1. Late mark issue
   1. The late mark is not reflected in monthly attendance.
2. HR can apply leave on behalf of the employees in leave application.
3. Leave approval issue
   1. The reporting manager or the reporting officers not having the access to view the data of the employees under them who applied the leave in leave management system.
   2. Should be applicable to leave application and extra work day.
4. HR configuration - back dated authority to the employees (-1)