

FEATURES



IHRIM.link

Linking the World of Human Resource
Information Management

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7 IT and HR: Forging a Working Partnership

By Thomas Vernersson, Northern

With HR and IT working together, two somewhat contradictory goals can be achieved: having systems in place to maintain order and ensure smooth business operations while providing end users with a needed degree of flexibility and discretion – to work as they think and work. This article focuses on a system for managing and housing user data, which is a central concern to today's IT and HR organization, and the system described can easily apply to any type of technology an organization implements and rolls out to its user population.

10 Human Capital Reporting: Dealing with the Data

By Christopher Berry, Computers in Personnel

Human capital reporting should be done primarily for commercial purposes, not to satisfy regulatory requirements. It may pass under different headings, but there is a well-established practice of linking crucial data on, for example, overtime, absence and bonuses, to information on skills, employee engagement, customer satisfaction and business results. In order for HR software to succeed in offering businesses across the world sophisticated reporting and analysis capabilities, the businesses themselves must already be aware of how HCM can be used as a business tool to impact their bottom line.

12 Automating Candidate Assessments: A New Model for Efficient, Reliable and Cost-Effective Talent Acquisition

By Ron Selewach, Human Resource Management Center

Moving assessments to an earlier stage of the screening process makes perfect sense for any organization seeking to find – or “screen in” – candidates with the “right stuff” – candidates who would otherwise be screened out by conventional, résumé-based processes. A solution that integrates screening and assessment delivers significant, quantifiable returns including the reduction of administrative overhead, reduction in time to hire, improvement in quality of hire and employee retention, and much more.

16 Lower Costs and Improved Productivity: Three Small Companies Implement Employee Self-Service Technology

By M. Sharon Baker, Write2Market

Three small companies saved time and cut costs by moving to Internet-based employee self-service applications. Each company has also seen improved data collection accuracy, reduced the time needed to complete tasks, and seen a decrease in employee calls. While each organization had a different goal, all three wanted to boost their productivity and service to their employee end users and were able to accomplish that through self-service technology.

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A Revolutionary HRMS
By Elliott Witkin, Ultimate Software



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