

Pocket HRMS Honoured with 'POSH Tech Innovator Award' at 3rd National POSH Conclave & Excellence Awards 2025

Pocket HRMS won the 'PoSH Tech Innovator Award' at the 3rd National PoSH Conclave 2025 for its e-PoSH module, empowering organisations with digital tools for safe, compliant, and inclusive workplaces.



Navi Mumbai, Maharashtra Jul 14, 2025 ([Issuewire.com](https://www.issuewire.com)) - Pocket HRMS, the leading provider of cloud-based HR software, has been awarded the coveted 'PoSH Tech Innovator Award' at the 3rd National PoSH Conclave & Excellence Awards 2025, hosted by NoMeansNo, the best online PoSH & POCSO Compliance & Consulting Company. The event, which celebrates exemplary contributions toward creating safer and more inclusive workplaces, recognized [Pocket HRMS](#) for its latest innovation, e-PoSH, in driving digital compliance with the Prevention of Sexual Harassment (PoSH) Act.

The award was presented at the National Conclave held in New Delhi, attended by PoSH experts, HR leaders, and prominent advocates from across India. Pocket HRMS received acclaim for its e-PoSH module, a comprehensive digital solution built to empower organizations with robust tools to prevent, address, and manage workplace harassment cases with transparency and empathy.

Commenting on the recognition, Mr. Jitendra Somani, co-founder of Pocket HRMS, commented, "This award is a testament to our unwavering commitment to driving tech-led transformation in HR and

compliance processes. Our e-PoSH module reflects our belief that technology can and must play a critical role in building safer, more inclusive workplaces, and I am grateful to the jury for recognizing this outstanding feature of Pocket HRMS!”

e-PoSH – A Commitment to Safer Workplaces

With a growing need for organizations to establish safe, compliant, and inclusive work environments, the Pocket HRMS e-PoSH module is designed to simplify and digitalize PoSH compliance. The platform ensures not only legal adherence but also employee trust, efficiency, and confidentiality through the following features:

- **Digital PoSH Committee Administration:** Easily form and manage Internal Committees with automated workflows, records maintenance, and role-based access, in compliance with the PoSH Act, reducing manual intervention and administrative complexities.
- **Online Complaint Registration:** Employees can file complaints directly through their ESS portal, enabling a seamless complaint registration process.
- **Register on Behalf of Colleague:** Employees can log complaints on behalf of affected employees, in situations where victims are hesitant or unable to register themselves.
- **Victim Identity Protection:** The module also safeguards the identity of the complainant throughout the reporting and investigation process, creating a secure environment.
- **Automated Email Updates:** Real-time email alerts and reminders are sent to relevant stakeholders at every stage of the complaint lifecycle, for enhanced transparency and prompt action.
- **Complaint Timelines:** The system automatically tracks and displays timelines for each complaint, ensuring strict adherence to legal and internal SLAs, helping avoid delays and non-compliance.
- **Complaint Delegation Flexibility:** In scenarios requiring escalation or reassignment, the platform allows the committee members to delegate complaints while maintaining full traceability and accountability.
- **Insightful Reports:** The Internal Committee members can generate detailed, compliance-ready reports and insights, which help with audits and reviews.

About Pocket HRMS

Established almost two decades ago, Pocket HRMS is a leading AI-first HRMS software in India, serving the needs of start-ups to large organizations for hire-to-retire requirements. Its core values are ensuring the best in customer service, cost-effectiveness, and robust module offerings, utilizing the best available technologies to solve everyday issues. The latest update has incorporated an improved AI-based attendance system and an AI chatbot – smHRty®, that can interact with employees to apply for leaves, answer queries, and more. Additionally, Pocket HRMS offers HRs a unique global look at their database with smHRt searchHR®, a unique implementation of its kind in the HR domain.

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