ANALYTICS

PeopleCentral: Best HRMS (SMB) 2026

4 of 7

See what needs action today, not at month end

Analytics turns your HR, payroll, attendance, leave, claims and hiring data into dashboards, alerts and reports. Signal Watch tells you what needs action today. Click any number to see the people behind it.

THE PROBLEM

Most HR numbers arrive in a month-end report, after the overtime is worked, the payroll is closed and the pass has expired. By then the cost is already spent.

Getting a new report usually means a spreadsheet, a request to IT, or both. So the question often goes unasked.

83%

of Singapore employers say rising manpower cost is their top challenge. Analytics shows where that cost goes, while it can still be changed

Source: SNEF Wage and Employment Outlook 2026/27

DETECT FIRST, THEN REDUCE

1 DETECTS

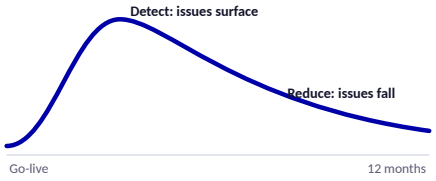
Problems while they are still small

Overtime limits, payroll variances, expiring passes and approvals waiting too long.

2 REDUCES

Surprises at month end

Acting on an alert early costs less than finding the problem in a report later.



Curve is illustrative: hidden issues become visible first, then fall as the causes are fixed.

FROM DATA TO ACTION

STEP 1

Every module feeds in

HR, payroll, attendance, leave, claims and hiring data, already in PeopleCentral.

→

STEP 2

Signal Watch spots it

Alerts rank what needs action today, what needs attention and what to monitor.

→

STEP 3

See who is behind it

Click any number to see the people, filter the list and export it.

→

STEP 4

Act and track

Each alert comes with a suggested next step. The dashboard shows if it worked.

What is inside

Five groups of dashboards, plus the tools that make them useful day to day.

FEATURE 01
Signal Watch

DOES	Alerts you to what needs action today.
HOW	Watches overtime limits, payroll variances, expiring passes and approvals, and ranks each alert.
YOU DECIDE	HR chooses which alerts to act on.
YOU GET	Problems caught early, with a suggested next step.

FEATURE 02
Ask AI for a report Rolling out

DOES	Builds a report from a plain question.
HOW	Ask, for example, "leavers this year by department". Or build it step by step.
YOU DECIDE	Save it, share it or refine it.
YOU GET	Answers without spreadsheets or IT requests.

FEATURE 03
People

DOES	Shows your workforce at a glance.
HOW	Planned vs actual staff, joiners and leavers, recruitment funnel, time to fill, upcoming expiries.
YOU DECIDE	Click through to the people behind each number.
YOU GET	One view of headcount and hiring.

FEATURE 04
Time and leave

DOES	Shows how time is being used.
HOW	Attendance heatmap, overtime limit forecast, leave patterns and approvals waiting too long.
YOU DECIDE	Managers act before limits are reached.
YOU GET	Overtime and absence under control.

FEATURE 05
Pay and cost

DOES	Tracks staff cost against plan.
HOW	Payroll variances, staff cost vs budget, and claims with fraud flags and processing time.
YOU DECIDE	Finance reviews variances before closing.
YOU GET	No payroll surprises.

FEATURE 06
Insights

DOES	Points to where a conversation is needed.
HOW	Retention Risk, Pay Fairness and Manager Effectiveness views.
YOU DECIDE	HR chooses the factors. A score is a prompt to talk, never a verdict.
YOU GET	Earlier, better-informed conversations.

FEATURE 07
Several companies

DOES	Brings group companies into one view.
HOW	Switch company or compare them all, with money in one reporting currency.
YOU DECIDE	Each role sees only what it should.
YOU GET	Group reporting without merging files.

FEATURE 08
Access and audit log

DOES	Keeps sensitive data protected.
HOW	Role-based access, and a permanent log of who changed, exported or viewed sensitive data.
YOU DECIDE	HR sets the roles.
YOU GET	Confidence to share dashboards widely.

See it working

One Monday morning with Signal Watch.

8:30am The HR manager opens Signal Watch. **Action required:** six staff are close to the monthly overtime limit.

8:32am She clicks the number and sees the six people, by outlet. The suggested step is to rebalance next week's shifts.

8:40am **Attention:** a payroll variance in one department, found before payroll closes, not after.

9:00am **Monitoring:** four work passes expire within 60 days. Renewals are started today.

9:15am Her director asks for leavers this year by department. She types the question into Ask AI and shares the chart.

Month end Nothing on the month-end report is a surprise. Each issue was dealt with when it first appeared.

Illustrative example.

BEFORE AND AFTER

	TODAY	WITH ANALYTICS
When you find out	In the month-end report	**An alert, the day it happens**
A new report	A spreadsheet or an IT request	**Ask in plain words, or build it step by step**
Behind a number	A separate export	**Click to see the people**
Group companies	Separate files	**One view, one reporting currency**
Who saw what	Unknown	**A permanent audit log**

BUILT TO BE TRUSTED

Responsible insights

Retention Risk never uses personal characteristics such as age, sex, nationality, pregnancy or health. A fairness check and an employee notice are built in.

Right data, right people

Each role sees only what it should. Managers see their teams, not the whole company.

Inside every product

AskCentral, ReimburseME, HireCentral and TimeCentral each feed their own analytics into the same view.

Dashboards and Signal Watch are live. Ask AI for a report is in beta.

Start here

Already on your data

Analytics runs on the data you already keep in PeopleCentral. Nothing to move, nothing to import.

1

Pick your alerts

Choose the Signal Watch alerts that matter most, such as overtime limits and expiring passes.

2

Set the roles

Decide who sees which dashboards, by company, department or team.

3

Ask your first question

Try Ask AI with a question your director asks every month.

QUESTIONS CLIENTS ASK

Do we need to move or import data?

No. It uses the data already in PeopleCentral.

Can managers see salaries?

Only if their role allows it. Access is set by HR, and every view of sensitive data is logged.

We have several companies. Does it work?

Yes. Switch between them or compare all of them in one reporting currency.

Is Ask AI ready to use?

It is in beta. You can also build any report step by step and save it.

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Source: Singapore National Employers Federation, Wage and Employment Outlook 2026/27 (300+ employers). Award: HR Vendors of the Year 2026, Singapore. Figures as of November 2026.