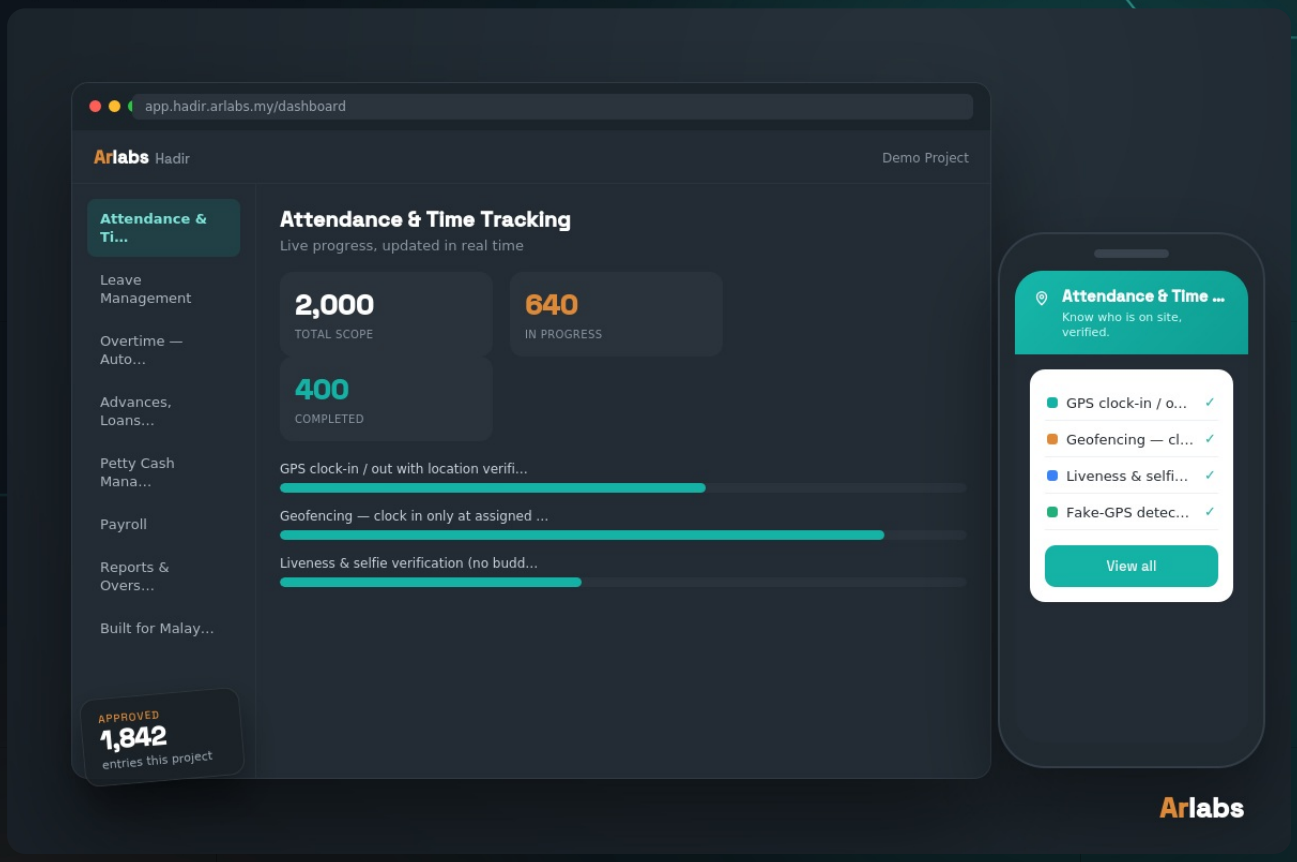
PRODUCT WHITEPAPER

ARLABS



ATTENDANCE & HR PRODUCT

Arlabs Hadir

A mobile attendance, leave, overtime and payroll product for Malaysian teams — GPS clock-in with anti-spoofing, leave and claims from the phone, and automatic, rule-aware pay calculations.

Version 1.0 · September 2026 · Classification: Public · 8 modules · arlabs.my

ABOUT THIS DOCUMENT

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Screens shown are illustrative product renderings. Features and module scope are confirmed per deployment. *© 2026 Arlabs Sdn. Bhd. All rights reserved.*

SECTION 1

Executive summary

A mobile attendance, leave, overtime and payroll product for Malaysian teams — GPS clock-in with anti-spoofing, leave and claims from the phone, and automatic, rule-aware pay calculations.

8	1	3	MYT
MODULES	SHARED IDENTITY & AUDIT LAYER	CHANNELS: WEB · IOS · ANDROID	TIMEZONE & LOCAL RULES

What it delivers

- ✓ GPS clock-in / out with geofencing & liveness selfie
- ✓ Leave, overtime, claims & advances from any phone
- ✓ Automatic, Malaysia-aware OT and payroll rules
- ✓ Bilingual (BM / English), MYT-accurate, no app install

Who it is for

Arlabs Hadir is built for organisations whose work happens across offices, sites and the field — where activity is recorded by many people, has to be verified before it counts, and must be reportable to management and clients. It suits operators that have outgrown spreadsheets and chat groups but do not want a heavy enterprise suite.

Why it matters

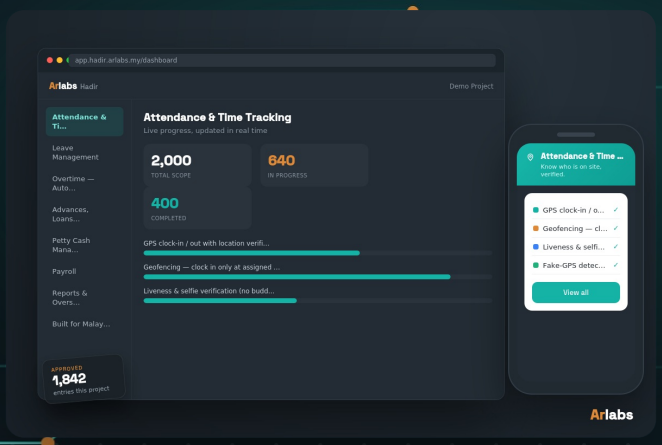
Manual and disconnected records cost operators in three places: time lost consolidating data, disputes over what was actually done, and decisions made on stale numbers. Arlabs Hadir addresses all three by capturing work where it happens, gating it through approval, and presenting a live, verified picture to the people who need it.

> IN PRACTICE
>
> A site worker clocks in with a selfie at the assigned site (fake-GPS blocked), applies for leave and submits a claim from their phone — and payroll picks up the hours, OT and deductions automatically.

SECTION 2

Solution overview

A mobile attendance, leave, overtime and payroll product for Malaysian teams — GPS clock-in with anti-spoofing, leave and claims from the phone, and automatic, rule-aware pay calculations.



React · Supabase · PWA / mobile · EN / BM

One system, 8 modules

Every module shares the same identity, access-control, notification and audit layer, so a record created in one place is visible, actionable and traceable everywhere it is permitted to be. Modules can be adopted individually and enabled over time.

- Attendance & Time Tracking
- Leave Management
- Overtime — Automatic & Fair
- Advances, Loans & Claims
- Petty Cash Management
- Payroll
- Reports & Oversight
- Built for Malaysia, Works Everywhere

How work flows through the system

1 · Capture

Work is recorded at the point it happens — on mobile in the field or on the web in the office — with photos, timestamps and the identity of the person recording it.

2 · Verify

Entries pass through role-based review before they count. Supervisors approve, edit or return; every decision is logged with who and when.

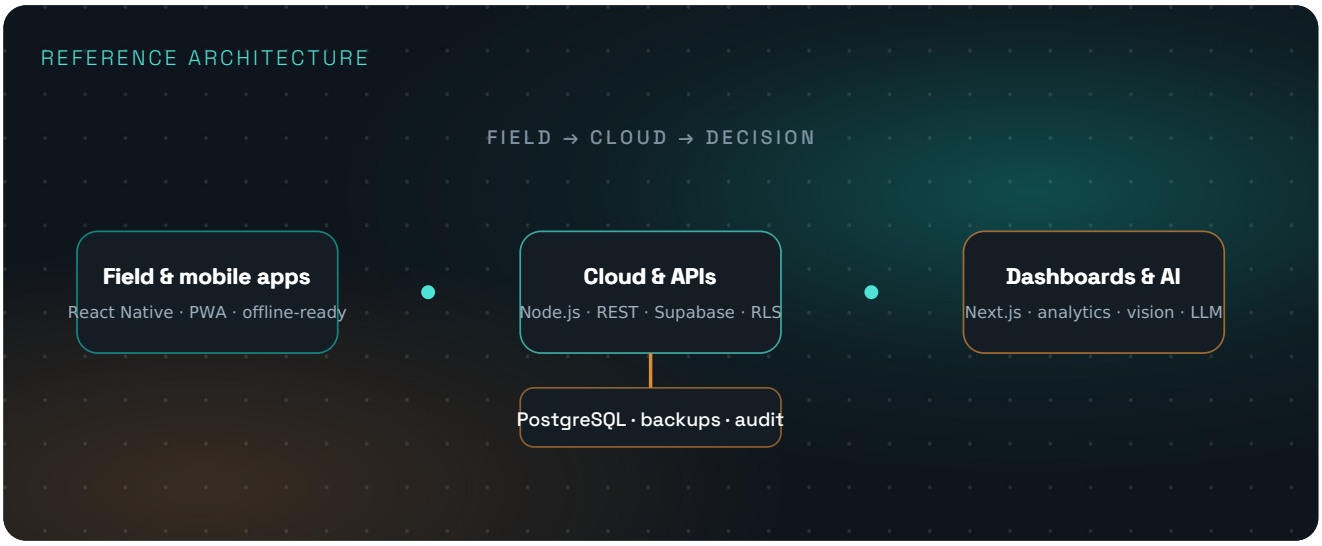
3 · Report

Verified records roll up into live dashboards and exportable reports, so management, clients and auditors see the same trusted numbers.

SECTION 3

Architecture & how it works

Arlabs Hadir runs on a modern, cloud-hosted stack: mobile and web clients talk to a secured API layer over a PostgreSQL database, with access enforced at the database level rather than only in application code.



Clients

A responsive web dashboard for office, supervisory and management roles, and a mobile app for field users that works offline and syncs automatically when connectivity returns. Nothing to install for web users; the mobile app runs on iOS and Android.

Data & security

Every tenant's data is isolated with row-level security, so permissions are enforced by the database itself. All traffic is encrypted in transit, backups are automated, and every create, edit, approval and deletion is written to an immutable activity log.

Integration

REST APIs allow controlled exchange with other systems — inventory, finance, document stores or hardware — where a deployment requires it. Exports to PDF and Excel are built in.

Technology

React · Supabase · PWA / mobile · EN / BM

The stack is shared across all Arlabs products, which keeps deployments consistent and maintainable over the long term.

SECTION 4.1

Module 1 / 8

Attendance & Time Tracking

Know who is on site, verified.

What it does

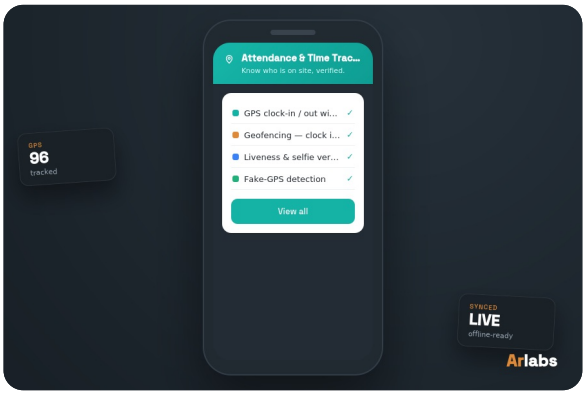
Attendance & Time Tracking verifies who is actually on site — GPS clock-in with geofencing, a liveness selfie to stop buddy-punching, and fake-GPS detection — with night-shift-aware logic and a live team map.

Key features

- ✓ GPS clock-in / out with location verification
- ✓ Geofencing — clock in only at assigned sites
- ✓ Liveness & selfie verification (no buddy-punching)
- ✓ Fake-GPS detection
- ✓ Night-shift aware (shifts crossing midnight)
- ✓ Live team map

Benefits

- ✓ Verified, spoof-resistant attendance
- ✓ No buddy-punching
- ✓ Live view of who is where



How it works

1. Staff clock in with a selfie inside the assigned geofence.
2. The app verifies location and liveness, flagging spoofs.
3. Managers see the team's status on a live map.

USE CASE

A site worker clocks in with a selfie inside the geofenced site; a spoofed-GPS attempt is flagged automatically, and the live map shows the whole crew's status.

SECTION 4.2

Module 2 / 8

Leave Management

Leave in seconds, from the phone.

What it does

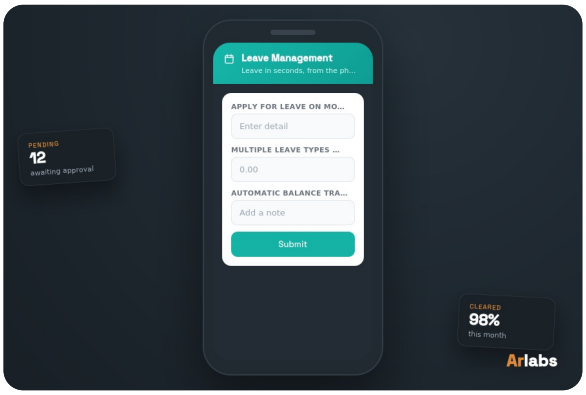
Leave Management handles the whole leave cycle on mobile — multiple leave types, automatic balance tracking and deduction, MC uploads, and one-tap or bulk approvals, with tenure-based annual resets.

Key features

- ✓ Apply for leave on mobile
- ✓ Multiple leave types (annual, medical, emergency, unpaid, maternity, paternity)
- ✓ Automatic balance tracking & deduction
- ✓ One-tap approve / reject with bulk actions
- ✓ MC document upload
- ✓ Annual auto-reset with tenure-based entitlements

Benefits

- ✓ Leave applied and approved in seconds
- ✓ Balances always accurate
- ✓ Documents attached to the request



How it works

1. Staff apply for leave and attach an MC if needed.
2. Balances are checked and deducted automatically.
3. Managers approve or reject with one tap.

USE CASE

A worker applies for medical leave from their phone with an MC photo; the balance deducts automatically and the manager approves in one tap.

SECTION 4.3

Module 3 / 8

Overtime — Automatic & Fair

OT that calculates itself.

What it does

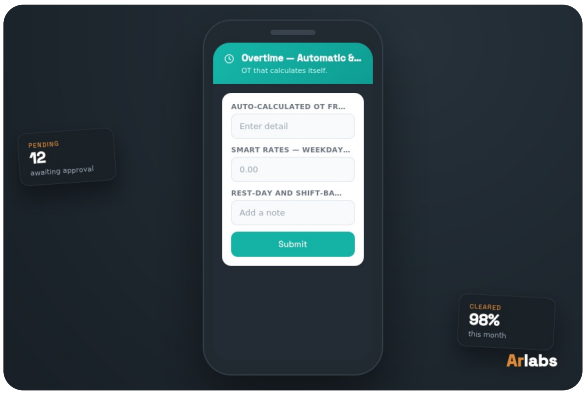
Overtime is calculated automatically from hours worked, applying the right Malaysian multipliers — weekday ×1.5, rest day ×2, public holiday — with rest-day and shift rules built in, and transparent bulk approval.

Key features

- ✓ Auto-calculated OT from hours worked
- ✓ Smart rates — weekday ×1.5, rest day ×2, public holiday
- ✓ Rest-day and shift-based pay rules
- ✓ Bulk approve or adjust transparently

Benefits

- ✓ Correct OT without manual maths
- ✓ Malaysia-aware rate rules
- ✓ Transparent approvals



How it works

1. Worked hours are captured from attendance.
2. The system applies the correct OT multiplier.
3. Managers review and approve in bulk.

USE CASE

OT for a rest-day shift is calculated automatically at the correct multiplier, so payroll isn't argued over at month-end.

SECTION 4.4

Module 4 / 8

Advances, Loans & Claims

Money requests, tracked.

What it does

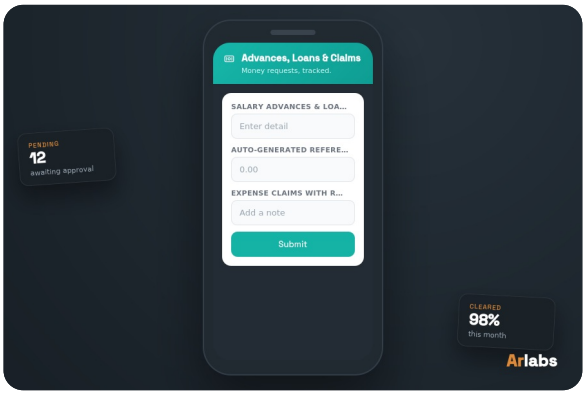
Advances, Loans & Claims lets staff request money and submit expense claims from their phone — with receipt uploads, project tags for job costing, auto-generated reference numbers, and automatic repayment schedules.

Key features

- Salary advances & loans from the phone
- Auto-generated reference numbers
- Expense claims with receipt upload
- Project-tagged claims for job costing
- Edit / cancel before approval
- Automatic repayment schedules

Benefits

- Requests and claims from the phone
- Everything referenced and tracked
- Project-tagged for accurate costing



How it works

1. Staff request an advance or loan, or submit a claim with a receipt.
2. Each gets a reference number and project tag.
3. Approved items feed payment and repayment schedules.

USE CASE

A worker requests a salary advance and submits an expense claim with a receipt photo, each tagged to a project; both get reference numbers for payment tracking.

SECTION 4.5

Module 5 / 8

Petty Cash Management

Every ringgit accounted for.

What it does

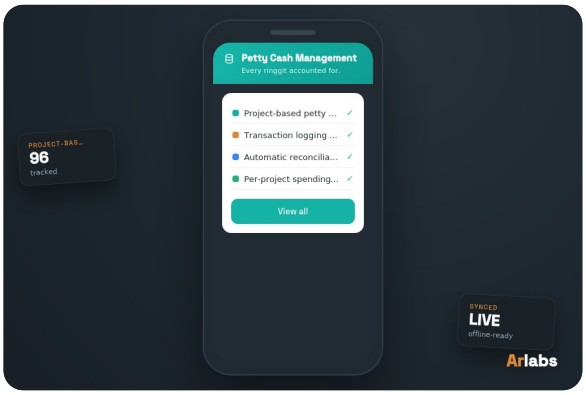
Petty Cash Management runs project-based petty cash — requests, approvals, receipt-backed transaction logging and automatic reconciliation — so per-project spending is always visible and balanced.

Key features

- ✓ Project-based petty cash requests & approvals
- ✓ Transaction logging with receipts
- ✓ Automatic reconciliation
- ✓ Per-project spending visibility

Benefits

- ✓ Every ringgit accounted for
- ✓ Per-project spending visibility
- ✓ Automatic reconciliation



How it works

1. Petty cash is requested and approved per project.
2. Each transaction is logged with a receipt.
3. The system reconciles issued cash against receipts.

USE CASE

A site's petty cash is reconciled instantly — the system shows at a glance whether every ringgit issued is accounted for by logged receipts.

SECTION 4.6

Module 6 / 8

Payroll

One click from hours to net pay.

What it does

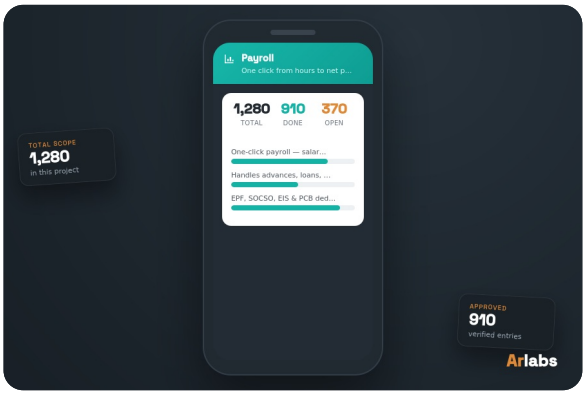
Payroll calculates salary, OT, deductions and net pay in one click, automatically pulling in advances, loans, unpaid leave and undertime, with full payroll history (statutory deductions and payslips coming soon).

Key features

- ✓ One-click payroll — salary, OT, deductions, net pay
- ✓ Handles advances, loans, unpaid leave, undertime
- ✓ EPF, SOCSO, EIS & PCB deductions (coming soon)
- ✓ Professional payslips (coming soon)
- ✓ Full payroll history

Benefits

- ✓ Hours to net pay in one click
- ✓ Advances and leave handled automatically
- ✓ Full payroll history retained



How it works

1. Attendance, OT and deductions feed the payroll run.
2. One click calculates net pay per worker.
3. Results are stored in the payroll history.

USE CASE

At month-end, one click turns attendance, OT, advances and unpaid leave into net pay per worker, with a full history retained.

SECTION 4.7

Module 7 / 8

Reports & Oversight

Real-time workforce visibility.

What it does

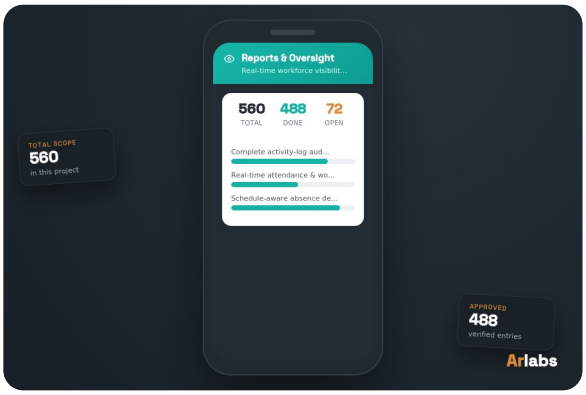
Reports & Oversight gives managers real-time attendance and workforce dashboards, schedule-aware absence detection, timesheet management with edit control, and a complete activity-log audit trail.

Key features

- ✓ Complete activity-log audit trail
- ✓ Real-time attendance & workforce dashboards
- ✓ Schedule-aware absence detection
- ✓ Timesheet management with edit control

Benefits

- ✓ Real-time workforce visibility
- ✓ Fair, schedule-aware absence rules
- ✓ Full audit trail of every action



How it works

1. Attendance and actions feed live dashboards.
2. Absence is detected against each worker's schedule.
3. Managers drill into the activity log when needed.

USE CASE

A manager opens a real-time workforce dashboard, sees who's absent under schedule-aware rules, and drills into the activity log for the full audit trail.

SECTION 4.8

Built for Malaysia, Works Everywhere

Made for local teams and shift work.

What it does

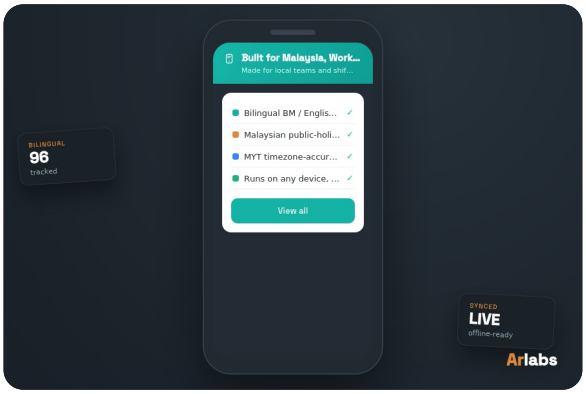
Hadir is built for Malaysian teams and shift work — fully bilingual (BM/English), with Malaysian public-holiday and rest-day rules, MYT-accurate times, role-based access, and no app install on any device.

Key features

- ✓ Bilingual BM / English, switch anytime
- ✓ Malaysian public-holiday & rest-day rules
- ✓ MYT timezone-accurate
- ✓ Runs on any device, role-based access, no install

Benefits

- ✓ Local rules applied correctly
- ✓ Bilingual and MYT-accurate
- ✓ Runs on any device, no install



How it works

1. Staff use the app in their language on any device.
2. Malaysian holiday and rest-day rules are applied.
3. Role-based access shows each person the right view.

USE CASE

A shift crew uses the app in Bahasa Melayu on their own phones, with Malaysian public-holiday and rest-day rules applied and MYT-accurate times throughout.

SECTION 5

Security, compliance & data

Operational records are evidence. Arlabs Hadir is designed so that data is isolated, actions are attributable and history cannot be quietly rewritten.

Role-based access control

Users see and do only what their role permits — enforced at the database with row-level security, not just in the interface.

Encryption in transit

All traffic between clients, APIs and the database is encrypted with HTTPS/TLS. Credentials are stored securely and never in application code.

Complete audit trail

Every create, edit, approval, rejection and deletion is logged with the acting user and timestamp. Logs are visible to authorised administrators and cannot be edited.

Backups & recovery

Automated backups with tested restore procedures. Retention periods are agreed per deployment.

Malaysia-ready by default

MYT-accurate timestamps, Malaysian public-holiday and rest-day rules, Bahasa Malaysia and English.

PDPA-aware handling

Personal data is collected and processed only for the purpose of the service. Data-residency and retention options are confirmed per engagement.

Data ownership

Customer operational data remains the customer's property. Records, reports and exports are available throughout the term, and structured data export is provided at termination as part of transition assistance.

Security and compliance features vary by product and deployment; specific controls, hosting region and retention periods are confirmed in the engagement agreement.

SECTION 6

Deployment, engagement & support

Arlabs deploys, configures and supports Arlabs Hadir as one accountable partner — from scoping through go-live and ongoing operation.

Typical rollout

Discover

Confirm workflows, roles, sites and success criteria with process owners.

Configure

Set up modules, users, locations, assets and approval chains.

Pilot

Run one workflow with one team; verify data quality and reporting.

Go live

Train users, migrate data and switch official reporting to the system.

Support

Monitor, maintain, enhance and review against SLAs.

Engagement models

Build & run

Adopt the product as a hosted service. Arlabs deploys, configures and supports it for your team, with training and handover.

Custom build

Extend the product or build additional modules to your scope, with clear milestones and a fixed, transparent plan.

Managed support

Ongoing maintenance, enhancements and SLA-backed support for a live deployment, with tiered response targets.

What is included

- ✓ Web dashboard and mobile app access for licensed users
- ✓ Environment configuration, release records and documentation
- ✓ Administrator and process-owner training
- ✓ Defect rectification warranty after acceptance
- ✓ Support during Malaysian business hours; extended tiers available

Commercial terms, licensing model and support tiers are provided in a separate proposal. Pricing is available on request.

SECTION 7

About Arlabs

Arlabs Sdn. Bhd. is a Malaysian software and technology company. We design, build and run our own software products — and bring the same disciplined, accountable delivery to custom work for our clients.

Our products

- **Arlabs CRM & Operations** — Flagship product, 14 modules
- **Arlabs Command** — Command centre, 12 modules
- **Arlabs SiteTrack** — Field-ops product, 12 modules
- **Arlabs Hadir** — Attendance & HR product, 8 modules
- **Arlabs Kira Kira** — Accounting product, 10 modules

What we do

Software development, web and mobile apps, IT consultancy, system integration, cloud and infrastructure, cybersecurity, data and dashboards, AI and automation, and IT support and maintenance.

Registered name	Arlabs Sdn. Bhd.
Registration no.	202001027077 (1383397-M)
Incorporated	8 September 2020
MSIC codes	62010 · 62021 · 62099
Based in	Selangor, Malaysia
Email	hello@arlabs.my
Web	arlabs.my

Why teams choose us

- We build and run our own products
- End-to-end delivery, one accountable partner
- Senior, hands-on team
- Built for Malaysian conditions

See Arlabs Hadir on your own operation.

Book a walkthrough with our team. We will map the modules to your workflows, confirm the scope, and show you exactly what your teams and management would see.

hello@arlabs.my · arlabs.my

Book a demo

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