

## ▶ RUN Human Capital Management System



**RUN** Human Capital Management System is a family of applications automates the entire recruit-to-retain process, so you can align your workforce with strategic objectives. A single integrated data model provides an up-to-the-minute accurate view of human capital-related activities, including recruiting, performance management, compensation, benefits, payroll, time management, and real time analytics.

### ▶ BENEFITS

#### ◦ Seamless Integration, Complete Flexibility

**RUN** Human Capital Management System is part of the **RUN** ERP, integrating with other ERP applications, including Financials and Projects. Implement one or several application families or implement the complete **RUN** ERP for the fastest way to high-quality enterprise information.

#### ◦ Achieve Workforce Excellence

With people-related costs averaging over 60% of total corporate expenditures, leading firms are paying increased attention to the contribution made by their workers and are developing a new model for HR. This model includes programs to improve the efficiency, effectiveness, and productivity of the workforce and the ability to manage locally or globally.

#### ◦ Recruitment

A full-cycle recruiting solution focused on the manager-recruiter-candidate hiring relationship that fully automates the entire recruitment process

#### ◦ Payroll

Gives you complete control over your processing rules and calculations, even the most complex ones

#### ◦ Work Time

A key component which is designed to efficiently automate time and attendance record keeping for an ever-changing work force

#### ◦ Training and learning

Provides structured learning paths and training certifications, to help monitor performance, develop the careers of your workforce, and ensure your people are meeting training regulations

#### ◦ Self services

Simplifies the employee requisitioning process and frees up HR departments for more strategic tasks by putting requisitioning tasks in the hands of employees. Using Requisition Self Service, approvals can be routed automatically to the appropriate approvers. Employee can request permission, complaint, a holiday... etc

#### ◦ Performance and evaluation

To transform the perception of training management from a cost center to a key investment, appraisals are made to assess learner understanding, providing valuable feedback on whether business goals and workforce objectives are being served

### ▶ SOLUTION INTEGRATION

- **RUN** Cash Management
- **RUN** Point of Sale Management
- **RUN** Fixed Assets Management
- **RUN** Accounts Receivables Management
- **RUN** Order Management
- **RUN** General Ledger Management
- **RUN** Inventory Management
- **RUN** Accounts Payable Management
- **RUN** Purchasing Management

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