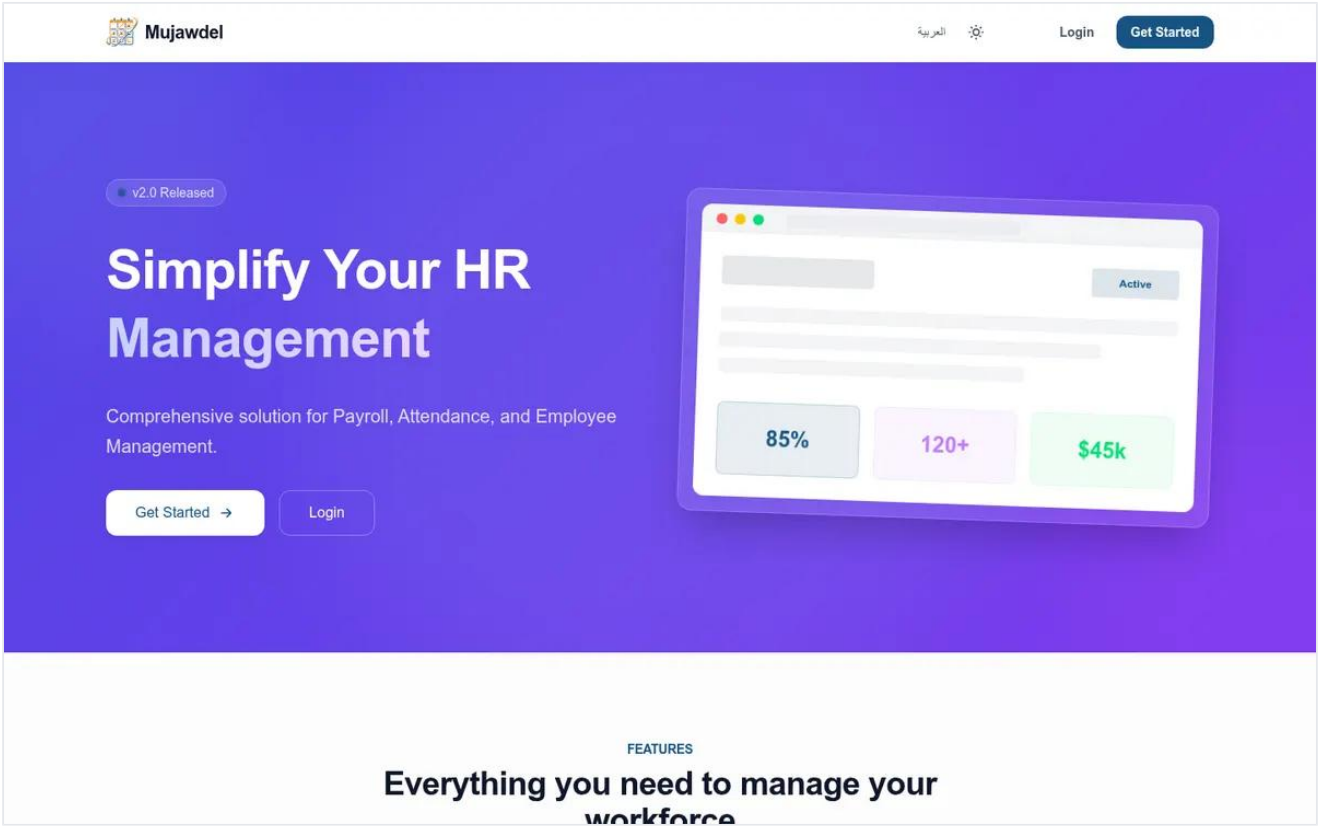
HR & SaaS

An Arabic-first HR and payroll platform for MENA employers, from check-in to payslip

CLIENT	**Mujadwel (a JoLife product)**
INDUSTRY	**HR & SaaS**
TECH STACK	**Laravel 12** **Livewire / Volt** **MySQL (database per tenant)** **Flutter** **Firebase Cloud Messaging** **Spatie Permission & Activitylog** **DomPDF**



01 The Challenge

Employers in Jordan and the wider Arab and Gulf region often run attendance, shift scheduling, leave, payroll and employee requests across separate tools, spreadsheets and paper forms. HR teams reconcile the same data several times a month, and employees have no single place to check a balance, request a letter or see their payslip.

Most off-the-shelf HR software treats Arabic as an afterthought and ignores regional realities such as Ramadan working hours, social security deductions and local currencies. We saw room for one Arabic-first system built around how MENA employers actually work.

02 Our Solution

We built a multi-tenant HR and payroll SaaS in which every company gets its own isolated database. A platform admin console manages tenants, subscription plans, billing and currency rates, with plan prices converted into each tenant's currency (JOD, SAR and others). Inside each company, roles cover owners, HR, payroll, managers and employees, and any role can be scoped to a single department.

The web app handles the full HR cycle, and a Flutter mobile app for Android and iOS gives employees location-fenced check-in, requests, approvals and push notifications, with biometric and passkey login. Leave and request approvals follow configurable multi-step chains that can route to a role, a named person or the direct supervisor, with approvers resolved per department.

- Employees, departments, positions and locations
- Shifts and scheduling with shift swaps, holidays and Ramadan or seasonal hours
- Attendance with strict rules, corrections and automatic closing of open records at shift end
- Leave types, balances and requests with approval chains
- Payroll: pay cycles, salary components, social security (employee and employer shares), tax, overtime, loans and rounding
- Bank transfer file generation, payment reconciliation upload, payslips and tax reports with Excel export
- Self-service: expense claims with receipts, work-from-home requests, PDF letters and documents, bank account changes, dependents and assets
- HR policies library, announcements with read receipts and full audit logs

Engineering focused on the details that matter in the region: Arabic text shaping inside generated PDFs, idempotent API requests so mobile retries never create duplicate records, and a suite of 168 automated test files covering the core flows.

03 The Results

- **One system from attendance to payslip:** scheduling, attendance, leave, payroll and employee requests run in a single platform instead of scattered tools.
- **In live production:** the platform is in production with at least one company running its HR operations on it.
- **Full Arabic/English parity:** RTL on web and mobile, bilingual data and correctly shaped Arabic PDFs for letters and payslips.
- **Built for regional payroll rules:** social security, tax, overtime, loans and Ramadan hours are handled natively, with bank transfer files and reconciliation built in.
- **Isolated, auditable tenants:** a separate database per company, department-scoped permissions and full activity logs.

Facing a similar challenge? Talk to our engineering team: info@jo-life.com • +962 79 0888 700 • www.jo-life.com