Simple & Intelligent

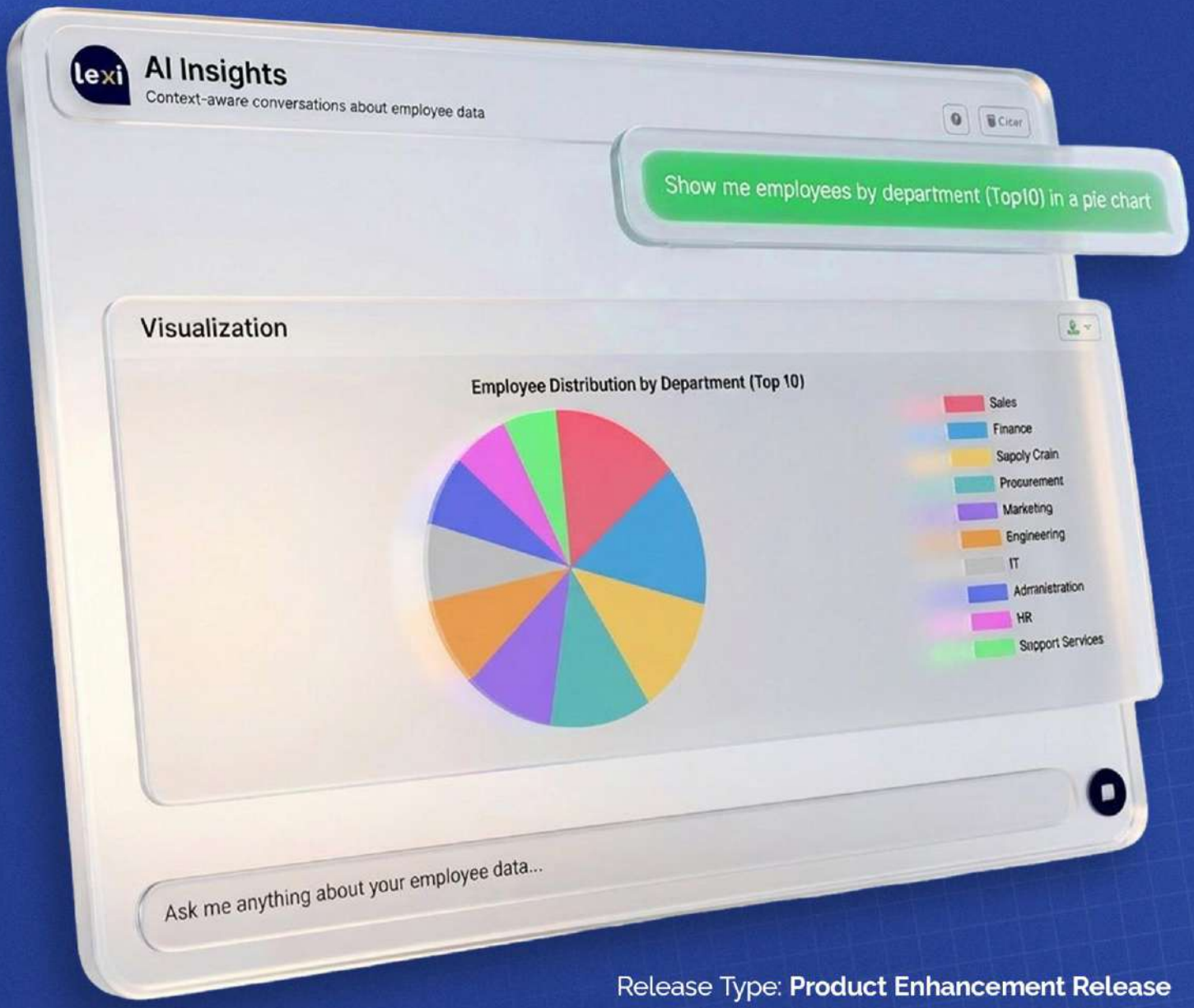
PeoplesHR

HR that works the way you do.

Feature Release Highlights

PeoplesHR Version 10.2

March 2026



Release Type: **Product Enhancement Release**

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1. Overview

PeoplesHR V10.2 introduces several enhancements designed to simplify the user experience, improve workforce insights, and strengthen payroll and workforce management capabilities.

This release focuses on three major improvements:

1. **A simplified product structure** that improves navigation and usability
2. **Smarter HR insights** and analytics powered by AI
3. An intuitive and **modern user interface for Mobile and Kiosk**, delivering a faster and more engaging experience for employees and managers

These improvements help HR teams operate more efficiently while enabling leaders to make better workforce decisions using real-time data.

1.1 Simplified Product Structure

PeoplesHR now introduces a simplified product package structure that organizes the platform into seven clear functional areas HR, TIME, PAY, TALENT, ENGAGEMENT, INSIGHT & UTILITIES.



This new structure replaces the previous module grouping and provides a clearer and more intuitive way for users to navigate the system.

As part of this update:

- Modules have been reorganized and renamed to align with the new structure.
- Administrative menus are grouped into Admin, Self-Service, and Setup sections.
- Navigation now follows the full employee lifecycle.

External

What are the most important or valuable things to know about this release?

This update significantly improves the user experience by:

- Simplifying product navigation
- Making it easier for new users to learn the system
- Aligning the platform with the HR lifecycle
- Helping partners explain the platform more clearly to customers

What else went live during this release?

Several key features were introduced across the platform, including:

- AI-powered analytics
- Payroll anomaly detection
- Company-wide leave planner
- Expanded workforce analytics dashboards
- Recruitment and training improvements

How do I learn more or get help?

Please contact the PeoplesHR Support Team or your PeoplesHR partner representative to upgrade to V10.2

For a detailed mapping of the previous menu structure to the new package structure, please refer to Appendix.

1.2 Intelligent AI-Powered Workforce Insights

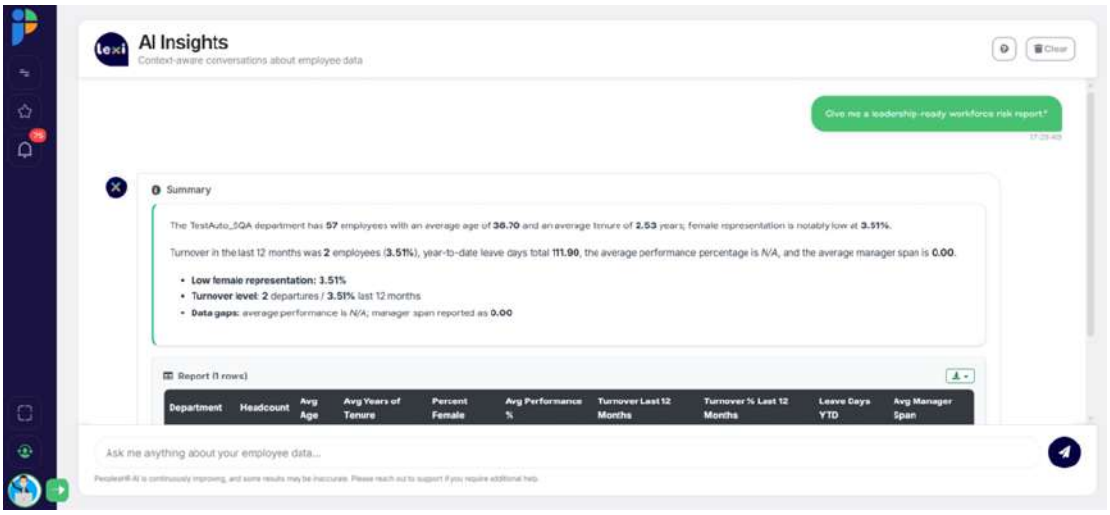
PeoplesHR now includes an AI-powered analytics chat that allows users to retrieve workforce insights using simple conversational queries.

Instead of navigating dashboards or building reports, users can ask questions such as:

- “Show attrition trends”
- “What are the payroll costs this month?”
- “Which departments have the highest turnover?”

The system automatically generates charts, tables, and reports.

External



What additional new functionality are you introducing alongside it?

Users can also download charts and reports generated by the chat for presentations or further analysis.

What are the most important or valuable things to know about this release?

This feature makes workforce analytics significantly easier to access by:

- Removing the need for manual report creation
- Helping HR leaders make faster decisions
- Providing instant insights across the organization

What else went live during this release?

Several new Interactive Analytics dashboards have been introduced to provide deeper visibility into key workforce metrics across multiple areas of the employee lifecycle.

These dashboards include:

- **Attrition Analytics** – View attrition trends by business unit to identify areas with higher turnover.
- **Employee Type Analytics** – Analyze workforce composition by employee type, designation, and business unit.
- **Recruitment Analytics** – Monitor active requisitions and hiring trends to better understand recruitment performance.
- **Payroll Analytics** – Gain insight into salary distribution, payroll cost composition, and payroll trends over time.

External

- **Training Analytics** – Track training participation levels, feedback scores, and learning engagement across the organization.

Together, these dashboards provide HR leaders with clear, data-driven insights into workforce trends, enabling faster and more informed decision-making.

Note: The AI-Insights and Analytics feature may be subject to additional charges. For further details, please contact your PeoplesHR Customer Service Representative or PeoplesHR Partner.

1.3 A Fresh New Mobile & Kiosk Experience

What new features or functionality are you introducing?

This release introduces a significant redesign of both the PeoplesHR Mobile App and Kiosk user interfaces, delivering a more modern, intuitive, and responsive experience for employees and managers accessing HR services.

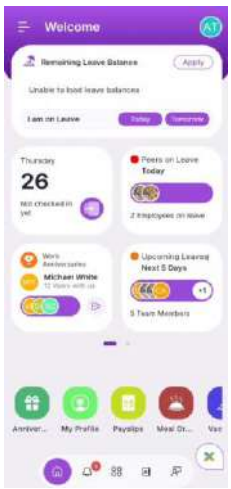
The updated design improves navigation and simplifies access to commonly used features such as leave requests, attendance tracking, approvals, and employee self-service, ensuring users can complete key HR actions faster and more easily.

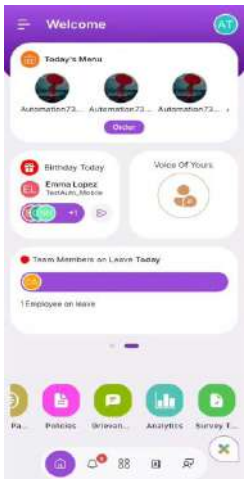
In addition, the mobile application now allows users to select their preferred theme color or switch to Dark Mode, providing a more personalized and comfortable viewing experience.

*Expected Release Availability: The updated Mobile App and Kiosk interface is scheduled for release in the **3rd week of March 2026**.*

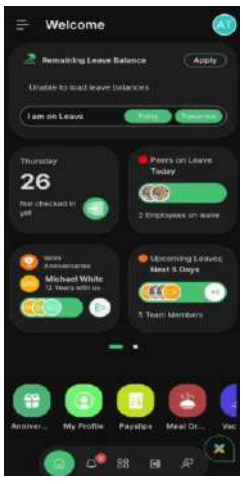
Mobile App Experience

The redesigned PeoplesHR Mobile App introduces a modern layout, improved responsiveness, and a cleaner interface that aligns with the overall PeoplesHR platform experience.









Key improvements include:

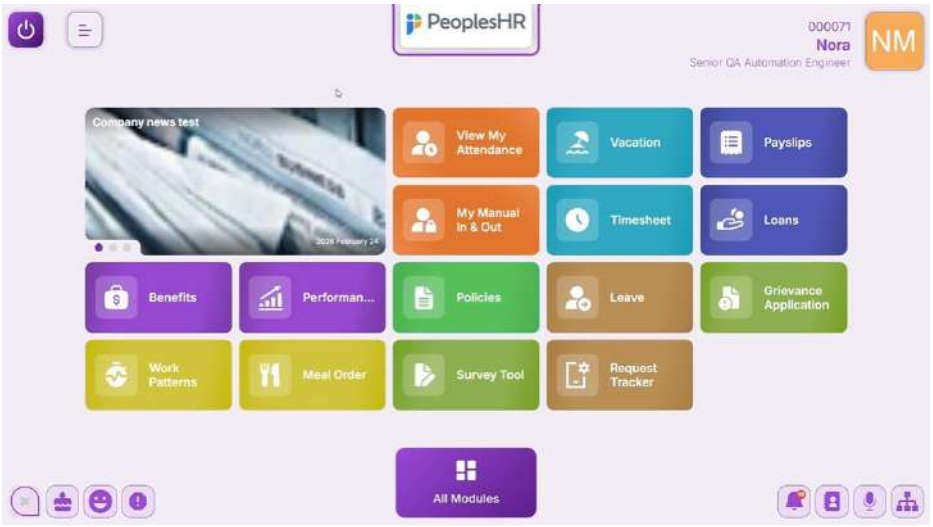
- Updated mobile interface framework for improved performance
- Improved navigation for faster access to HR functions
- More responsive layouts optimized for modern mobile devices
- Improved visual consistency with the core PeoplesHR platform
- New personalization options, including theme color selection and Dark Mode

These enhancements allow employees and managers to interact with HR processes more efficiently while providing a visually modern mobile experience.

Kiosk Experience

The PeoplesHR Kiosk interface has also been redesigned to better support frontline and deskless employees who access the system through shared terminals.

The updated kiosk experience provides a clearer layout and simplified interactions, making it easier for employees to complete quick HR actions such as attendance check-ins, requests, or other self-service tasks.



Key enhancements include:

- Improved kiosk navigation and screen layout
- Better visibility of employee actions and confirmations
- Optimized interface for quick employee interactions
- Improved performance for high-volume workforce environments

These improvements help reduce confusion, speed up employee interactions, and improve usability in high-traffic workplace environments such as factories, hotels, and retail operations.

External

What are the most important or valuable things to know about this release?

These improvements are designed to:

- Provide a simpler and more intuitive user experience
- Improve accessibility for deskless and frontline workers
- Reduce the learning curve for new users
- Deliver a modern and visually consistent experience across devices
- Allow users to personalize their mobile experience with theme colors and Dark Mode

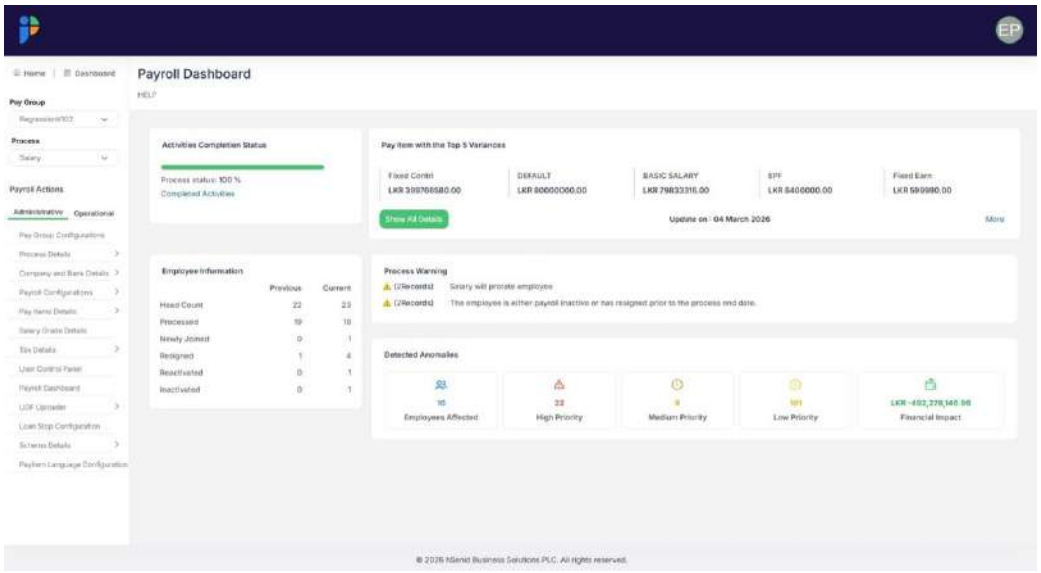
For organizations that rely on mobile or kiosk access for workforce management, these enhancements significantly improve day-to-day usability and accessibility for employees and managers alike.

2. Additional Features and Enhancements

These features complement the major improvements introduced in PeoplesHR V10.2 and further enhance payroll accuracy, workforce planning, talent management, and employee engagement capabilities.

2.1 Payroll Anomaly Detection

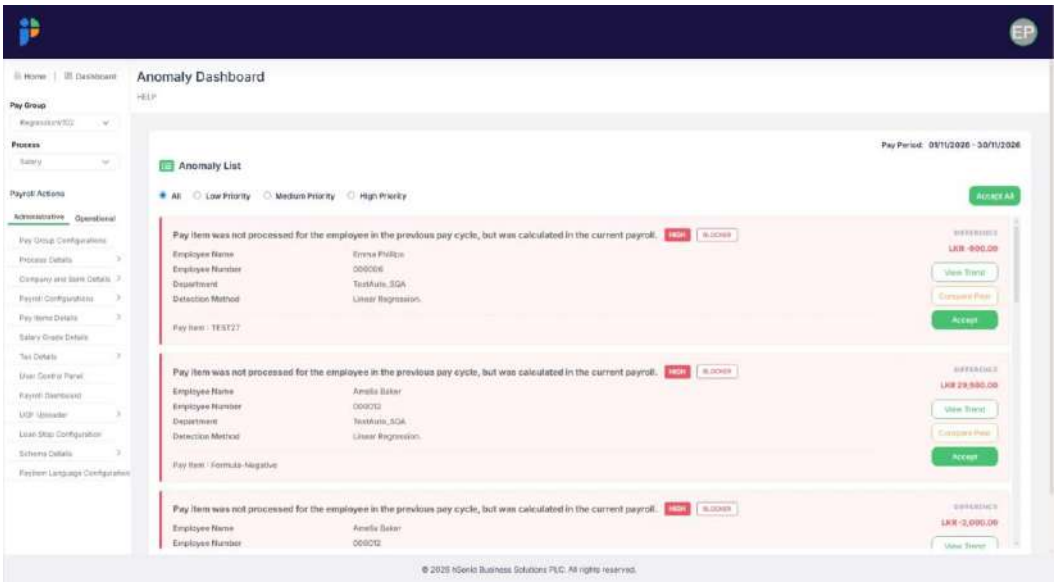
A new Payroll Anomaly Detection dashboard automatically identifies unusual payroll entries before payroll is finalized.



External

The system flags anomalies using priority levels and allows payroll administrators to:

- Review and fix issues
- Continue processing payroll if needed



What are the most important or valuable things to know about this release?

This feature helps:

- Prevent payroll errors
- Detect unusual payroll patterns
- Improve payroll accuracy

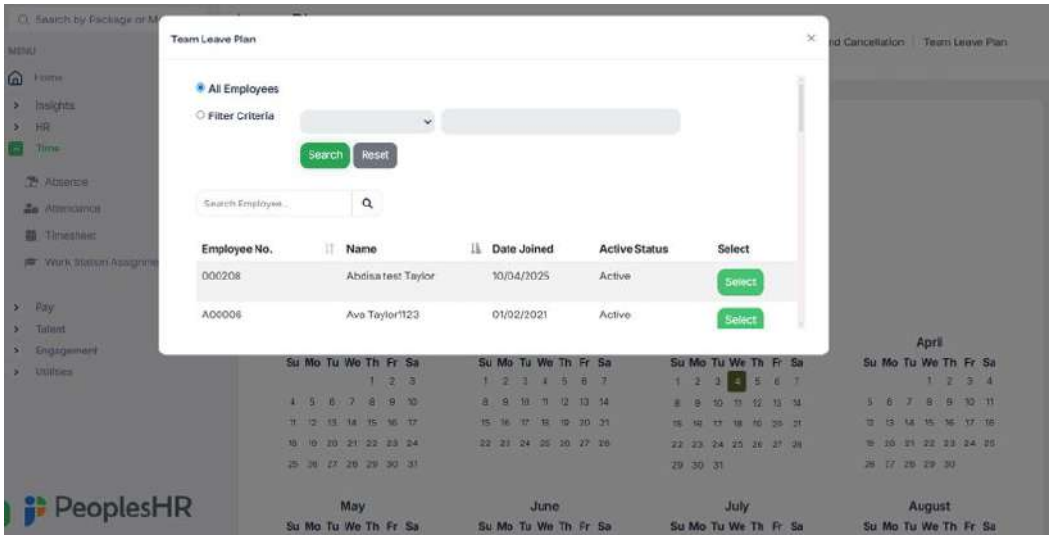
What else went live during this release?

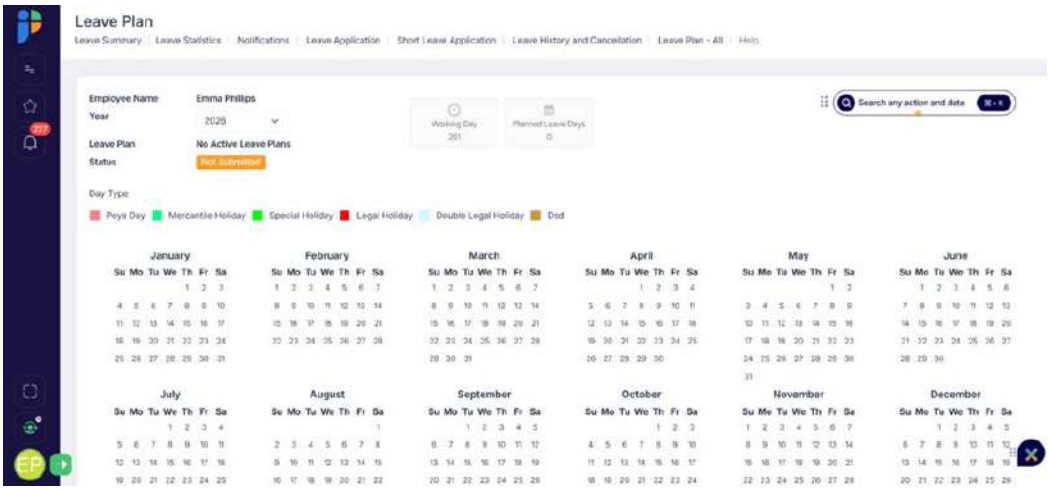
Payroll compliance updates for multiple countries were also introduced.

External

2.2 Company Leave Planner

The Leave Planner provides HR teams and managers with a company-wide view of employee leave schedules.





What additional new functionality are you introducing alongside it?

Users can:

- View leave plans across teams
- Plan leave for subordinates
- Manage company leave schedules

External

What are the most important or valuable things to know about this release?

This feature helps organizations:

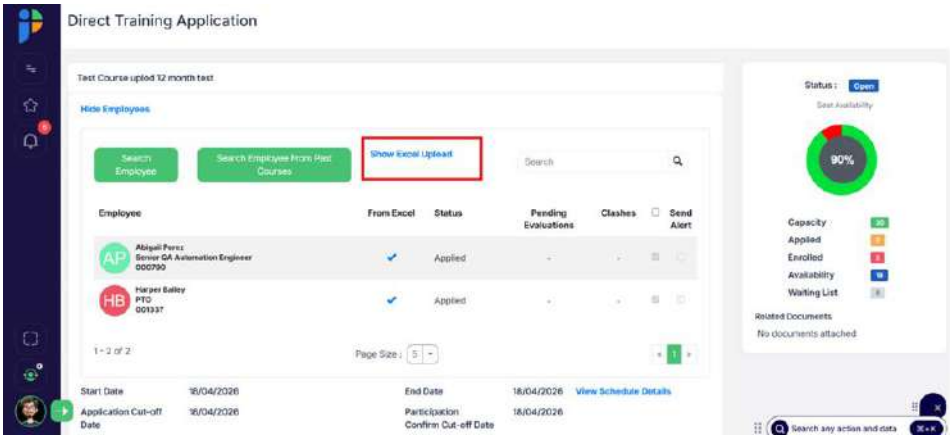
- Avoid staffing conflicts
- Improve workforce planning
- Gain better visibility of employee availability

What else went live during this release?

Additional enhancements were introduced to absence and attendance management, including new leave notification email templates and improvements to leave communication workflows.

2.3 Training Bulk Enrollment

HR teams can now enroll multiple employees into training programs using an Excel bulk upload option.



What additional new functionality are you introducing alongside it?

This feature replaces the need to enroll employees individually.

What are the most important or valuable things to know about this release?

This improvement significantly reduces manual effort when managing training programs for large teams.

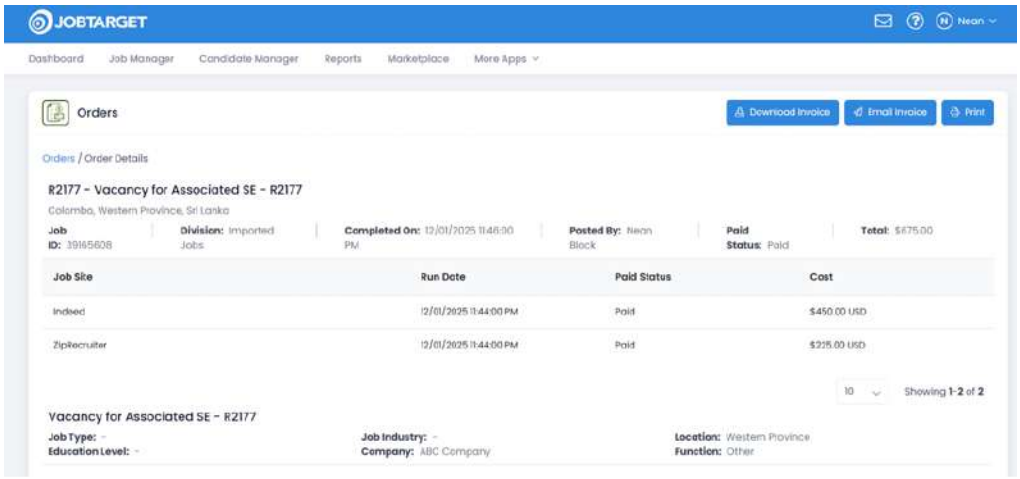
What else went live during this release?

Training evaluation processes were also enhanced.

2.4 External Job Board Integration Enhancement (via JobTarget)

Open job vacancies can now be automatically published to external job boards via JobTarget, helping organizations reach a wider pool of candidates.

JobTarget is a job distribution platform that allows organizations to publish job vacancies across multiple online job boards from a single system.



What additional new functionality are you introducing alongside it?

Recruitment stage updates are now automatically synchronized with JobTarget.

What are the most important or valuable things to know about this release?

This helps organizations:

- Improve job visibility across external job boards
- Track recruitment activity more accurately
- Reduce manual recruitment tasks

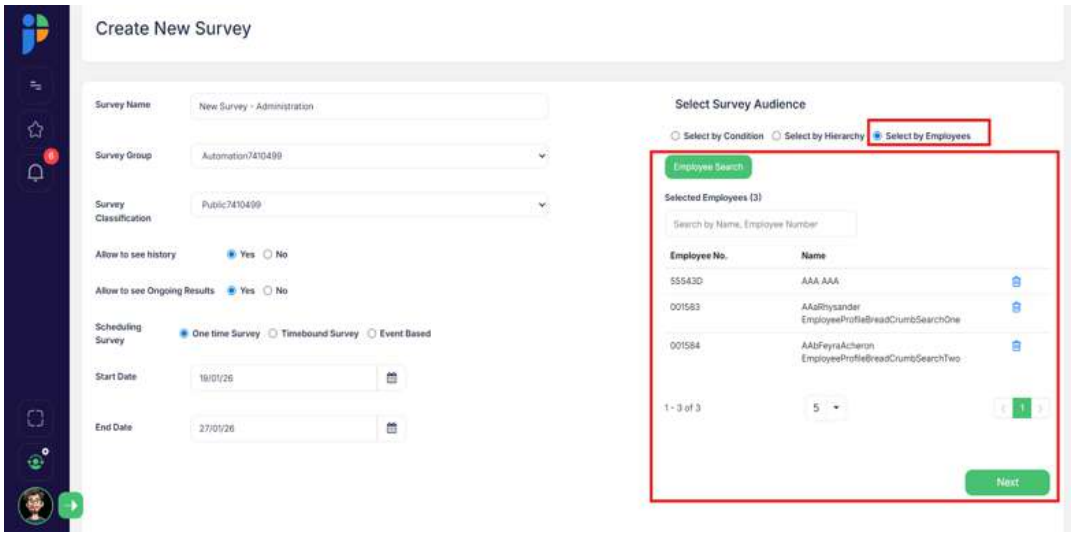
What else went live during this release?

Recruitment workflows have also been improved.

Note: The Job Board Integration feature may be subject to additional charges. For further details, please contact your PeoplesHR Customer Service Representative or PeoplesHR Partner.

2.5 Engagement Survey Improvements

Admins and supervisors can now select specific employees individually as the target survey audience.



What additional new functionality are you introducing alongside it?

Survey end dates can be modified even after the survey has been published, to either extend or shorten the survey period without having to republish the survey.

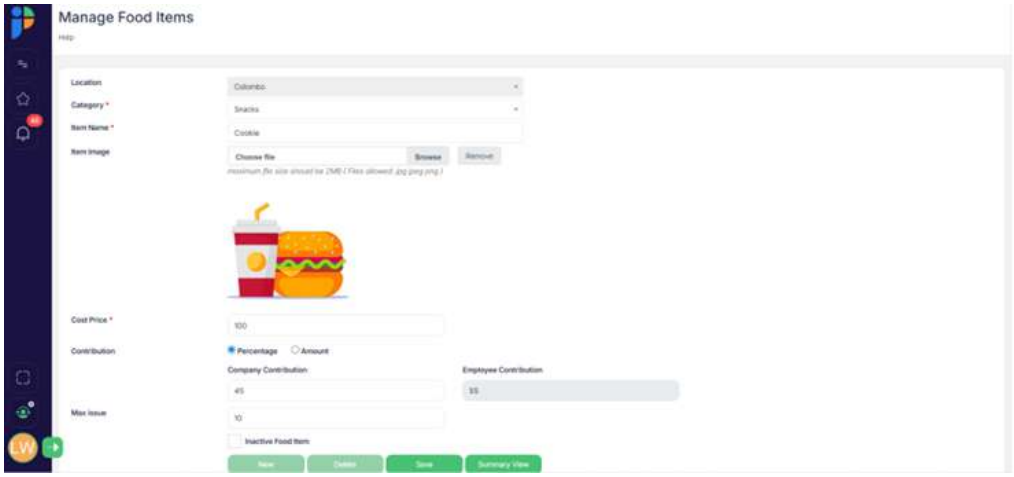
What are the most important or valuable things to know about this release?

These improvements help HR teams:

- Run more targeted engagement surveys
- Adjust survey timelines without republishing

2.6 Dynamic Meal Pricing & Cash Collection

The Canteen Management System now supports dynamic meal pricing and payment management.



What additional new functionality are you introducing alongside it?

The system allows:

- Meal pricing based on employee and employer contributions
- Payment tracking

What are the most important or valuable things to know about this release?

This is especially valuable for organizations managing large workforces or factory environments.

2.7 Other Enhancements

This release also includes several improvements across the platform, including:

- Expanded analytics dashboards
- Improved audit manager functionality
- New report navigator controls
- Email template UI improvements
- Cookie policy compliance updates
- Admin widget for recently accessed pages

These enhancements improve system usability, compliance, and performance.

Appendix

Navigating the New PeoplesHR Package Structure

With the introduction of the simplified product package structure, several modules have been reorganized under the new packages:

The table below provides a quick reference to help users understand how the previous structure maps to the new package structure.

New Package	New Module	Old Module	Old Package
Insights	Dashboard		
	On Demand Reports	On-Demand Reporting Tool	Core HR
	Reports	Report Navigator	
	AI Insights		
HR	EIM Administration	Employee Information Manager	Core HR
	Employee Information		
	Employee Life Cycle	Employee Lifecycle	Core HR
	Offboarding	Off Boarding	People Management
	Operational Widgets		
	Organization Chart	Organizational Chart	Core HR
	Widgets		
	Workflow		
Time	Absence	Absence Management	Time and Attendance
	Attendance	Time and Attendance	
	Timesheet	Time Sheets	
	Workstation Assignment		
Pay	Benefits	Benefits Management	Compensation and Benefits
	Loan	Loan Management	
	Payroll	Payroll Management	Payroll
	General Ledger		
Talent	Disciplinary Management	Disciplinary Management	People Management
	Onboarding	On Boarding	Talent Acquisition

External

	Performance Assessment	Performance Management	People Management
	Probation Evaluation		
	Recruitment	Recruitment Management	Talent Acquisition
	Job Portal		
	Talent Management	Talent Management	People Management
	Training and Development	Training & Development	
	Workforce Planning	Workforce Planning	Talent Acquisition
Engagement	Meals	Meal Management	Compensation and Benefits
	Chatbot		
	Grievance Handling	Grievance Management	People Engagement
	Survey Tool		
Utilities	Audit Manager		
	Common Controls		
	Data Import		
	Digital Signature		
	Eligibility Configurator		
	Enterprise Security Manager		
	Extension Manager		
	Formula Builder		
	Job Scheduler		
	Forms Extension		
	Template Designer		

Upgrade to PeoplesHR v10.2

Experience a more intuitive HR platform

Contact PeoplesHR Support Team or your PeoplesHR representative to begin your version upgrade.

PeoplesHR Support Team
support@peopleshrorg.freshdesk.com