



## Expression of Interest (EOI)

## For Supply, Implementation and Maintenance of Human Resource Management System (HRMS)

## EOI Schedule

EOI Reference Number	Ref No. JKGB/IT/HRMS/2025-26/7280 Dated : 29-Dec-2025
Issuing Department Name	IT Department Jammu And Kashmir Grameen Bank Head Office – Narwal, Jammu (J&K) email: it.hoj@jkgb.in, Ph. +918899006461
EOI Details	Expression of Interest (EOI) For Supply, Implementation and Maintenance of Human Resource Management System (HRMS)
EOI Type	Open
Last Date of Submission	17-Jan-2026

## Invitation for EOI

The Jammu and Kashmir Grameen Bank invites Expression of Interest (EOI) from eligible and experienced vendors for the design, supply, customization, deployment, and maintenance of an integrated Human Resource Management System (HRMS). The Bank has previously implemented HRMS platform, operational since 2016. However to meet the evolving needs of a digitally empowered workforce and align with regulatory, operational, and strategic priorities, the Bank now seeks to implement a comprehensive, modern HRMS solution. This new system should consolidate and enhance existing functionalities while introducing advanced capabilities for automation, analytics, compliance, and employee engagement. The solution must support all categories of staff (on-roll, deputed and outsourced) and be accessible via secure web and mobile platforms. The solution should centralize and digitize all HR-related functions across the organization, improving operational efficiency, ensuring regulatory compliance, and enhancing employee experience. The solution must support web-based and mobile interfaces. As part of the implementation, the solution must also ensure complete migration of existing data from the current HRMS application.

The vendor shall be responsible for delivering an end-to-end solution broadly encompassing the following key functional requirements:

1. Manpower Planning
2. Recruitment and On-Boarding
3. Employee Record Management
4. Confirmation and Probation Tracking
5. Performance Appraisal & Reporting
6. Transfers and Promotions

7. Payroll, compensation and Salary Processing including Arrear Computation and Disbursement
8. Income Tax Declaration, Deductions, Processing & Reporting
9. Attendance and Leave Management
10. Staff Reimbursements and Welfare
11. Staff Loan Processing
12. Terminal Benefits and Separation
13. Employee and Manager Self-Service
14. Document Request and Issuance Workflow
15. Grievance Redressal and Feedback Management
16. Personnel Administration
17. HR Analytics and Dashboards
18. MIS and Reports Generation
19. Mobile Application (Android & iOS)
20. Declaration Forms
21. Travel and Tour Management
22. Training Management
23. Attendance Module
24. Document Management
25. Integration with Upstream and Downstream Applications
26. Any other requirement as may be specified by the Bank

The bidder should have implemented the proposed solution in at least one SCB (Scheduled Commercial Banks) / RRB (Regional Rural Bank) in India. Bank will evaluate the Bidders on the technical capabilities of the solution and may ask shortlisted bidders to showcase their solution for further evaluation. The Bidders interested to participate shall submit their comprehensive technical proposals in soft form. Proposals must include the company profile, eligibility documents and a functional overview of the proposed solution, along with relevant insights that demonstrate the solution's maturity, adaptability and alignment with the Bank's requirements.

The EOI is not an offer by Jammu and Kashmir Grameen Bank, but an invitation for bidder's responses who intend to propose their solutions to the bank. No contractual obligation on behalf of Jammu and Kashmir Grameen Bank, whatsoever, shall arise from the offer process unless and until a formal contract is signed and executed by duly authorized officials of Jammu and Kashmir Grameen Bank and the Bidder. This Expression of Interest (EOI) is being issued for the purpose of identifying eligible and capable vendors for the proposed HRMS solution. The Bank reserves the right to modify, expand or redefine the scope and terms at the Request for Proposal (RFP) stage. If, after evaluating the EOIs, the Bank is of the view that wider participation is desirable, the Bank may issue an Open RFP inviting broader participation.