

Suite of Solutions Automates HR Management

Power up the productivity of your entire workforce
with Link2HR's suite of self-service applications

Building a powerful, loyal workforce is the one sure way to develop a dynamic organization. This fact places Human Resources activity in a vital role for implementing strategic business practice. Link2HR applications form an Employee Relationship Management (ERM) nucleus that ensures the effectiveness of your personnel management. Link2HR's applications have been providing an ERM foundation for companies like Sprint Communications and Dell Company since their genesis in 1996.

Link2HR delivers secure, timely, and accurate information to the appropriate decision-makers in your organization. Your management staff, HR personnel, and employees access the tools they need to vastly increase their productivity using nothing more than a desktop browser.

Employee Self-service allows employees to access and update their personal information. Employees are empowered, and HR personnel have more time to focus on strategic business activities.

Managerial Self-service enables managers to improve their productivity by giving them the means to focus on results. Link2HR provides:

- Direct access to all HR and skill databases
- Direct roles in the dynamic, real-time management of workflow and approvals
- Tools to drive compensation planning
- Simple HR transactions reduced to a click

Link2HR's Features

- ▶ **Paperless personnel actions:** Avoid not only mounds of paper, but phone tag, delays, and red tape. Link2HR brings integrated efficiency to all of your HR transactions.
- ▶ **Direct access to all HR information and skills databases:** Empower employees with control over their data and improve the utilization of in-house talent.
- ▶ **Self-maintaining organizational chart:** Reflects updates to the corporate directory online in real time.
- ▶ **Native Web - easy to deploy and use:** Navigate through Link2HR using any browser on any computer.
- ▶ **Role-sensitive security access control:** Employs a unique open system architecture that provides authentication, authorization, access control, encryption, and auditing security functions.
- ▶ **Open integration using XML standards:** the Publish & Subscribe integration architecture includes an XML-based API (Application Programming Interface).

Link2HR Managerial Self-service Products

EventsAtWork	Lets managers initiate and track all events in an employee's tenure, from hiring to termination. Your human resources department defines the workflow processes so that key HR policies are enforced.
Compensation Planner	Provides data for determining pay changes; eliminates paperwork, and facilitates the approval process so that managers can more easily reward their best performers. Determines if a proposed salary change falls within corporate guidelines and budgets. Integrated workflow routes requests for approval.
Skills Planner	Captures employees' skills, competencies, certifications, and education and encourages comparison with skill profiles for positions within the organization. Helps employees and their managers set goals and maximize their talents.

Link2HR Employee Self-service Products

Personal Information	<p>Employees access and update personal data in a secure, easy-to-use, integrated environment; data is validated before any changes are made to your back-office system. Incorporates:</p> <ul style="list-style-type: none"> · Corporate Directory · Dynamic Organization Chart · Personal Information Update · Life Events · HR and System Administration
Payroll Information	<p>Employees review gross, net amounts, deductions, and their time-off balances. Questions usually go to Human Resources. This provides employees with the information in a fraction of the time and significantly reduces routine calls.</p>
Benefits Enrollment	<p>Provides a customized presentation of benefits options based on employer-established eligibility rules, available benefit plans, and benefit providers.</p> <p>A modeling feature demonstrates how different plans affect take-home pay. The application also supports open enrollment and updates to plans throughout the year.</p>

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