



“Cost effective
Human Resource
management”

People are a crucial factor in the success of your business, providing you with the resource to make your business successful. **HR-People** provides you with an affordable solution so you gain the most from your people.

It is designed to help you effectively manage your human resource activities and the related business processes.

“Into a single solution we combine the management of personnel records, absence management and policy compliance”

Delivering tangible benefits **HR-People** will help

- Control your employment and absence costs
- Ensure business compliance
- Improve legislative compliance
- Reduce HR administration costs
- Reduce management time
- Ensure business best practice
- Improve efficiency
- Improve communications

HR-People will give you the control you need to get the most from your staff and help develop your business.

On Demand

HR People is an on-demand solution you access over the web. That means there's no software to download, no hardware to maintain and no IT expense. All you need is a PC and internet connection.

“People are your most valuable asset. The business driver for all organisations is to stay competitive.”

A key benefit is the easy of implementation and simplicity of operation making **HR-People** ideal for all sizes of business.

With pricing based on number of staff members and no special training required, you can implement **HR-People** in days.

The Difference

HR-People provides you with real business and user benefits:

- Accessible via the web
- Security of data
- Designed for multiple outlets
- Employee access - self service
- Comprehensive reporting
- Rapid implementation
- Ease of use
- Scalable to your business
- Rapid Return on Investment

Web Delivered

By using the internet to deliver the software, we can deliver **HR-People** quickly and easily to a network of outlets, while at the same time allowing employers to use the delivered function in a variety of different approaches, from full back office, employee self service or controlled access - it's your choice. HR Solutions International takes responsibility for the management of the software and all data security, ensuring that all customers can access the software application via the internet. Alternatively **HR-People** can be installed to run on a customer's local intranet.



Staff records

HR-People enables comprehensive records of every member of staff within an organisation to be created, maintained and made available to management at all levels. How often do organisations struggle to access key items of data? **HR-People** provides an effective solution to this issue.

Comprehensive staff details are held including: personal, employment, terms, accidents, training and qualifications.

Comprehensive recording is available within each category, with automated reminder prompts for areas such as next driving licence check, or Criminal Records Bureau inspection.

HR policies

Within the last few years, there has been a significant increase in the level of regulation and legislation surrounding all organisations and their employees. This increase has come in part from UK government and part from European Union regulation, which together with an increased risk of litigation, has placed significant pressure on organisations to maintain complete, accurate and accessible HR Policies.

These issues are felt most where the policies involved are complex and demanding. Where the policies apply to numbers of employees spread across an organisation, this problem is particularly acute. Consequently, business efficiency declines and management has little control, or visibility, over the organisations actual state of compliance.

HR-People allows an organisation to distribute its own HR Policies electronically, or for a complete set of policies produced for HR Solutions, by human resource legal experts, to be used as an alternative. Policies can be delivered to the workplace of every employee, with automated prompts for each employee to read and accept the policy, providing management with a complete audit trail.

Security

The servers are hosted within the largest and most advanced web hosting arena in the world. Through use of the internationally recognised Secure Sockets Layer, all data is encrypted and is unreadable en route. Local user controlled actions, with unique user names and passwords, add the final level of security.

Absence Management

It is an unfortunate fact, that many employers face real difficulties with unplanned employee absence. Recent reports highlight the growing tendency for employees to take "sick leave", leaving employers struggling to accurately record, understand and control this trend. Well publicised, research indicates that the cost of sick leave to the UK economy is estimated at around £12 billion annually, with some 25 million sick days "being seen as suspicious".

All absences whether statutory/company holidays, sickness, training, holiday entitlement, or other absences, planned and unplanned, can be entered into an individual's absence record. Management can view these records on-line or by printed report, detailing trends, full cost details, absence by type, location, employee, sickness type, with graphs, charts or tables and many other views, all to help manage this key area.

Executive Information and Reporting

The key to any powerful application are the KPIs (key performance indicators) and reporting available to all levels of staff. Limitations in this area also limit the results. **HR-People** includes a powerful range of standard reports including visual displays of absence, charts and financial reports. In addition we provide a powerful export facility to Excel, pdf and other external formats.

A powerful report writer is also included to enable each company to develop their own distinctive set of reports.

Messages

The message facility enables messages to be sent to all users who access the system enabling critical HR issues to be rapidly updated to all users

More information

For more information please contact our sales department. We are always happy to answer questions about **HR-People** and to discuss how it could help in your local situation. Our contact details are shown below.

HR SOLUTIONS INTERNATIONAL LTD

E-Mail: tellmemore@hrsolutions-intl.com

Tel: +44 (0)8453 70 72 70 (local rate)

Fax: +44(0)871 5213593

www.hrsolutions-intl.com

PO Box 473 Chichester
West Sussex PO18 8WY

