



SOLUTION BRIEF



Your All Around Solution

Integrated. Scalable. Powerful

To compete effectively, you need to align all corporate resources – including employees – with business objectives. To do so, you need to transform traditional HR functions into a comprehensive program for human capital management (HCM). One that maximizes the value of employees and integrates employees, processes, and strategies to support business goals.

Proven Value

- **Flexible and Adaptable to Meet Your Current and Future Business Needs -**

Solution supports the continued growth and flexibility that today's small and mid-sized businesses demand.

- **Rapid, Cost-Effective Implementation –**

Preconfigured solution that offers a rapid implementation, predictable cost of ownership, allowing you budget in advance and eliminate the risk of hidden or add-on costs.

- **Lower Cost of Compliance and Employee Administration –**

Reduce cost and effort of complying with local regulations through unmatched features and functions, support structures, and expertise.

- **Improve Corporate Performance –**

Quickly read, evaluate, and respond to changing business conditions with effective business strategies – such as defining financial targets, monitoring costs and revenue during execution.

Increase Productivity

Energys, in partnership with SAP, has developed a pre-configured SAP® Human Capital Management (HCM) solution called **HR 360°**.

HR 360° provides integrated, enterprisewide functionality that:

- Streamlines HCM processes and seamlessly integrates them across global operations
- Provides real-time access to information that accelerates workforce decision-making
- Allows you to assign the right people to the right projects at the right time
- Supports both employees and managers throughout the employee life cycle
- Empowers employees to manage processes in a collaborative environment

HR 360° optimizes each employee's contribution by aligning employee skills, activities, and incentives with business objectives and the strategies to reach them. It also provides tools to manage, measure, and reward individual and team contributions.



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Human Resource Management function involves the recruitment, placement, evaluation, compensation and development of the employees of an organization.

HR 360° system has been characteristically developed around four principal areas of HR functionalities:

Payroll

- Gathers data on employee time and attendance
- Calculates various deductions and taxes
- Generates periodic pay-checks and employee tax reports
- Supports automatic deposit and manual cheque writing capabilities
- Send accounting information to the general ledger for posting subsequent to a pay cycle

Time and Attendance

- Applies new technology and methods (time collection devices) to cost effectively gather and evaluate employee time/work information
- Provides broad flexibility in data collection methods, as well as labor distribution capabilities and data analysis features
- Acts as a key ingredient to establish organizational cost accounting capabilities

Benefits Administration

- Healthcare provider
- Insurance policy
- Pension plan
- Profit sharing or stock option plans



HR Management

- Basic demographic and address data
- Employee selection, training and development
- Capabilities and skills management
- Compensation planning records and other related activities
- Provides the ability to "read" applications and enter relevant data to applicable database fields, notify employers and provide position management and position control

"60% of all SAP installations are in companies with less than \$500 million in revenues"

For More Information

Want to learn more about how you can streamline your processes, increase your profits and gain a sustainable competitive advantage?

Contact us at **919.484.1690**

