

Pre Bid Queries - Request for Proposal RFP For Selection of Vendor for Development of HRMS		
	Clarification/Suggestion	Bank's Reply
1	You are requested to kindly consider CA Certificate of Net Work for last three year instead of CA certificate of Net Profit.	No Change
2	We are assuming there will be development of web application only. No Mobile Application development have been considered. Please confirm	No mobile application
3	Will the application be accessed by the employees of all 498 branches/offices?	No, however scalability should be there for future purpose
4	We are assuming there will only be two user roles -- Employee and Admin.	Yes but there should be hierarchy in both
5	Do we need to consider other basic HRMS features besides which are being mentioned in the RFP such as Attendance Management, Recruitment Management, Document Management, Reimbursement Management?	Please submit your detailed proposal
6	How much user base will be there who will going to access the application?	As of Now only HR Department at HO & at Ros will access the application, however scalability should be there for future individual employee access
7	Please share the Format for the Financial Bid	No standard format, depend upon your proposal
8	Please suggest the tentative timeline for development and implementation of the solution or can we propose the project plan alongwith the development and implementation schedule?	3 Months
9	Is PHP/MySql mandatory ?	Not Mandatory, interface to be provided to integrate it with our intranet.
10	For SOW we require detailed working to be covered within the scope of work (module wise).	Proposal should include detailed working of individual module
11	The RFP does state - The RFP document is intended solely for the information of the party to whom it is issued ("the Recipient" or "the Respondent") and no other person or organization. -- Hence, is this a closed RFP for specific vendors only?	This is open RFP
12	Is the Bank expecting the System Integrator to lead the RFP response	No System Integrator required
13	a. The system will be developed using PHP and MySql technology and will be integrated with our intranet b. The vendor has to provide the full source code after development of system at no extra cost c. Once system will be fully developed, bank will maintain its own so no AMC will be paid. i. Can we assume that –	
	1. The Bank is not looking for a HRMS Application (Eg – SAP provides the complete HRMS portfolio by leveraging S4/HANA Application portfolio, which is employee based https://www.sap.com/products/human-resources-hcm.html), but a ground up development?	Ground Up Development
	2. The technology for development for SAP HRMS are proprietary and may not necessarily use PHP / MySql for standard functionalities/development. Hence, are these pre-requisites?	Refer our reply in point No. 9
	3. The SAP HRMS Application is based on Onetime License + Yearly AMC. Given the statement under 2c, it seems to point of the fact that the Bank required a custom ground-up development of a Web Based HRMS application which needs to be handed over post deployment to the Bank for ongoing operation & support.	Bank requires a custom ground-up development of a Web Based HRMS application which needs to be handed over post deployment to the Bank for ongoing operation & support.
14	We have developed our solution in .net so request you to kindly allow .net also as a technology.	Refer our reply in point No. 9
15	We have been one of the vendors who have been providing Source Code to all our buyers. The source code provided should have following conditions: 1. it can be used only to maintain the software whose fees has been paid to the vendor 2. it cannot be duplicated in any form or sold or copied 3. it cannot be transferred to any third party 4. The bank is free to make modifications in the source code. However, all such modifications or changes shall also be handed over to the vendor. 5. The rights on the software shall remain with the vendor. Kindly incorporate the same in the RFP.	Only Point 1,2 & 3 Accepted
16	Kindly provide details of each module.	Submit the proposal detailing features of individual module
17	Request you to define Delivery of Fully Functional Module ? We have a ready product with all modules as asked by the bank and will be delivered on day one itself. We have observed that most of the banks initiate and make live some modules before the other. The payment terms should be module wise so that the bank can implement modules in pahses as well as the vendor gets the payment. Request you to kindly make the payment terms as under: 1. 45% on delivery of following modules : a. Employee Profile b. Payroll System c. Perquisites with approval system and generation of TTUM file for auto posting d. Taxation included in payroll only, Form 16 and statutory reports 2. 45% on delivery of following modules : a. Leave Management with Movements & Allocation and approval system b. Performance Appraisal c. Assets and Liability statements d. Pension & Superannuation benefits and its final reports 3. 10% on delivery of following modules : a. Training and Career Planning	No Change
18	Can you Please elaborate this point and will you provide us any SAAS based product API for the same?	No
19	Do we need to give server & hosting for this proejct?	No
20	If yes than answer these questions -	

	Cloud Server or Dedicated In house Hosting or Dedicated Server or Shared hosting any where?	
	No. of Total Users per day for Site visit?	
	Concurrent users at a time on site?	
	Backup / Storage / Disaster Recovery / offsite backup Requirement?	
	License Software for server setup need to purchase by us or client will provide?	
Other terms and conditons of RFP remain unchanged.		