

Human Capital Management in IFS Cloud



Manage, find, and develop your workforce seamlessly from hire to retire.

Most organizations instinctively know the importance of keeping their workforce happy, and according to a study by the Corporate Leadership Council, employees who are committed and engaged at work perform **20% better and are 87%** less likely to leave their current company.

But in today's fast paced world, organizations still struggle to engage with their workforce, retain talent and effectively plan employee development. Meanwhile, the need for such functions to be simpler, faster, and automated grows every day. As a result, many businesses use their HR departments as a support function with little strategic shift within the business. But with the right structure and digital strategy, an organization can manage, plan and oversee its entire workforce seamlessly.

Human Capital Management (HCM) in IFS Cloud lets you manage the full employee lifecycle, from hire to retire. It provides all the tools needed to support changing policies, working practices and HCM processes from different perspectives and roles throughout the entire local, regional, and global enterprise. Embedded to the IFS ERP solution, HCM in IFS Cloud is a comprehensive toolkit that supports all areas of human resource management: from headcount planning, recruiting, onboarding, career planning, development, and training, to requirements like health & safety, time & attendance, and travel management. Embedded within IFS ERP Cloud, IFS Cloud's HCM capabilities support a wide range of roles across departmental, regional, and global enterprises. This ranges from business managers and line managers – for whom HR output facilitates decision-making and planning – to employees and HR professionals. And it provides self-service tools for both managers and employees that improve the overall employee experience.



Benefits:

With the right solution, you can empower your HR team to increase employee engagement and achieve full control and visibility of your workforce like never before.

- **Own your workforce's employee lifecycle** and business-related activities. Manage, control, and visualize all aspects of your workforce (e.g., employee time, expenses, absences, competencies, certificates, availability, etc.)
- **Save time, cost and resources** with the automation of manual tasks which reduce human errors and increases efficiency.
- Powered by real-time data access, **improve strategic planning** by visualizing global HCM data (e.g., performance, talent and competencies, headcount). Ensuring you can align to your short, medium and long-term strategic business objectives.
- **Maximize employee experience** by providing your workforce with self-service, qualifications, development, training, and other features designed to support day to day tasks, and talent development to ensure higher employee engagement.

Key capabilities

Employee & organization management

- Employee & organization management maps position and organizational structures to develop effective employee-based resource solutions.
- By controlling access to employee data, the management of employee information and employee-related processes becomes simpler and more secure, especially for multi-company and matrix organizations.

Recruitment

- Streamline and support the hiring process, from recruitment requisition to job and qualification requirements. After creating the recruitment requisition, you have two options:
 - Embedded recruitment capabilities, from Requisition to Employment.
 - With SmartRecruiters as an IFS partner, you get easy access to the best of breed capabilities of external recruitment solutions through a standard integration to a market-leading Talent Acquisition Suite.

Qualifications, development & training

- Help to create strategic human resource plans and processes by defining the organization's qualification requirements and mapping to available resources.
- Once requirements are defined and mapped, they can be input into the employee development, training and recruitment areas of our HCM solution. Alternatively, the details of outdated or overrepresented qualifications can be displayed.
- Processes for reviews, appraisals and employee performance are provided.
- After a training event, employee qualifications (training history, competencies, certificates) are updated automatically.

Health & safety

- Provides the framework to manage a company's health and safety issues: to define and implement effective safety procedures, risk management policies and procedure
- Extensive in scope, health & safety includes incident and illnesses tracking/actions taken; safety management; risk assessment; medical examinations; material hazard information; first aid licenses; and distribution lists to alert the appropriate parties once an incident has been documented.

Expense management

- Simplify the management of employee travel expenses. Manage expenses from employee request, reporting and manager authorization through to automatic allowance calculations, taxes and import of credit card transactions.
- IFS expense management supports advance payments, miscellaneous expenses, mileage, and entertainment. Expenses can be connected to a cost center, projects, and work orders to facilitate cost accounting and follow-up.

Time & attendance

- Easily manage information about employee working hours and time and attendance including absences. Automatically check wage code distribution and the calculation of balances, flexi-time, overtime, and shift premiums against central rules.
- Visualize time and attendance information in different calendar types and transfer authorized transactions directly to a third-party payroll system.

Employee & manager self-service

- Provide managers and employees with a self-service tool to ensure high data quality and employee involvement with overviews and notifications.
- Managers authorize and follow-up time reporting and expenses. They can also plan and follow up employees' qualifications, development, and appraisals. Employees can update their own data and qualifications, apply for leave, submit time and expense reporting, apply for training, and more.

Payroll integration

- The payroll integration enables IFS customers to integrate our HCM solution with their chosen payroll system with minimal complexity or to use standard integrations to IFS-selected global payroll partners.
- The IFS payroll integration framework allows organizations to transfer authorized time and expense transactions to a third-party payroll system. The integration can be by managed through RESTful APIs or via a mechanism for file-based transfer.

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