

## Human Resources and Payroll

Agresso **Human Resources and Payroll** is an integral part of the Agresso Business World solution, a fully-integrated suite of ERP solutions for companies in the professional services and public sectors. It provides full support for payments for all employee types fulfilling all legal, regulatory and taxation requirements of multiple countries.

**Human Resources and Payroll** combined with Agresso's workflow automation capabilities provides organizations with the capability to easily meet the challenges involved in managing multiple employee types in a diverse and fast-growing environment, yet minimize time spent on day-to-day administration.

### Post-Implementation Agility

Agresso's **Human Resources and Payroll** offers cutting-edge "post-implementation agility" making it ideal for evolving organizations that need to alter ERP system setup in response to change. This puts the individual user in the driver's seat to meet organization requirements rather than handcuffing organizations to a rigid information system that inhibits growth as the organizational requirements change.

Agresso is ERP with NO Expiration Date™ – it protects organizations from the stress and high costs associated with ongoing ERP re-architecting.

"I find it very useful to have an HR database that is linked to other disciplines within the company. For example, timesheets are controlled by the finance department but I can interrogate the system to check on the amount of vacation taken by each person. We also have a new facility where I can analyze absence costs by individual by cross checking each employee's cost rate which is logged on the finance element of the system."

*Nicola Brophy, HR Advisor, Engage, UK*

### Human Resources

Agresso keeps personnel information organized and under control, no matter how disparate, fast-changing or intricate. Key to this is the document archive, which provides a centralized record of all employee information. Agresso allows electronic documents to be attached to employee records, such as a scanned certificate from a third-party certification test. Thus, all critical employee information is housed in one central repository.


Like all Agresso applications, **Human Resources and Payroll** is exceptionally agile and adaptable. Any aspect of an employee's record can be readily customized:

- Compensation
- Training
- Deductions
- Grievance history
- Expenses
- And much, much more
- Appraisals
- Benefits
- Skills
- Shift patterns
- Promotions

Agresso Business World ensures that nothing falls through the cracks, so the terms and conditions of employment are met and all employee issues and questions are addressed.

### Agresso Business World Applications

Financial Management	<b>Human Resources and Payroll</b>	Reporting and Analytics
Project Costing and Billing	Procurement Management	Business Process Automation



Human Resources also streamlines employee recruitment and applicant evaluation. By combining applicant information with competencies defined in Agresso, applicants are rapidly evaluated and ranked. Further, when applicants are hired, Agresso automatically migrates their qualifications to their employee files.

For existing employees, the *Human Resources* self-service capability allows employees to update their personal information themselves via the internet. In addition to empowering employees, self service reduces workload for managers, who still retain approval rights to ensure accuracy of information.

Because Human Resources integrates with the rest of Agresso Business World, it gives comprehensive information for improved management. Further, Human Resources gives the ability to define analytical fields for Human Resources based on the organization's needs, so staff have coherent and meaningful business intelligence based on accurate information.

### **Competence**

Agresso's *Competence* functionality gives the power to define specific competencies that employees and applicants possess, as well as to then track them. Because position qualifications are user-defined, managers have the tools to select which employees to put in place and which applicants to hire according to required skills or certifications.

### **Training Administration**

*Training Administration* reduces training administration costs through self-service enrollment and reporting, automated workflow and alerts. It tightly integrates with the *Competence* application so organizations can achieve maximum benefit from employees' expanding skill sets and can then optimize investments in ongoing education for employees.

### **Absence Tracking**

Agresso's *Absence Tracking* application gives control of how to record, track and use absence information in the ways that are most relevant to the organization. It

automatically applies the impact of absences to employee compensation, taxes and deductions, while providing reports on the long-term cost of absences and their impact upon specific cost centers, departments and divisions, as well as the organization as a whole.

### **Employee Travel and Expenses**

Agresso's *Employee Travel & Expenses* application provides web-based entry of expenses. It can automate employee reimbursement and customer invoicing of billable expenses, greatly reducing the administrative overhead associated with paper-based expense reports. Powerful reporting tools allow tight controls to be maintained without a spending lot of time and effort.

### **Expenses from External Systems**

Some credit card companies are able to provide expense statement items electronically. Agresso allows the organization to capitalize on this capability to further reduce administrative costs and improve accuracy.

### **Payroll**

Agresso provides payroll staff with the power to customize the elements that make up an employee's pay, allowing them to handle multiple pay scenarios with ease: different rates, classifications, payment methods, deductions, reimbursements and regulatory reporting requirements.

In addition, Agresso *Payroll* delivers comprehensive Position Administration. This creates a position register that identifies specific roles—or groups of roles—in the organization. Multiple employees can share a position or an employee can hold multiple positions (for example, both an operator and team leader). Different pay scales, benefits and deductions can be linked to different positions.

*Payroll* also provides the ability to conduct sophisticated simulations such as modeling of the precise financial impact of a proposed wage packages during union negotiations.



**Agresso is the ERP Market's *Definition of Agility***

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