



# Eenie, Meenie, Miney, Moe

*Not How You Want To Select Your Workforce Management System*

# INTRODUCTION

Eenie, meenie, miney, moe may be a great way to select what type of ice cream you want for dessert or who is in charge of doing tonight's dishes, but it certainly isn't how you should go about choosing a workforce management system to fit your organization's unique needs. As defined by the Institute of Human Resources, "Workforce Management encompasses all the activities, processes, and tools needed to manage a workforce. A comprehensive Workforce Management system includes planning, forecasting, scheduling, and tracking workers to optimize the balance of customer, employee, labor law and organizational need". Needless to say, seemingly small differences between solution functionalities, capabilities and options can have a huge impact on your organization's success. Whether you're replacing your current workforce management system, or looking to impliment your first, we developed what we call the Workforce Management Checklist to help you select the best solution to optimize your workforce.



## Industry Leading Security

Data security is paramount to organizations regardless of size or industry. Be confident your data is secure and protected with the highest standard in industry technology and protocols.



## End-user Functionality Friendliness

End-user functionality is key for both administrators and employees – if it's difficult to use, then what's the point?



## Flexible + Readily Customizable

One size doesn't always fit all, so the system that you choose should be built so that it can be customized for you if the standard deliverable isn't the right fit.



## Scalable

If you grow, so should your system and its capabilities, but if you have to shrink, you shouldn't be stuck with too much technology.



## Software-as-a-Service

You know your business. We know ours. Let us manage the software, troubleshoot it, update it, perform the research and development to improve it, and store it in the cloud so that you can access it anywhere.



### *Real, Tested + End-to-End Process Automation*

If a workforce management system doesn't have true, functional workflows, then there's no point in making it a part of your business. That'll just add more wasted time to your day and create redundancies.



### *Built-in Compliance Functionality*

You're investing in a workforce management system to help you maintain compliance so that your team can focus on mission critical items, rather than spending their time adding employer benefits contributions to W-2's in order to comply with the PPACA. Our system takes care of that for you.



### *Multi-level Reporting and KPI Dashboards*

Data needs to be turned into information, and information needs to be turned into knowledge. Knowledge and workforce transparency is how you make better informed leadership and directional decisions. Limited reporting = limited knowledge = misinformed executive decisions.



### *Extensive Data Management + Storage Functionality*

Great systems have the capability to provide document management within one central database. You shouldn't have to store your employee information in multiple platforms.



### *Developed to be an Employee Self-Service Mechanism*

The employee experience should be empowering. An effective system gives employees the ability to manage their benefits, time and attendance, and pay data themselves. If you can look up your bank account on your smartphone, you should be able to look up your benefits information too.

## About Compass HRM™

Compass HRM, Inc. is a steadfast provider of fully integrated cloud-based Human Resource Management technology, developed specifically for the end user. The company's highly responsive Software-as-a-Service platform, the Compass Workforce Management System, combines advanced methodologies and user-friendly tools with functionality and flexibility to help businesses effectively supply, manage and maintain their "people assets" throughout the complete employment lifecycle. Compass HRM's transformative solutions are designed to empower companies of all sizes to maximize their potential and sustain a competitive advantage in today's ever-changing marketplace. To learn more about Compass HRM, please visit [www.compasshrm.com](http://www.compasshrm.com).