

Self-Service Needs Analysis Guide

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I spend too much time managing requests from staff and managers about their information. I really would like to be able to provide employees with access to their information so that they can do things like update their address details, receive their payslips without me having to be involved. I want my managers to be able to interact more directly with their people. It allows them to build their relationships with their team.

Your Subscribe-HR system can deploy any HR functionality that you desire, to reduce the amount of time you spend on operational tasks, so that you can spend more time on strategy and culture. There are standard functions including Absence, Performance, Timesheets, General Information Updates, Payslips, Company Policy sign-off and New Starter On-Boarding automation. What a relief it is not to be burdened with so much administration. The organisation looks at HR in a new light, as you are providing a valuable service.

I have used systems previously that only give you limited access to features that can be deployed by Self-Service; and to add new features costs a significant amount of money. It makes me look bad when I have to keep asking for more spend to do things that I think should be easy. As my needs are always changing, I find this really frustrating.

With systems that are able to be effectively and easily customised, you are not restricted by complexity and cost relating to adding features and on-going customisation. You have the power to perform these changes without the need for knowing any programming skills. You can add fields and functionality through the interface, as well as workflows. You can also configure these functions in the security setting once they have been added. What this provides you with is peace of mind, in that you can rest assured that when you need to grow any of your Subscribe-HR solutions in line with your information management needs, the system architecture will support this. Key areas of Automation to managers and employees can include: Requisitions, Interview Panel Manager Scoring, Contract Sign-off, On-boarding Checklists, Company Policy Sign-off, Timesheet Management, Reporting, Performance Management through 360 Degree Reviews, On-Boarding and Off-Boarding Surveys, Kudos Feedback and Action Plans. The power that is deployed at your fingertips will leave you feeling inspired.



Communicating information from HR / Payroll to other systems has been notoriously difficult. The complexity involved has always restricted me from providing an integrated platform to the business. I am frustrated with the line, "Yes, we can do this, though it will cost a significant amount of money". It has never been feasible.

As a result of deploying Self-Service to the business, you will be gathering and managing an increased scope of data. This means that there will be an increased requirement to integrate with third party applications, such as Payroll, Finance, Social Media, Bid Data, Active Directory, Learning Systems (Lumosity, Amazon) and more. With the latest integration technology, API's can be put in place, to allow for information to be shared to and from all your systems, as you need it to occur, at a fraction of what this used to cost in the past. This is particularly important going forward because there is so much information to be accessed, that if integration is not all encompassing, the ability to make real-time decisions is made impossible.

Most of the systems I have experienced are so difficult to use, that the amount of training required to get people to use them effectively is totally counter-productive. Most HR solutions have no ability to be able to be accessed from mobile devices. Without good usability, in my opinion, the system will not be used properly, and there is no chance of realising a good Return-on-Investment. This is a concern for me as a Human Resource Professional.

The most advanced Cloud Computing solutions have been designed using specific principles and parameters. If they have not, they will not be effective. They can deploy core functionality via mobile devices to ensure that all workers can be engaged and productive. Subscribe-HR's Dashboard set-up is effective in providing key information to the relevant users so they can intuitively perform the tasks they need to, all from the convenience of their mobile device. Managers can also be empowered to report on their own silo of information.



We have multiple locations and each of the locations has different requirements. It appears to be impossible to deploy self-service because of the need to customise for each location. Managers need to be able to access information on themselves and their employees. Employees need to be able to access their own data. Data privacy is really important. Managers need to only see information that is relevant and not information that is restricted like Employee Tax File Numbers and Payroll Information. Workflows can also vary. When I have researched solutions previously, it just all seemed too hard.

Your system is capable of granular functionality and the set-up of location based profiles, and these can be defined without any programming knowledge or experience. Through security settings and using the relevant Developer Tools, you can define which users are in a certain groups and what attributes that groups has. You can test this prior to deployment by switching between groups. The granular security is available right down to the field level. This caters for multi-location and international deployment. Your system caters for multi-currency and multi-language requirements. Your complex HR needs are met using sophisticated, yet simple to deploy features. Now your HR team is able to bring to the table, vastly valuable systems to allow your organisation to thrive.



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About Subscribe-HR

Subscribe-HR is Australia's leading provider of cloud based e-Recruitment and Core Human Resource Management Software-as-a-Service Solutions, for medium sized enterprises. These solutions have been specifically designed to deliver unbeatable Features, Flexibility, Business Benefits and Freedom. No Complexity or Hard Costs. Choose only the solution your organisation needs and pay by the month based on the size of your business. All delivered instantly and seamlessly over the Internet.

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