

Sage Abra HRMS

# Best In Class: Building the Business Case for Automating the Human Resource Function

Sage HR R&R: Refresh and Recertify  
Webcast Series



sage

# Your Presenter for Today

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- Over 25 years of HR experience in Telecom, Financial, Manufacturing, Healthcare and Higher Education
- People-centric HR Professional
- Award winning
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# Objectives

In today's webcast, you will learn:

- How a Human Resource Management System (HRMS) can increase the value of the HR department to the company while reducing cost.
- What to include in your proposal for justifying the cost of an HRMS system.
- Which key components of HR should be included in the cost/benefit analysis portion of your proposal to upper management.

# The Company Repository

FMLA/ADA  
Administration

Budget

Health & Safety

Job Postings

New Hire  
Forms

Benefits

Service  
Awards

Payroll  
Data

Compensation

Applicant Tracking

VS

Medical

Training  
Records

Performance  
Management

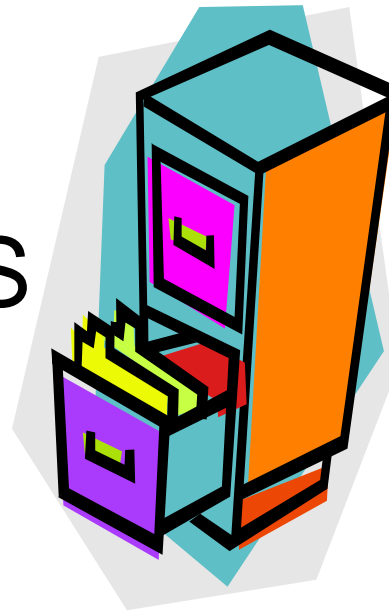
Unemployment  
Benefits

ERISA

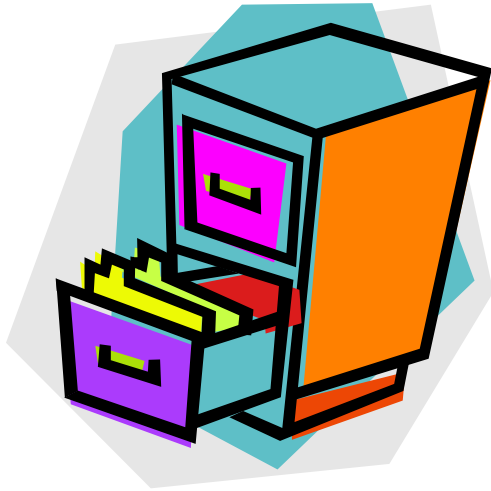
Employee  
Relations

Compliance/Reporting

Sage Abra HRMS



The logo for Sage, featuring the word "sage" in a stylized, lowercase, green font.



# Data Warehouse

Wikipedia defines “Data Warehouse” as a repository of electronically stored data designed to facilitate reporting and analysis.

# The Business of HR

## Knowing Your Costs

- Cost per hire
- Cost per turnover
- Ineligible benefit costs
  - Healthcare
  - Attendance
  - Productivity loss
- Duplication of effort
- Poor processes

Make the case for  
“out with the old and  
in with the new” in  
dollars and sense.

# Key Efficiency Areas



HR Administration



Benefits Administration



Compliance Management



Reporting and Analysis



Consolidation



# HR Administration

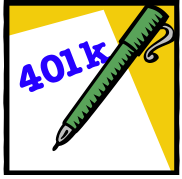
## 80% of Day

- Routing Processing
  - Low value to overall business goals
  - High cost
  - Little time for strategic initiatives = low visibility for HR

## Frustrated to Functional

- Data is stored and retrieved from one central source
- Automated functions
  - Tracking
  - Updating
  - Processing
  - Reporting
- \$\$\$ - 2-6% reduction
  - Cost of administration
  - Chance litigation





# Benefits Administration

- Minefield
  - Effects of single error
  - Multiple data input points
- Calculations
  - Benefit plans
  - Billing errors
  - Payroll errors

- Reporting
  - Single source for data
    - Enrollment trends
    - Benefit mix
    - Forecasts



# Compliance Management

- Tracking Updates
- Reporting Requirements
  - EEOC
  - Form 1500
  - AAP
  - Desk audit prep for stimulus money
  - OSHA
  - Etc., etc., etc.
- Reporting Risks
  - Fines, penalties, back wages
  - Morale
  - Union activity
  - Law suits
  - Integrity
  - Name recognition



# Reporting and Analysis

- Formula for Success

- Right people
- Right products
- Right benefits
- Right cost structure

- Custom Reports

- Time and attendance
- Trend reporting
- Hiring costs
- Turnover costs
- Benefit utilization reports
- OTJ injury reports and costs
- Harassment/complaint reporting
- Training/lack of costs
- ROI on retention programs



# Consolidation

- Bricks and mortar
- Ease of accessibility
- Improved productivity for IT
- HR talks the language of their business partners

# Preparing the Case

Know Your Shareholders

Identify the Functional Requirements for an HR System

Perform Fit/Gap Analysis

# Preparing the Case (cont'd)

Identify Vendor

Identify Costs

Identify Implementation  
Timeline

More...

Identify Resource  
Requirements

Write your Proposal

Review with Your  
Business Partners

# Summary



- Develop Strategy

- Enlist Support

- Write Your Proposal

- Enlist Your Business Partners

- Communicate, Communicate, Communicate



# About Sage Abra HRMS

- Sage Abra HRMS is dedicated to providing solutions that help HR departments increase the overall performance of their companies.
- Sage Abra is human resource management system software that was built for HR professionals by HR professionals.
- Sage Abra addresses the challenges of human resource management, including HR, payroll, benefits, employee self-service, attendance, recruiting, training, and workforce analytics.

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