



Newsletter Vol. 77 - Introduction

Softengine News is dedicated to keeping you up to date with the latest information regarding SAP Business One systems, Softengine solutions and Best Business Practices.

What's New?

Spotlight on Product – HCM One (Human Capital Management: HR+PR)

Challenge

All organizations face an enormous challenge – how to effectively manage human resources (employees and workforce development) in today's rapidly and continuously changing business environment.

People make all the difference in an organization. With the right people working on the right tasks, a business can unlock its full potential. Poor, unfocused execution holds back too many companies. Time and effort are wasted on nonproductive work. Too few employees ever achieve their full capabilities or perform work that advances your business strategy.

Benefits of SAP Business One - HCM One

SAP and Softengine knows that better business execution is the greatest path to success. The right systems, processes, and tools can align your workforce to your business strategy and improve productivity. When your people perform at their best, your company can increase growth, lower operating costs, and expand profit margins. With cloud-based SAP Business One – HCM One for business execution, you can:

- Align your workforce with your strategy and get your people working on the right tasks
- Optimize performance across your organization as you find the right people and make them great
- Accelerate business results with the insight you need to run your business better
- Connect to the SAP Business One ERP

Why SAP Business One – HCM One? Single Source Solution – Seamless Integration!

Why is HCM One different? It is a fully integrated Human Capital Management system which connects to SAP Business One ERP and it includes:

- Integrated Payroll Administration; payroll checks delivered or printed locally
- Compliance and tax reporting; files your 940, 941, W2, and State Forms
- 14C Payroll Administration and filing
- Integrated Time & Attendance; each user can login and logout to a time clock at their desk, mobile, telephony
- Integrated ACA Compliance Watch
- Live Electronic On Boarding & Enrollment with I9 Verification

- Custom Reports
- Fully Integrated HRIS w/ Background Checks
- Fully Integrated Cloud Solution
- Call Center for Open Enrollment & New Hires/Life Events
- Integration to Liaisons Benefit administration system
- Universal Connector to external sub-systems

Standard System Services

HCM One offers a full, comprehensive Human Resources Management System that allows employers to access, track, and deliver relevant data at the click of a mouse. Through a single system, employers can do everything from distributing company documents and benefits to updating payroll records, eliminating double entry and fragmented systems.

Recruitment & Applicant Tracking

- Interview evaluation documentation
- Online job applicant database
- Background or reference checking links to third party vendors
- Contact data, such as the applicant's name, address, the date applied, applicant ID address, telephone number, and email address
- EEO information
- File attachments (e.g., the applicant's resume), faxes, and PDFs
- Instant notification to payroll
- New hire procedures and database

Payroll

- Payroll checks delivered or printed locally
- Manage and consolidate multiple FEIN's
- Annualized earning report, salary history since hire date, and a performance review system
- Bonus tracking, award dates, bonus types, review dates, flat amount or percentage of pay, comments
- Cost center allocation
- Effective dates for any pay adjustments
- FLSA
- Online time clock with payroll EDI or integration

Patient Protection and Affordable Care Act (PPACA) Administration Module

- Full PPACA management services on an ongoing basis to include employee eligibility management
- Stability period testing
- Notice of Exchange for new hire (employee email address is required for this service) re-hire coverage lapse calculations
- The 6056 reporting including 1095-C and 1094-C
- Employee benefit premium contribution compliance

For more information about SAP Business One – HCM One (HR+PR, Benefits), please contact Barry Lederman: 818.704.7000, blederman@softengineusa.com.

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