



# Our Human Capital Management Solution for Manufacturing

Prehire to Retire: Comprehensive workforce Management. Simplified.

## ***AN INTEGRATED SOLUTION FOR REAL-TIME VISIBILITY***

When it comes to effective workforce management, simplicity is key. It's tough to make smart decisions when you're relying on outdated, inconsistent information from separate systems and databases — or worse, manual processes and spreadsheets. Our human capital management (HCM) solution for manufacturing provides enterprise-class functionality for timekeeping, scheduling, human resources (HR), payroll, leave management, and more — all in a single, unified platform with a common database, user interface, and workflows. Seamless integration streamlines data entry, simplifies data access, and drives consistent, accurate workforce information across the organization.

On-demand access to key metrics enables you to make informed decisions based on facts — not guesswork. Configurable dashboards highlight variances, and drill-down capabilities make it easy to uncover root causes. With real-time visibility into the workforce, your managers can identify potential issues and take immediate corrective action to control costs and optimize productivity.

## ***EASY, AFFORDABLE CLOUD-BASED DELIVERY***

When confronted with rising costs and razor-thin margins, you need to manage your budget and resources wisely to drive profitability. With our HCM solution for manufacturing, you'll enjoy a predictable per-employee, per-month fee structure that lets you pay only for what you use. Our scalable software-as-a-service (SaaS) delivery model eliminates the need for capital investments and costly upgrades while freeing your IT staff to focus on core business initiatives.

With unrivaled experience and expertise, we can configure and implement a solution that meets your specific requirements — in weeks, not months. Our technical experts host and manage your solution so you avoid installation and support headaches and get instant access to the latest software updates. What's more, our platform's world-class cloud infrastructure delivers unparalleled security, availability, and business continuity for peace of mind.

## ***OPERATIONAL EXCELLENCE***

### ***Starts with Your Workforce***

In today's challenging business environment, small to mid-sized manufacturing organizations like yours need to get the most from every available resource — including employees — to stay competitive and fuel growth. But disparate systems, manual or semi-automated processes, and limited visibility into employee data can stand in the way of optimizing workforce performance. That's why you need a complete, integrated solution that provides real-time access to current, accurate workforce data to help you make informed decisions that keep results in line with expectations.

Our HCM solution for manufacturing is a fully integrated, cloud-based workforce management suite that helps you make the most of your most valuable asset: the workforce. This complete solution provides the automated tools, high-quality information, and real-time visibility you need for managing your employees — from pre-hire to retire — to control labor costs, simplify compliance, and improve productivity. And because it provides an intuitive user experience delivered in the cloud, you can count on high adoption rates and fast time-to-value — without all the IT hassles.



## **TRANSFORM HR**

### ***Manage the employee lifecycle from pre-hire to retire***

Hiring, managing, and retaining a high-performing workforce is critical to competitive success. Our HCM solution for manufacturing automates end-to-end HR processes — from recruiting and onboarding to benefits, compensation, and performance management — with integrated functionality that shares one employee record.

- Streamline applicant sourcing, tracking, selection, and onboarding
- Simplify benefit plan setup, open enrollment, and life event changes
- Facilitate compensation management — from defining programs and guidelines through budgeting and modeling to routing proposals for approval
- Automate the performance review process for timely, meaningful evaluations

Configurable workflows and reports reduce time-consuming, error-prone administrative tasks so HR can spend more time on strategic priorities.

## **TRACK YOUR LABOR COSTS**

### ***Make the most of every labor dollar spent***

You can't optimize your labor spend unless you understand how employees are spending their time. With our HCM solution for manufacturing, you can track actual labor costs by automatically enforcing flexible, user-defined pay rules. Maintain compliance and improve payroll accuracy with simplified timecard management. And manage exceptions, including missed punches and early/late arrivals, in real time to avoid errors and costly rework. With the ability to track scheduled hours versus worked hours, as well projected hours, you can better budget labor costs, forecast overtime, and minimize overspend.

## **RECEIVE THE PERFECT PAYCHECK**

### ***Streamline your payroll processes***

Payroll inflation can send labor costs soaring and eat into profits margins. Our HCM solution for manufacturing enables you to receive the perfect paycheck — every time — with automatic enforcement of work and pay rules. Real-time calculations let you know exactly what your employees are doing and what you're paying them to do it. Continued processing makes payroll available at the click of a button — with no extra steps required.



## ***ALIGN LABOR TO DEMAND***

### ***Create schedules that balance productivity and cost***

Build effective schedules that put the right people at the right place at the right time. Our HCM solution for manufacturing lets you assign employees to schedules or schedules to employees, view preferences, and make adjustments on the fly. Manage coverage by spotting overlaps and exceptions and making daily scheduling updates. You can also track skills and certifications to help ensure scheduled employees have the right qualifications.

## ***BOOST ON-THE-GO EFFICIENCY***

### ***Empower your mobile workforce***

Your manufacturing business is always in motion — and so are your people. That's why our HCM solution for manufacturing includes a mobile application that enables mobile managers and remote employees to complete common workforce management tasks — from anywhere, at any time — using an Apple® iPhone®, Windows® Mobile, or Android™ device. It's the easy, convenient way to keep the mobile workforce connected for instant engagement and accelerated decision making.

## ***CENTRALIZE POLICY MANAGEMENT***

### ***Enforce fairness, consistency, and compliance***

Noncompliance is risky business with potentially serious consequences. Our HCM solution for manufacturing automates enforcement and tracking of federal, state, union, and employer-specific policies and regulatory requirements to help you avoid costly fines, grievances, and lawsuits. Automatic legislative updates keep your system current with the latest rules and regulations to minimize your compliance risk.