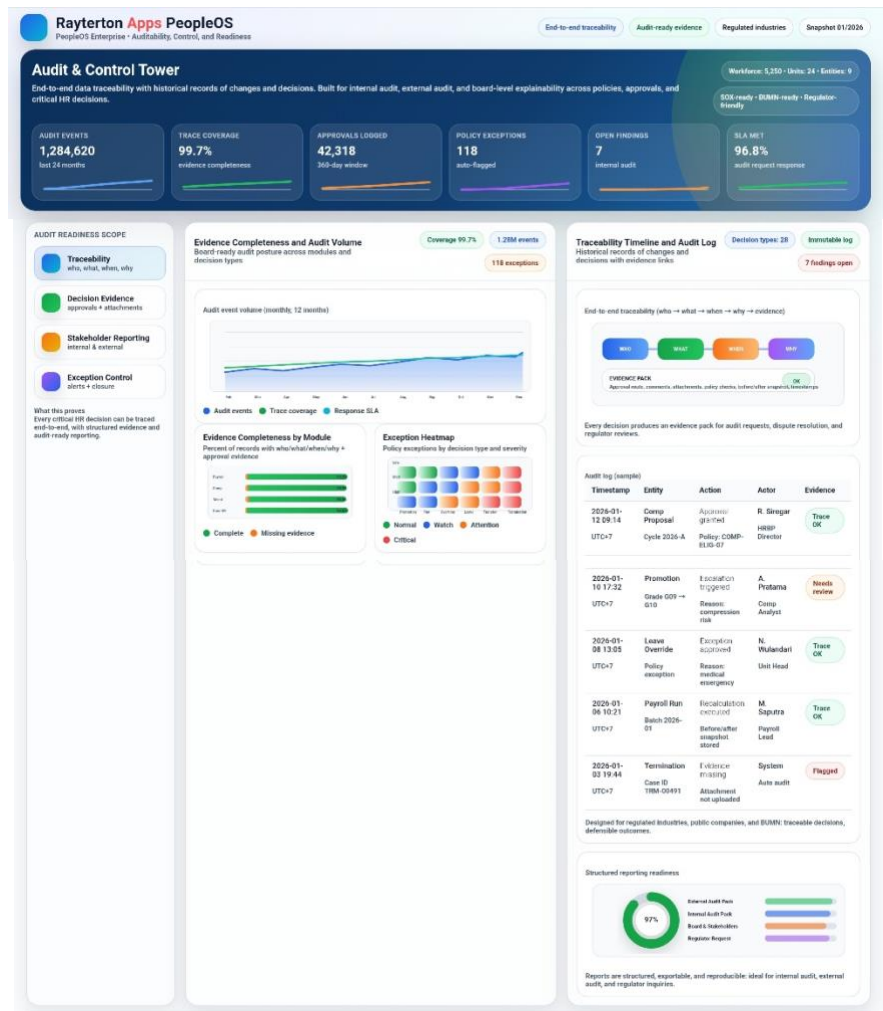
PeopleOS Enterprise strengthens audit readiness through :

- *End-to-end data traceability*
- *Clear historical records of changes and decisions*
- *Structured reporting for internal and external stakeholders*

This is particularly important for regulated industries, public companies, and state-owned enterprises.

Ready to fully customize PeopleOS Enterprise to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

Contact Us :

+62 812 9615 0369   marketing@rayterton.com

Rayterton PeopleOS Strategic Talent Suite

Advanced Strategic Layer for Enterprise Talent Architecture
While PeopleOS Core and Enterprise addresses end-to-end Human Capital operations and insights, large enterprises often require a higher strategic layer to design, govern, and future-proof their talent architecture. The PeopleOS Strategic Talent Suite is designed as an executive-driven system to support enterprise-level talent decisions, workforce strategy, and long-term leadership readiness

An additional Suite for Talent Architecture & Workforce Strategy System

Strategic Talent Suite Modules

Talent Review & Classification – Structured talent review sessions, performance–potential analysis, and enterprise talent pool governance.

Success Profile & Job Architecture – Success profiles per job family, role complexity mapping, and standardized job architecture.

Strategic Workforce Planning – Talent demand vs supply analysis, critical role identification, and multi-year workforce scenarios.

Grade & Job Evaluation – Grade descriptor engine, job evaluation scoring, and anomaly detection.

Career Architecture – Competency-based career paths, cross-family mobility rules, and succession readiness scoring.

Strategic Learning & Curriculum – Talent gap analysis, automated curriculum design, and leadership pipeline planning.

Designed For

CHRO, HR Strategy Teams, Talent Committee, Executive Management and Board.

Designed for organizations ready to elevate talent decisions from operational management to strategic governance.

Share your workforce challenges and long-term talent goals. Rayterton will configure the Strategic Talent Suite to reflect your organization's architecture, governance model, and leadership priorities.

Contact Us :

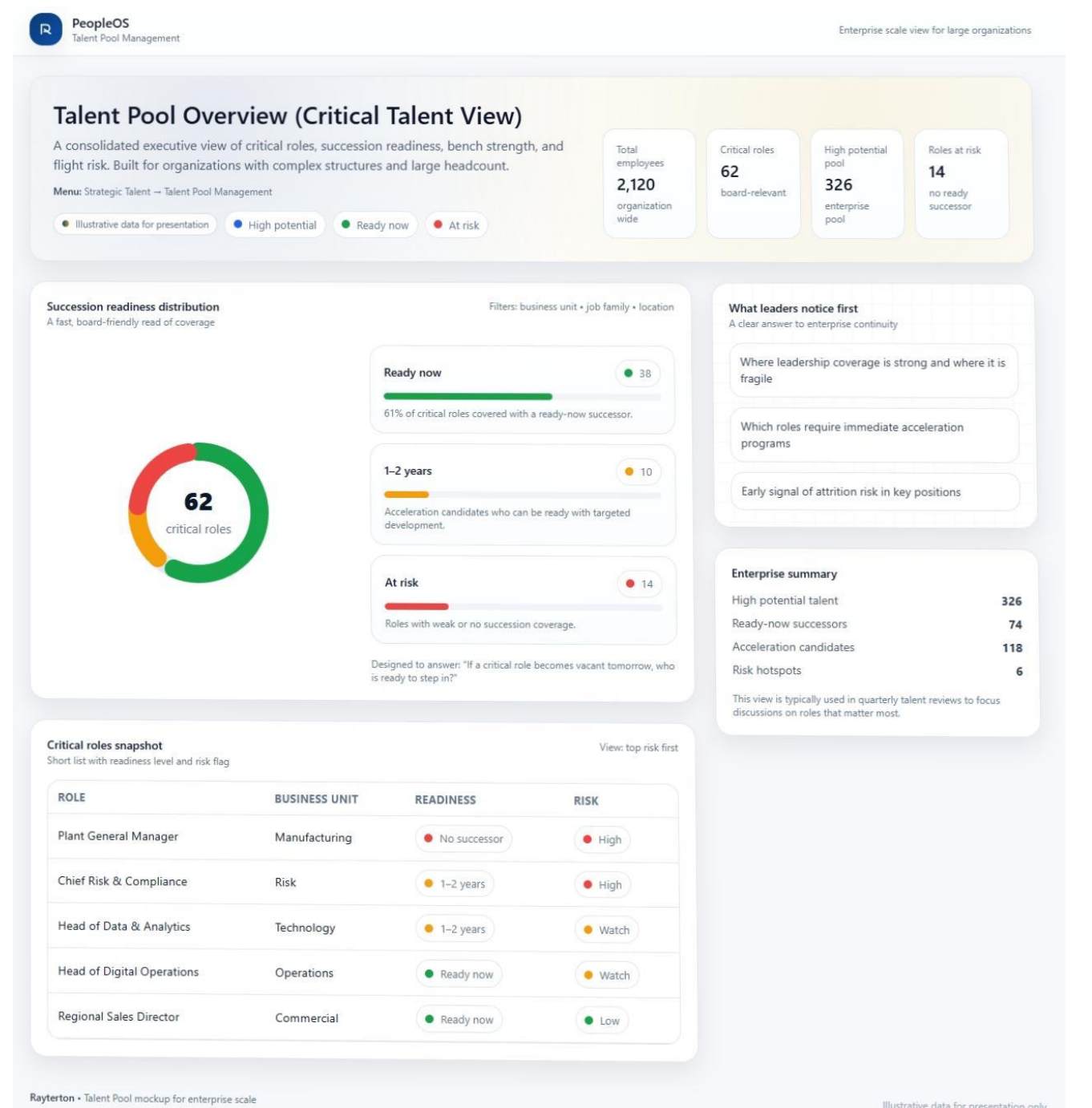📞 **+62 812 9615 0369**   ✉️ **marketing@rayterton.com**

Talent Review (9-Box Performance & Potential)

The Talent Review module provides leadership with a clear, structured view of organizational strength by mapping performance and potential across the workforce. Executives can quickly identify high performers, emerging leaders, solid contributors, and critical risk areas, enabling data-backed decisions for promotion, development investment, and succession prioritization. This view transforms talent discussions from subjective opinions into a shared, evidence-driven dialogue aligned with business strategy.

Rayterton • Talent Review mockup for enterprise scale
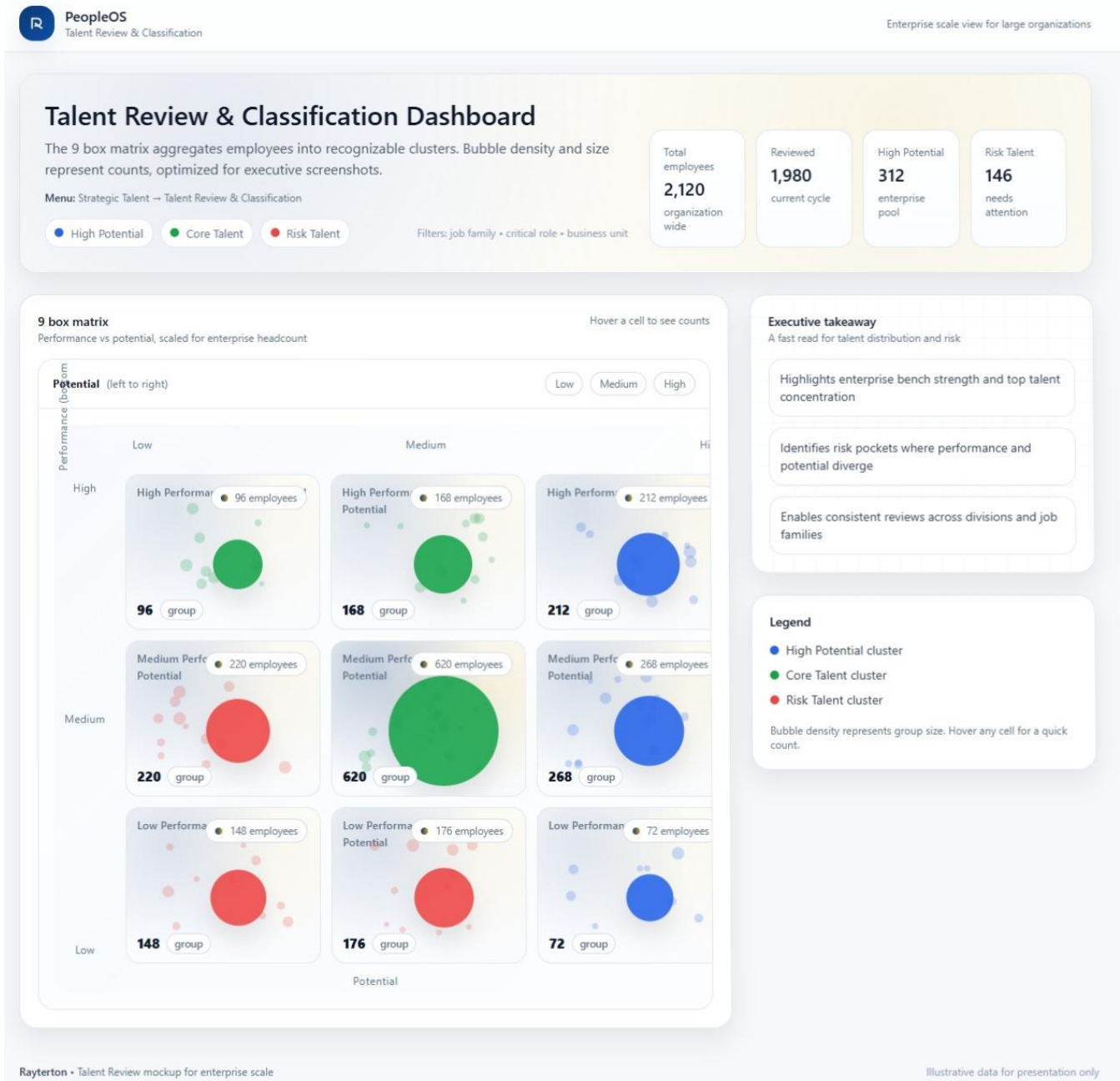
Talent Pool & Critical Talent Overview

Talent Pool consolidates high-potential and critical talent into a single, enterprise-wide view, allowing leaders to understand where future leadership capacity truly resides. By segmenting talent based on readiness, role criticality, and strategic value, organizations gain clarity on bench strength and vulnerability. This module ensures that growth, transformation, and leadership continuity are supported by a visible and measurable talent pipeline.


PeopleOS
Talent Pool Management

Enterprise scale view for large organizations

Talent Pool Overview (Critical Talent View)

A consolidated executive view of critical roles, succession readiness, bench strength, and flight risk. Built for organizations with complex structures and large headcount.

Menu: Strategic Talent → Talent Pool Management

- Illustrative data for presentation   ● High potential   ● Ready now   ● At risk

Total employees	Critical roles	High potential pool	Roles at risk
2,120 organization wide	62 board-relevant	326 enterprise pool	14 no ready successor

Succession readiness distribution
A fast, board-friendly read of coverage

Filters: business unit • job family • location

62 critical roles

Ready now ● 38
61% of critical roles covered with a ready-now successor.

1–2 years ● 10
Acceleration candidates who can be ready with targeted development.

At risk ● 14
Roles with weak or no succession coverage.

Designed to answer: "If a critical role becomes vacant tomorrow, who is ready to step in?"

What leaders notice first
A clear answer to enterprise continuity

Where leadership coverage is strong and where it is fragile

Which roles require immediate acceleration programs

Early signal of attrition risk in key positions

Enterprise summary

High potential talent	326
Ready-now successors	74
Acceleration candidates	118
Risk hotspots	6

This view is typically used in quarterly talent reviews to focus discussions on roles that matter most.

Critical roles snapshot
Short list with readiness level and risk flag

View: top risk first

ROLE	BUSINESS UNIT	READINESS	RISK
Plant General Manager	Manufacturing	● No successor	● High
Chief Risk & Compliance	Risk	● 1–2 years	● High
Head of Data & Analytics	Technology	● 1–2 years	● Watch
Head of Digital Operations	Operations	● Ready now	● Watch
Regional Sales Director	Commercial	● Ready now	● Low

Rayterton • Talent Pool mockup for enterprise scale

Illustrative data for presentation only

Success Profile & Job Architecture

Success Profile defines what "great" looks like for each job family by formalizing competencies, leadership attributes, and experience expectations. This creates a consistent foundation for promotion, mobility, performance evaluation, and succession decisions across the enterprise. By standardizing role expectations, organizations reduce bias, improve fairness, and ensure that talent decisions are aligned with long-term organizational capability needs.
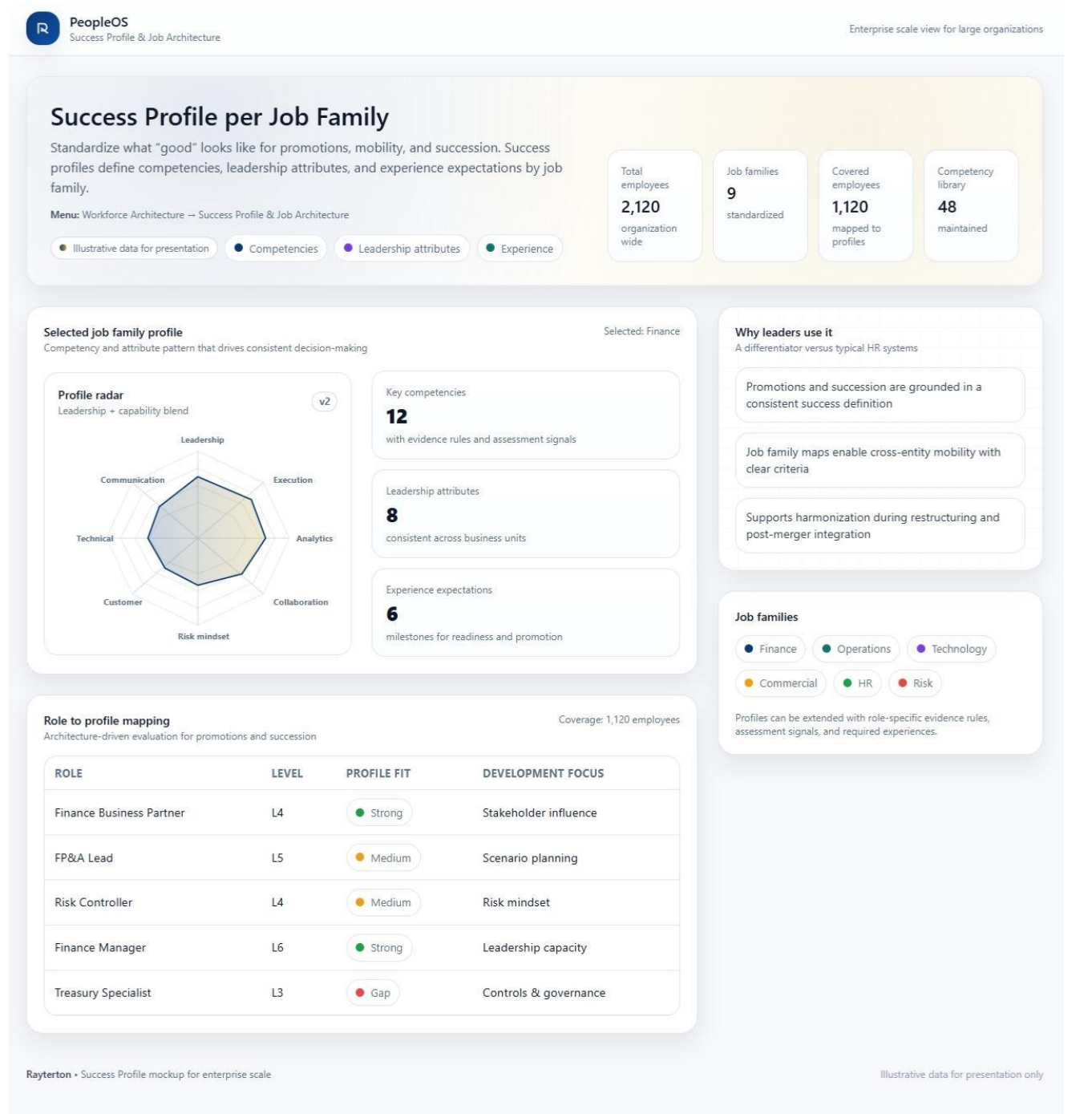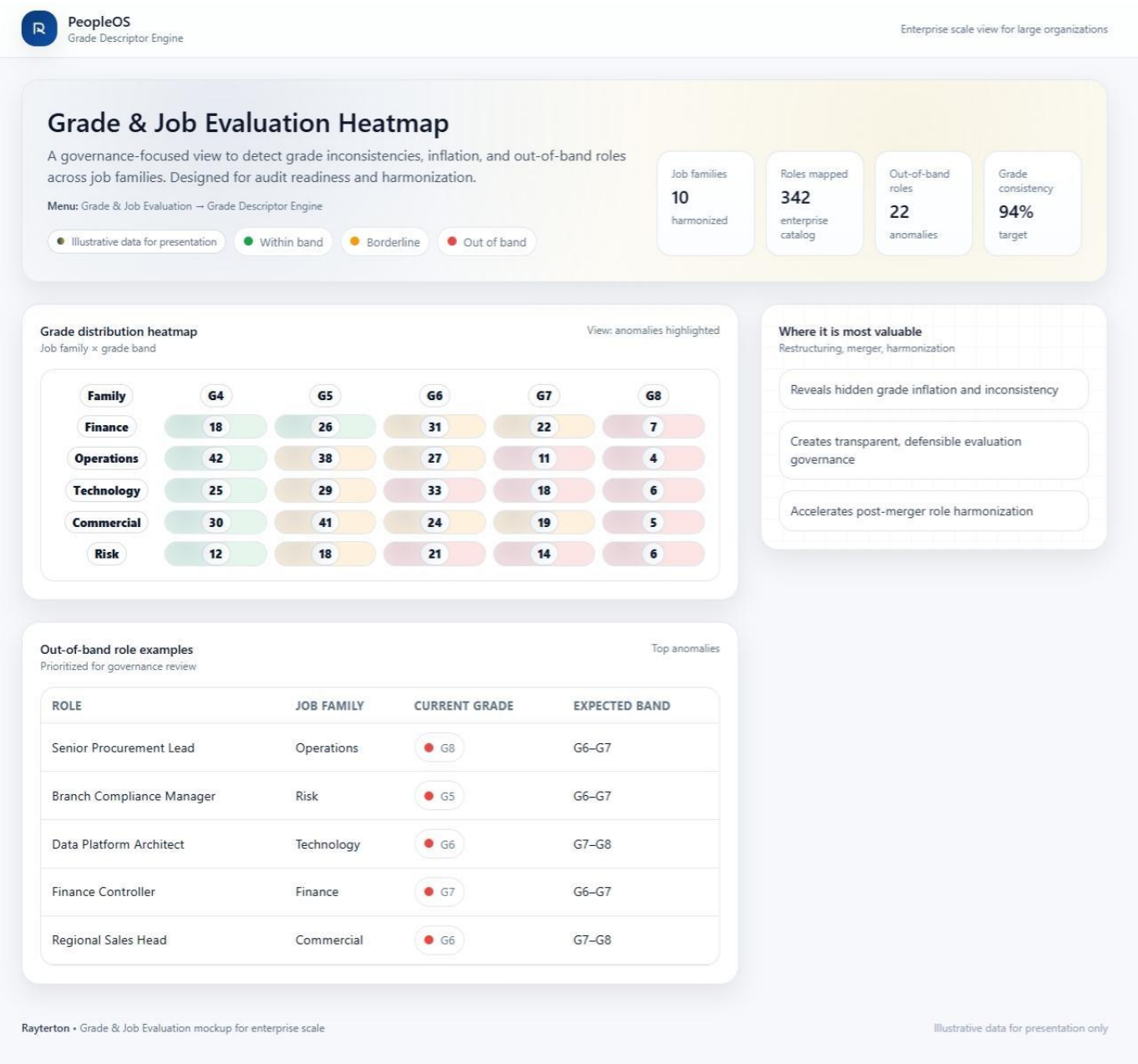
Strategic Workforce Planning (Demand vs Supply)

Strategic Workforce Planning connects business growth plans with future workforce requirements through a multi-year demand and supply analysis. Leaders can visualize upcoming capability gaps, assess workforce risks, and compare scenarios before they materialize into operational constraints. This module supports informed budgeting, hiring strategy, and upskilling decisions, positioning workforce planning as a core element of enterprise strategy rather than a reactive HR exercise.
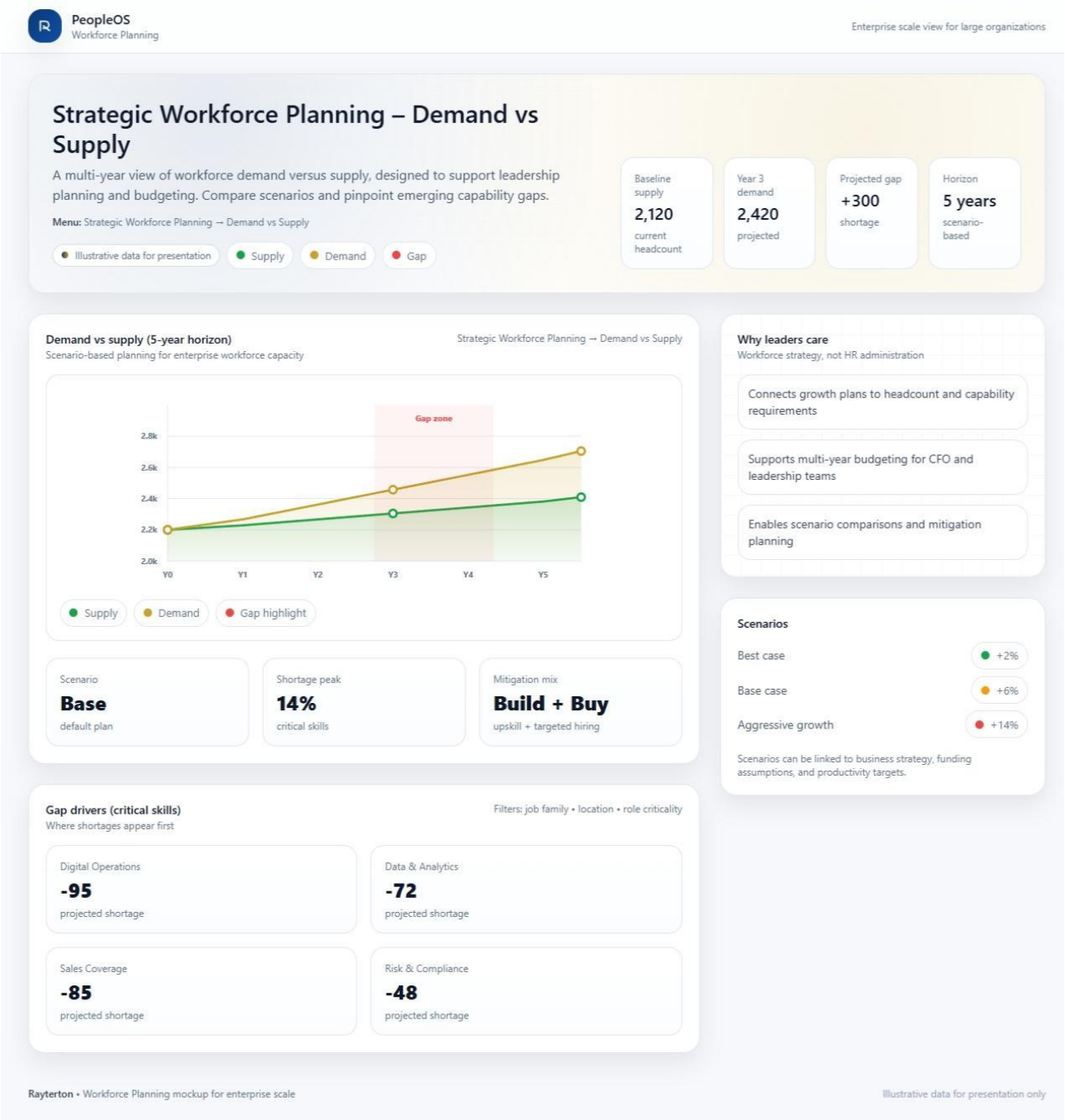
Grade & Job Evaluation Governance

Grade & Job Evaluation provides a governance-focused view to ensure role consistency, internal equity, and structural integrity across the organization. Through distribution heatmaps and anomaly detection, leadership can identify grade inflation, misaligned roles, and post-merger inconsistencies with confidence. This module strengthens organizational credibility, audit readiness, and fairness by anchoring compensation and career decisions to a transparent evaluation framework.

PeopleOS
Grade Descriptor Engine

Enterprise scale view for large organizations

Grade & Job Evaluation Heatmap

A governance-focused view to detect grade inconsistencies, inflation, and out-of-band roles across job families. Designed for audit readiness and harmonization.

Menu: Grade & Job Evaluation → Grade Descriptor Engine

● Illustrative data for presentation   ● Within band   ● Borderline   ● Out of band

Job families	Roles mapped	Out-of-band roles	Grade consistency
10 harmonized	**342** enterprise catalog	**22** anomalies	**94%** target

Grade distribution heatmap
Job family × grade band

View: anomalies highlighted

Family	G4	G5	G6	G7	G8
Finance	18	26	31	22	7
Operations	42	38	27	11	4
Technology	25	29	33	18	6
Commercial	30	41	24	19	5
Risk	12	18	21	14	6

Where it is most valuable
Restructuring, merger, harmonization

- Reveals hidden grade inflation and inconsistency
- Creates transparent, defensible evaluation governance
- Accelerates post-merger role harmonization

Out-of-band role examples
Prioritized for governance review

Top anomalies

ROLE	JOB FAMILY	CURRENT GRADE	EXPECTED BAND
Senior Procurement Lead	Operations	● G8	G6–G7
Branch Compliance Manager	Risk	● G5	G6–G7
Data Platform Architect	Technology	● G6	G7–G8
Finance Controller	Finance	● G7	G6–G7
Regional Sales Head	Commercial	● G6	G7–G8

Rayterton • Grade & Job Evaluation mockup for enterprise scale

Illustrative data for presentation only

Career Architecture & Succession Readiness

Career Architecture & Succession Readiness links critical roles to successor pipelines and readiness levels, giving executives a direct view of leadership continuity. By highlighting "ready now," future-ready, and at-risk positions, organizations can proactively address succession gaps before they become business risks. This module enables confident board-level discussions on leadership resilience, continuity planning, and long-term organizational sustainability.
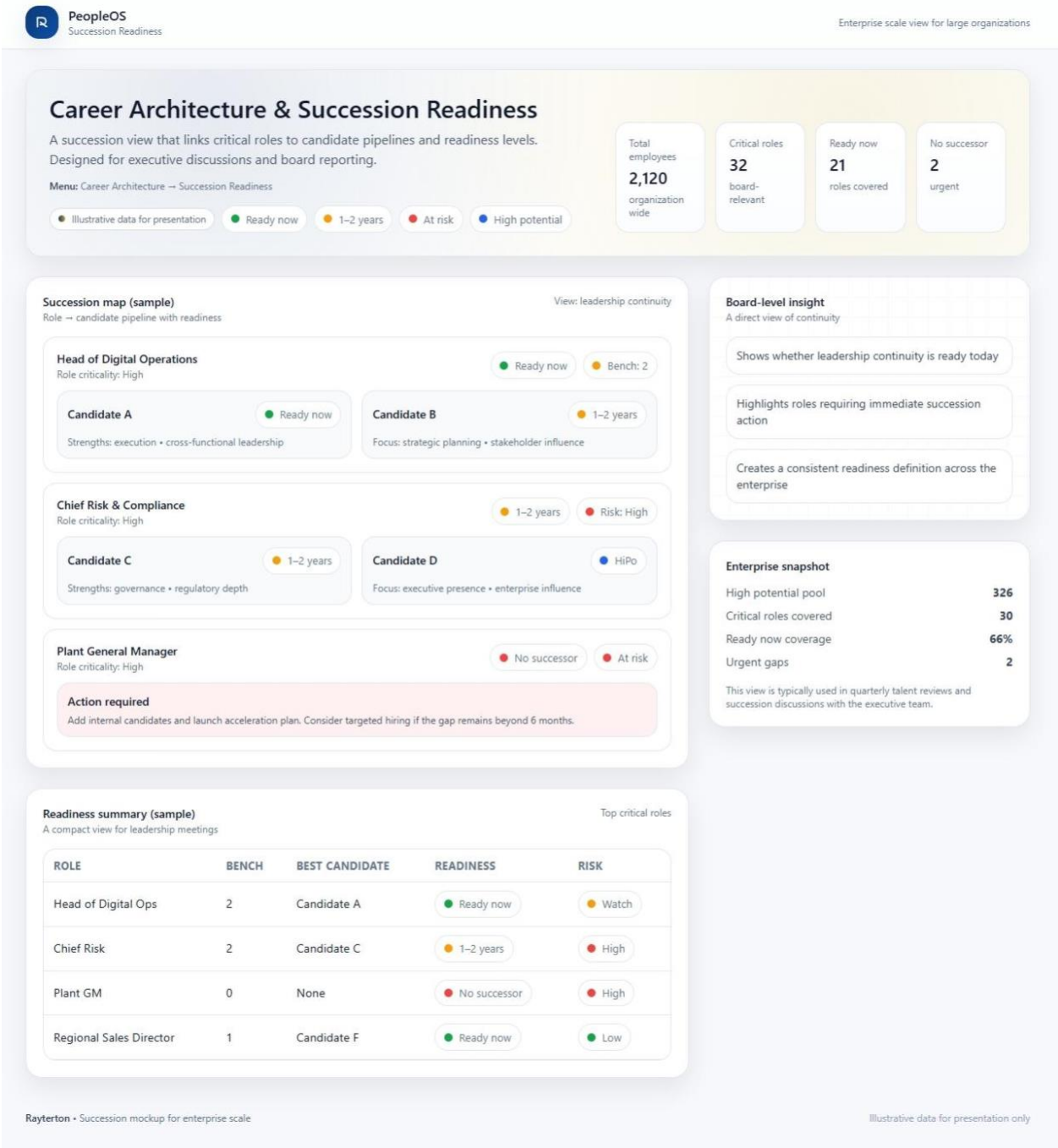
Rayterton PeopleOS
Executive Alignment & Governance Suite

Designed as a unique executive-only strategic layer, this suite enables top management to align people strategy with business direction, formalize governance, and institutionalize critical decisions.
Unlike traditional HR systems, the Executive Alignment & Governance Suite is purpose-built for CEOs, Boards, and Executive Committees, with controlled access and governance-focused workflows.

An additional Suite for Executive People Strategy & Governance System

Rayterton PeopleOS Executive Alignment & Governance Suite

Executive People Strategy & Governance System

Key Capabilities

Executive Alignment Workspace – Strategy alignment canvas, HR–business linkage mapping, and executive decision notes.

Organizational Diagnostic – Talent risk assessment, capability gap heatmaps, and structural issue logging.

People Strategy Roadmap – Short, mid, and long-term initiative roadmap with priority and dependency mapping.

People Governance Model – Decision authority matrix, governance cadence, and talent governance charter.

Change Readiness & Commitment – Stakeholder commitment tracking, readiness scoring, and executive sign-off trail.

Workshop Output Repository – Secure repository for alignment documents, strategy notes, and decision history.

Designed For

CEO, Board of Directors, Commissioners, and CHRO. HR functions operate as supporting administrators only.

Executive Alignment Workspace (Strategy Alignment Canvas)

The Executive Alignment Workspace provides a single, board-grade canvas where business objectives, people priorities, and leadership capability themes are aligned in one coherent view. It enables executives to see how people strategy directly supports corporate goals, while capturing executive notes and alignment decisions in context. This workspace shifts people discussions from opinions to architecture, ensuring that strategic intent, ownership, and alignment status are transparent and decision-driven
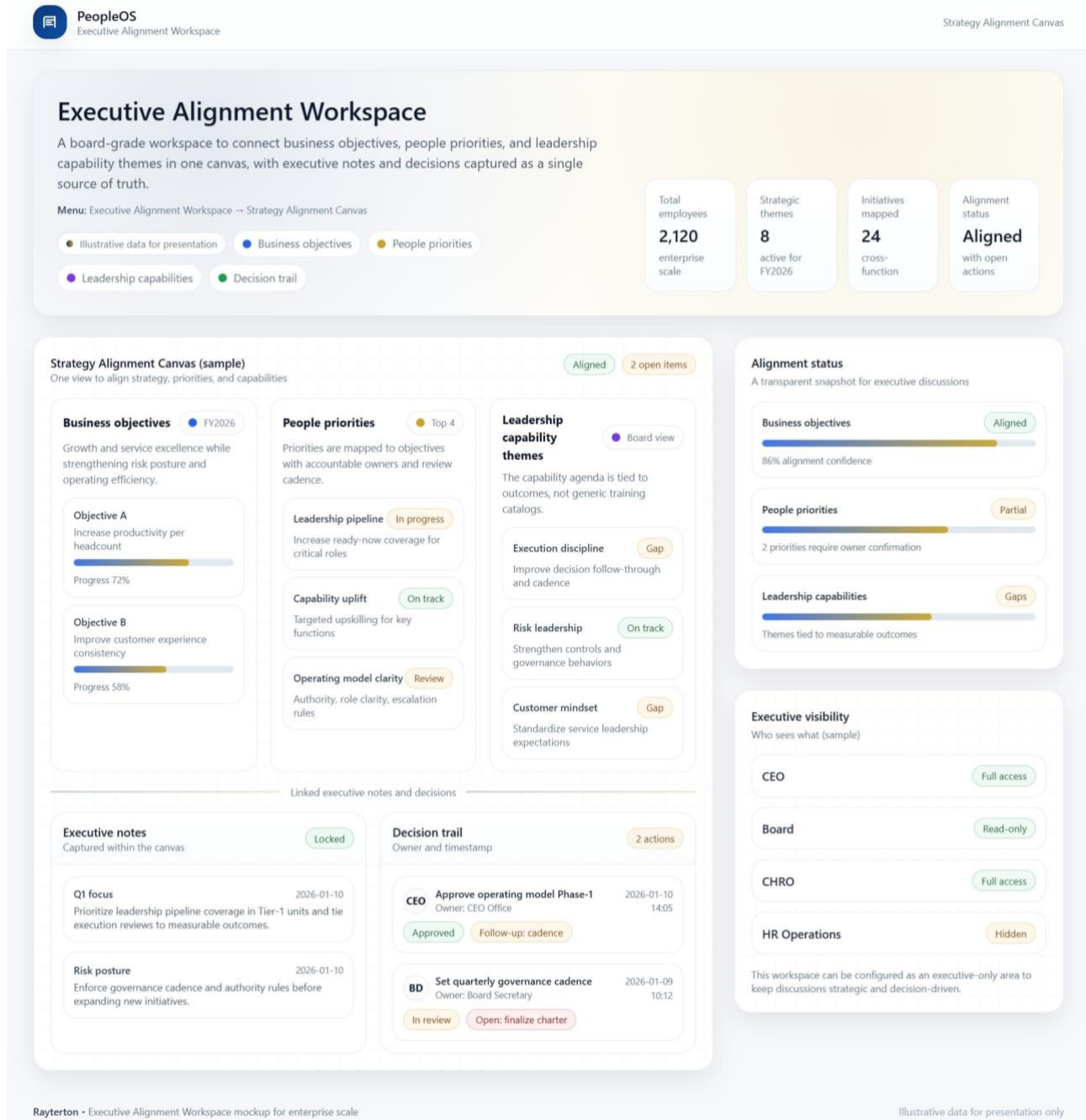
Organizational Diagnostic – Talent Risk Heatmap

The Talent Risk Heatmap delivers an immediate, visual answer to where the organization is exposed if critical talent fails, leaves, or is underprepared. By mapping leadership risk, capability gaps, and succession risk across units, functions, and critical roles, executives can identify concentration of risk within seconds. This dashboard feels like a risk management tool rather than HR analytics, making it highly effective for board-level governance and enterprise risk discussions.
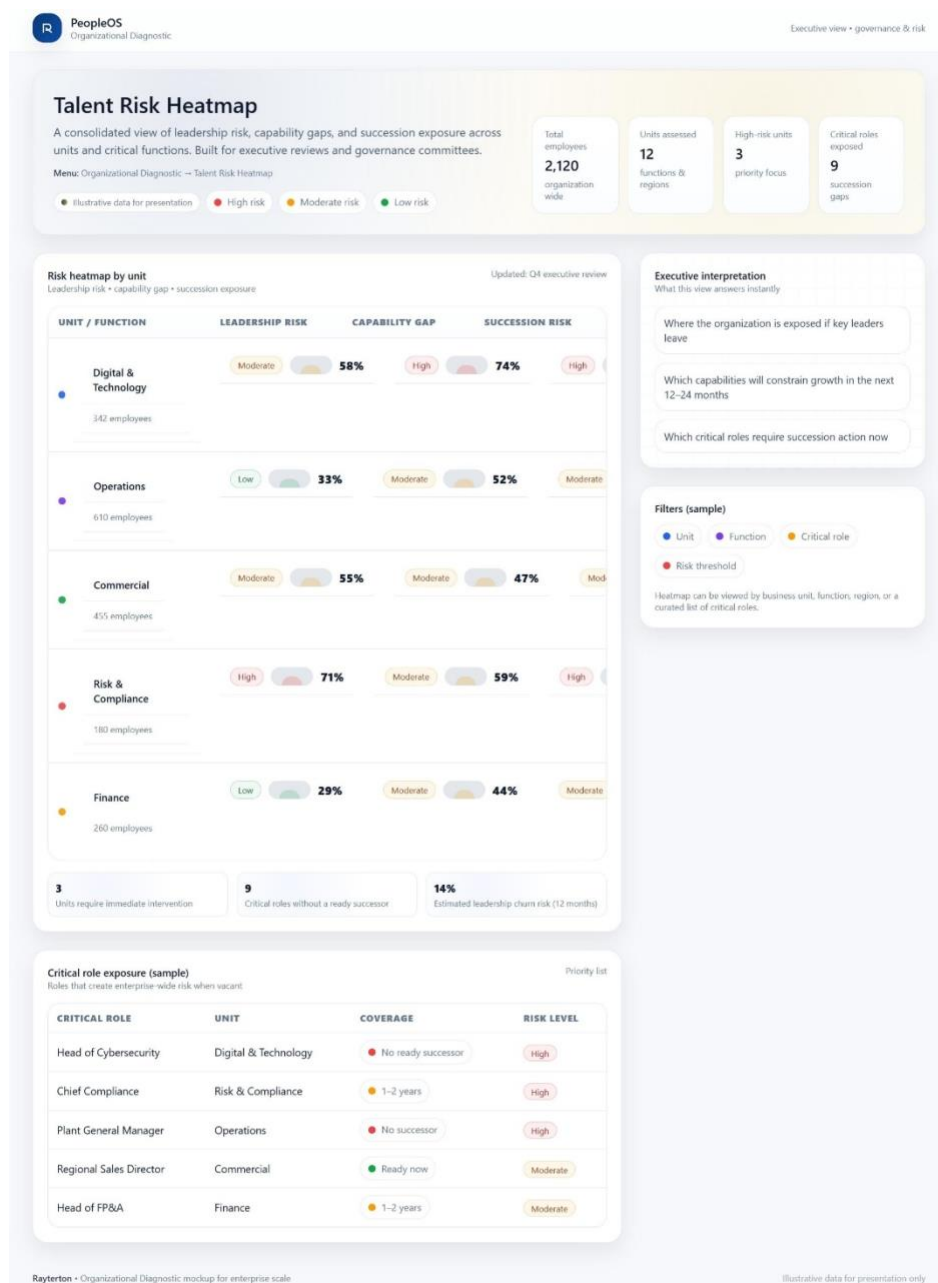
People Strategy Roadmap (Multi-Year View)

The People Strategy Roadmap presents a clear 3–5 year view of strategic people initiatives aligned to business phases and corporate priorities. It shows not only what initiatives are planned, but also their dependencies, executive sponsorship, and timing across multiple years. This roadmap demonstrates that people strategy is an integral part of corporate strategy, providing the board with confidence that decisions are structured, deliberate, and not ad-hoc.
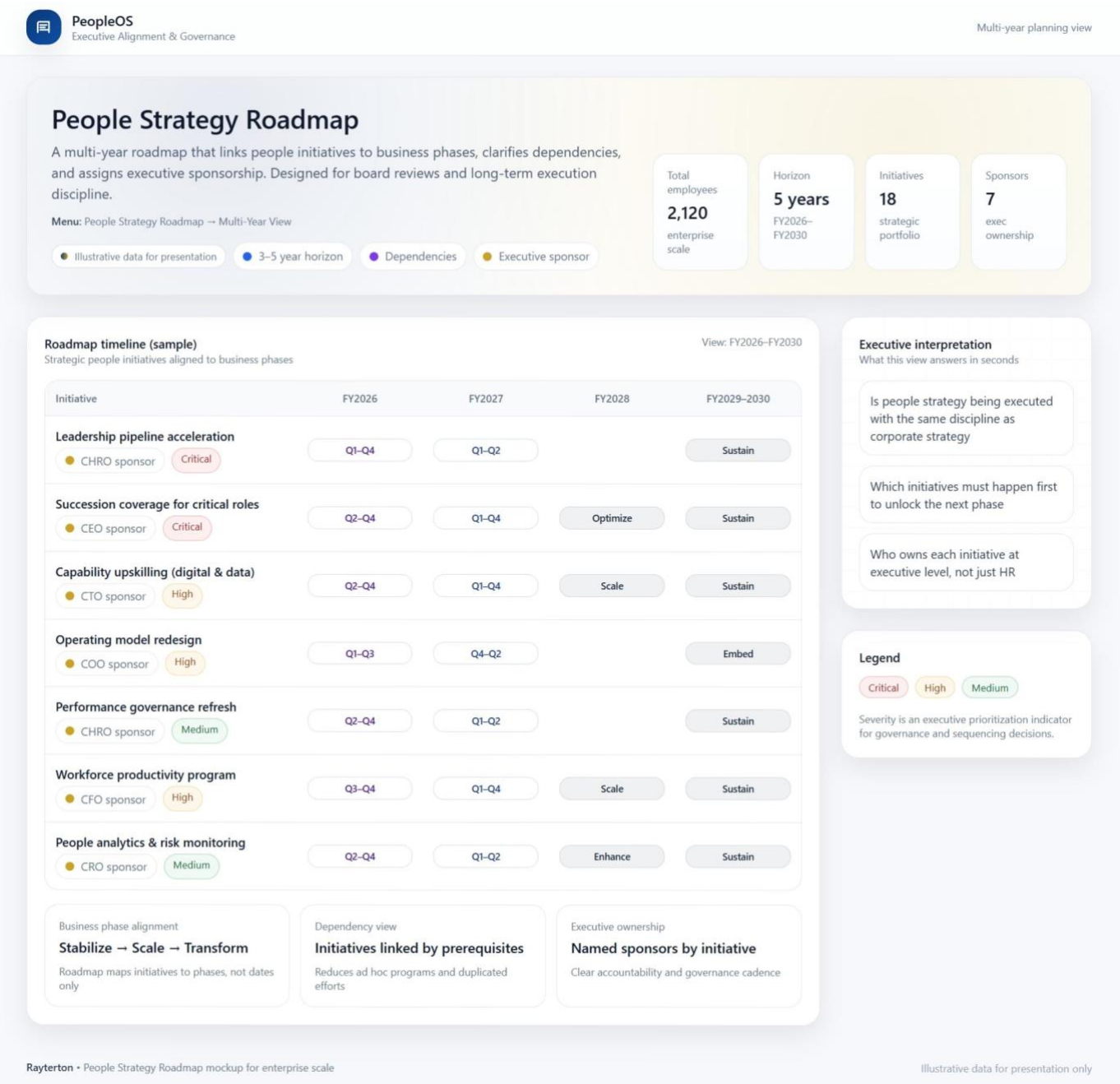
People Governance Model (Decision Authority Matrix)

The People Governance Model defines who has decision authority over key people decisions such as promotions, succession, and restructuring. Through a clear decision authority matrix and approval flow, it makes governance explicit rather than implicit. This model differentiates PeopleOS from traditional HR systems by positioning HR as an enabler, while decision ownership remains clearly anchored at executive and board levels, which is critical for regulated and large enterprises.

Change Readiness & Commitment Dashboard

The Change Readiness & Commitment Dashboard moves strategy beyond planning into execution by tracking readiness scores, executive sign-offs, and leadership commitment across units. It answers a fundamental executive question: are leaders truly committed to the change? By making accountability visible, this dashboard reduces execution risk and ensures that transformation initiatives are supported by measurable commitment, not assumptions.

Rayterton • Change Readiness & Commitment mockup for enterprise scale — Illustrative data for presentation only
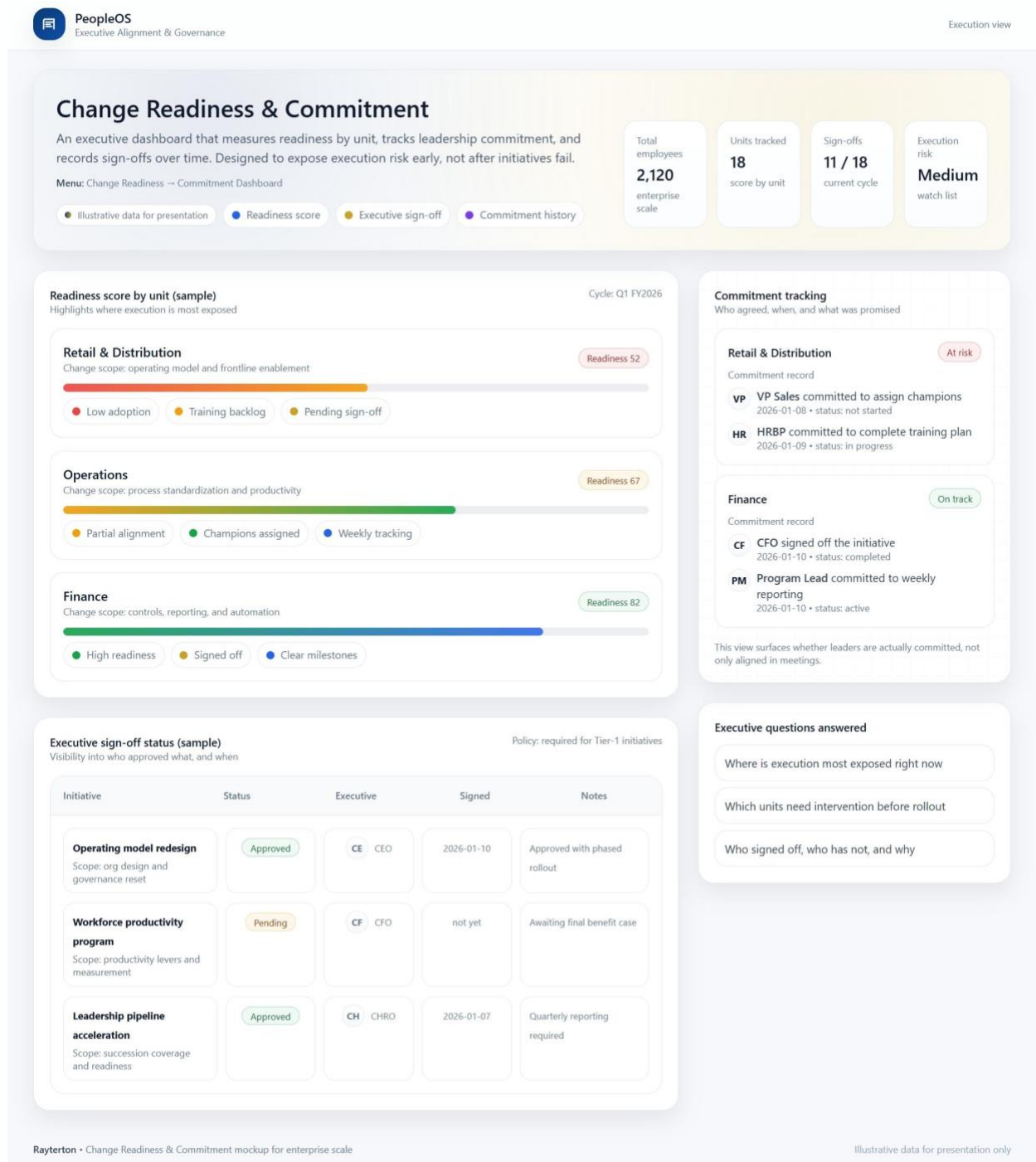
Workshop Output Repository (Executive History Trail)

The Workshop Output Repository serves as an institutional memory for strategic people decisions, capturing alignment documents, strategy notes, and decision history with clear timestamps and decision owners. This ensures that strategic intent and rationale are preserved even as leadership changes over time. The repository strengthens governance, auditability, and continuity, positioning PeopleOS as a long-term institutional system rather than a temporary management tool.
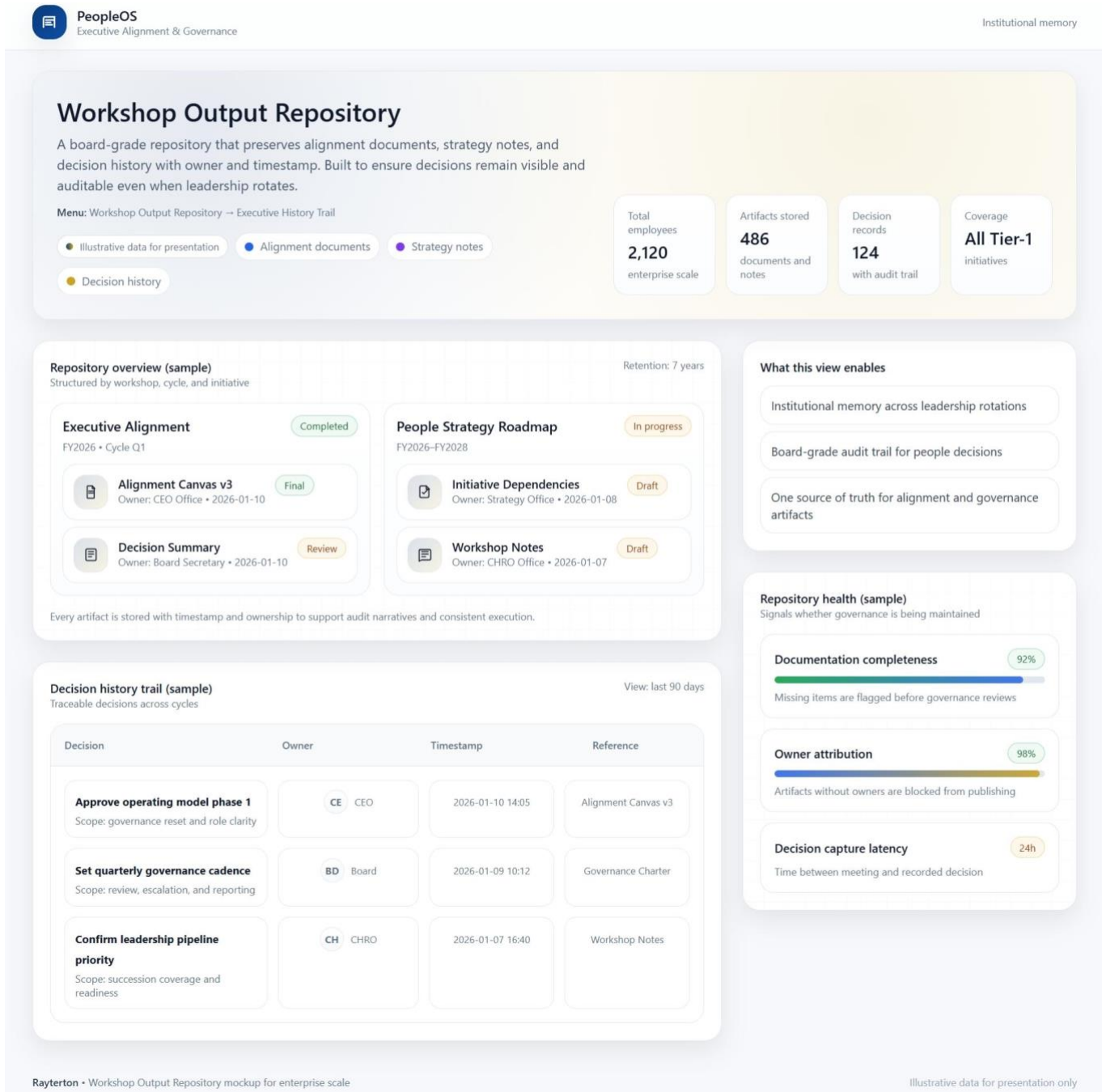
Ready to Align People Strategy at the Executive Level

Share your business direction, organizational challenges, and governance priorities. Rayterton will configure the Executive Alignment & Governance Suite to formalize strategic decisions, executive alignment, and people governance across your organization.

This suite is built for CEOs, Boards, and Executive Committees who require visibility, alignment, and governance over people strategy, beyond operational HR systems.

Engage Rayterton to institutionalize executive intent into a formal people governance platform.

Contact Us :

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About Rayterton

Established in 2003, Rayterton delivers comprehensive Best Fit Software Solutions, server and hardware products, and technology services to a wide range of industries and organizations. Our core expertise lies in Business Process Improvement (BPI), IT Infrastructure, and IT Management.

At Rayterton, we are committed to empowering our clients by enhancing their business operations through tailored IT and management solutions. We combine innovation, experience, and client collaboration to ensure long-term success and digital transformation.

Our Competitive Strengths

100% Risk Free	Best fit to client requirements	Easy to customize	Software ownership	No Change Request (CR) fees during maintenance

For more information, visit rayterton.com