

Manage Human Capital for Success with an Enterprise-grade HR Solution



Employees represent the most valuable asset of any organization. But optimizing human resources processes, from recruitment and retention to performance and payroll, presents challenges. The right HR solution helps businesses manage their human capital more effectively while gaining a competitive edge and [achieving regulatory compliance](#).

Today's Workforce Challenges Require Powerful Solutions

Companies in nearly every industry face similar challenges as they manage their workforce. In the first place, finding and hiring the right talent often proves time-consuming, costly, and competitive. For instance, hiring and onboarding an in-house software developer can require weeks or months, costing well over \$30 thousand.

Secondly, businesses must comply with numerous regulations around issues such as health and safety, termination, taxes, and [diversity and inclusion](#). Managing compliance and other risks, such as lawsuits, requires ensuring that policies and practices align with requirements and best practices.

Additionally, organizations need to find ways to maximize the output and quality of their work while minimizing the costs and resources involved. Optimizing progress against productivity and performance goals requires tools to both streamline the process and measure the results.

While these challenges can seem formidable, today's HR technology offers flexible and effective tools to manage human capital.



Benefits of a Comprehensive HCM System

The right human capital management (HCM) system helps organizations address these challenges and more. Some key benefits of up-to-date HR technology include the following:

- Attracting and retaining top talent – A good HCM system provides tools that simplify the recruiting and onboarding processes by automating tasks like screening and scheduling. Analytics can provide insights into the best candidates. And by leveraging data and analytics, the organization can measure and improve talent outcomes.
- Simplifying the payroll process – Quality payroll programs automate payroll calculations, tax filings and compliance requirements. This reduces errors while saving time. Real-time reports offer insights into payroll performance and trends.
- Enhancing benefits administration – Well-run benefits programs prove essential to employee satisfaction. HCM technology helps businesses design and manage benefits programs such as health insurance, retirement plans and wellness initiatives. Self-service portals simplify benefits enrollment and updates.
- Managing time and attendance – Increase productivity and compliance with tools to track and manage hours worked, overtime, absences, leave requests, schedules and more.
- Providing a single location to manage the entire workforce – Instead of juggling multiple HR systems, an integrated HR suite brings payroll, benefits, talent management and more under one roof.
- Reducing errors and managing risk – Proactive error detection, risk alerts and [enterprise-grade security](#) and compliance features simplify compliance and risk management.



How to Choose the Right HR Solution for Your Business

HR solutions come in various flavors, with different features and functionality. Choosing the right solution for your organization will require some research. For instance, a good HR solution should offer scalability. This will allow it to grow and adapt as the company expands its workforce, enters new markets, or changes strategies.

The right system must also offer ease of use to both managers and individual employees. A user-friendly, intuitive interface improves system effectiveness. And features such as mobile access and self-service options for employees make it easy to enroll in benefits, request time off and view pay stubs.

Integration also proves essential. A quality solution should integrate seamlessly with other systems and applications such as accounting, ERP or BI tools. This allows data to flow smoothly across platforms, reducing errors and duplication. It also enables better reporting and analytics.

eMazzanti, ADP Workforce Now and the Cloud Make a Winning Combination

eMazzanti Technologies has teamed up with ADP to deliver [enterprise-grade HCM solutions](#) to businesses of all sizes. As a cloud solution, ADP Workforce Now requires no large investment in time and money up front. And with a powerful feature set and intuitive interface, the system eases the process of managing people, allowing you to focus on core business strategies.

[ADP Workforce Now](#) offers powerful tools for recruitment and onboarding, payroll and benefits management, time and attendance tracking and more. Comprehensive reporting options, as well as AI-powered analytics offer key insights to drive decision making.

As an ADP preferred partner, eMazzanti offers valuable services to help clients optimize Workforce Now by streamlining and automating processes and ensuring consistency.