eBook

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REAP THE BENEFITS OF:

A Single Human Capital Management Solution



Introduction

Multi-generational, virtual, and global workforces have added a new layer of complexity to the traditional functions of HR, Payroll, Benefits, and Talent Management. HR departments that attempt to manage these functions with disparate systems and manual processes are exposing their organizations to unnecessary compliance risk and potentially impacting people productivity.

To mitigate risk, automate processes, and maximize people productivity, progressive organizations are ditching multiple service and system partners and shifting to a single HCM application. In fact, cloud-based HCM software will account for over 50°/o of total HR technology spend in 2017.



Explore the benefits of a single HCM solution with

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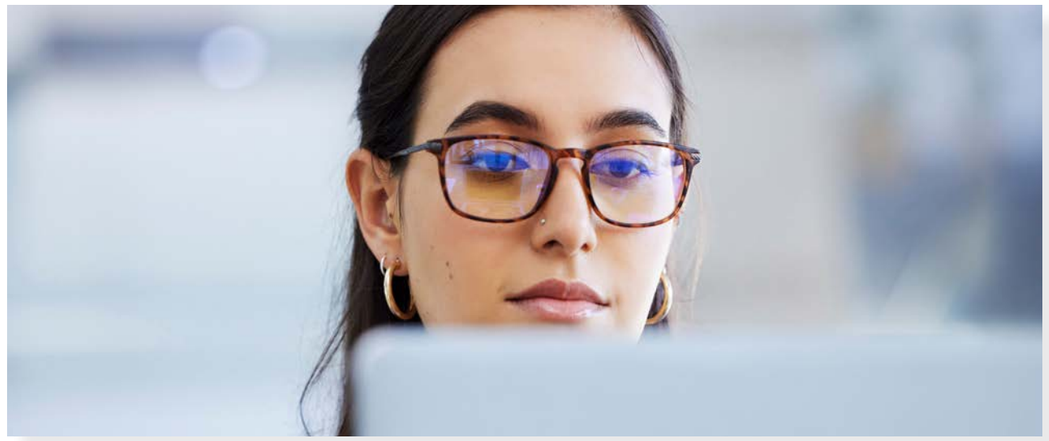
Streamline and automate for:

Everything from candidate management, to onboarding, to open enrollment can be 100% paperless.

1 2 3 4 5 6

1

Higher productivity levels



A single HCM application boosts people productivity, as mobile, self-service functionality empowers your people to independently manage their own information across all HR functions.

HR departments are relieved of the cumbersome, back office, administrative tasks like changing employee information, gathering and filing mounds of paperwork, managing multiple spreadsheets to produce reports, and transferring data between various modules. HR leaders can use their time to focus on tackling more strategic initiatives that ultimately lead to a better bottom line.

Add easy-to-use tools to help:

Investing in high quality technology to increase employees satisfaction and retention is certainly less costly than the cost of high turnover.

1 2 3 4 5 6

2

Boost employee engagement



A huge part of HR is cultivating a culture that makes your organization unique and ultimately an employer of choice so that you can attract top talent. This is a strategic initiative that many HR leaders struggle to focus on due to limited time and resources.

Today's workforce consumes information very differently requiring HR leaders to seek alternative methods beyond email and corporate news pages. Next generation HCM solutions include new tools like mobile apps, social platforms, and artificial intelligence.

Adopting these new tools help HR leaders better engage, socialize, and recognize their people. Immediate recognition for a job well done, social tools for collaboration, and the ability to share job related news and highlights via an HCM platform are changing the way HR views technology today.

Standardize and simplify to:

Set a single source of truth to reduce your exposure to compliance risk and costly fines.

1 2 3 4 5 6

3 Decrease compliance risk



Compliance regulations are always evolving and these changes often require HR to compile data that may sit across multiple functions of an organization.

Relying on data from separate systems for HR, Payroll, Time & Labor, ACA, Benefits, Recruiting, and Performance Management can increase an organization's exposure to being out of compliance subjecting them to fines, penalties, and bad publicity.

Data is more reliable when it resides on one database and one platform utilizing a single report generator. Eliminating data feeds, interfaces, and duplicate data entry will have a positive impact on data integrity.

Easily access key information to:

Data driven decisions typically drive the best outcomes. Easily access key data points and analytics with ease on the PeopleGuru™ HCM platform.

1 2 3 4 5 6

4

Improve decision making



Real-time, dynamic data from a single source record empowers your people to find ways to cut costs, boost productivity, and create relevant reports that help turn data into actionable insight.

The role of the HR department is changing. HR is no longer an administrative role, as HR leaders are now in the position to make decisions. Whether it be allocating funds to create a new vacation policy, adding benefit options, or creating competitive salary plans that help to retain key people, data and analytics help HR leaders make decisions that can take your organization to the next level.

Lay the proper foundation to:

Ease -of-use and accuracy reduce errors and increase profitability through efficiency.

1 2 3 4 5 6

5

Increase data accuracy



With a single HCM solution, once a piece of information is entered, it is reflected throughout the entire solution in each HR function.

HR data is the foundation of business operations. With a single HCM solution, once a piece of information is entered, it is reflected throughout the entire solution in each HR function, increasing data integrity and eliminating the risk of human error.

A single employee record stores data in one secure place, ensuring that it never gets misplaced or misfiled. When it comes to running payroll, all timesheet data and benefits information come from the same platform so you're always running accurate payroll and keeping your people happy.

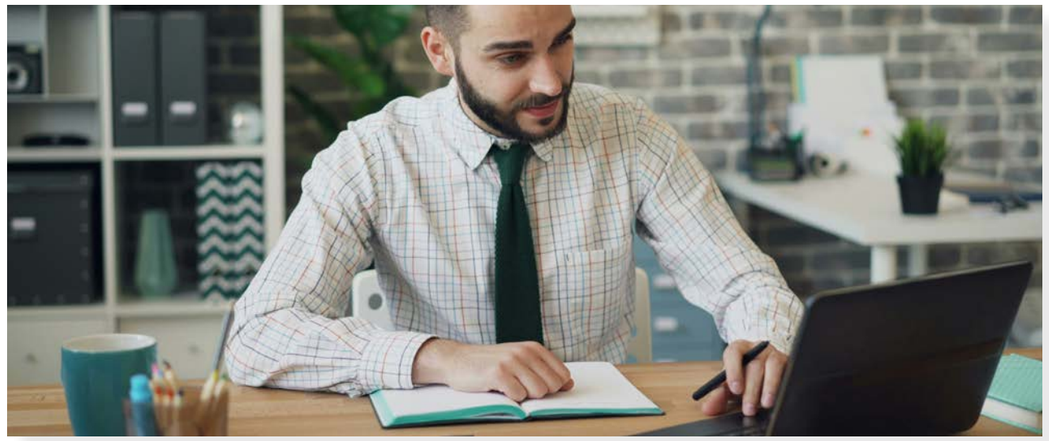
Unify sensitive data to:

Having one HCM partner relationship with one business continuity plan eases the minds of leaders in the event of a disaster

1 2 3 4 5 6

6

Ensure data security



With a single HCM application that sits on one database, you have more control over data and less risk of data being intercepted.

Your people are important and so is their information. A roles based HCM solution makes it so that your employees are only allowed access to information that pertains to their position. This ensure that your people are unable to team members' personal information, pay stubs, or timesheets.

Modern day HCM providers use the latest cyber security protocols. With a single HCM application that sits on one database, you have more control over data and less risk of data being intercepted. In addition, having one HCM partner relationship with one business continuity plan eases the minds of leaders in the event of a disaster.

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