ADP® iHCM

Achieving Precision and Efficiency with HCM
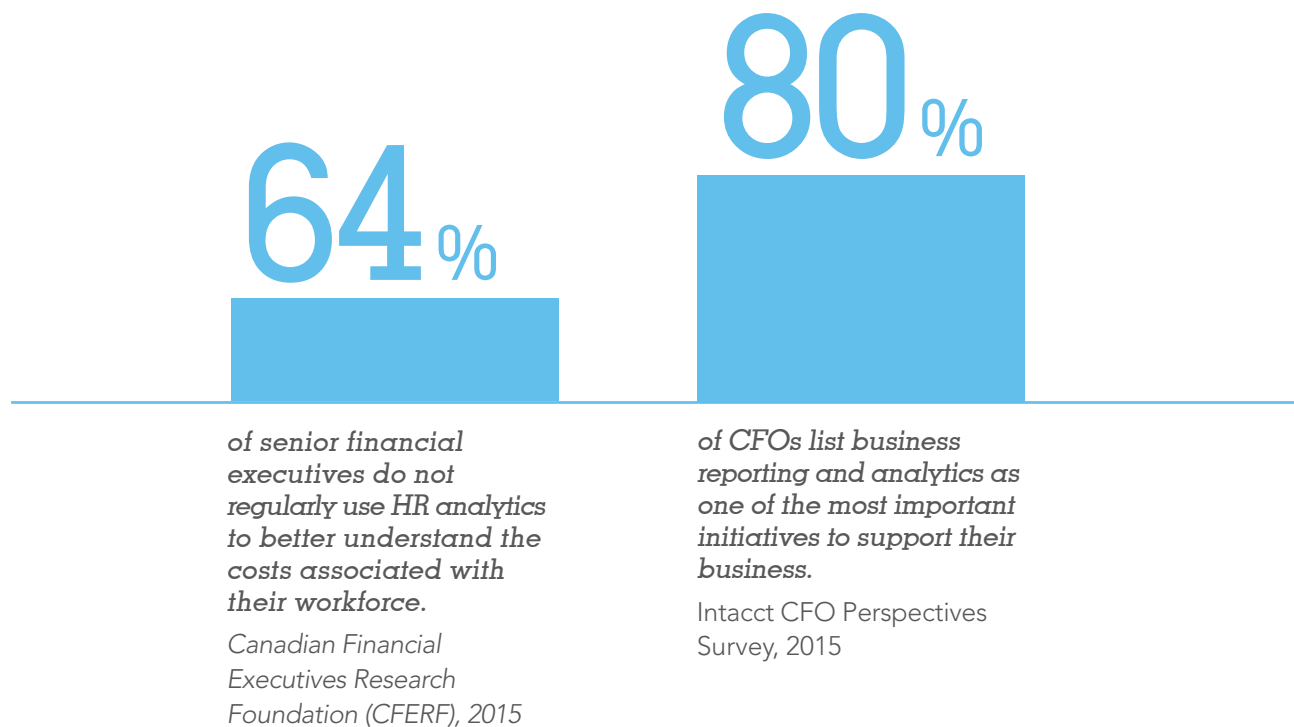*ADP® iHCM Executive Briefing for Finance Directors*

Understanding Human Capital through Data

Reporting. Analytics. Alignment.

The three biggest obstacles in achieving better use of data are:

1. Inaccuracy

2. The lack of an adequate investment in necessary HR analytical systems

3. The lack of analytic skills among HR professionals

HR Joins the Analytic Revolution 2014, Harvard Business Review

64%

of senior financial executives do not regularly use HR analytics to better understand the costs associated with their workforce.

Canadian Financial Executives Research Foundation (CFERF), 2015

80%

of CFOs list business reporting and analytics as one of the most important initiatives to support their business.

Intacct CFO Perspectives Survey, 2015

HR and Finance – better together

Human Resources and Finance departments have traditionally remained relatively independent of one another. However, as HR is being increasingly recognized as a key player in achieving productivity, efficiency and engagement goals, companies are increasingly realizing the need to bridge such gaps. With the role of HR moving more towards a data-based, strategic approach to talent management, as a CFO you are increasingly aware of the need to align Finance and HR´s objectives more closely, and to foster a more interactive and dynamic relationship.

With the shifting role of HR, from a side-lined administrative function to an essential business partner driving your business strategy, the need arises for an efficient, cost-effective, all-in-one HCM solution.

The CFO Agenda
- Digital confidence
- Grow your top line
- Protect your organization
- Transform your operations

Source: The EY CFO Agenda: Grow, Protect and Transform your Organization. 2016

ADP® iHCM helps bring HR and Finance departments closer by improving overall visibility of the impacts of human capital decisions on your business, and how business decisions affect your workforce.

ADP® iHCM - powerful and scalable Human Capital Management that gives you and your HR managers greater visibility and control, and keeps your people informed, motivated and engaged.

Streamline your processes

Whilst talent investment is an increasingly important business priority, making HR departments more efficient and effective remains an important financial objective. Day-to-day HR administrative tasks can be time-consuming as well as costly. Many of these tasks can add little value and can be a drain on resources.

Through automation and employee self-service, ADP® iHCM minimizes data input and report-based HR jobs. This means long term savings through streamlined and efficient processes, fewer hidden administrative costs, and more time spent focusing on talent strategy and engagement.

See your talent investment pay off

Implementing new technology can have hefty upfront costs, and as a CFO, costs remain your greatest priority. Not only is the upfront investment minimal, the ADP model is designed specifically to benefit clients, with customers paying a monthly fee based on the number of employees served by the system.

ADP® iHCM´s flexible pricing model means that as your company expands and your usage increases, you pay more; should your company downsize, you pay less. Furthermore, you are only charged for the specific modules that you require – you never pay extra for anything that you don´t need.

Better decision-making cost management with cloud technology

Dashboards, metrics and analytics, delivered in the cloud, make retrieving, analyzing and reporting the data you need to support strategic finance decisions simple and straightforward. Access to more streamlined and accurate data, whenever and wherever you need it, means more informed decision-making and quicker business transformation.

ADP® iHCM can also help you to manage your costs. With an integrated approach to HR administration, payroll and talent management, duplication becomes a thing of the past, and processes are streamlined. Cloud-based system upgrades also mean a reduction in capital expenditure, making the tasks of budgeting and financial planning more easily manageable.
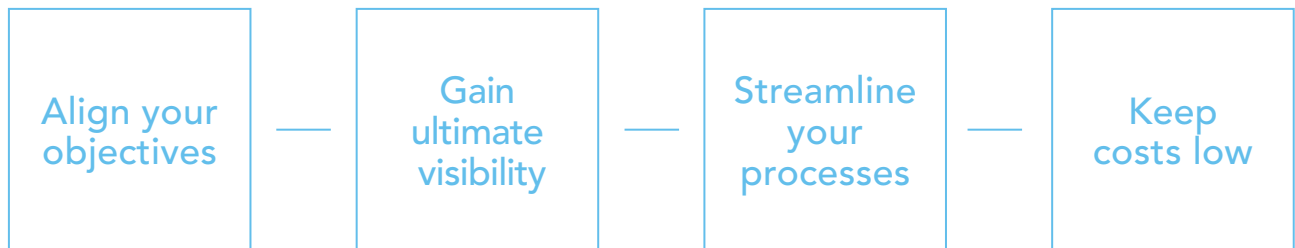
Experts on the ground

Compliance is a major concern for CFO´s, with companies facing large fines if found to be non-compliant. ADP's local experts on the ground help you stay compliant with fast-changing local laws and regulations, ensuring you always have access to up-to-date information. Whereas in the past, major changes in employment legislation would require investment in software, hardware, and manpower, with ADP® iHCM there are no hidden costs.

You also don´t need to worry about system implementation or updates; ADP's experts facilitate the deployment of ADP® iHCM and any necessary changes across your organization.

Reap the rewards of integration

With ADP® iHCM installed, your business will benefit from more integrated Finance and HR operations. Greater visibility of workforce data means your involvement in Human Capital Management goes beyond just handling payroll. It helps you make informed and strategic decisions based on the analysis of talent performance and workforce data, such as revenue per employee or labor costs, which is accurate and consistent across your company´s business units.

Re-invent your workplace with ADP® iHCM

| Align your objectives | — | Gain ultimate visibility | — | Streamline your processes | — | Keep costs low |

Proven Track Record in Data Security

ADP has a proven track record of risk prevention and mitigation. ADP® iHCM's cyber-risk prevention mechanisms include intelligent detection and fraud defenses, multi-layered security and privacy protection, and rigorously established identity and access management.

Let ADP® iHCM help you get ready for the workplace of the future.

100%
Cloud-based. Accessible Anytime, Anywhere.

ADP® iHCM is a cloud-based software solution that allows you to manage your entire employee lifecycle in one place, anytime, anywhere. Encompassing talent management, payroll, leave and absence, as well as HR administration, ADP® iHCM gives you easy access to clear and accurate data, simplifies your business processes, and frees up valuable HR time typically spent on resource-consuming administrative tasks. This means you and your managers have more time to focus on achieving your business objectives and on what really matters - your people.

Transform your talent

The ADP® iHCM self-service approach allows employees and line managers to access important personal data and other information they need, including development plans and training opportunities. HR Managers further benefit from comprehensive access to employee data and analytics, as well as payroll, talent management and administrative features that help them better manage their workforce and operations whilst minimizing risk and keeping costs low. All of this, from one single user-friendly HR portal.

> Count on our customer service team to support you and provide you with the answers you need.

Key tools:

Recruitment

Attract the best talent, and simplify the recruitment process, with the help of valuable applications that allow for transparent and manageable hiring and onboarding. ADP® iHCM can help you to reduce response times, ensure fewer interviews, and shorten time-to-hire KPI's by allowing you to manage vacancies, prospective candidates and recruitment agencies, all from one dashboard.

Recruitment Dashboard
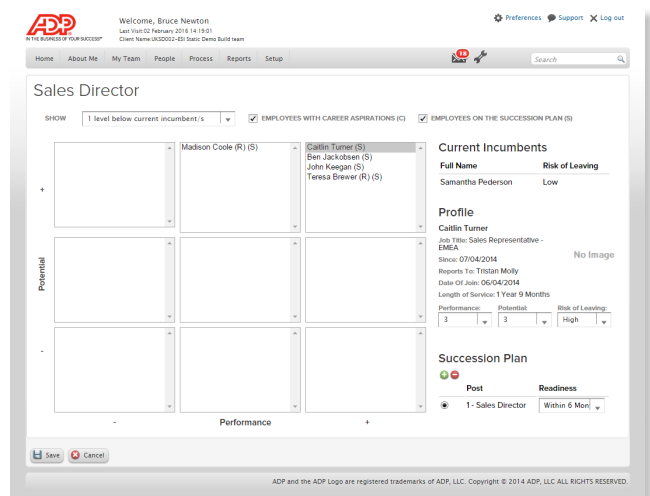
Learning and training

Ensure you engage, develop and manage your talent pool so that your company remains transformational and ready for future growth and challenges. With ADP® iHCM you are able to view, configure and oversee the training and learning history of all your employees. This affords you the visibility you need to ensure you are offering the right opportunities for your talent and future leaders.

Performance

Make sure your team is growing with you by keeping track of performance through 360° feedback and appraisal processes. Set goals for individuals and teams to keep engagement levels high and to ensure employees are reaching their full potential.

Succession planning

Guarantee a solid future for your company, and minimise the impact of sudden change, by pro-actively building succession plans for key positions with ADP® iHCM's powerful planning tools. The 9-Box Matrix will help you to identify suitable successors and build a solid succession strategy that takes into account employees' career aspirations as well as performance history and mobility preferences.

9-Box Matrix

Payroll

ADP® iHCM delivers accurate and timely pay to your workforce, no matter their location. Offering advanced technology coupled with access to country specific regulations, expert local advice and legislative updates through our network of local experts on the ground, ADP® iHCM is unique. Your employees benefit from a smooth and transparent payroll experience, whilst your company remains up-to-date with local regulatory and legislative changes.

ADP® iHCM integrates a wide range of Core HR applications for the benefit of your global organization - streamlining key processes, reducing complexity and minimizing the administrative burden on HR. An integrated solution, that also provides you with safeguards and access to expert local knowledge, means less time worrying about compliance and more time spent focused on employee engagement.

ADP

A more human resource.℠

Interested to know more?

To find out more about ADP® iHCM and how it can benefit your organization, please go to **www.adp.co.uk** or contact your local business partner on **0800 1707 677**.

You can find more general information about ADP® iHCM in our overview brochure.

View our tailored brochures for more detailed information on how ADP can specifically benefit IT, Finance or HR Managers. Available for download at **www.adp.co.uk**

About ADP®

Powerful technology plus a human touch. Companies of all types and sizes around the world rely on ADP's cloud software and expert insights to help unlock the potential of their people. HR. Talent. Benefits. Payroll. Compliance. Working together to build a better workforce.

For more information, visit **ADP.com**