HRMindMap™

Mapping the human side of work.

SOLUTION PAPER · GLOBAL PHARMA PARTNERING SUMMIT 2026

The Future of Pharma Workforce Management

HRMindMap: the Agentic AI HR Operating System for pharmaceutical and life-sciences organizations

One Pharma Organization. Every Employee. Every Function. One Intelligent Workforce Platform.

November 2026 · hrmindmap.com

Why pharmaceutical workforce transformation matters

Every batch is made, tested, moved and sold by people whose qualifications must be demonstrable.

The challenge

Workforce data sits in disconnected HR, payroll, attendance, training and field-force tools, so leaders see people information late and in fragments.

The expectation

GMP regulators expect trained, qualified, supervised personnel and records that can be retrieved. Boards expect cost, productivity and risk visibility.

The opportunity

A connected, AI-assisted workforce platform can link HR processes across plants, labs, offices and the field, with humans approving every consequential decision.

One Pharma Organization. Every Employee. Every Function. One Intelligent Workforce Platform.

What this paper covers

I · Industry vision

Landscape, verified research and the HR challenge matrix (pp. 3–5).

II · Regulatory readiness

HR, GMP, Part 11, 211.25, EU/WHO/ICH/Schedule M (pp. 6–10).

III · HRMindMap solutions

42-agent architecture and pharma use cases across functions (pp. 11–20).

IV · Outcomes

Dashboards, ROI scenarios, integration, security, roadmap (pp. 21–25).

Executive summary. Sources for quantitative claims appear on pages 3–4.

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Industry landscape: digital, AI and workforce pressure

Life-sciences leaders are investing in digital and AI. Workforce readiness decides whether that investment lands.

75%

of surveyed life-sciences executives were optimistic about 2025

Deloitte, n=150

~60%

cited gen AI or digital transformation as a key emerging trend

Deloitte, n=150

~60%

plan to increase gen AI investment across the value chain

Deloitte, n=150

~60%

named optimizing the operating model a 2025 priority (27% "very important")

Deloitte, n=150

What these findings mean for HR and workforce transformation (HRMindMap interpretation)

Digital needs a digital-ready workforce

Digital programmes change roles and skills. HR needs live skills and role data to plan reskilling and redeployment.

Operating-model pressure is a people-cost question

Optimizing the operating model depends on trustworthy headcount, cost and productivity data across sites and functions.

Gen AI needs governance

AI in HR must be supervised: clear approval points, audit trails and defined limits on what AI may decide.

APQC's 2025 pharmaceutical survey report also notes that more than 55% of pharmaceutical organizations use process automation in IT operations, customer service and finance. HR is a natural next domain. Source: apqc.org (published Sept 15, 2025; members-only report).

Source: Deloitte Center for Health Solutions, 2025 Life Sciences Outlook (Dec 2024). Survey of 150 C-suite executives in pharma, biotech, biosimilar and medtech across the US, Europe and Asia, fielded Aug–Sep 2024. deloitte.com/us/en/insights/industry/health-care/life-sciences-and-health-care-industry-outlooks/2025-life-sciences-executive-outlook.html

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Research and survey insights

What the evidence says, who was surveyed, and what we infer from it. Findings and interpretation are kept separate.

Source	Population / year	Published finding	What it may mean for HR (interpretation)
Deloitte 2025 Life Sciences Outlook	150 C-suite execs; pharma, biotech, biosimilar, medtech; fielded Aug–Sep 2024	37% prioritize resilient supply chains. 30% of biopharma execs (48% of medtech) say manufacturing and supply-chain risk could significantly affect 2025 strategy.	Plant and logistics workforce availability and qualification are part of supply resilience.
Deloitte 2025 Life Sciences Outlook	As above	Cybersecurity investment: 24% “very important”, 43% “important”.	HR systems hold sensitive personal data. Security and access governance are selection criteria.
APQC 2025 pharma survey report	Pharmaceutical organizations; sample size not public	More than 55% use process automation in IT, customer service and finance. Ethical AI skills rose most in importance. Internal mobility improved in over 40%.	Automation maturity exists outside HR. Skills and mobility data become strategic.
APQC 2026 HR transformation readiness	Pharma HR leaders; survey published June 24, 2026; sample size not public	Workforce data access is mostly siloed or limited, with very few reporting real-time availability. Scaled AI adoption remains limited.	A unified employee data layer is a precondition for analytics and AI.

Not used: any statistic we could not verify from public sources. We do not present general workforce statistics as pharma-specific. ROI figures later in this paper are illustrative scenarios with stated assumptions, not survey results.

Sources: Deloitte 2025 Life Sciences Outlook (deloitte.com, Dec 10, 2024); APQC, Workforce Strategy Trends…Pharmaceutical Industry (apqc.org, Sept 15, 2025); APQC, HR Transformation Readiness in the Pharmaceutical Industry (apqc.org, June 24, 2026). Full APQC reports are members-only; only public summaries are used.

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Pharma HR challenges and the capability response

Eighteen recurring challenges, each mapped to a HRMindMap capability and an outcome to evaluate in discovery.

Challenge	HRMindMap capability	Outcome to evaluate
Fragmented HR systems	Unified employee "golden record", Employee Database Manager	Single source of workforce truth
Manual training records	Learning and skill-matrix agents with role mapping	Fewer spreadsheet trackers
Hard to retrieve qualification evidence	Role-based records and evidence retrieval views	Faster audit evidence pulls
Delayed onboarding	Onboarding Agent, Day-1 provisioning workflow	Shorter time to Day-1 readiness
Inconsistent employee master data	Master Data Agent, joiner-mover-leaver pipeline	Fewer data corrections
Multiple plant locations	Tenant configuration, site registry, roster mapping	Consistent policy across sites
High turnover	Engagement intelligence, predictive attrition loop	Earlier retention action
Contract workforce complexity	Gig and Contractor Agent, contractor compliance loop	Contractor expiry visibility
Shift and attendance challenges	Time and Attendance, Shift Roster Mapper	Lower roster admin effort
Payroll discrepancies	Payroll Agent, payslip drafts, variance checks	Fewer payroll corrections
No real-time HR analytics	HR Analytics Agent, role-based dashboards	Live management reporting
Inconsistent policy application	Policy RAG Agent with handbook citations	Uniform policy answers
MR field-force administration	Geofenced attendance, expense audit, territory data	Visible field workforce
Inadequate succession planning	Succession Planner, HiPo replacement risk	Mapped critical-role cover
Skills shortages	Skill Gap Analyzer, Career Pilot	Visible gaps, internal mobility
Poor employee query resolution	Aria HR Buddy, query routing and escalation	Faster first response
Many languages and locations	Aria multilingual support, multi-language comms	Wider self-service reach
HR disconnected from business	AI HRBP, workforce planning, orchestrated workflows	HR data in business reviews

Capabilities reference agents listed on hrmindmap.com. Outcomes are hypotheses to measure in discovery, not guaranteed results. Classification of each capability: see page 11.

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HR, GMP and pharmaceutical quality: who owns what

Regulation sets the obligation. The quality system defines the procedure. HR records support the evidence.

Regulatory expectation
GMP rules and guidance

›

Quality system procedures
SOPs, training matrices

›

Workforce records
HR, plant, QA data

›

Inspection readiness
Retrievable evidence

Activity	HR	Department / Plant	QA / QC	IT
Define job descriptions and qualification criteria	R	C	A (GMP roles)	I
Define role-based training matrix	C	R	A	I
Deliver and record GMP training	C	R	A	I
Assess competence and training effectiveness	I	R	A	I
Retain and retrieve personnel evidence	R	C	A	C
Assess and validate the supporting system	C	C	A	R

Obligation versus capability: 21 CFR 211.25 requires qualified, trained personnel. HRMindMap can organize and surface the supporting information. It does not itself make an organization compliant, and Quality retains authority over GMP decisions.

Responsibility split is a typical, illustrative pattern. Each organization defines its own in its quality system. R = does the work, A = accountable for the decision, C = consulted, I = informed. Reference: 21 CFR 211.22, 211.25, 211.180 (ecfr.gov, Title 21, Part 211).

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21 CFR Part 11: electronic records and signatures

Part 11 applies only where predicate rules or FDA submissions require the record. It does not cover every HR record.

What Part 11 expects of regulated electronic records

Access and authority

Limit system access to authorized individuals. Check authority to sign or alter records.

Audit trails

Secure, computer-generated, time-stamped trails that record changes without obscuring prior entries.

Electronic signatures

Unique to the individual, linked to the record, with the signer's name, date/time and meaning shown.

Record integrity and retention

Accurate, complete copies. Records protected and retrievable throughout the retention period.

Documentation and accountability

Controlled system documentation, trained users and written policies on signature accountability.

Validation and intended use

Validation to show accuracy and reliability, scaled to the system's intended use and risk.

Assess before HRMindMap is used as a regulated record system

Assessment	Question to answer	Owner
Applicability	Which HR or training records are required by a predicate rule?	Quality, Regulatory
Technical controls	Audit trail, access control and e-signature controls verified against requirements?	IT, QA, vendor
Validation	Documented intended-use validation and supplier assessment completed?	QA, IT
Procedures	SOPs for access, signatures, retention, change control and incidents in place?	Quality, HR

Sources: 21 CFR Part 11 (ecfr.gov); FDA guidance "Part 11, Electronic Records; Electronic Signatures – Scope and Application" (fda.gov). HRMindMap is not claimed to be Part 11 certified, validated or FDA approved. Evidence must be supplied before any such claim.

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21 CFR 211.25: personnel qualifications and training

Education, training and experience must fit the role, with GMP training that is continuing and current.

Provision	What it expects (paraphrased)	HRMindMap-supported workflow	Remains with
211.25(a) Qualifications and training	Each person in manufacturing, processing, packing or holding has education, training and experience for the assigned work. GMP training is given by qualified individuals, continuing and frequent enough to keep employees current.	Qualification records, role-to-training mapping, assignment, completion tracking, refresher and expiry reminders	Quality defines content, trainers and effectiveness
211.25(b) Supervision	Supervisors have the education, training and experience to give assurance of product quality.	Role and experience profiles for supervisory positions, visibility of gaps	Management, Quality
211.25(c) Sufficient staff	A sufficient number of qualified personnel to perform and supervise each operation.	Workforce availability and shift coverage dashboards	Plant and Production heads
211.22 Quality control unit	The quality unit has responsibility and authority to approve or reject, under written procedures.	Review queues that route evidence to the quality unit. No quality decisions made by the system.	QA / QC
211.180 Records	Required records are retained and readily available for authorized inspection during the retention period.	Evidence retrieval views, retention rules, access logs (configuration and validation dependent)	Quality, IT, HR

An ordinary employee acknowledgement is not automatically a validated GMP training record or an approved electronic signature. Where training evidence is a GMP record, the organization decides which system is the record of truth and validates it for that use.

Source: 21 CFR 211.22, 211.25, 211.180 (ecfr.gov, Title 21, Part 211). Paraphrased, not quoted. Which training and qualification records fall under 211.180 is for each organization's Quality function to determine.

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EU GMP, WHO, ICH, Schedule M and data protection

Across frameworks the pattern repeats: competent people, risk-based systems, controlled records, protected data.

Framework	Expects	People dimension	HRMindMap could support	Stays with Quality, IT, Compliance
EU GMP Chapter 2 Personnel	Sufficient qualified staff, defined key personnel, initial and continuing training	Roles, qualifications, training currency	Role and training records, coverage views	Key-person designation, training content
EU GMP Annex 11 Computerised Systems	Risk-based validation, access control, audit trails, data integrity, supplier oversight	System users, access rights, accountability	Role-based access, audit logging (to verify)	Validation, supplier audit, data integrity
ICH Q9(R1) Risk Management	Science- and risk-based decisions, managed subjectivity	Risk owners, competent assessors	Skills and assignment visibility for risk roles	Risk assessments and decisions
ICH Q10 Quality System	Management responsibility, resources, knowledge management, continual improvement	Leadership engagement, competence, retention	Workforce analytics, skills, succession data	Quality system governance
WHO GMP principles	Trained, hygienic, qualified personnel with defined duties	Induction, ongoing training, health and hygiene records	Induction workflows, refresher scheduling	Hygiene and health programmes
Schedule M (India, revised)	Pharmaceutical quality system, qualified personnel, training, documentation	Plant staffing and training evidence	Role-training mapping, document links	Compliance with notified timelines
GDPR and DPDP Act 2023	Lawful processing, minimization, notice, rights, breach response	Employee personal data handling	Consent, retention and access controls (to verify)	Legal basis, transfers, DPO / privacy governance

Sources: EudraLex Vol. 4 (health.ec.europa.eu); ICH Q9(R1), Q10 (ich.org); WHO GMP main principles (who.int); CDSCO Revised Schedule M (cdsco.gov.in); GDPR; India DPDP Act 2023. Draft Annex 11 revision and Annex 22 (AI) were consulted in 2025 and were not final at last check. Verify current status and Schedule M and DPDP Rules timelines.

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A traceable, workforce-ready, audit-supportive environment

Five design principles, and the assessments that must be completed before regulated use.

Traceable

Who changed what and when, visible through audit logging.

Role-aware

Qualification and training status tied to the role, not just the person.

Governed

Role-based access, tenant isolation and approval workflows.

Human-supervised AI

Approvals for consequential actions. No AI quality decisions.

Retrievable

Evidence found quickly by authorized reviewers.

Capability classification used throughout this paper

Class	Meaning	Example
Available and demonstrable	Listed on hrmindmap.com; confirm in a live demo	Leave, attendance, payroll, Aria, onboarding
Configurable (implementation)	Achievable through configuration in a project	Role-based training matrix, GMP induction workflow
Integration or technical assessment	Needs connector, interface or validation assessment	LMS, QMS, CRM, Oracle, SSO, Part 11 use
Proposed or roadmap	Not offered as available; to be confirmed with HRMindMap	Any item not named on the website

Capability classification applies to every HRMindMap capability referenced in this paper. Classification is based on public product information and must be confirmed in demonstration and discovery.

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HRMindMap: the Agentic AI HR Operating System

From records to orchestrated action across the full employee lifecycle, with humans approving what matters.

42
agents orchestrated by the AI CHRO Orchestrator
hrmindmap.com

8
functional divisions, plus specialised sub-agent swarms
hrmindmap.com

HITL
Human-in-the-Loop approval for payouts, terminations and legal updates

24/7
multilingual employee support through Aria HR Buddy
hrmindmap.com

How it differs from record-keeping HRIS

Acts, not just answers

Agents connect steps: request, entitlement check, workflow, approval, record update, notification.

Connected lifecycle

Hiring, onboarding, attendance, payroll, learning, performance and exit share one data layer.

Governed autonomy

Approval gates and audit logging keep management in control.

Positioning: HRMindMap is building the next generation of intelligent workforce management, connecting people, processes, AI and organizational intelligence to help pharmaceutical companies build a more agile, skilled, connected and workforce-ready enterprise.

Source: hrmindmap.com (as stated by the vendor; verify in demonstration). Figures describe the product architecture, not customer outcomes. No third-party certification is claimed in this paper.

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The 42-agent architecture and eight divisions

An AI CHRO Orchestrator coordinates specialised agents. Division names follow the HRMindMap website.

Division	Representative agents
Strategic HR	AI CHRO Orchestrator, Aria HR Buddy, Security, Human-in-the-Loop Engine
HR Ops and T&A	Time and Attendance, Employee Database, Leave Balance, Shift Roster
Rewards and Payroll	Payroll, Compensation, Benefits, Travel and Expense Auditor
Compliance	Compliance, Audit and Ethics, Policy RAG, Labour Contracts, Health and Safety
Talent Pod	Talent Acquisition, Background Verification, Onboarding, Offboarding, Contractor
EX and Culture	Employee Relations, Engagement, Recognition, Wellness, 360 Feedback
Learning	Learning and Development, Skill Gap Analyzer, Career Pilot, Performance, Succession
Sub-agent swarms	Punch In/Out, Regularization, Joiner-Mover-Leaver, Attrition, Safety loops

Workforce intelligence: AI HRBP · HR Analytics · Workforce Planning · Org Design · Process Intelligence

Source: hrmindmap.com agent fleet (viewed Nov 2026). Division labels as shown on the site; the agent-to-division grouping here is indicative. Confirm exact mapping in product documentation.

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Manufacturing and plant workforce management

Know who is qualified, available and assigned, so authorized reviewers can decide with current information.

Illustrative scenario: assigning employees to a specific operation

Operation needs a role
e.g. filling line operator

›

Qualification profile
education, experience, training

›

HRMindMap compares records
per employee

›

Gaps and overdue items flagged
for review

›

Authorized reviewer decides
Production / QA

Onboarding and master data

Digital onboarding with Day-1 provisioning, one employee record per person.

AVAILABLE

Shifts and attendance

Rotational shift roster, geofenced attendance, punch regularization, overtime calculation.

AVAILABLE

Qualification and skills

Role-to-competency mapping and skill matrices for plant roles.

CONFIGURABLE

Contract workforce and safety

Contractor tenure and expiry alerts. Incident and safety workflow support.

AVAILABLE / ASSESS

Business outcome to evaluate: fewer assignments made without current qualification visibility, less time compiling workforce availability by hand, clearer overtime and contractor exposure.

Capabilities reference hrmindmap.com agents (Shift Roster Mapper, Time and Attendance, Health and Safety, Gig and Contractor). Scenario is illustrative. Role-qualification checks are a configuration to be assessed and validated for regulated use.

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GMP training, competency and qualification workflow

An illustrative end-to-end workflow, with the assessments each step needs before regulated use.

Workflow stage	What HRMindMap can support	Class	Assess before regulated use
GMP induction and role mapping	Induction tasks at joining. Role and qualification profile linked to the employee	Configurable	Content ownership, QA approval
Training matrix and SOP assignment	Role-based assignment and refresher scheduling	Configurable / integrate	SOP and LMS system of record
Completion and acknowledgement	Completion tracking, acknowledgement capture, overdue alerts	Configurable	Is acknowledgement a GMP record?
Competency and supervisor / QA review	Assessment status tracking and review routing to authorized reviewers	Configurable	Signature controls, QA authority
Dashboards and evidence retrieval	Training completion, overdue lists, qualification coverage	Available / configure	Validation, retention, access

> AI may flag a gap or remind a manager. It does not certify competence, approve training or make quality decisions.

Workflow is illustrative and configurable. Training content, effectiveness criteria and the record of truth are defined by the organization's Quality function. Where an LMS or QMS is the system of record, integration is assessed.

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QA, QC, R&D and clinical support workforce

HRMindMap gives visibility into people. Quality, laboratory and clinical systems keep their own records and decisions.

QA and QC workforce

Recruitment of analysts and reviewers. Qualification and experience records. Training matrix and mandatory-training monitoring. Competency tracking. Laboratory shift and resource availability. Performance and development plans. QA keeps authority over quality decisions.

R&D and clinical support

Specialised talent acquisition. Scientist qualification records. Role-based training coordination. Skill matrices and project team allocation. Lifecycle management, development and retention for scarce scientific talent.

Boundary: what stays in specialist systems

Area	HRMindMap holds	Specialist system remains source of truth
Quality decisions	Workforce and training visibility	QMS: deviations, CAPA, release decisions
Laboratory	Analyst roster, qualification status	LIMS / ELN: test data and results
Clinical	HR and training records for staff	GCP, CTMS, eTMF, CDMS: trial source records

Capabilities reference hrmindmap.com. Boundaries: QMS, LIMS/ELN and GCP systems are separate systems of record. Integration is subject to technical assessment.

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Medical Representative and field-force workforce

Scenario: 500 Medical Representatives across 20 territories, and regional managers who need one view of their people.

Recruit and onboard

MR hiring, digital onboarding, territory-aware master data, onboarding checklists.

AVAILABLE

Attendance and territory

Geofenced attendance at registered sites, leave and travel requests, manager approvals.

AVAILABLE / CONFIG

Training and certification

Product and therapeutic-area training records, learning and certification tracking.

CONFIGURABLE

Targets and performance

Target allocation, OKR and performance reviews, calibration.

CONFIGURABLE

Incentives and variable pay

Incentive and variable-pay administration feeding payroll after approval.

CONFIGURABLE

Expenses and reimbursement

Receipt-based expense audit and approval workflow.

AVAILABLE / ASSESS

Illustrative regional manager view (125 MRs per region, 4 regions)

Region	MR headcount	Attendance	Training status	Performance
Region 1 (5 territories)	125	KPI tile	KPI tile	Distribution
Regions 2–4 (15 territories)	375	KPI tile	KPI tile	Distribution

People management connects to CRM and SFA by integration. It does not replace them.

Scenario and regional split are illustrative (500 ÷ 20 = 25 MRs per territory on average). Geolocation attendance only where appropriately configured and legally permitted. HRMindMap does not replace CRM, sales-force automation or pharmacovigilance systems.

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Business development, sales and marketing workforce

Hospital, institutional, partnering and distributor-facing teams all need planning, targets and clear cost visibility.

Hospital and institutional sales

Account-aligned teams, onboarding, product training.

Partnering and BD

Specialist hiring, goal tracking, team productivity.

Distributor-facing teams

Territory headcount, field coordination, approvals.

Marketing

Product-knowledge learning, planning and cost views.

Topic	HRMindMap support	Outcome to evaluate
Planning and structure	Workforce Planning, Org Design, team restructuring scenarios	Clearer headcount plans
Targets and KPIs	OKR and performance management, 9-box calibration	Consistent goal setting
Incentive structures	Variable pay administration and approvals	Fewer incentive disputes
Learning	Skill gaps, product-knowledge learning paths	Faster ramp-up
Territory-wise headcount	Org structure and analytics dashboards	Visible coverage and gaps
Workforce cost analytics	HR Analytics for cost by team and territory	Cost per team visible

Capabilities reference hrmindmap.com agents (Talent Acquisition, Performance Manager, Workforce Planning, Org Design, HR Analytics). Outcomes are to be evaluated in discovery.

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Recruitment, onboarding and the employee lifecycle

Twenty-five lifecycle stages on one platform, from workforce planning to exit.

Plan	Attract	Onboard	Operate	Develop	Exit
• 1 Workforce planning • 2 Organization design	• 3 Recruitment, ATS • 4 Background checks • 5 Offer, contract	• 6 Digital onboarding • 7 Employee master data	• 8 Attendance • 9 Leave • 10 Shift, roster • 11 Payroll • 12 Benefits • 13 Travel, expense • 14 Self-service • 15 AI assistance	• 16 Learning • 17 Competency • 18 Performance • 19 Goals, KPIs • 20 Engagement • 21 Grievances • 22 Recognition • 23 Succession • 24 Analytics	• 25 Separation, exit

Module	Pharma use case	Expected benefit
Recruitment and BGV	Hire QC analysts, plant operators and MRs with JD matching and parallel background checks	Faster, consistent screening
Offer and contract	Offer letters and e-signed contracts, including contract labour	Less paperwork delay
Digital onboarding	Day-1 provisioning, GMP induction triggers, document collection	Quicker Day-1 readiness
Employee master data	Single record from joining through transfer across plants	Fewer data conflicts
Succession and exit	Critical-role succession (QP-type, plant head), one-day full and final clearance	Continuity, cleaner exits

Lifecycle modules map to agents listed on hrmindmap.com. Pharma use cases and benefits are to be validated in discovery. Capability classification: page 10.

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Payroll, compensation, attendance, shifts and benefits

Control over the processes that touch every employee every month.

Module	Pharma use case	Benefit to evaluate
Payroll	Gross-to-net with PF, ESI and TDS handling for plant, lab, corporate and MR staff, with draft payslips for review	Fewer payroll corrections
Compensation	Wages Code-aware pay structures, grade and variable-pay administration	Consistent pay structures
Attendance and time	Geofenced punch, biometric sync, regularization workflow, overtime calculation	Reliable time data
Leave	Real-time entitlements, approval routing, balance updates	Less manual leave tracking
Shift and roster	Rotational shift planning with supervisor approvals	Lower roster effort, coverage view
Benefits	Group health and NPS administration	Simpler benefits admin
Travel and expense	Receipt OCR audit, policy checks, approvals for field and corporate staff	Cleaner reimbursements

Payroll payouts require explicit human approval under HRMindMap's Human-in-the-Loop design (vendor-stated). Statutory configuration for each country is assessed during discovery.

Source: hrmindmap.com agent descriptions (Payroll, Compensation, Benefits, Time and Attendance, Shift Roster Mapper) and integrations (Tally Prime, Zoho Books, biometric systems). Statutory coverage on the website is India-focused. Other jurisdictions require assessment.

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Employee experience, Aria and agentic workflows

Agents connect the steps of a request. People approve what matters.

Corporate: "I need casual leave on 12 and 13 November for personal travel."

Understand request › Check entitlement › Start leave workflow › Route to manager › Update after approval › Notify employee

Plant: "Can I swap my night shift on Friday?"

Understand request › Check roster and role coverage › Route to supervisor › Escalate if qualified-role cover drops › Update roster › Notify team

MR: "Submit my travel expenses for the Pune territory visit."

Capture receipts › OCR and policy audit › Flag anomalies › Manager approval › Finance sync › Notify MR

Human in the loop: payouts, terminations and legal updates need explicit approval. AI never certifies competence.

Scenarios are illustrative. Aria HR Buddy and workflow agents are listed on hrmindmap.com. Finance system sync (Zoho Books, Tally Prime) is by integration. AI does not bypass management approvals or make regulated quality decisions.

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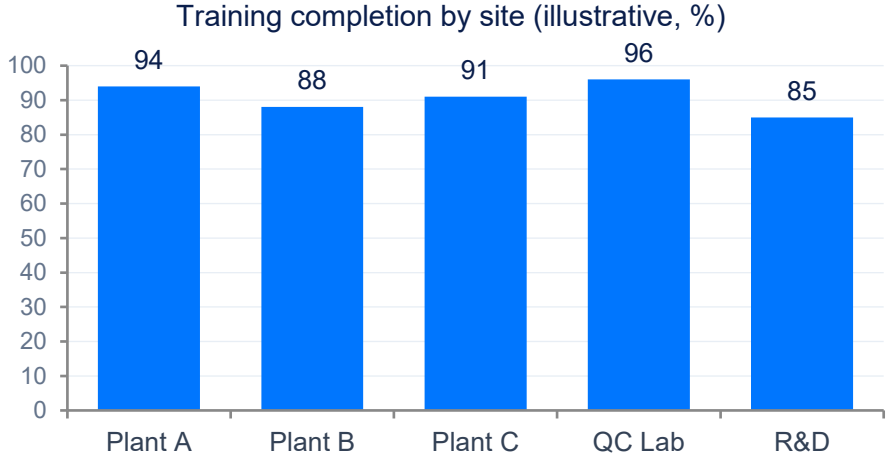
Executive dashboards and workforce intelligence

Role-based views for ten leadership and employee roles. All figures on this page are illustrative.



Role	Key KPIs
CEO / MD	Headcount, workforce cost, turnover
CHRO	Time to hire, skills gaps, internal mobility
HR Operations	Query resolution, payroll accuracy
Plant Head	Shift coverage, absenteeism, overtime
QA / QC Head	Training completion, overdue, role coverage
Compliance Head	Overdue training, contractor expiries
Sales Director	MR headcount, performance distribution
Regional Manager	Territory distribution, attendance, training
Finance Director	Workforce cost, overtime, payroll accuracy
Employee	Leave, payslips, query status

ILLUSTRATIVE DATA — sample values, not customer data. Dashboard concepts reflect HR Analytics and Workforce Planning agents listed on hrmindmap.com; configuration determines final views.

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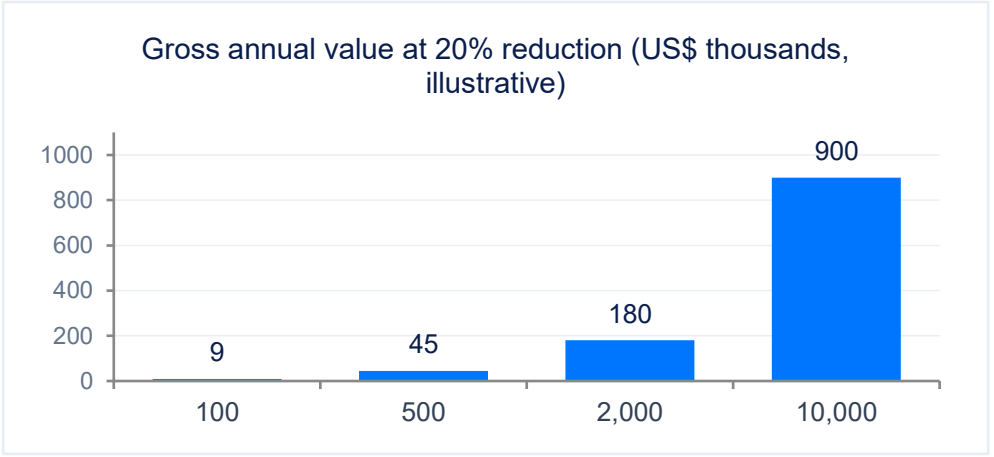
Business value and ROI scenarios

A transparent model, not a promise. Calibrate every assumption with your own data in discovery.

Scenario	Admin hrs / yr	10% less	20% less	30% less
100 staff (startup)	3,000	$4,500	$9,000	$13,500
500 staff (mid-size)	15,000	$22,500	$45,000	$67,500
2,000 staff (multi-site)	60,000	$90,000	$180,000	$270,000
10,000 staff (multinational)	300,000	$450,000	$900,000	$1,350,000



Value levers to measure (beyond admin hours)

- **Less manual HR admin**
- **Workforce visibility**
- **Faster onboarding**
- **Training status visibility**
- **Better workforce planning**
- **Fewer repetitive queries**
- **Payroll process control**
- **Employee experience**
- **Management reporting**
- **Audit-preparation support**

ILLUSTRATIVE SCENARIOS. Formula: gross annual value = employees × admin hours per employee per month × 12 × reduction % × loaded HR cost per hour. Assumptions: 2.5 admin hours per employee per month and US$15 per hour, both placeholders. Gross of subscription, implementation and validation costs. No guaranteed savings or customer results are implied.

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Integration, security, governance and roadmap

Verify what is stated, assess what is proposed, and sequence the journey after discovery.

Integration	Status
SAP S/4HANA, Tally Prime, Zoho Books	Website-listed
ZKTeco / Matrix biometrics, WhatsApp, Slack, Teams	Website-listed
Oracle, CRM, LMS, QMS, DMS, SSO / IAM, BI	Requires assessment

Security to verify and document	Stated / to confirm
Encryption at rest and in transit	AES-256, TLS 1.3 (stated)
Data segregation	Tenant database isolation (stated)
Access, audit, retention, backup, DR	Verify with evidence
Privacy, residency, incident response	Verify; DPDP / GDPR
AI oversight, vendor risk	HITL gates (stated); assess

Implementation journey (no fixed timeline before discovery)

1. **Discovery**
2. **Master data, lifecycle**
3. **Payroll, attendance**
4. **Learning, GMP training**
5. **MR enablement**
6. **Agentic AI, insight**
7. **Integrate, validate**

Stakeholder mapping	**Process gap analysis**	**Data migration**	**Integration planning**	**Security assessment**	**Role-based access design**
Testing and UAT	**Change management**	**Training**	**Go-live**	**Post-implementation review**	**Continuous improvement**

Integrations and security statements from hrmindmap.com (vendor-stated). No ISO 27001, SOC 2 or Part 11 claim is made. Request documentary evidence in vendor due diligence. No fixed timelines are promised before discovery.

Informational document. Not a regulatory or legal opinion, certification or guarantee of compliance. Illustrative content is labelled.

Why HRMindMap: a partner for workforce transformation

Compare by business outcome, from record keeping to orchestrated, governed action.

LEVEL 1

Traditional HR records

Does: stores employee data
Pharma example: training list in a register
Focus: record completeness

LEVEL 2

Workflow automation

Does: routes forms and approvals
Pharma example: leave approval flow
Focus: cycle time

LEVEL 3

AI HR assistants

Does: answers questions
Pharma example: policy chatbot
Focus: query deflection

LEVEL 4

Agentic orchestration

Does: plans and executes cross-process tasks with approvals
Pharma example: gap flagged, manager notified, roster adjusted, review queued
Focus: connected lifecycle outcomes

Connected lifecycle

One data layer from hire to exit.

Governed AI

Approval gates, audit logging, no public LLM training (stated).

Multilingual access

Aria supports employees across languages and locations.

Pharma-aware design

Role-training, shift, contractor and field-force workflows.

Comparison describes categories of capability, not named competitors. HRMindMap column reflects vendor-stated architecture (hrmindmap.com) and is to be validated in demonstration.

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PART IV · NEXT STEPS

Let’s explore how HRMindMap can support your pharmaceutical organization’s next phase of workforce transformation.

HRMindMap is building the next generation of intelligent workforce management, connecting people, processes, AI and organizational intelligence to help pharmaceutical companies build a more agile, skilled, connected and workforce-ready enterprise.

HRMindMap™

Suggested next steps

1 Executive briefing and live demonstration

2 Discovery workshop with HR, Quality and IT

3 Scoped pilot and validation assessment plan

Website hrmindmap.com

LinkedIn linkedin.com/company/hrmindmap

This document is informational. It is not a regulatory or legal opinion, certification or guarantee of compliance with any regulation. Product capabilities should be confirmed in demonstration and discovery.