Gain a Consistent and Accurate View of Employee Information

WHITEPAPER

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Business owners usually have a very deep knowledge about the requirements and behavior of their customers. That's perfectly alright as this is very crucial for the health of your business. But how many of you - the business owners have an equivalent knowledge about the requirements and behavior of your employees? Do you know which department has the highest turnover or what motivates your star employees? If you are not able to answer these questions, then you are losing control over your vital business asset - your people! But hey, donít worry. You are not alone out there. Keeping pace with the modern workforce that belongs to different age groups and geographical locations is a challenge faced by most organizations. Modern day workforce is motivated by success and compensation and they value purposeful work and personal development and it's your job to keep them engaged and productive. To do this effectively, you need a consistent and accurate view of your employee information; otherwise strategic decisions will be based on intuition rather than insight.

Workforce visibility gives you that insight.

But itís not always easy.

As companies expand to work from different offices, regions and countries, the task of keeping accurate employee records becomes even more important.

With cloud-based, integrated solutions, your people management departments can play a significant role in motivating, developing and retaining your people ñ now and for future business success.

Customers Will Never Love A Company Until The Employees Love It First

How workforce visibility increases employee engagement:

Employees of all ages are looking for similar things in a great workplace: a company they can be proud of, a sense of community with their colleagues, and honest, ethical leaders. But although they may have similar views about what they want from work, keeping them engaged will require a range of factors such as benefits, training and wellbeing programs that suit people at different stages in their career. For that to succeed, you need to know your workforce.

However, work-life balance will mean something different for each employee. With a better understanding of your people and what makes them tick, youíll know how they prefer to be recognized and rewarded at work. Whether itís more vacation, perks such as retail vouchers, or even access to physical and/or emotional wellbeing benefits, each employee will value rewards differently.

With accurate, up to-date data about your people, you can plan individual training programs across your diverse workforce as well as track certification and skill sets. Additionally, transparent appraisal processes help boost the morale of the employees and shows that you recognize their value. Re-energized, they are more likely to stay with the company.

Company culture and workforce visibility:

Team building, workplace events, and respect between employees and management set the tone for the workplace environment. When companies build a great culture, the rewards have a positive impact on productivity and customer service. A great workplace culture encourages its people to become company ambassadors which can be a key factor both in attracting new talent and in employee retention.

Operational efficiency and workforce visibility:

With the continued rise of the contingent workforce, managers will need to create and tap into talent pools and networks to access the skills you need. This change is happening fast. Having all your employee data on a spreadsheet is not going to cut it when you need to reposition your team quickly to respond to a challenge. Creating an inclusive, collaborative environment is a significant challenge without an HR solution that provides an accurate view of all your people.

If you're growing fast as a business, you havenít got time to be re-entering personal data across multiple systems. From finding, selecting and recruiting to on boarding, you need a solution that automatically integrates the process end-to-end. It's not only quicker and more cost-effective, it creates a great experience both for the candidate and those who manage the process.

LuitBiz HRM and ESS is such a integrated cloud based HR solution that gives you complete 360 degree visibility to all your employee processes right from hiring an employee till the time the employee leaves your company. With all your people information in one place in LuitBiz HRM, you can better engage your employees through your LuitBiz ESS self-service portal. It's quicker, more efficient use of your time: time that can be spent developing your organization around nimble and responsive talent. This way, you can create experiences that are bespoke and personal.

LuitBiz HRM and ESS support the entire employment journey, through the entire acquisition process, to managing people and their performance, developing their skills and abilities, engaging and communicating with the workforce, providing reports, dashboards and analytics, and planning for the future. LuitBiz HRM and ESS can help you effortlessly manage labor intensive processes and keep you up to date, error-free and legally compliant.

Additionally, LuitBiz HRM and ESS is completely responsive software. This means that it can be accessed from anywhere anytime via any device connected to the Internet. There is no need to download any mobile apps or desktop clients to use LuitBiz HRM and ESS. Just connect to the Internet, fire up your favorite browser and login to LuitBiz. Itís that easy!

LuitBiz HRM & ESS Can Increase The Productivity Of Knowledge Workers By 25%

LuitBiz HRM and ESS helps a company to strategically manage their workforce by:

* Formulating strategies that will match the organisation's (internal) strengths and weaknesses with environmental (external) threats and opportunities. In other words, make a SWOT analysis of the organization

* Implementing the strategies so formulated

* Evaluating and controlling activities to ensure that organisation's objectives are duly achieved

The entire workflow of LuitBiz HRM and ESS is shown in the flowcharts in the following pages that will help you understand the value delivered by the software.

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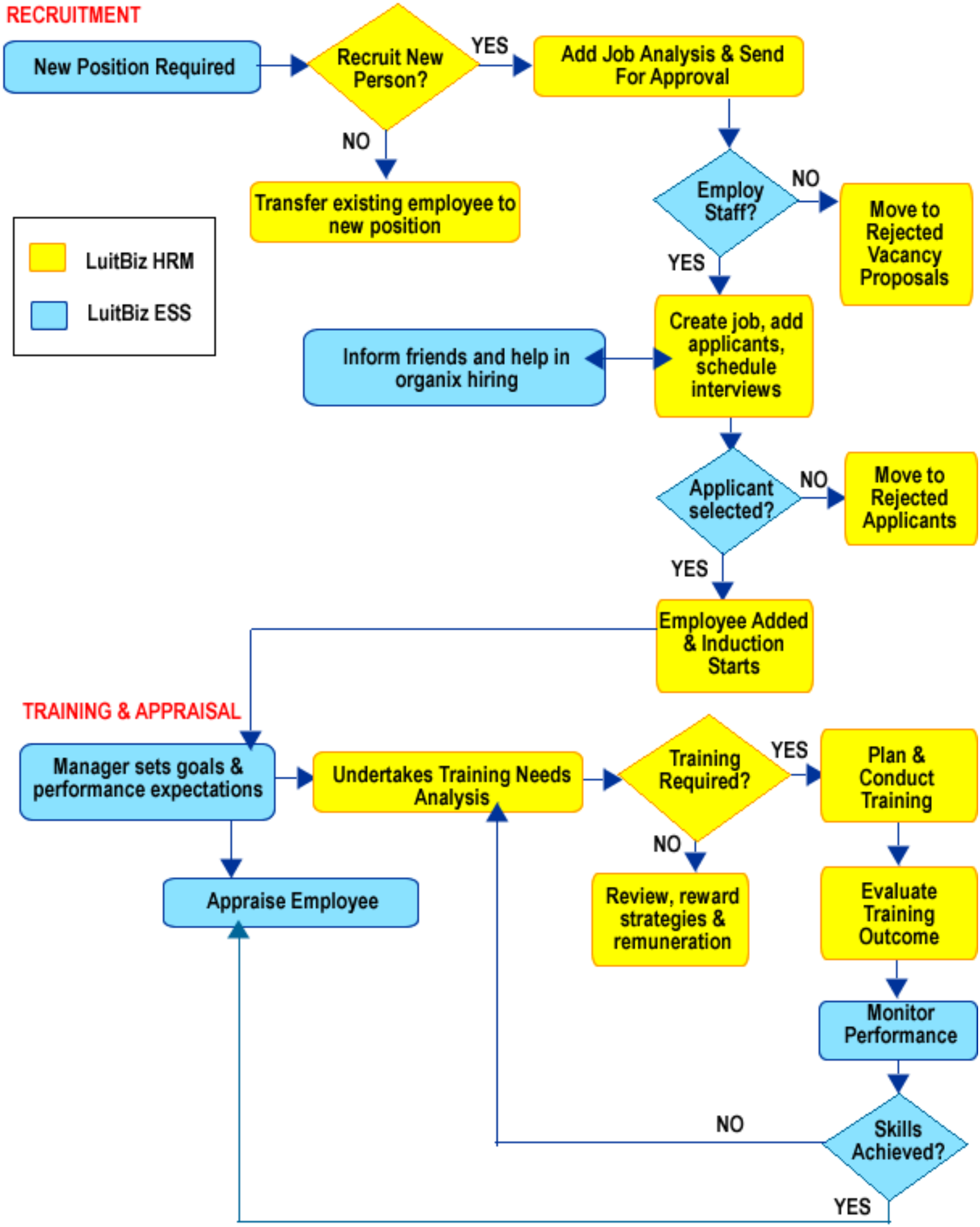
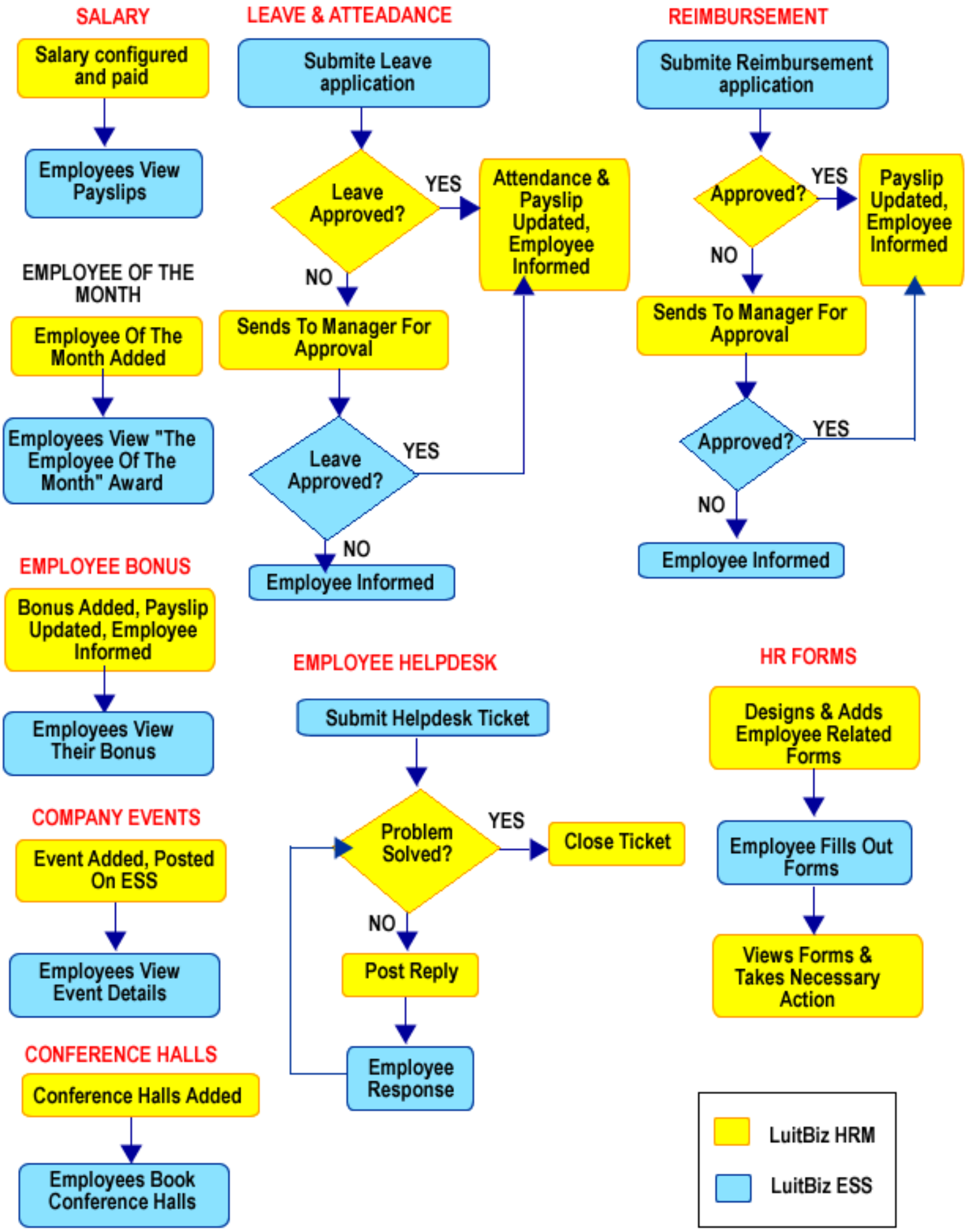

RECRUITMENT
New Position Required
Recruit New Person?
YES
NO
Add Job Analysis & Send For Approval
Transfer existing employee to new position
Employ Staff?
NO
YES
Move to Rejected Vacancy Proposals
LuitBiz HRM
LuitBiz ESS
Inform friends and help in organix hiring
Create job, add applicants, schedule interviews
Applicant selected?
NO
YES
Move to Rejected Applicants
Employee Added & Induction Starts
TRAINING & APPRAISAL
Manager sets goals & performance expectations
Undertakes Training Needs Analysis
Training Required?
YES
NO
Plan & Conduct Training
Review, reward strategies & remuneration
Evaluate Training Outcome
Monitor Performance
Skills Achieved?
NO
YES
Appraise Employee


SALARY
Salary configured and paid
Employees View Payslips
EMPLOYEE OF THE MONTH
Employee Of The Month Added
Employees View "The Employee Of The Month" Award
EMPLOYEE BONUS
Bonus Added, Payslip Updated, Employee Informed
Employees View Their Bonus
COMPANY EVENTS
Event Added, Posted On ESS
Employees View Event Details
CONFERENCE HALLS
Conference Halls Added
Employees Book Conference Halls
LEAVE & ATTEADANCE
Submite Leave application
Leave Approved?
YES
Attendance & Payslip Updated, Employee Informed
NO
Sends To Manager For Approval
Leave Approved?
YES
NO
Employee Informed
REIMBURSEMENT
Submite Reimbursement application
Approved?
YES
Payslip Updated, Employee Informed
NO
Sends To Manager For Approval
Approved?
YES
NO
Employee Informed
EMPLOYEE HELPDESK
Submit Helpdesk Ticket
Problem Solved?
YES
Close Ticket
NO
Post Reply
Employee Response
HR FORMS
Designs & Adds Employee Related Forms
Employee Fills Out Forms
Views Forms & Takes Necessary Action
LuitBiz HRM
LuitBiz ESS

Whatever the size of your business, your best asset is your people. Celebrate them, keep them happy, help them grow, and your business will reap rich rewards.

Try LuitBiz For FREE
Click Here

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