



Time to Rethink

Core HR



A more human resource.™

Integrated, more efficient processes are what your Core HR needs to continue to add value, to influence, and to transform your company's business strategy and growth trajectory. With the evolution of the HR department, from a mostly administrative function to a key strategic business partner, Human Resources are being called upon to provide data driven talent strategies, sophisticated reporting and analytics to reach productivity, efficiency and engagement goals. Why? Because with a complete view of your workforce, you are better positioned to be able to attract the top talent, keep your employees engaged and inspired, as well as prepare for future transformation.

Furthermore, integrated Core HR means that not only do you benefit from greater workforce visibility, something that 89% of managers would like more of (ADP Global HCM Decision Makers Survey 2015), the availability of accurate and reliable data that is like-for-like across your company's departments, easy to access and to share, can be a significant source of competitive advantage over competitors.

ADP® iHCM is your integrated, cloud based HCM solution – giving you and your managers greater visibility and control whilst keeping your people informed, motivated and engaged.

Optimal efficiency

A centralized approach to recording and storing employee data improves consistency and efficiency. Not only is there less chance of error, data can be easily aggregated for higher level views and can help leaders make effective talent management decisions.

Universal alignment

A single source of information means effective monitoring, analysis and reporting. Core HR and data can be set up to track key HR metrics at all levels, making it easier for you to spot organizational inefficiencies and grasp opportunities.

Better compliance

Having your Core HR processes in one place means managing the impact of complex legislative and regulatory changes is a more straightforward task. Our experts on the ground help keep you up-to-date with local regulation so you stay compliant.

Inspired workforce

Talent – your company's greatest investment. ADP® iHCM helps you recruit, retain, develop and engage the best talent with a multitude of HR applications and dashboards.

- 100% Cloud-based.
- Experts on the ground provide support and help you stay compliant with local laws and regulation.
- Proven track record of HR and HCM excellence.

One single, secure online HCM solution

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. It brings together disparate systems, whilst providing safeguards and expert local knowledge. This means less time worrying about compliance and more time spent focused on employee engagement and strategic talent management.

Being a secure cloud-based platform, managing, securing and validating all your global employee, workforce, and organizational data from the ADP® iHCM portal is straightforward. Employees and managers benefit from greater visibility and increased engagement, as they too have access to a wide range of applications and self-service tools using their personalized login credentials.

Reinventing Core HR

Accessibility



Employees have a single place to request changes to personal information, bank details, addresses, dependents, and emergency contacts. They also have visibility of performance appraisals, payslips, training opportunities and organizational news and vacancies. Accessibility is set according to their role, and using specific login details, which defines the applications and tools available to them, for enhanced data security and a personalized user experience.



Managers enjoy supplementary access to recruitment and development tools for improved team management, as well as access to data and reporting tools. They can create and download reports, charts and export data, or view employee profiles.



HR administrators, managers and directors can view and edit all employees' records, including addresses, memberships and salary records. They also have visibility of individuals' training histories and leave schedules. Recruitment, performance, payroll and administrative tools help you run your daily HR operations more efficiently, plan for the future, and align your talent strategy alongside your business.





Communication

With ADP® iHCM, communication between users is simple. When employees request changes, for example to their personal data or annual leave days, their manager is notified in the 'Message Center'. Managers can accept or reject the change and add comments to their response. The person requesting the change is then notified.

ADP® iHCM allows custom-made reports or data exports to be easily shared with other users across the platform. When HR ask team leaders to dig deeper into the specifics of their team's labor costs, for example, managers can easily get the metrics they need, choose how to present the data, and share the results using options from the "Reports" dashboard.

Organizational Excellence

Having a true overview of your organization's employee data is now a reality. All users can choose the division, department, team, and sub-team they work for. This means that authorized users have full visibility of each business unit as well as where individuals or teams fit into the overall organizational structure. Specified users can access information about a specific division, add a new division, and view competencies and objectives. Administrators can ensure that when someone moves departments, relocates or gets a promotion, that individual's data is transferred quickly and easily.

With more efficient Core HR processes occupying less of HR's time and resources, your HR leaders can spend more time reviewing your company's talent strategy, and evaluate what is the best way to operate effectively together.

ADP® iHCM gives you enhanced visibility of Core HR processes, as well as greater control – this means greater levels of engagement and overall improved efficiency.

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 CEOs, Finance, HR and IT Managers. Available for download at www.adp.co.uk



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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.

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