ORMED | MIS
Human Capital Management

Handle with care

Every business says *"our people are our most valuable resource,"* but the truth is many organizations just aren't set up to act that way. Rules and red tape can create barriers to efficiency and worker satisfaction, and people can start to feel like a commodity.

An employee's personal information record.

Smart business leaders recognize the value of a top-notch workforce—people with the right balance of knowledge, skills, critical thinking faculty, attitude, and service acumen—and the need to implement affordable, hassle-free strategies that support an ethos of mutual benefit for the employer and the employee.

An area often overlooked is the HR department itself. Introducing dynamic process efficiencies that streamline HR activities can reduce back-office costs while contributing to a respect-filled corporate culture. Such efficiencies can significantly impact the effective employment, deployment, development, and evaluation of staff across your organization.

ORMED|MIS can help.

ORMED|MIS Human Capital Management software cost-effectively automates and integrates complex Payroll and HR administration activities and keeps them in-house to ensure you can respond quickly to the needs of your managers and employees without increasing overhead costs or creating information overload.

Our robust, table-driven Payroll system is fully customizable for even the most complex organization, diverse workforce, and multiple collective agreements. Our other Human Capital Management software simplifies and streamlines the management of people and relevant costs. This gives you total control of workforce-related costs and constantly ensures you are employing your valuable human resources to maximum advantage.

Leading practice

Superior human resources practice puts the right people and processes in place to power normal business activities that drive organizations to achieve their goals and move forward. It's standard operating procedure for organizations that aspire to achieve peak performance, exceed customer expectations, and grow the bottom line without undue wear and tear on staff.

Full integration across HR applications, Budgeting, Discovery EIS and our full ORMED|MIS product family closely link HR activities to other core business processes across the organization.

Automated and streamlined

- Manage people, not paperwork
- Fully automate pay and benefit calculations
- Automate time capture and premium pay with full audit of any user intervention
- Automate complex labor environment *(e.g., multiple jobs, positions, unions, benefit plans, shifts, and locations)*
- Quickly access crucial employee information
- Paperless HR environment eliminates miles of files and stacks of paper
- Generate statutory reports in seconds, including OSHA and EEOC
- Individual authorized users are assigned specific online access privileges to screens relevant to their areas of responsibility

Accurate and effortless

- HR compliance and management is simplified
- HR planning and decision-making is faster, easier, and more accurate
- Relevant financial and statistical journal entry information is

automatically generated
- Accommodates the most complex payroll rules
- Graphical online display of organization charts by position
- Minimizes manual intervention to reduce errors and time required to maintain and use the payroll system
- Users are guided through seamless, efficient HR processes
- Information is complete, accurate, assembled, and distributed with minimal intervention
- Accurate real-time data is easily accessed 24/7
- Redundant keying is eliminated
- Time-consuming, inefficient manual processes are eliminated

Drill-down to the details
### (unique efficiency feature!)

- Tight integration between General Ledger and Payroll with full drill down to source payroll data
- Use Crystal Reports for fast and easy reporting for internal and external requirements
- Comprehensive library with hundreds of pre-built reports available to all clients
- Critical information is at your fingertips 24/7
- Information and report requests can be easily and quickly satisfied
- Better decisions are made faster and with more confidence

Integrated for efficiency

- Shared data files are easy to update; data is never entered more than once
- Redundant efforts are eliminated
- Easily find the right people with the right skillsets and competencies faster and at a lower cost
- Give authorized users fast access to record, sort, and analyze HR information
- Manage vacancies in a time-sensitive manner
- People, processes, and functions collaborate for greater overall efficiency and productivity

Flexible, customizable

- User-defined position templates to standardize data entry and provide compliancy baselines
- Payroll software easily accommodates all details from multiple collective agreements and policies
- On-screen custom documentation provides detailed user instructions, tips, and procedures unique to each client site
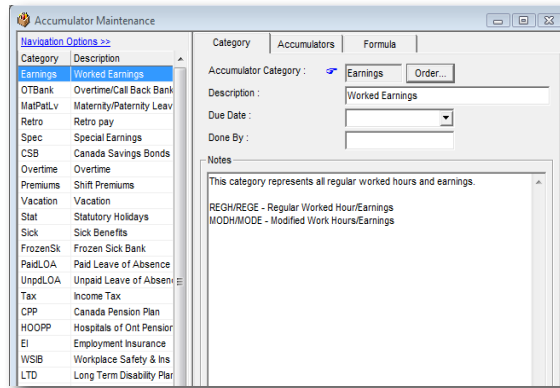
Accumulator Maintenance window

Measurable results

- HR costs are forecast more accurately
- Adapt quickly to changes
- Accurate information available 24/7
- Time-savings immediately apparent
- Workload, process steps, and administration costs are reduced
- Performance is easily measured against objectives
- Organization is positioned for growth without adding FTEs
- Compliance to established standards is easily measured

Bottom line savings

- Operating costs are reduced
- Tighter HR budget control is achieved
- Unauthorized practices are prevented
- Cost savings, workload, and overall efficiency are maximized
- Problems are identified earlier
- "The big picture" is easily shared among key stakeholders
- Report generation, printing, distribution, and storage costs are drastically reduced

ORMED | MIS HEATHCARE MANAGEMENT INFORMATION SYSTEMS
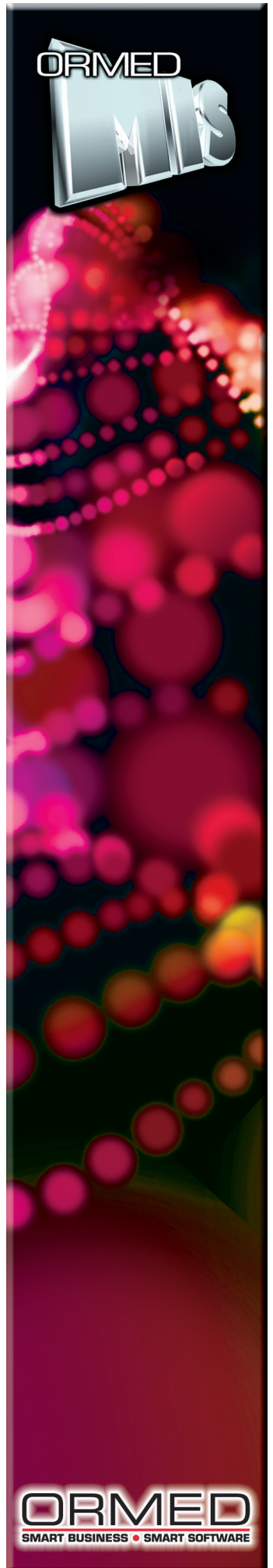
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