

LEVERAGE HR Cloud technologies

Administrative complexities can be solved by automation.

From hiring to retiring and everything in between, Human Resources teams are deluged with process requirements that can be cumbersome to manage and subject to human error when done manually. Adding to the complexity are legislative rules and regulations which an employer must comply with or risk penalty.

By leveraging the power of HR cloud technologies, specifically SaaS-based solutions and mobility, HR departments can transform the chaos of day-to-day operations and more efficiently manage all aspects of the employee lifecycle. These technologies comprise automation capabilities that eliminate paper-based processes and deliver key advantages in important areas of operations including payroll administration, employee engagement, recruiting and healthcare management.

PAYROLL ADMINISTRATION

Human capital management (HCM) solutions create efficiencies by simplifying and automating virtually every process associated with employee lifecycle management such as complex payroll wages.

Cloud-based payroll solutions deliver access to payroll data at any time, from anywhere, while removing the burdens that come with processing and distributing checks, vouchers, and W-2s. Overtime, garnishments, bonuses, and raises can all be conveniently calculated while tax computations and reporting are completed with ease.

Aggregating and analyzing staff schedules, benefit accruals and time tracking records is simplified and, when integrated with various HR and business applications, processes can be synchronized to ensure accuracy.

EMPLOYEE ENGAGEMENT AND COLLABORATION

Issues such as remote work, mobility and work/life balance have HR Professionals scrambling to find attractive and viable solutions that will foster employee satisfaction and retention.

To keep employees engaged while they are working remotely, businesses have implemented tools such as Microsoft Teams, Zoom, and Slack to communicate, collaborate and sustain a positive office culture - even from home. These tools have allowed companies to offer flexible work from home schedules, which has been proven to promote employee satisfaction and foster loyalty.

Today's workforce also wants autonomous control. One avenue for fulfilling this need is by providing a framework for employee self-service capabilities via online or with mobile devices. This gives employees access to view and update their own personal data such as paystubs, benefits, expense reports and time-off requests.

By embedding and automating HR practices into applications that employees use every day, HR "systems of record" are becoming "systems of engagement" - all while providing executive management with real-time information to understand trends and make informed business decisions.

RECRUITING AND ONBOARDING

Applicant tracking software can help streamline the recruiting process and provide richer insights into candidates. The software handles recruitment by using algorithms to sort through resumes, search for keywords, and highlight the applicants with relevant experience and skills. Applicant tracking software also provides mobile compatibility and remote access,



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ensuring consistent communication and instant notifications should an interesting candidate emerge.

When the best candidate gets the job, information from the applicant tracking software can automatically move into a company's central HR platform and streamline the onboarding process. This eliminates the time-consuming process of manually entering information, increases efficiency, and reduces the risk of errors.

HEALTHCARE MANAGEMENT

Perhaps one of the most complex of the many administrative processes is managing benefits, and this is where automated cloud-based solutions really shine. Managing employee benefits involves overseeing a variety of different processes, including medical insurance, retirement accounts, pensions, FSA, COBRA administration and even HSA. HR staff

are further challenged with staying compliant with evolving ACA needs, adhering to budgets and ensuring benefit strategies are updated to remain competitive in the marketplace.

Employing the appropriate technologies, such as centralized platforms, can link benefit enrollment with HR and payroll and utilizing cloud-based self-service portals can significantly reduce the time HR staff spends on managing healthcare plans. These self-service portals allow employees to change benefit options, review costs, and get answers to medical coverage questions at their convenience.

HR platforms can also track employee work hours as they relate to health benefits, which helps managers accurately report employee data and quickly generate forms that are required to remain in compliance with the IRS and the Affordable Care Act (ACA). ■

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