

## **Management InControl HRPM** *Information*

### OVERVIEW

Emercomm's **Management InControl HRPM** (Human Resource Process Management) solution helps your organization address the issues of risk, non-value-added cost and human effort in your human resources administration and enhance employee engagement and overall employment culture.

Reasons to invest in the **Management InControl HRPM** solution:

- Reduce the potential for corporate and management liability.
- Increase productivity and profitability.
- Reduce staff turnover rates and related costs of replacement.
- Decrease your human resource processes environmental impact.
- Very low cost of ownership with zero capital cost.

### ENABLING TECHNOLOGY

Based on Enterprise Process Management (EPM) automation technology supplied by XSOL Limited ([www.xsol.com](http://www.xsol.com)), the **Management InControl HRPM** solution was created by Emercomm to enable Lean Human Resource Management business processes that are fast, efficient, and completely traceable. In all critical processes, an electronic case file is maintained that provide the organization with a complete history of actions, times, personnel involved and notes. Therefore, should a situation occur where the organization finds itself in a situation of dealing with litigation, criminal activities or regulatory bodies the date, time and results of all activities and personnel related to the situation may be provided in a report which will minimize the risk to the organization and its people.

The **Management InControl HRPM** solution can also report on the throughput of different types of activities and produce Key Performance Indicator metrics that will assist senior management in resource management and decision making activities.

As we know, organizations may have unique human resource management requirements (e.g. specific union compliance requirements, local regulatory issues, etc.). The XSOL EPM technology allows Emercomm Business Consultants to quickly and efficiently change the business processes for each client situation when required.

The XSOL EPM technology facilitates interaction with many other technologies and applications. For instance, **Management InControl HRPM** may be interfaced with Human Resource Information Systems (HRIS) or Payroll applications.

### IT'S A GREEN TECHNOLOGY

Traditional human resource management consumes great amounts of paper, computer printer overhead costs (toner, electricity, etc.) and increases the speed at which computer printers need to be replaced causing additional environmental impacts. There's also the consideration of expended energy and time by humans moving that paper around the office. Other than for those documents that have a regulatory requirement for human signature, **Management InControl HRPM** is paperless.

### PROCESSES INCLUDED

- New Employee Start
  - Studies report that employee engagement (or disengagement) begins on the first day and the first day impressions are reinforced through the first week. This process helps to ensure *positive first impressions* and a smooth entry into the organization.
- Request Leave
  - An employee may request vacation, register sick days or other time off from home via a secure link or from their desk and know that *management will be immediately notified* and will respond quickly.
- Termination of Employment
  - Whether voluntary or not, these processes track and control the stages of termination of employment *minimizing legal risks to the business*.
- Reporting Harassment, Stress Issues or Health & Safety Concerns
  - From within the workplace or from the security of their home, employees may submit information regarding these issues and be sure that *management will respond in a timely manner*. The electronic tracking of all actions *minimizes legal risks for the business*.
- Suggest Improvements
  - Employee suggestion programs not only help the organization, but rewards their employees furthering the culture improvement. This *suggestion box is paperless* and can be accessed from work or home.

**Management InControl HRP** is the first a series of **Management InControl** modules. The **Management InControl** solutions to be released will address customer, supplier, business planning, lean information technology and professional services business process issues all towards the goals of reducing overhead cost, human effort, elapsed cycle times and risk within the organization.

All of the **Management InControl** modules may be integrated with enterprise solutions such as ERP, HRIS, CRM, Project Management, Engineering Management, Financial Management and more.

For more information, please contact us via email [info@emercomm.com](mailto:info@emercomm.com)