

## SSA® human capital management

# understand how workforce trends impact your organisation.

### Human Capital Management (HCM) — investing in people.

With today's business challenges, the battle for talent is escalating. Attracting and retaining skilled professionals is more difficult now than ever. Yet, according to recent studies, only a small portion of businesses are equipped with the necessary technology to address their human capital management needs. Utilising the right tools to turn your organisation's workforce information into strategic advantage can be key in your success for the future.

HCM will allow you to focus on hiring the right people, while reducing recruitment time and costs. It also allows you to share information, while eliminating system and administration overload. And, it provides you the freedom to make sound business decisions with its easy access to in-depth knowledge of your workforce. Take a closer look at how HCM can make a critical difference in your organisation.

#### Move forward faster.

From streamlining recruitment, to administering complex compensation plans and payroll scenarios, to enrolling employees in benefits, Pro Initiative and SSA Global help you invest in people. HCM is a fully integrated solution that provides access to employee information, flexible payroll processing, in-depth analytics and reporting, manager and employee self-service, and workforce management and training capabilities.

And to get you there quickly, Pro Initiative offers rapid, low-cost implementation services, onsite and Web-based training, and 24x7 system support. Our expert, cost-effective professional services and support staff have consistently earned exceptional customer satisfaction ratings.

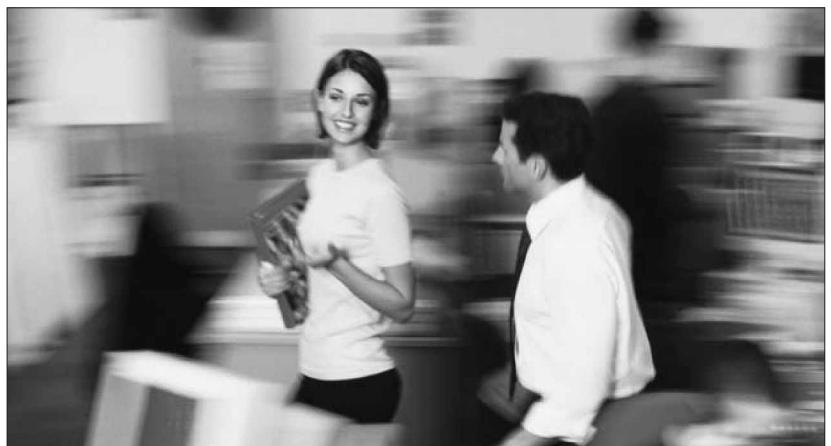
With HCM, you will execute payroll on time with accuracy and flexibility regardless of your number of locations, or the complexities of your payroll requirements. You will also empower your workforce with employee and manager self-service including online recruiting, benefits enrolment, and performance reviews, and keep your staff motivated by offering progressive benefit plans, skills development, and training options.

#### Gaining strategic advantage.

HCM is a complete HR package that addresses a wide range of human resource management issues. It allows you to provide decision-makers with rich analytics for a better understanding of the workforce trends, patterns, and exceptions that impact your organisation's overall performance and profitability.

HCM also enables you to stay current on tax and regulatory changes for worry-free processing, and integrates easily with both SSA Global and non-SSA Global solutions for a faster return on investment. With HCM's inherent flexibility, user customisation, and role-based security, you're able to adapt the

**"SSA Global truly is a strategic partner. They are constantly striving to make their product better, which in turn inspires us to grow technologically."**  
- Michael Hufnagel, VP, Information Technology, Maverick Transportation



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eliminate administration and concentrate on strategy.

system to meet your changing business needs as you add new components to your business.

### Human Resources

Human Resources is a completely integrated solution that handles a range of human capital management issues, from career plan tracking and development, to workforce management. You get secure, centralised databases that provide your organisation's decision-makers with access to vital information, while ensuring accurate record-keeping and reducing duplicate entry. Human Resources also gives you self-service features that efficiently handle processes like performance reviews, new hires, and salary changes. In addition, applicant tracking and recruitment automation eliminates paperwork and accelerates the hiring and deployment of your workforce.

### Payroll and Time Management

Payroll is a reliable, robust, and highly secure solution that helps companies — especially those with complex pay components and job costing — manage their payroll easily and quickly, while retaining loyal and satisfied employees. Payroll handles a wide range of compensation challenges including a multi-location distributed workforce, multiple shifts, flexible pay cycles, multiple payroll runs, multiple standard bonus-processing calculation methods, tip allocation processing, and more. It gives you full control over check printing and posting, as well as audit

reports, tax support, and integration with third-party applications. Plus, its online time-entry self-service feature automates an often time-consuming process.

### Self Service

Self Service is a Web-based, self-service solution that allows employees and managers to be directly involved in your workforce business processes. Employees can view and update personal and pay information, enrol in training, model and update benefits, and directly enrol in the plans of their choice. Managers can perform status changes for their employees, enrol employees in training, enter time sheet data, and more. SSA Self Service empowers your employees and managers while saving money and reducing the amount of time they spend on routine, administrative tasks.

### Benefits Administration

Benefits Administration offers your employees the latest benefits options in a highly organised way that saves time and money. You can create and distribute requested information about your plans and costs and highlight important trends that will help you redefine your plan offerings year after year. You can also maintain an accurate tally of benefits costs, and track everything from employer/employee costs for plan enrollees to dependent/beneficiary and carrier information. And full support for multiple progressive benefit plans, as well as easy reporting to third-party providers, make benefits administration more efficient.

### Flexible Benefits

Flexible Benefits allows you to extend employee credits for "buying" benefits and leave the record keeping to us. With Flexible Benefits, which seamlessly integrates with HCM's other benefits modules, you can generate forms that work for your organisation, then change them as needed.

**Provide world-class**  
service while keeping costs  
down.



Calculate credits for all employees automatically, and notify them of how many credits they have allocated, the pre- and post-tax cost of the plans, and the options available for unused credits. It's an easy way to handle sophisticated Flexible Spending Accounts in-house.

#### **Training Administration**

Training Administration, an enterprise-wide training management solution, allows you to track, coordinate, and monitor costs for training, from enrolment and class scheduling, to employee training records and performance appraisals. Empower your workforce with the training they need to excel at their jobs, and create an environment in which employees will remain loyal to your organisation.

#### **Workforce Analytics**

For HR and Payroll departments drowning in data, Workforce Analytics cuts through the clutter of spreadsheets and reports to deliver multi-dimensional views of analysis right to your desktop, enabling faster and more strategic HR and Payroll management decisions. Peel each layer of your business information, and intuitively discover underlying performance drivers that affect business results. Analyse employee turnover, plan compensation, and gain insight into HR trends, patterns, and exceptions that affect your bottom line. And access and analyse the information you want through your Web browser.

#### **Make it pay.**

Leading organisations understand that how they recruit, manage, train, and compensate their employees has a direct impact on enterprise performance. They also understand the value of a comprehensive, integrated human capital management system that can help them handle workforce and payroll complexity as they grow and change. HCM is a proven, reliable solution that will put you in control of this critical component of your business.

“

We issue 700,000 pay checks annually, and we constantly strive for the lowest per pay check cost possible. SSA Global's payroll application helps us achieve this, which has resulted in significant savings.”

—AL HREHA, VP, SHARED SERVICES, ITT® INDUSTRIES

- Manage payroll easily and quickly
- Empower your workforce
- Streamline benefits administration
- Analyse HR patterns and trends
- Track and monitor HR costs
- Gain competitive advantage

#### **About SSA Global.**

SSA Global™ is a leading developer of ERP solutions. In addition to core ERP applications, SSA Global develops a full range of integrated extended solutions including corporate performance management, customer relationship management, product lifecycle management, supply chain management and supplier relationship management. Headquartered in Chicago, SSA Global has 60 locations worldwide and its product offerings are used by approximately 13,000 active customers in over 90 countries.

#### **About PRO INITIATIVE.**

Pro Initiative distributes the SSA Global product range throughout the Pacific Region. Pro Initiative was formed by a consortium of former SSA Global staff and Business Process Outsourcing specialists. To meet the changing demands of business today PRO INITIATIVE delivers solutions to clients based on traditional in-house deployments as well as via ASP and BPO, providing clients the ability to focus on activities that add value to your organisation and not worry about IT infrastructure.

For additional information on PRO INITIATIVE and the innovative range of products and services please call us on +61 2 9460 9799 or email [info@proinitiative.com.au](mailto:info@proinitiative.com.au)

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