

Platform Features

Feature Lists

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Introduction

This centralized resource shows how the different features across our human capital management (HCM) solution fit together within a cohesive, unified platform. You can quickly look through to see the full scope of what our HCM solution can do and learn about specific features within the product's modules.

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HR Solution

Talent acquisition

Talent Acquisition*

Internal and external job requisitions

Free and/or premium job board integration**

Configurable online applications

Candidate self-service

Pre-screening questions

Knockout questions

Resume parsing

Applicant/interview notifications and tracking

Background screening**

Work Opportunity Tax Credit (WOTC) service**

Recruiting insights* (trends and visual metrics based on current workforce data)

Talent management

Compensation Management

Job/position/cost center history

Salary history

Employee self-service: benefit statements

Pay grades/steps

Total compensation analysis

Comprehensive add-on module available:*

- Compensation cycles with budget data
- Worksheets for managers to model increases
- Staff increases modeled and proposed by managers are routed and approved via configurable workflows
- Merit Matrix links performance ratings to compensation

Performance Management*

Performance development (continuous feedback and goals tracking)

Configurable performance appraisals

Definition and measurement of competencies, goals, core values

Prior and current performance reporting

Employee self-assessment

Multiple manager assessment

Workflow review

Succession Planning

Succession planning profiles

Configurable talent matrix dashboard

Succession plans reporting

Trainings and Certifications Management

Skills tracking

Course management

Certifications tracking

Incident Tracking

Case tracking/reporting and workflow

Incident-based email notifications

Supporting document storage

Points tracking and escalation

Attendance Management

Requests and approvals for time off

Attendance tracking

* Requires additional module(s)

** Service provided by 3rd party

HR Solution (cont.)

Asset Management

Company property management

Vehicle management

Insurance and warranty-related contracts

Offboarding

Termination details/history/checklist

Exit interview

Notifications of termination

COBRA elections/refusals

COBRA administration**

Human resources management

Onboarding

New hire checklist/welcome/workflow

Personal information

I-9 submission/signoff/E-Verify**

W-4 election/submission

Employee self-service: benefits overview and enrollment

Property allocation

HR document and forms creator (custom forms)

Benefits Administration

Employee self-service: benefits overview and enrollment/open enrollment/life event enrollment/auto-enrollment

Defined benefits eligibility

Benefits-driven payroll deductions

Carrier connections and forms**

Effective date benefit plans

Evidence of insurability

Position Management

Position creation

Position budget setup

Position assignments

Integrated budget versus actual tracking

Position audit reports

Set defaults at the Position or Job level

Compliance

New hire reporting

Notifications regarding date expirations

EEO reporting

Vets 100 reporting

Workers' compensation injuries/claims management

OSHA reporting

Affordable Care Act (ACA) management*

HR Resources

Document storage

Document retrieval tracking

Employee directory

Employee self-service

Organizational charts

Company events and news

HR documents and forms creator (custom forms)

Mobile Application

Benefits enrollment

Applicant portal

* Requires additional module(s)

** Service provided by 3rd party

Timekeeping Solution

Labor Management

Employee/manager self-service
Timesheet approval workflow
Mass edit capabilities
Import/export utility
Exception handling
Document storage (receipts, company handbook, etc.)
Automated points tracking (attendance trends)
Temporary manager (backup) assignment
Itemized expense tracking
Employee self-service time off request tool and manager approval workflow
Time-off planning
Open absences/Bradford factor scores for absence tracking

Accruals*

Tracking of Eligibility, Tenure, Hours Worked
Synching with External HR or Payroll Systems

Scheduling

Daily, weekly, or configurable recurring patterns
On-the-fly entries/edits for day-to-day changes
Dynamic time off durations based on scheduled hours
Visibility into employee timesheet
Assign employees to schedules or schedules to employees
Assign two schedules per employee per day
View schedule, location, department, job, etc.

Pay Rules

Location
Cost center (nine cost centers with up to 10 levels each)
Shift differentials
Pay rule priority
Autopopulated holidays
Multiple pay periods (weekly, monthly, etc.)
Time zones
Non-standard pay periods
Employee contract-based pay rules
Automatic deductions (breaks, meals)
Paid meals
Annualization tracking
Flat pay
Extra time and guaranteed minimum time
Grace and rounding
Holiday pay
Overtime

Rate Tracking

Job costing
Pay categories (such as direct, indirect)
Multipliers, special rates
Effective dating
Counter value calculations
Piece rate quantity tracking (units, miles, etc.)
Pay rate per piece/piece rate requirements

* Accruals is an add-on module.

Timekeeping Solution (cont.)

Reports

Over 50 built-in standard reports

Custom/ad hoc reports

Ability to export to five formats (CSV, Excel, PDF, HTML, XML)

Daily email summary report

Saving and sharing reports with quick link access

In/out dot board

Exception reporting

Time off calendar and roster

Dynamic drill-down capabilities

Security profile settings for defining access

Points history

CMS submission

Mobile Application

Timesheet (completion, submission, correction, manager approvals)

Accruals (balances and history)*

Schedule

Time off requests (submission, balances, history, manager approvals)

Overtime requests

Time off calendar

Punch in/out

Offline punch

GPS punch tracking/geofencing

Job/cost center transfer

Piecework collection

Reports access (read only)

Employee attendance tracking

Data Collection

Ethernet-based clocks

Mag stripe, proximity, and bar code badges

Biometric verification and identification

Remote hardware management

Remote punch via mobile app

Security

Permanent, detailed audit trail

IP address and/or punch restriction

Application manager/user access profiles

RSA login authentication

Single Sign-On (SSO)

User/manager configurable user interface

Virtual code authentication

Email Notifications (alerts, reminders, etc.)

Standard time off request, rejection, and approval

Standard timesheet request, rejection, and approval

Beginning and end of period manager/employee notifications

Accrual balance notifications*

Exception notifications

Point notifications

Companywide announcements

* Accruals is an add-on module.

Payroll Solution

Payroll Process

- Built-in test environments
- Calculations as you go
- Payroll prep checklist and quick links
- Correction delta process for easy recalculation of payroll edits
- Custom batch payroll entry screen
- Direct deposits
- Gross to net
- Pay stub printing/distribution
- Payroll alerts
- Payroll batches by pay frequency
- Real-time payroll processing
- Reconciliation pay statement

Payroll Reporting

- Change history reporting
- Consolidated reporting across tax IDs
- Cross-year reporting
- Date-driven reporting across all years
- Excel® native reports
- Integrated report writer
- Reports sent by email
- Standard report library
- 401(k)/retirement plan 180° integrations**

Payroll Setup

- Geospatial tax identification
- Labor distribution and cost center tracking
- Multi-EIN support

General Ledger/Year End

- Automated reciprocity tax withholding
- General ledger processing
- Year-end processing

Outsourced Payroll Services**

- Check printing/distribution
- Employee direct deposit
- Tax filing/deposits
- Tax filing/payment
- Garnishment disbursement

Benefits Administration

- Benefits and insurance management*
- COBRA administration**
- Leave request management*
- Total compensation statement
- Workers' compensation
- Affordable Care Act Form 1094-C*

Platform and Security

- Profile-based functionality security
- Unlimited users with security
- Automated event notifications
- Third-party software interfaces
- Unlimited data storage

Mobile Application

- Direct deposit/electronic consent
- View pay statements, W-2s, and 1099s

* Requires additional module

** Service provided by 3rd party

Scheduling Solution

Build

Workload planning* — automatically generate shifts based on imported business data

Optimized schedule generation — take a step beyond simply meeting constraints and achieve business goals such as lowering cost, reducing overtime, meeting employee preferences and much more,

Budget and workload definition

Shift and schedule definition

Schedule rule and constraints definition

Manual schedule planning and editing

Schedule pattern templates

Fill

Schedule groups or individuals

Schedule to skill and proficiency

Open-shift visibility

Automatic shift assignment — have the system automatically assign shifts based on several important factors such as availability, skills, location, and much more

Color-coded availability

Drag-and-drop fill

Mobile Application

View schedule

Swap shifts (peer approvals available)

Coverage requests

Open shift requests

Manage

Schedule change alerts and notifications

Skill tracking

Credential and certification tracking*

Staff management drag-and-drop shift transfer

Call list

Employee availability and preferences

Fatigue management

Open-shift management — automatically displays the available employees who meet shift criteria, allowing the shift to be offered and accepted by those employees within a predefined time frame

Employee self-service: request coverage

Employee self-service: shift swap

Employee self-service: request open shift

Timesheet sync** — ensure schedules are posted to employees' timesheets

Employee self-service: approve schedule changes (where secure scheduling ordinances apply)

Measure

Reporting

Coverage graph and metrics

Detailed audit trails

Planned-to-actual schedule metrics

Notifications

Schedule changes

Shift swap requests

Coverage requests

Open shifts posted

Open shifts requested

**Add-on functionality required*

***Applicable only if the Timekeeping module is being licensed*

Accruals Solution

Prerequisites: Requires Timekeeping or Payroll modules

Accrual Settings

System-maintained values — accrual balances will be calculated automatically in system

User-maintained values — accrual balances will be manually updated by the system administrator

Imported values — accrual balances will be calculated externally and imported to the system on a regular basis

Tenure changes — will be shown if tenure changes in the middle of an accrual period

Maximum accrued amount (per accrual year) — maximum hours that can be accrued based on tenure

Maximum running balance — maximum balance that an employee can have at any given time

Balance move — move any excess accrued amounts to a specific bucket

Utilization — order in which different time-off buckets are used

Accrual day — first or last day of month

New-hire accruals — when and how much a new hire starts accruing his or her first month

Sick time compliance

Waiting period schedule — schedule on which an employee will accrue after the waiting period settings have been reached

Processing accruals — amount and frequency accruals are calculated (automatically, manually, individual users, multiple users, all users)

Accrual termination — allows for multiple options to pay out accrual balances upon termination of an employee

Benefit Accrual Profiles — determines the rate at which an employee accrues benefit time

Default — applied to all new employees added in system

Tenure

Hours worked

Points

Waiting period

Benefit Accrual Profiles — determines the rate at which an employee accrues benefit time

Carryover settings

Accrual Management

Modify accrual balances

Zero out accrual balances

Import accrual balances

Modify employee hours taken

Test accruals

Notifications

Negative balances

End of a waiting period

Employee Self-Service

View accrual balances

Request time off — automatically updates accrual balances

Time-off balance report

Mobile

View accrual balances

Request time off

Approve time off

Payroll*

Calculate accruals in payroll based on hours worked

Display accrual balance on pay statement

**Requires Payroll module*

Attestation Solution

Prerequisite: Requires Timekeeping module

Device Support

Kronos InTouch® time clock

Timesheet clock

Web clock

Workflows

Attestation questionnaire

Attestation manager change request

Cascading prompts when responses may trigger follow-up questions or requests

Generation of email to employees or managers notifying of to-do item

Employee Actions

Attestation approval

Attestation rejection

Cancel/postpone attestation

Cancellation/postponing of attestation — Note that can reject or approve

Reason code included

Employee Prompts

End of shift (daily)

Timesheet submission

Configurable questions

Configurable response choices

At every punch — requires custom configuration

Reports

Attestation audit report

Attestation summary report

Attestation summary dashboard widget

Notifications and To-Dos

Missed attestation to-do

Rejected attestation email notification

Approved attestation email notification

ACA Management Solution

Prerequisites: Requires Timekeeping or Payroll or HR modules

Measurement Periods

Initial measurement configuration — measurement, administration, and stability periods

Standard measurement configuration — measurement, administration, and stability periods

Compliance Alerts

Minimum value plan offered* or **

Affordable plan offered* or **

Notifications

ACA benefits enrollment* or ** — sends email when the ACA status changes to full-time in order to offer benefits enrollment

ACA predicted status change — sends email about a possible upgrade or downgrade in employee status

ACA status change

Projected change in status

Current benefit plan* or **

Reports

Employee ACA status — all employees and their assigned ACA profiles

ACA data detail — each employee and his or her detailed ACA history for the selected date range

ACA data summary — total amounts for the selected date range within each affected ACA field

Ad hoc reports

Imports — pull ACA timeline information into system

Form 1094-C employee count — drill down into the numbers reported on Form 1094-C Part III

ACA account status change history — list of changes in status for each employee

Widgets/Views

ACA timeline widget — employee numbers and settings for each month

ACA timeline exceptions widget — force calculation exceptions as of a certain date

ACA summary widget — summary of ACA data for an employee

ACA compliance overview widget — customizable view of ACA data

ACA employees status history widget — lists all changes in dates of service for each employee

Calculations/Profile Rules

Future possible downgrade to part-time

Future possible upgrade to full-time

Monthly hours from payroll**

Monthly hours from timesheets***

ACA status

Minimum value plan offered* or **

ACA profile effective date

Support for nonvariable-hour EE waiting period

Benefit profile configuration* or **

Break-in-service rule support

COBRA tracking

**Need HR module*

***Need Payroll module*

****Need Timekeeping module*

ACA Management Solution (cont.)

IRS Forms — autopopulated with information tracked in system or imported
1094-C
1095-C
Employee self-service view of the 1095-C form
Mass population of 1095-C forms
Mass editing of form fields

Year-End Processing
Year end process checklist
Final forms
Form delivery — electronic and hard copy to employees
Format forms to file — AIR submission (e-filing) or paper
Break-in-service rule support
Corrections — AIR correction and replacement formats supported

Leave Management Solution

Prerequisites: Requires Accruals with Timekeeping or HR modules

Request Management

- Leave of absence requests
- Approval of requests
- Rejection of requests
- Management of requests
- Modify balances
- Modification of balances — Employee self-service
- Leave of absence workflow — customizable configuration
- Qualifier questionnaire

Views

- View history
- View balances
- Leave of absence calendar
- Entitlement based on leave profile
- Global entitlement report — employee entitlement amount, what has been taken, balance, type of leave, entitlement as of date, taken as of date
- Ad hoc reports

Manager Tools

- View leave requests for any employee
- View leave cases for any employee
- Add new case
- Close existing case

Mobile

- Request leave of absence
- Approve requests
- Reject requests

Compliance

- Continuous leave tracking
- Intermittent leave tracking
- Automated tracking of leave eligibility, including the hours worked eligibility criteria rule, type, and duration
- Automated notifications
- Department of Labor forms

Leave Administration

- Leave profile configuration
- Populate timesheet from leave case*
- Append HR documents directly to an employee's case record
- Permissions — determine what functionality employees or managers have
- Department of Labor forms

**Need Timekeeping module*

Cross-Platform Features

Marketplace*

- Self-service apps from 3rd party providers expanding the platform's functionality, such as G Suite for Google Cloud and Certify

Employee Perspectives

- Delivers an at-a-glance view of employee data that can serve as a scorecard of key employee metrics

Mobile App

- Compatible with Apple and Android devices
- Download free from your device's app store

analytic.li

- Preferred people analytics partner
- Pulls, transforms, and builds on data from our HCM solution to show how talent impacts business for historical, current day, and predictive insights
- Dashboards for stakeholders across the organization — Executive Overview, Human Capital Investment, Workforce Planning, Talent Overview, Time & Labor, Wage & Benefit, Talent Acquisition

