# Tanca

# Pioneering the HR Management Platform for Comprehensive HR Digital Transformation

Accelerating Transformation with AI-Powered Support

# Contents

Tanca

01

**About Tanca**

## Tanca: A Pioneering Company in HR Technology in Vietnam

▶ Tanca delivers end-to-end HR Tech solutions, integrating the latest technology for businesses.

▶ The singular Vietnamese HR Tech company deployed in 30 countries.

▶ Holding the largest user base in Vietnam, with over 570.000 users.

# Tanca's development milestones
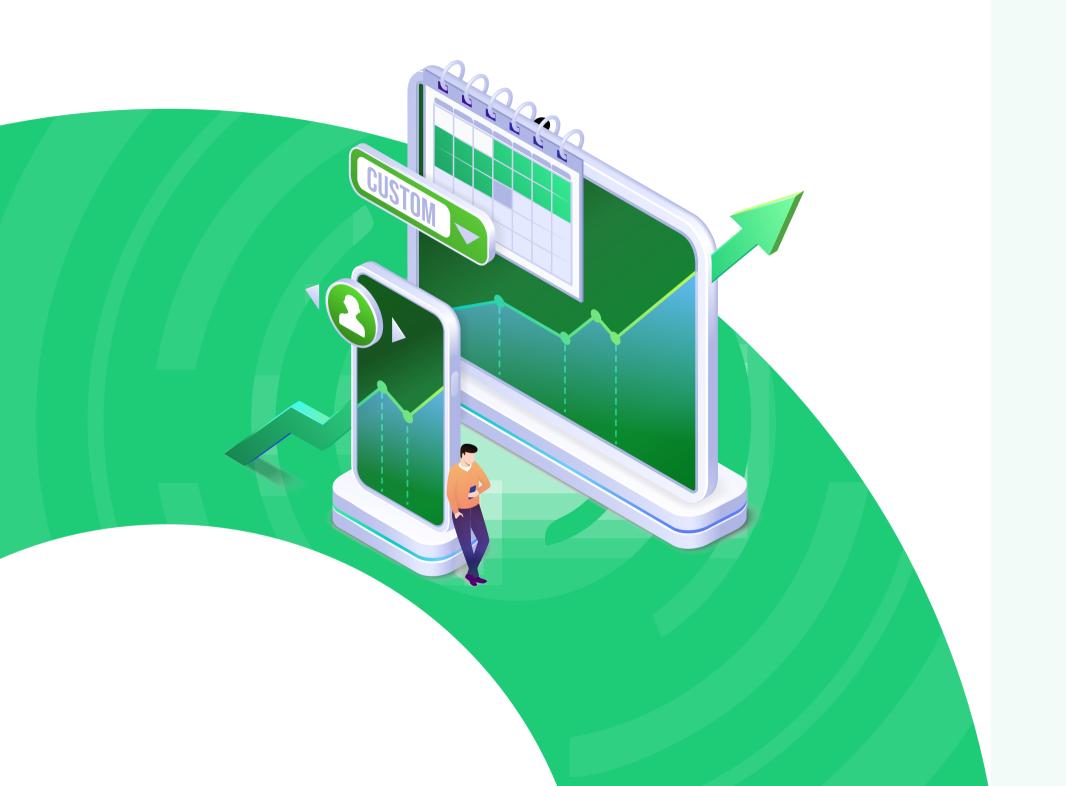
**Tanca**

## 2022
- Extend its reach to 30 global countries
- Won the VietSolution Award by MIC
- Won the APICTA - The Asian Pacific ICT Alliance Awards

## 2021
- The first Vietnamese HRM solution integrating Bitrix24
- Honoring innovation Tech Award 2021 by VNExpress

## 2020
- Pioneered the launch of AI Camera
- Won the Sao Khue Award 2020 by VINASA

## 2019
- Pioneered solution for timekeeping via phone
- Won the Vietnamese Talent Award 2019

## 2018
Tanca's Launch

## 2023
- The first Vietnamese HRM solution integrating LarkSuit
- Gartner's Choice for HRM solutions in Asia

# Comprehensive HRM Platform

Tanca

BI

AI

ML

Internal Communications

Welfare Management

NPS and Customer Satisfaction

Leave Management

Asset Management

Applicant Tracking System ATS

LMS Training

OKR - KPI

Resource Management

Electronic Office

Talent Management

Identification and Customer Count

Shift Arrangement

Evaluation Management

Golang

Phone Timekeeping System

Social Insurance

MongoDB

React Native

AI Camera Timekeeping

Contract Management

Integrated Timekeeping System

Security

Big data

Open API

Application Market

Open ecosystem

# 02

## Trends and Challenges

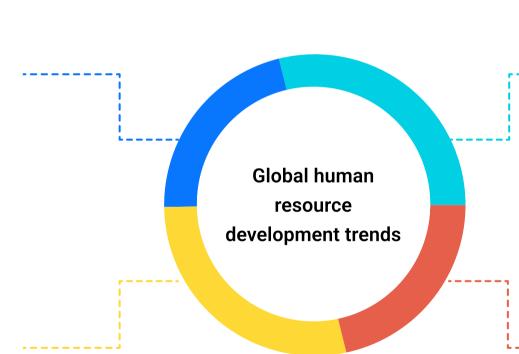# Digital Era: Human Resource Development Trends

**Tanca**

## Personnel Structure Changes

Due to the rapidly changing technology landscape, businesses require more digital technology talent, leading to significant transformation of the human resources structure

## Change in the Human Resources Operating Model

Emerging trends include teamwork, flexible workspaces, and the integration of new technology. The human resources management model heavily relies on data to accurately evaluate worker efficiency and capacity

**Global human resource development trends**

## The Soaring Increase in Labor Costs

Labor costs are expected to rise as labor resources decline, while the demand for high-quality workers continues to outpace availability

## Technology's Ubiquitous Presence

Big data, artificial intelligence, cloud computing, IoT, and social interaction emerging as mainstream technology trends. The presence of technology will be pervasive across all job roles

# Challenges in Human Resource Management for the Future

## The Rapidity of Technology Trends

Due to the growing importance of technology, companies need to swiftly adopt digital solutions to drive business' digital transformation in today's challenging economy.

## Streamlined and Centralized Management

Data-driven management, supported by artificial intelligence, will emerge as a predominant global management trend. Real-time data will serve as the foundation for decision-making and strategy formulation.
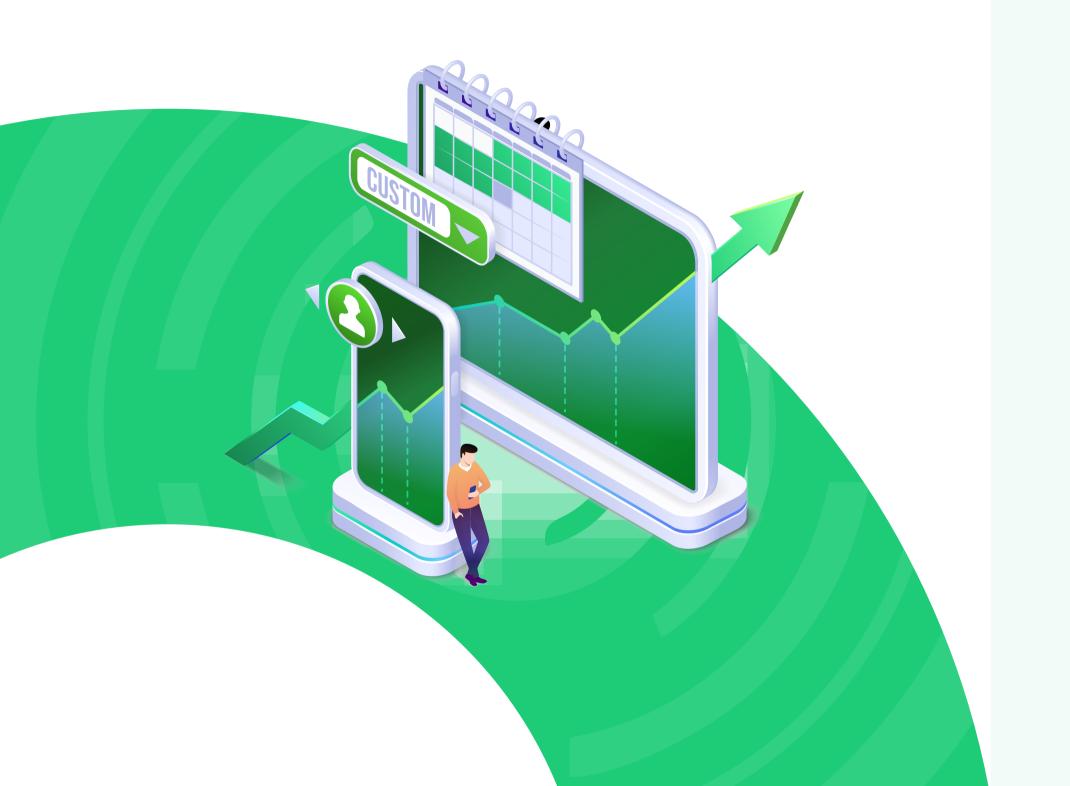
## Talent Competitiveness

As competition for talent intensifies, businesses must enhance their ability to attract and engage employees within the company, ensuring the right people are in the right positions at all times.

## Enhancing the User Experience

As the younger generation increasingly prioritizes the use of technology in their daily lives, the significance of employee experience grows. Enhancing satisfaction levels helps in fostering long-term connections between employees and the organization.

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# 03

## Solutions
## from Tanca

# HR Tech from Tanca

**Tanca**

## Recruitment Process

**Integration**

- Receiving job offers
- Performing onboarding tasks
- Executing the digital contract
- Probation management

**Recruitment**

- Brand conducting recruitment
- Assessing suitability
- Automating processes
- Analyzing the efficiency of recruitment
- AI-driven analysis

**Training and developing**

- Courses
- Online examinations
- Career path
- Training management
- Training archives

**Future leader**

- Potential leaders
- Training strategies
- Hunting strategies

**Official employee**

- Assessing competency
- Official signing
- Career advancement pathway
- Developing HR networks
- Digital office environment
- Tasks and processes

**Remuneration policy**

- Employees
- Middle management
- Senior management
- Talent management

**Timekeeping**

- Organizing work schedules
- Timekeeping
- Leave management
- Overtime management
- Going out management
- Remote work

**Salary, social insurance, taxes**

- Salary
- Other income
- Social insurance
- Personal income taxation
- Remuneration policy

**Performance evaluation**

- BSC
- OKR
- KPI
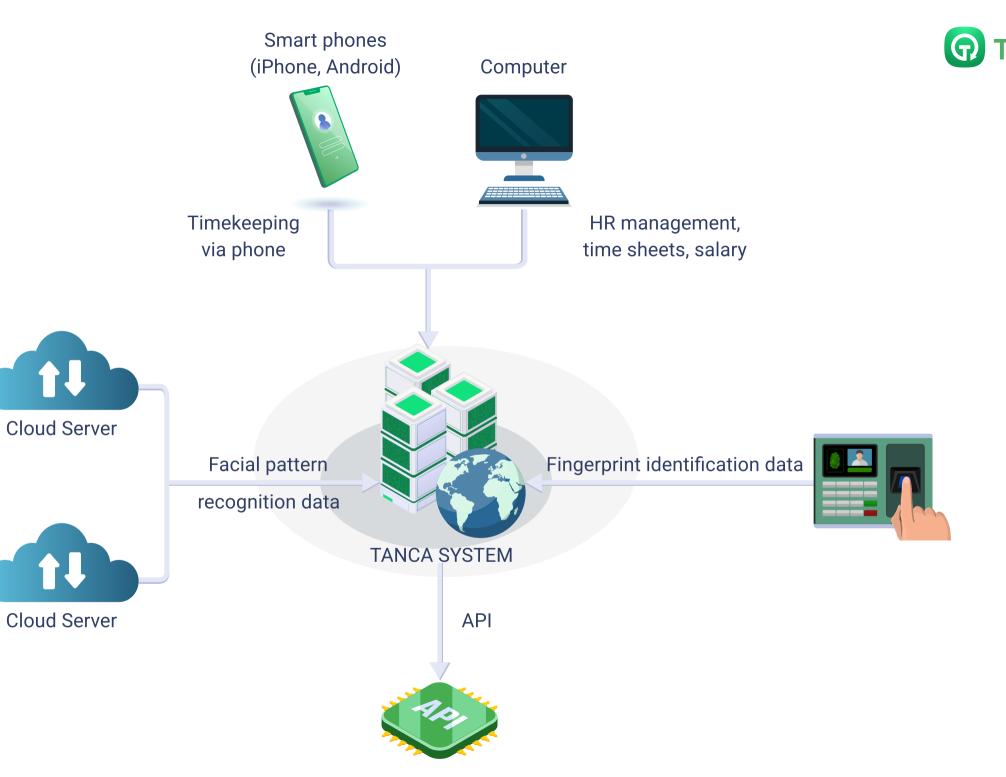
Tanca's Operational Structure

Develop a talent acquisition system that can attract top-notch candidates

topcv

**Chiến dịch tuyển mới**                    ✕

việclàm24h

vietnamworks
*Move Up!*

Tên chiến dịch *          Tên chiến dịch

hiến dịch          #818530

ị trí tuyển *          Chọn vị trí tuyển          ⌄

Kênh tuyển dụng *          Vieclamtuoitre          ⌄

Vieclamtuoitre

Chi phí tuyển *          TopCV

Facebook

⬆ Upload Banner          Vietnamworks

Zalo

TÌM VIỆC NHANH ®
NỔI TIẾNG TUYỂN DỤNG NHANH

CAREER
BUILDER ®

# Main feature | Smart shift scheduling

The system automatically organizes shifts, calculates overtime, or searches for suitable shifts for employees using AI.

Tanca provides diverse timekeeping forms in accordance with cutting-edge models.
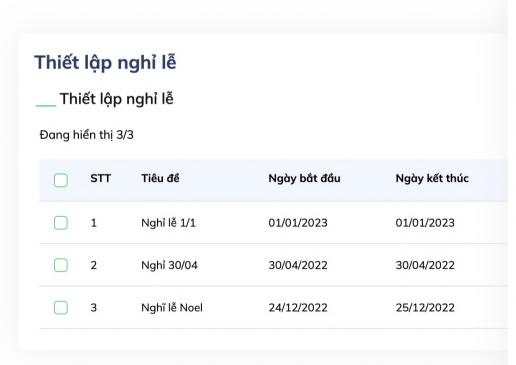
With Tanca, you can create different categories of leaves, including holidays, vacations, and more, and configure diverse leave workflows.

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## Thiết lập nghỉ lễ

— Thiết lập nghỉ lễ

Đang hiển thị 3/3

| | STT | Tiêu đề | Ngày bắt đầu | Ngày kết thúc |
|---|---|---|---|---|
| ☐ | 1 | Nghỉ lễ 1/1 | 01/01/2023 | 01/01/2023 |
| ☐ | 2 | Nghỉ 30/04 | 30/04/2022 | 30/04/2022 |
| ☐ | 3 | Nghỉ lễ Noel | 24/12/2022 | 25/12/2022 |
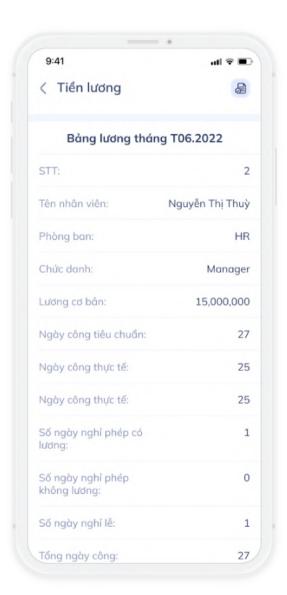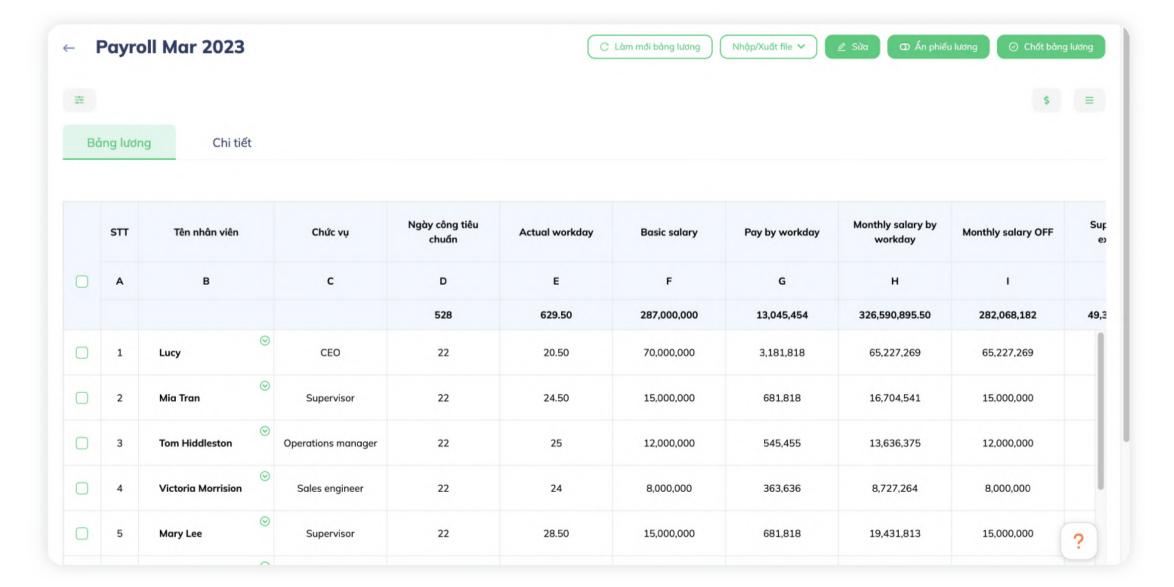
## Nghỉ phép

**Chi tiết:**

| Loại nghỉ phép | Tổng số ngày nghỉ | Đã nghỉ | Còn lại | |
|---|---|---|---|---|
| Paid leave 2023 | 3 | 0 | 3 | ✎ Sửa |
| Compensatory leave (tháng 11) | 2 | 0 | 2 | ✎ Sửa |
| Paid leave | 12 | 2.5 | 9.5 | ✎ Sửa |
| Sick leave | 0 | 0 | 0 | ✎ Sửa |
| Maternity leave | 180 | 0 | 180 | ✎ Sửa |
| Unpaid leave | 5 | 0 | 5 | ✎ Sửa |
| Số ngày nghỉ có lương: | 14.5 | | | |
| Số ngày nghỉ không lương: | 185 | | | |

# ⟳ Main feature | Salary management system

**Tanca**

Tanca will handle this task completely automatically. With no human intervention, we assure the information's absolute precision.

## Mobile screen

9:41

< Tiền lương

**Bảng lương tháng T06.2022**

| | |
|---|---|
| STT: | 2 |
| Tên nhân viên: | Nguyễn Thị Thuỳ |
| Phòng ban: | HR |
| Chức danh: | Manager |
| Lương cơ bản: | 15,000,000 |
| Ngày công tiêu chuẩn: | 27 |
| Ngày công thực tế: | 25 |
| Ngày công thực tế: | 25 |
| Số ngày nghỉ phép có lương: | 1 |
| Số ngày nghỉ phép không lương: | 0 |
| Số ngày nghỉ lễ: | 1 |
| Tổng ngày công: | 27 |

## ← Payroll Mar 2023

⟳ Làm mới bảng lương | Nhập/Xuất file ∨ | ✎ Sửa | ◑ Ẩn phiếu lương | ⊘ Chốt bảng lương

**Bảng lương** | Chi tiết

$ | ≡

| | STT | Tên nhân viên | Chức vụ | Ngày công tiêu chuẩn | Actual workday | Basic salary | Pay by workday | Monthly salary by workday | Monthly salary OFF | Sup e |
|---|---|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H | I | |
| | | | | 528 | 629.50 | 287,000,000 | 13,045,454 | 326,590,895.50 | 282,068,182 | 49,3 |
| | 1 | Lucy | CEO | 22 | 20.50 | 70,000,000 | 3,181,818 | 65,227,269 | 65,227,269 | |
| | 2 | Mia Tran | Supervisor | 22 | 24.50 | 15,000,000 | 681,818 | 16,704,541 | 15,000,000 | |
| | 3 | Tom Hiddleston | Operations manager | 22 | 25 | 12,000,000 | 545,455 | 13,636,375 | 12,000,000 | |
| | 4 | Victoria Morrision | Sales engineer | 22 | 24 | 8,000,000 | 363,636 | 8,727,264 | 8,000,000 | |
| | 5 | Mary Lee | Supervisor | 22 | 28.50 | 15,000,000 | 681,818 | 19,431,813 | 15,000,000 | |

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## Main feature | Human Resource Management

Tanca

Incorporating HR planning, managing the employee lifecycle, and fostering positive employee experiences greatly contribute to the efficiency of HR management within the organization.

### Nhân viên
Đang hiển thị 15/24

Xuất file ▼    Tạo mới

Q Tìm kiếm    ⚏    👤 Đang hoạt động ∨

| | Tên nhân viên | Mã nhân viên | Số điện thoại | Nhóm truy cập | Chi nhánh | Phòng ban | Chức danh |
|---|---|---|---|---|---|---|---|
| ☐ | Hary Lee ⭐ Quản trị | 01 | | Quản lý | Oakwood Grove | Administration | CEO |
| ☐ | Celina Smiths Đang hoạt động | 03 | | Quản Lý Chi Nhánh | Seletar Aerospace Link | Marketing and Sales | Supervisor |
| ☐ | Tom Hiddleston Đang hoạt động | 4 | | Nhân viên | Hamilton Place | Human Resources | Operations manager |
| ☐ | Victoria Morrision Đang hoạt động | 5 | | Nhân viên | Alexandra Road | Marketing and Sales | Sales engineer |
| ☐ | Mary Lee ⭐ Quản trị | 02 | | Quản lý | Seletar Aerospace Link | Marketing and Sales | Supervisor |
| ☐ | Lidia Holloway Đang hoạt động | 06 | | Quản Lý Vùng | Seletar Aerospace Link | Engineering | Supervisor |
| ☐ | Diego Siciliani Đang hoạt động | 08 | | Nhân viên | Seletar Aerospace Link | Engineering | Officer |
| ☐ | Robert Jackson Đang hoạt động | 09 | | Quản Lý Chi Nhánh | Seletar Aerospace Link | Engineering | Office manager |
| ☐ | John Klaus Đang hoạt động | 10 | | Nhân viên | Seletar Aerospace Link | Engineering | Officer |

10:01

< Danh sách nhân viên +

Q Tìm kiếm

Hary Lee
CEO

Celina Smiths
Supervisor

Tom Hiddleston
Operations manager

Victoria Morrision
Sales engineer

Mary Lee
Supervisor

Lidia Holloway
Supervisor

Diego Siciliani
Officer

Robert Jackson
Office manager

# Main feature | Talent management

Drawing on comprehensive data, Tanca supports businesses
in developing, fostering, and effectively managing talent.

Tanca

## Thông tin cá nhân

**Mia Tran**
Supervisor

📞 903268549                    📍 -

✉ +65903268549@tanca.io        👥 Marketing and Sales
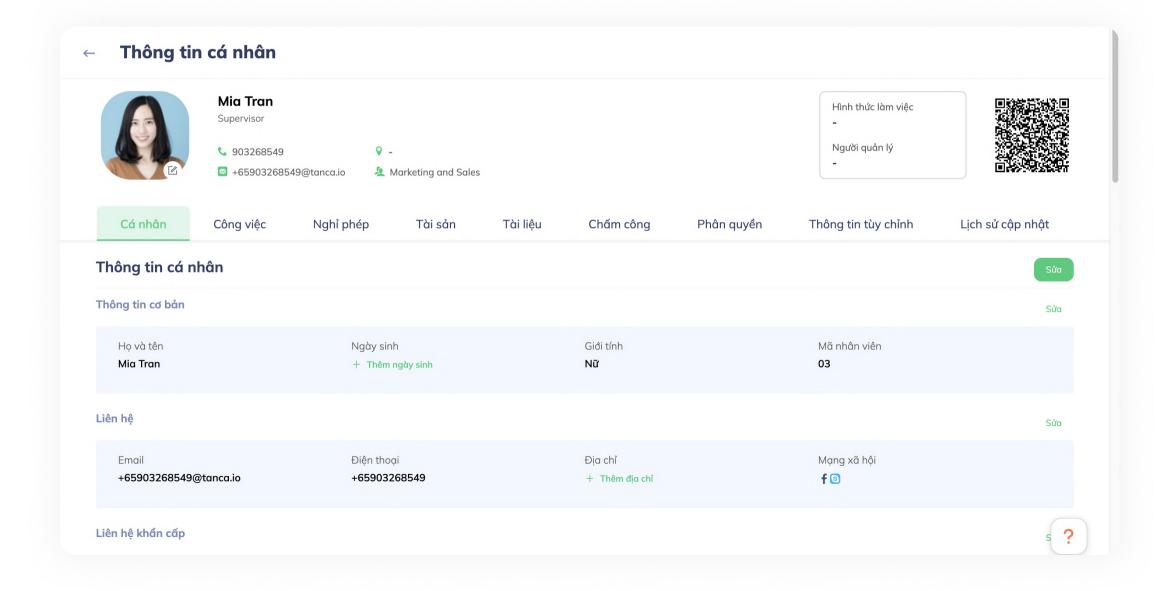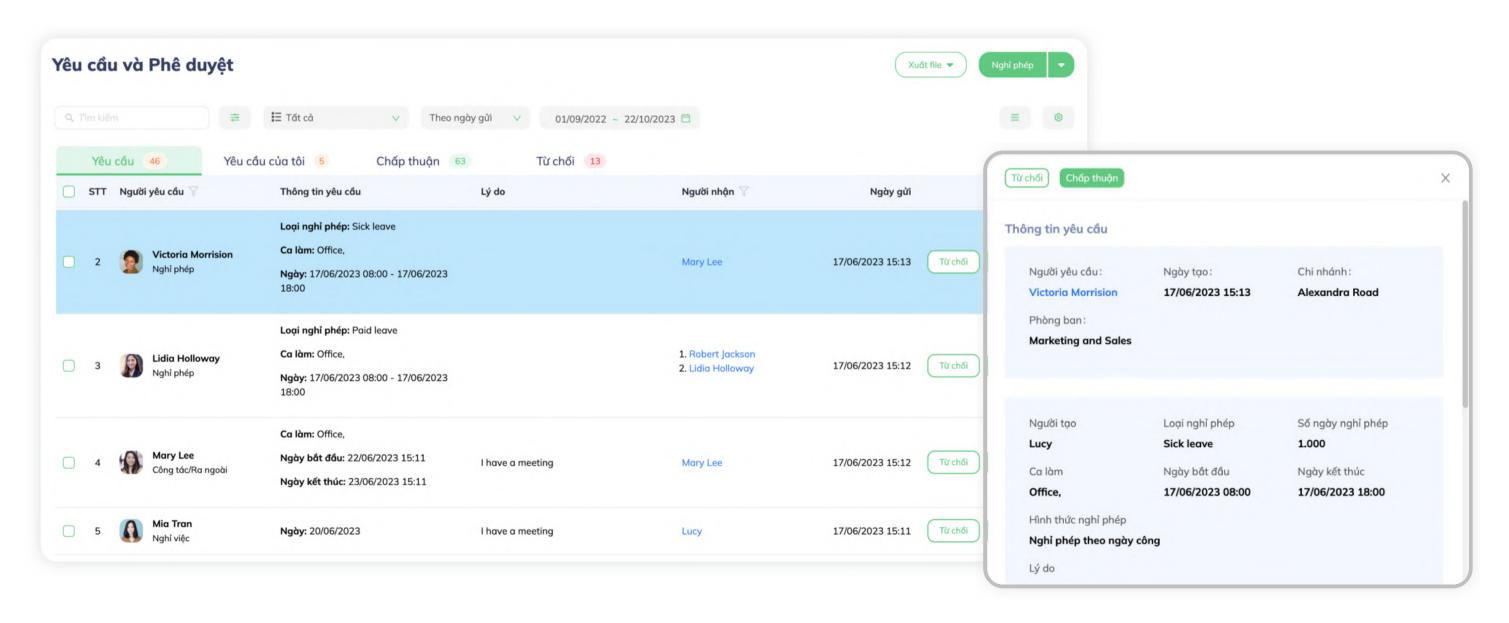
| Hình thức làm việc |
|---|
| - |
| Người quản lý |
| - |

| **Cá nhân** | Công việc | Nghỉ phép | Tài sản | Tài liệu | Chấm công | Phân quyền | Thông tin tùy chỉnh | Lịch sử cập nhật |

### Thông tin cá nhân                                                                          Sửa

**Thông tin cơ bản**                                                                           Sửa

| Họ và tên | Ngày sinh | Giới tính | Mã nhân viên |
|---|---|---|---|
| Mia Tran | + Thêm ngày sinh | Nữ | 03 |

**Liên hệ**                                                                                    Sửa

| Email | Điện thoại | Địa chỉ | Mạng xã hội |
|---|---|---|---|
| +65903268549@tanca.io | +65903268549 | + Thêm địa chỉ | f Ⓢ |

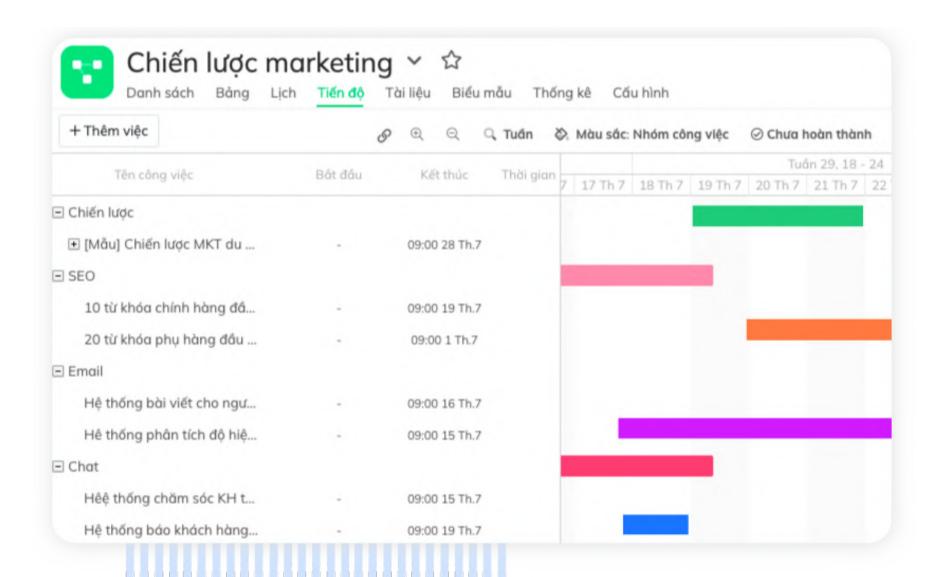**Liên hệ khẩn cấp**                                                                           S

Tanca

With Tanca, your business can completely eliminate paper-based documentation through a highly customizable approval system.

Bring together your team's work in a shared platform.
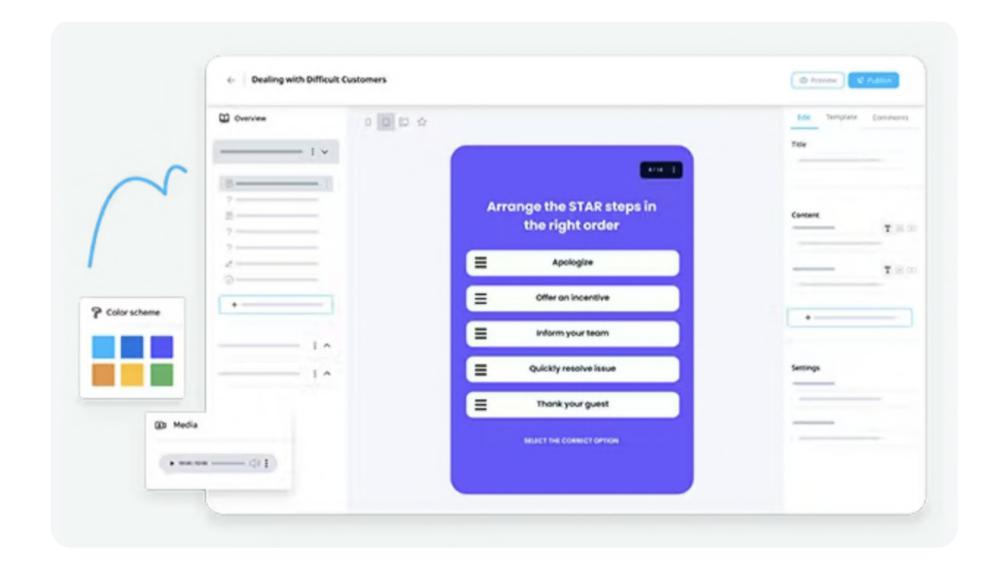
# Main feature | Performance evaluation

Administer and monitor employee performance and workplace goal achievement.

**Tanca**

| Tên kết quả | Người thực hiện | Giá trị | Chỉ tiêu |
|---|---|---|---|
| **Công Ty** | | | |
| ▾ Triển khai nội bộ | Lee ⌄ | | |
| 80% các cá nhân đạt được mục tiêu cá nhân | Lee ⌄ | 8 | 100 |
| 70% các phòng ban đạt được OKR phòng ban | Holloway ⌄ | 3 | 100 |
| ▾ Triển khai quy trình nội bộ | Lee ⌄ | | |
| 100% phòng ban đều hoàn chỉnh quy trình | Smiths ⌄ | 10 | 100 |
| 100% công việc sẽ đưa vào quy trình liên phòng ban | Hiddleston ⌄ | 0 | 100 |
| ▾ Nhà đầu tư Seed Round | Lee ⌄ | | |
| Tiến đến quá trình deal với nhà đầu tư | Lee ⌄ | 0 | 100 |

# ⟳ Main feature     | Online training

**Tanca**
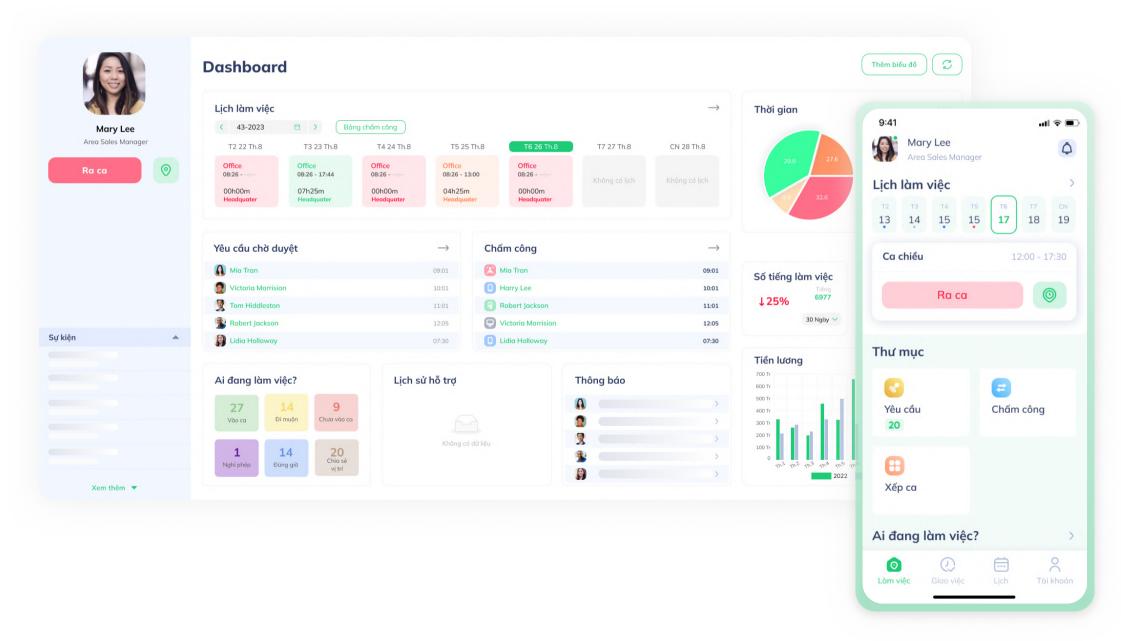
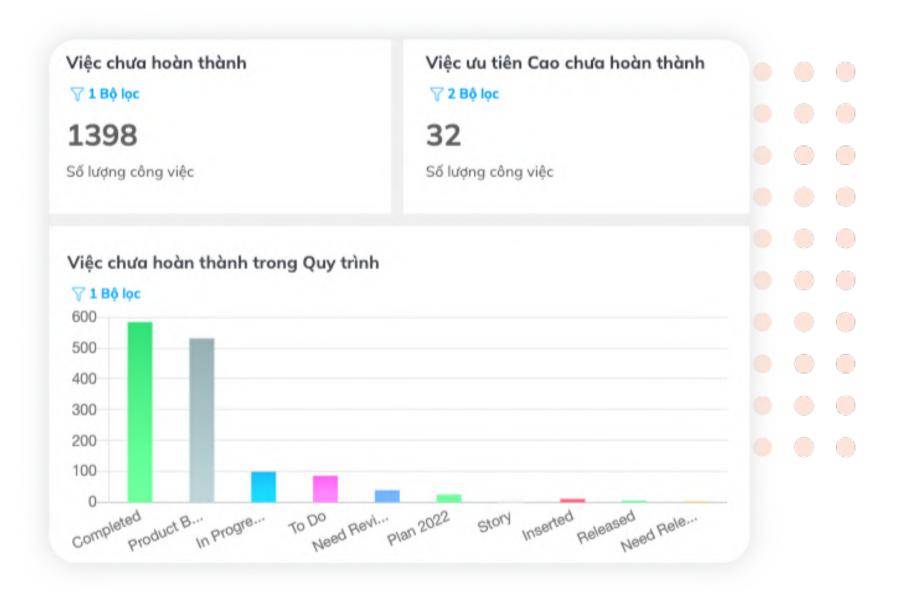Customized e-learning platform designed specifically for corporate training.

Work becomes more individualized and efficient through personal experiences

# ○ Main feature | Data analytics in HR

Tanca

Enables the use of dynamic data fields to build customized reporting systems.

# Main feature | Welfare Management

Manage remuneration policies to foster increased employee satisfaction and engagement in the company.

Tanca

← **Bảo hiểm**
Đang hiển thị 9/9

⬇ Xuất file | Tạo mới ▼

| | STT | Tên nhân viên | Giới tính | CMND/CCCD | Mã Số BHXH | Số thẻ bảo hiểm y tế | Ngày tham gia bảo hiểm | Mức lương đóng bảo hiểm | |
|---|---|---|---|---|---|---|---|---|---|
| ☐ | 1 | Victoria Morrision | Nữ | S80799382 | 7938690152 | 7938690152 | 01/12/2022 | 5800000 | ... |
| ☐ | 2 | Celina Smiths | Nữ | 075187000923 | 6822974427 | 6822974427 | 14/04/2023 | 5800000 | ... |
| ☐ | 3 | Lidia Holloway | Nữ | 174321827 | 6822934423 | 6822934423 | 14/05/2023 | 5800000 | ... |
| ☐ | 4 | Robert Jackson | Nam | 174321830 | 9882223455 | 9882223455 | 12/04/2024 | 5800000 | ... |
| ☐ | 5 | John Klaus | Nam | 174321831 | 7421578893 | 7421578893 | 10/04/2025 | 5800000 | ... |
| ☐ | 6 | Linda Giovanna | Nam | 174321837 | 6522278892 | 6522278892 | 19/04/2024 | 5800000 | ... |
| ☐ | 7 | James Pierre | Nam | 174321836 | 78885211245 | 78885211245 | 12/03/2024 | 5800000 | ... |
| ☐ | 8 | Patricia Claudia | Nữ | 174321835 | 3346788921 | 3346788921 | 17/06/2023 | 5800000 | ... |
| ☐ | 9 | Richard Yonatan | Nam | 174321843 | 5667899214 | 5667899214 | 26/08/2023 | 5800000 | ... |

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## Camera AI

Hanet AI CAM Home HA800

Hanet HA1000

Hanet AI CAM Home B1000

## Fingerprint attendance devices

RONALD JACK K14

RONALD JACK T9

RONALD JACK 879C

RONALD JACK 6869

## Facial recognition attendance devices

Facepro-008

Facepro-007

AI-X1

AI-08T

Tanca

Manage all cloud-based CCTV cameras

Alert employees overstaying in the cold storage area

Automatically recognize vehicle license plates

123.45

Warn and detect strangers accessing restricted zones

**Tanca**

# 04

## Data privacy and security

Tanca



**Security and safety model**

### PRIVACY POLICY

Tanca ensures the best standard security practices for businesses.

Link

### USER DATA PROTECTION POLICY

Tanca complies with the user data protection policy according to Government Decree 13.
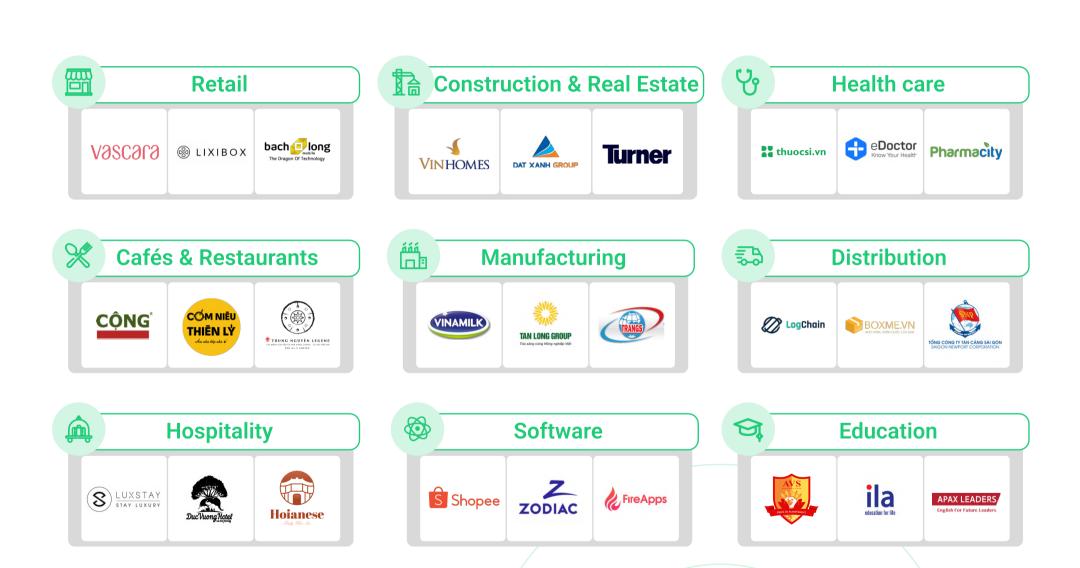
Link

### LIST OF AWARDS IN VIETNAM



Vietnamese Talent Award 2019



Sao Khue Award 2020



Honoring Creativity Tech Awards VNExpress 2021



Vietsolution 2022 National Digital Transformation Solution

**Tanca**

# 05

## Our clients

# Industry and customer landscape of Tanca

Tanca

## 3700
customers in 25 countries

### Retail
vascara | LIXIBOX | bach long mobile — The Dragon Of Technology

### Construction & Real Estate
VINHOMES | DAT XANH GROUP | Turner

### Health care
thuocsi.vn | eDoctor — Know Your Health | Pharmacity

### Cafés & Restaurants
CỘNG | CƠM NIÊU THIÊN LÝ | TRUNG NGUYÊN LEGEND

### Manufacturing
VINAMILK | TAN LONG GROUP | TRANGS

### Distribution
LogChain | BOXME.VN | TỔNG CÔNG TY TÂN CẢNG SÀI GÒN — SAIGON NEWPORT CORPORATION

### Hospitality
LUXSTAY — STAY LUXURY | DucVuong Hotel | Hoianese

### Software
Shopee | ZODIAC | FireApps

### Education
AVS | ila — education for life | APAX LEADERS — English For Future Leaders

# Our clients in Vietnam

**Tanca**

**Loc Troi Group**
The leading rice producing group in Vietnam. Use Tanca since 2021.

**Vinamilk**
The leading dairy group in Vietnam. Use Tanca since 2021.

**Himlam Group**
The real estate group has great influence in the Vietnamese market. Use Tanca since 2020.

**Tan Long Group**
Agriculture and animal feed production group. Use Tanca since 2020.

**Shopee**
The largest e-commerce platform in Vietnam. Use Tanca since 2021.

**Trung Nguyên Legend**
The leading coffee group. Use Tanca since 2020.

**Vicem Ha Tien Cement**
The prominent company in Vietnam's cement industry. Use Tanca since 2022.

**Saigon Newport Corporation**
A military enterprise under the Navy. Use Tanca since 2021.

**Vietjet Air**
Vietnam's first private airline. Use Tanca since 2021.

**Nidec**
Japanese industrial corporation. Use Tanca since 2021.

**DatViet VAC Group**
Media and entertainment company in Vietnam. Use Tanca since 2022.

**Recoh**
Japan's leading printer and photocopier corporation. Use Tanca since 2020.

# Why Tanca?

**Tanca**

## Extension capability

Tanca offers unlimited user expansion capabilities, allowing businesses to grow their user base to a maximum of 500,000 users.

## Stability

The AWS infrastructure and domestic infrastructure consistently uphold a high level of system stability to mitigate the impact of attacks or transmission risks.

## Leading

Tanca is the HRM software with the largest user base in Vietnam, currently exceeding 350,000 users.

## Speed assistance

Tanca offers round-the-clock support, unlimited Ticket submissions, with a guaranteed response time of within 30 minutes. Tanca enables users to assess the support quality once the employee completes the exchange.

## Chance for continued development

Tanca extensively develops Micro Services, enabling developers to create additional functionalities and seamlessly integrate them into the Tanca platform using a variety of programming languages.

## Leader in technological innovation

Implement cutting-edge technologies, such as AI and big data, in practical applications.

# 06

# Reference policy

# Sales policy

**Tanca**

## Plans from Tanca Cloud

### Cloud Camera & AI

Transfer regular cameras to the cloud while synchronously managing the Camera system

Manage CCTV Cloud

Customer count

Attendance

Heat map

Entry/exit warning

### Basic

Scheduling shifts, assigning work and timekeeping

Schedule shifts

Assign work

Timekeeping via phone

Sync Camera AI

Sync time attendance machine

### Standard

Scheduling shifts, timekeeping and digitizing documents

Include Basic plans and:

Request management

Leave management

Calendar management

Internal communication

### Premium

Scheduling shifts, timekeeping, digitizing documents and calculating payroll

Include Standard plans and:

HR data management

Salary calculation system

Contract & insurance management

Asset Management

## Plans on client server

White Label: Personalize brand appearance and configuring applications to customer's desired color

Integrate with third parties

Additional programming features for customers

# ⟳ FAQs

**Tanca**

## 01

### What is the On-Premise, Cloud plans?

- The Cloud Plan means you just need to create an account on Tanca and you're immediately ready to use it. When you buy, it's based on the number of accounts, features, and usage time. Your data is stored on Tanca's servers.
- On-Premise: Your application and administration system as well as data are stored on your server. You buy according to the number of accounts, features and usage time.

## 02

### In case I buy an employee plan and later my workforce expands, how will the payment be managed?

When the employee count grows, you have the option to purchase additional packages, and the number of employees can increase on a monthly or yearly basis. If you choose the annual subscription, you only pay for the remaining months left in your annual plan. To open an additional purchase package, please reach out to our Support team.

## 03

### Besides the quoted costs, are there any additional fees that Tanca charges?

There are no extra costs involved with Tanca, except for when you opt to purchase additional features or users. Tanca also provides regular feature updates, which are included at no additional cost.

## 04

### When an employee leaves and I hire a new employee, do I need to acquire an additional account?

Tanca only calculates based on the number of active accounts. This means if you have an employee leave, you can go into inactive mode for record keeping. Tanca will deduct this account and you can continue to add new accounts on the system.

# THANK YOU

for your attention

Tanca