

Human Capital Management

Add value through people engagement



Category	Value	Percentage
HR	100	100%
Marketing	80	80%
Sales	60	60%
Customer Support	40	40%
IT	20	20%
Finance	10	10%
Legal	5	5%
Other	5	5%

Navigating the never normal

HR faces huge challenges: a hybrid workforce, new technology requirements, and a need for creative employee engagement and rewards approaches.



The challenges & planning the future

The complexity and velocity of change have increased exponentially and show no signs of stopping. CHROs and their organizations face new and multiple challenges. More than before, technology, skills, and employee experience are playing a key role in business performance.

Responding and managing change



Apr 2021. Rimini Street, inc

Understanding employee engagement & wellbeing



Dec 2020. Deloitte
Human capital trends

Balancing business operations with future strategic thinking



Dec 2020. Deloitte
Human capital trends



The role of people experience

People-centric organizations have an urgent need to invest in great people experiences to **achieve better business outcomes**. A great people experience impacts employee engagement, improves employee retention, and influences performance.

64%

Gartner Inc survey 2020

of CHROs are
prioritizing employee
experience more now
than before the
coronavirus outbreak.

Organizations need tools that fit together like puzzle pieces, that are easy to use and customize, deliver better people experience, and enable business-critical decisions.



Engage your people with Unit4 HCM

Unit4's People Experience Suite brings ERP, HCM, and FP&A capabilities onto a **unified cloud platform** that shares real-time information, so your people will have better insight, be more effective, and become increasingly engaged.



With Unit4 HCM, HR leaders can:



Increase **Agility**



Improve **Retention**



Accelerate **Learning**



Embrace **Flexibility**

Core HR

Plan, manage, and optimize people processes with a single data source.



Employee management

Effectively manage a global workforce. Gain more time to spend on strategic work. With Unit4 HCM, planning, registering, managing, protecting, and optimizing your people's data in one single data source, is a given. Our HR management module is built to support HR professionals with **administrative tasks**, and to enable employees to update and manage their personal data and HR requests.

The Employee Management module helps you **understand and manage your people's entire hire to retire cycle** within a central control database.

- ✔ Position administration
- ✔ Global & local workforce management
- ✔ People planner
- ✔ Modern integration with projects and finance

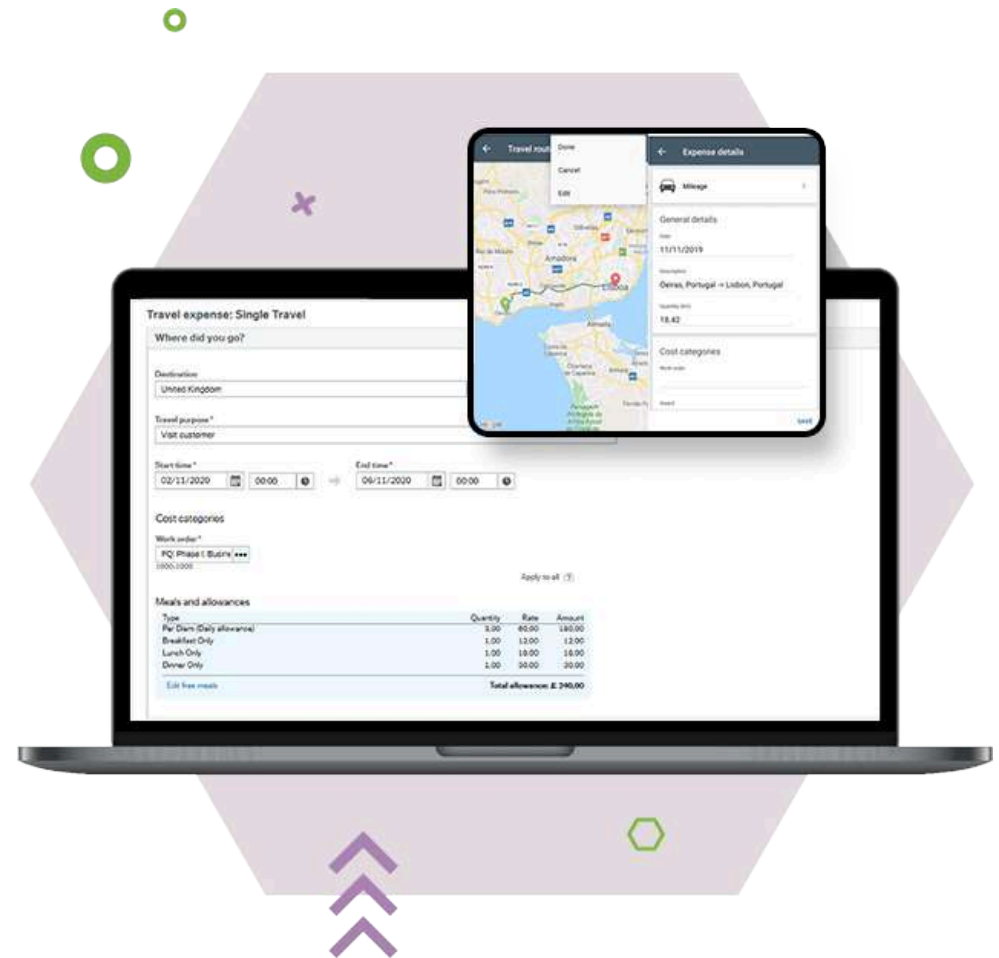


Expense management

The Travel Expenses module helps to **automate the routines** of registration, approval, processing, posting, and payment of travel expenses. It enables employees, payroll, and financial staff to simplify the job of registering and calculating travel claims in a user-friendly way.

The module can sync with Payroll and other ERP capabilities such as Financials, Project Life Cycle.

- ✓ Multi-currency transactions
- ✓ Automated workflow approval
- ✓ Automatic travel allowance calculations
- ✓ Works on mobile

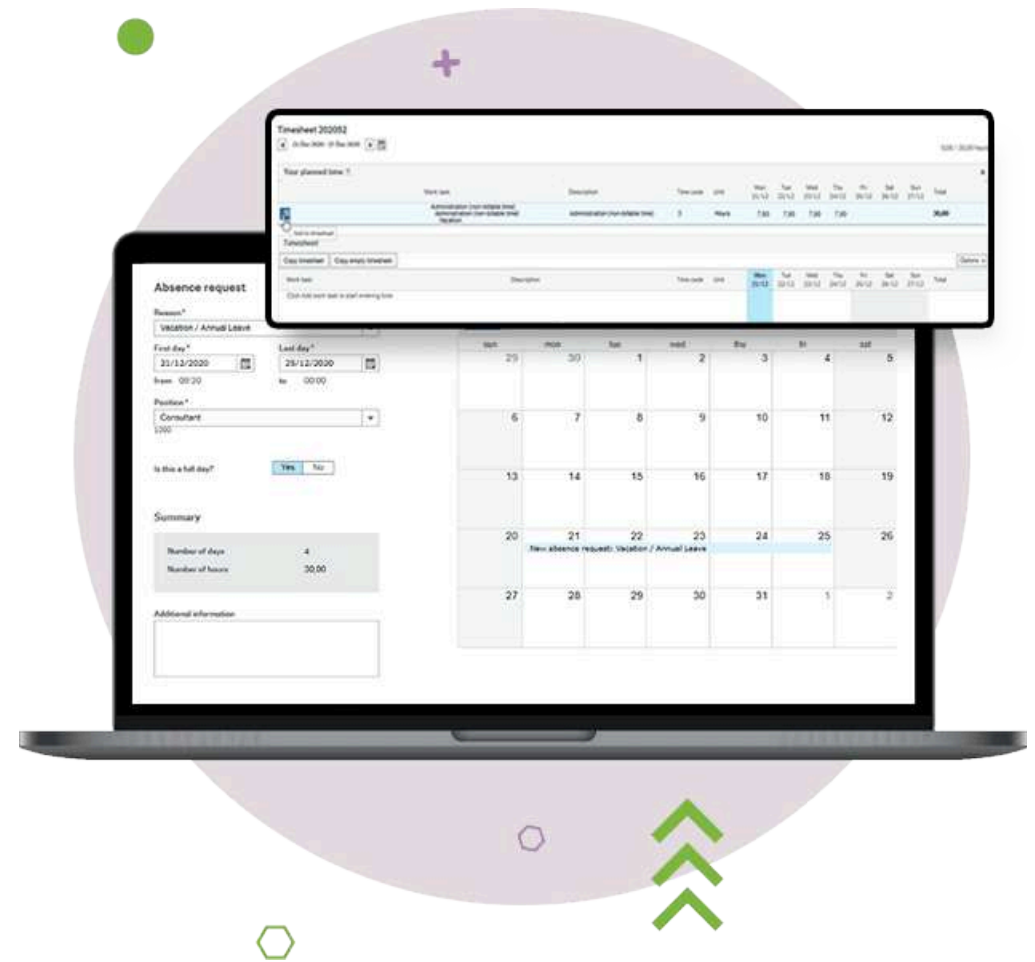


Absence management

With our absence management module, you can do more than simply track the organization's absences. You can also **identify patterns** and trends. The module perfectly communicates with our payroll and Time/Projects modules enabling the **automatic transfer of absences into timesheets** avoiding input duplication.

Employees can enter their own absence requests such as holidays. Managers can also enter absences on behalf of their team members.

- ✓ Integration with Projects and Payroll
- ✓ Work plans
- ✓ Flexible reporting on hours and absences
- ✓ Absence costs tracking



Payroll

Simplify and automate your global payroll processes.

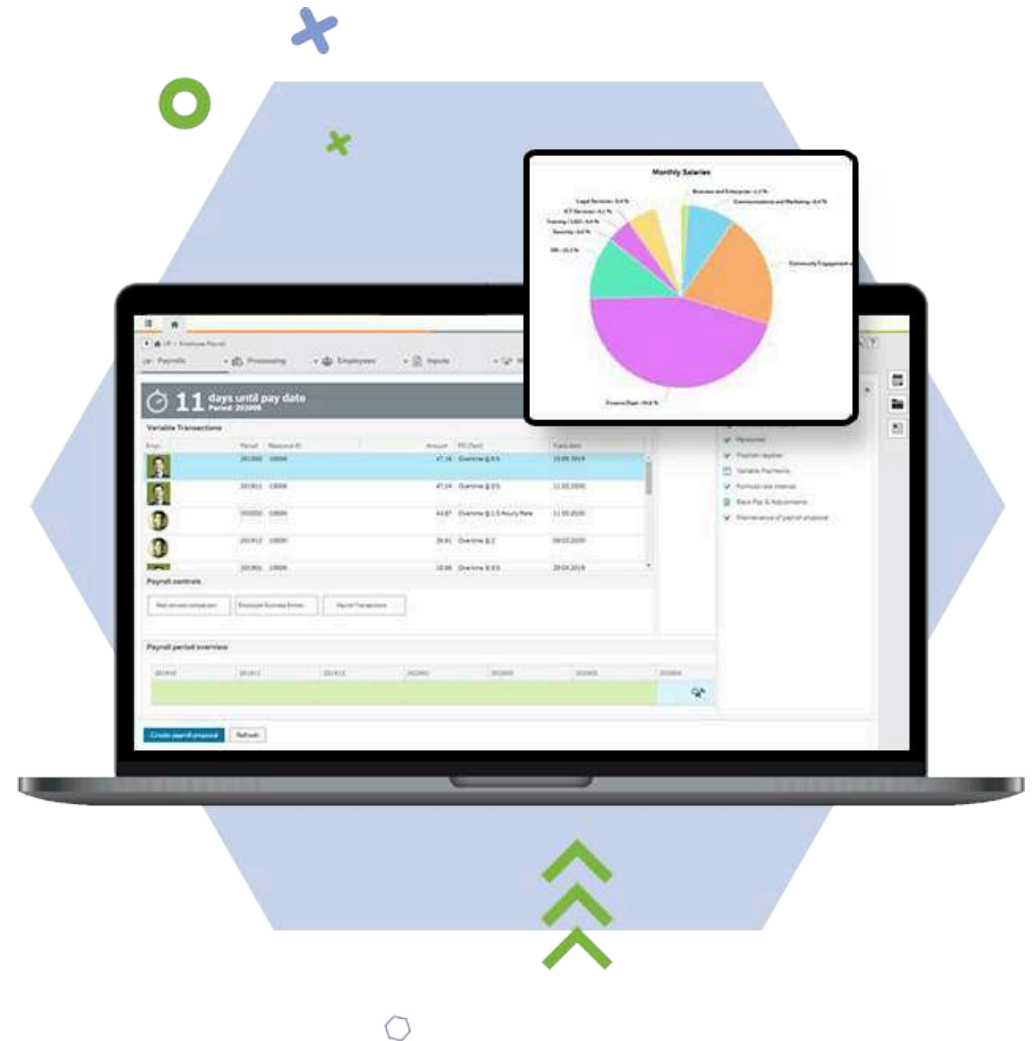


Payroll

Ensure your workforce is paid accurately through a seamlessly connected payroll module. Synchronizing HR data with local laws and other requirements that may impact payroll results. All transactions like organizational changes, pay steps, pension schemes, salaries, and contracts are reflected automatically. Helping you gain agility and efficiency.

- ✓ Support multi-company and positions
- ✓ Payroll flexibility
- ✓ Advanced reporting capabilities
- ✓ Integrated with ERP

U4 HCM Payroll module supports the U.S., Canada, the UK, Australia, Sweden, and Norway.



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With streamlined processes and a single source of finance and HR “truth”, Unit4 is helping Buro Happold make better decisions about our financials, projects, and people. The platform is perfectly suited to helping the business get where it wants to go, now and into the future.

Jaime Everard – Business Systems Manager at Buro Happold

 [in](#) 

Our support includes:

- Salary calculations performed in line with tax and labor rules
- Absences deductions and holiday payments
- Support for different pension schemes
- Payroll data reporting to the tax office (eg. HMRC, Altinn)
- Support for the official tax/payroll documents e.g P60, T4
- Other local specific country enhancements

If you have employees elsewhere, we can easily integrate with other payroll providers around the world, to help you offer a seamless experience for your people.

Talent management

Enable managers and teams with tools to boost productivity, engagement, and growth.

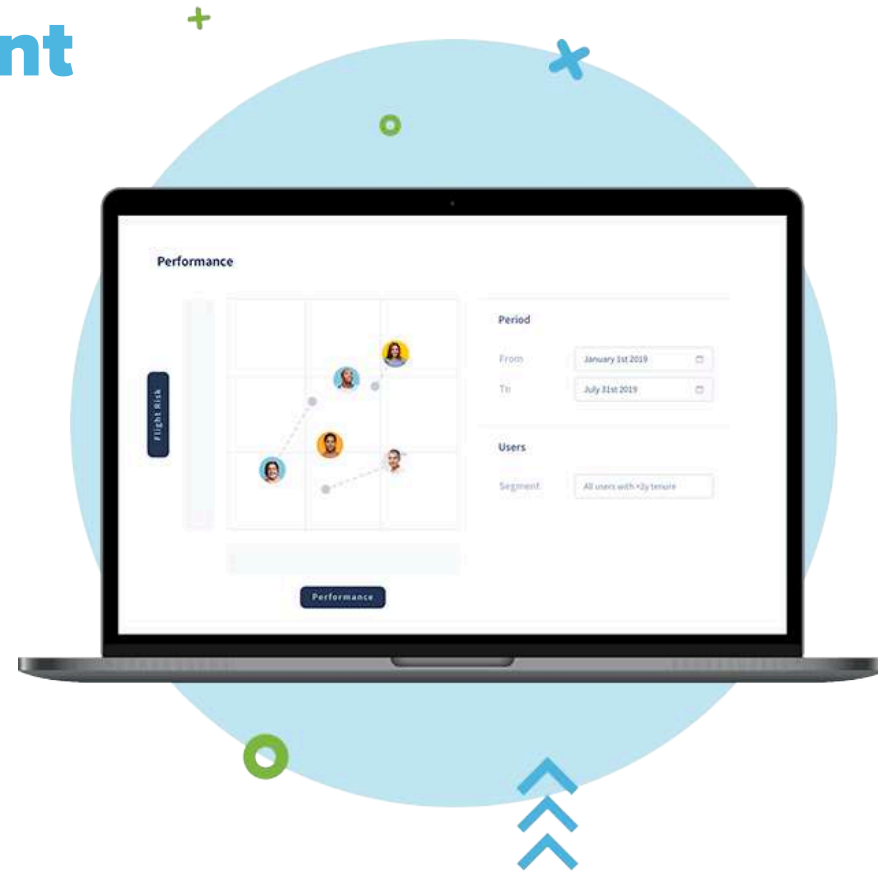


Performance management

Manage your organization's review cycle, and make every manager a great coach. By pulling all relevant performance and development data into the picture, and combining it with a library of coaching topics and questions, managers and their teams will always have qualitative one-on-ones.

- Enable growth through constructive and continuous feedback.
- Create clarity and alignment across the organization using objectives and key results (OKRs)

- ✓ Talent reviews
- ✓ Feedback templates
- ✓ Conversation templates
- ✓ Objective rating
- ✓ Skill tagging



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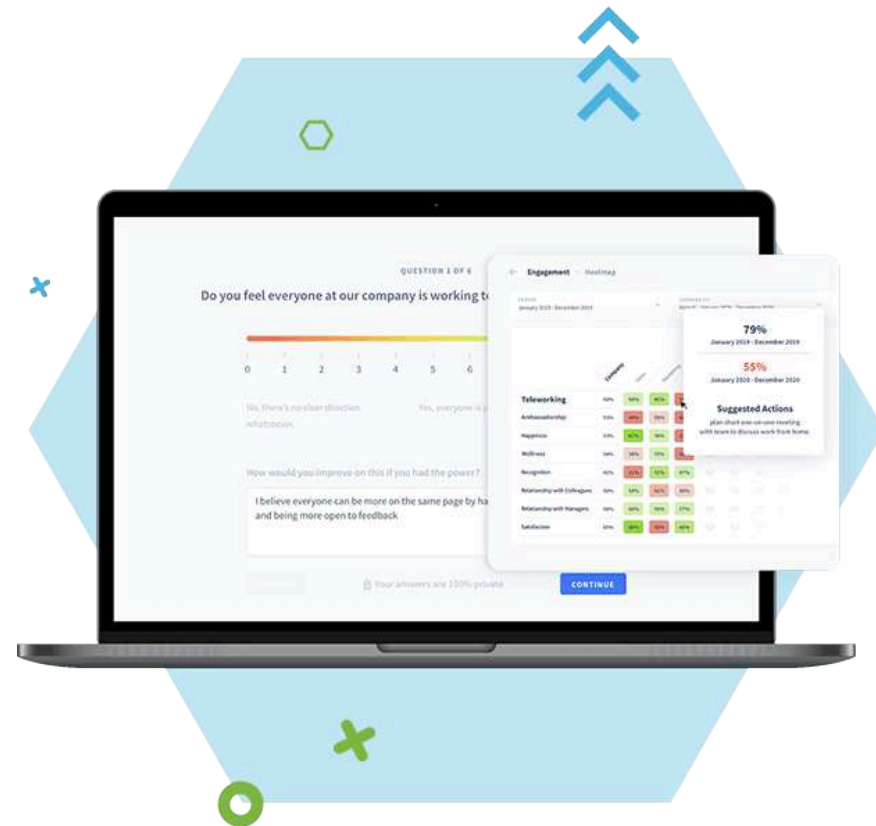
92% of the Unit4 Talent Management users within Europabank use the platform to have conversations.

Thomas De Meyer – CHRO at Europabank

Continuous engagement

Create a safe space for your employees to share their thoughts and concerns. **Detect opportunities and prevent flight risk** by sending out mini-surveys on the state of your culture. Surveys gather quantitative data, but also allow employees to comment on questions anonymously. Admins and team leaders can reply to comments to gather more input to improve the employee experience.

- ✓ Industry benchmark
- ✓ AI suggested actions
- ✓ Engagement question library
- ✓ Anonymous replies
- ✓ Engagement heatmap



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Unit4 Talent Management’s transparency is giving HR a lot of insights and uncovers issues we didn’t know we had.

Wendy De Pooter, L&D Manager at USG People

Learn

With our learning module, we empower employees to take ownership of their careers. They can undertake voluntary and mandatory training when it fits their schedule and at their own pace. HR and managers can deny or approve external training taking budgets, training content, and job position into account. They can also track course completion, acquired skills, and granted certificates in one easy dashboard. Less time-consuming for HR, more personalized learning for employees.



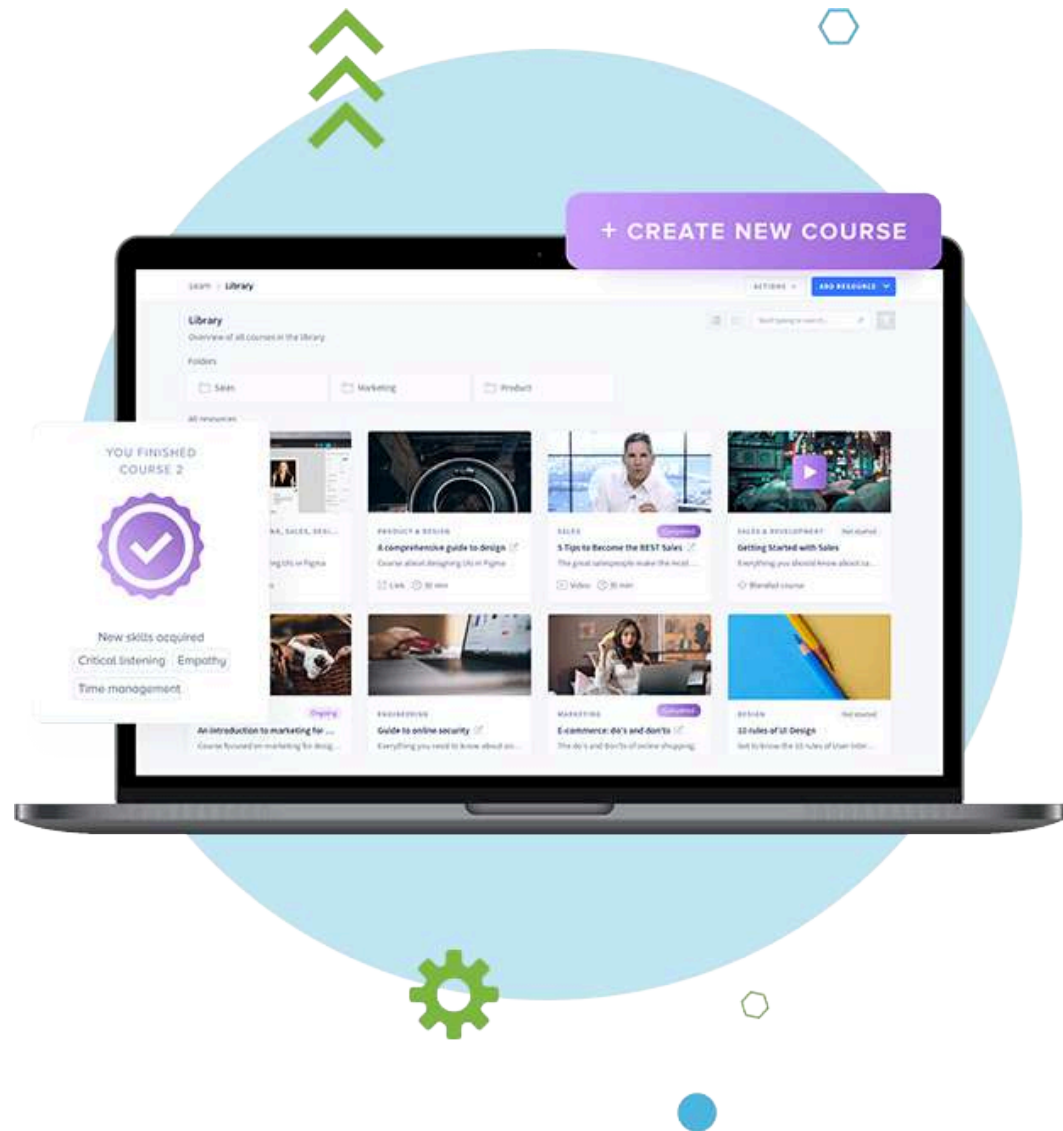
- ✓ SCORM
- ✓ Online learning
- ✓ Build & manage courses
- ✓ Certification
- ✓ Integration with third parties like LinkedIn learn
- ✓ Skill tags

Skills & competencies

Automatically track and improve the skills of every employee in your organization.

Developing the right skills for a project or job helps you plan for the future. With the skills & competencies module, you can identify the right employee for the right project or vacancy.

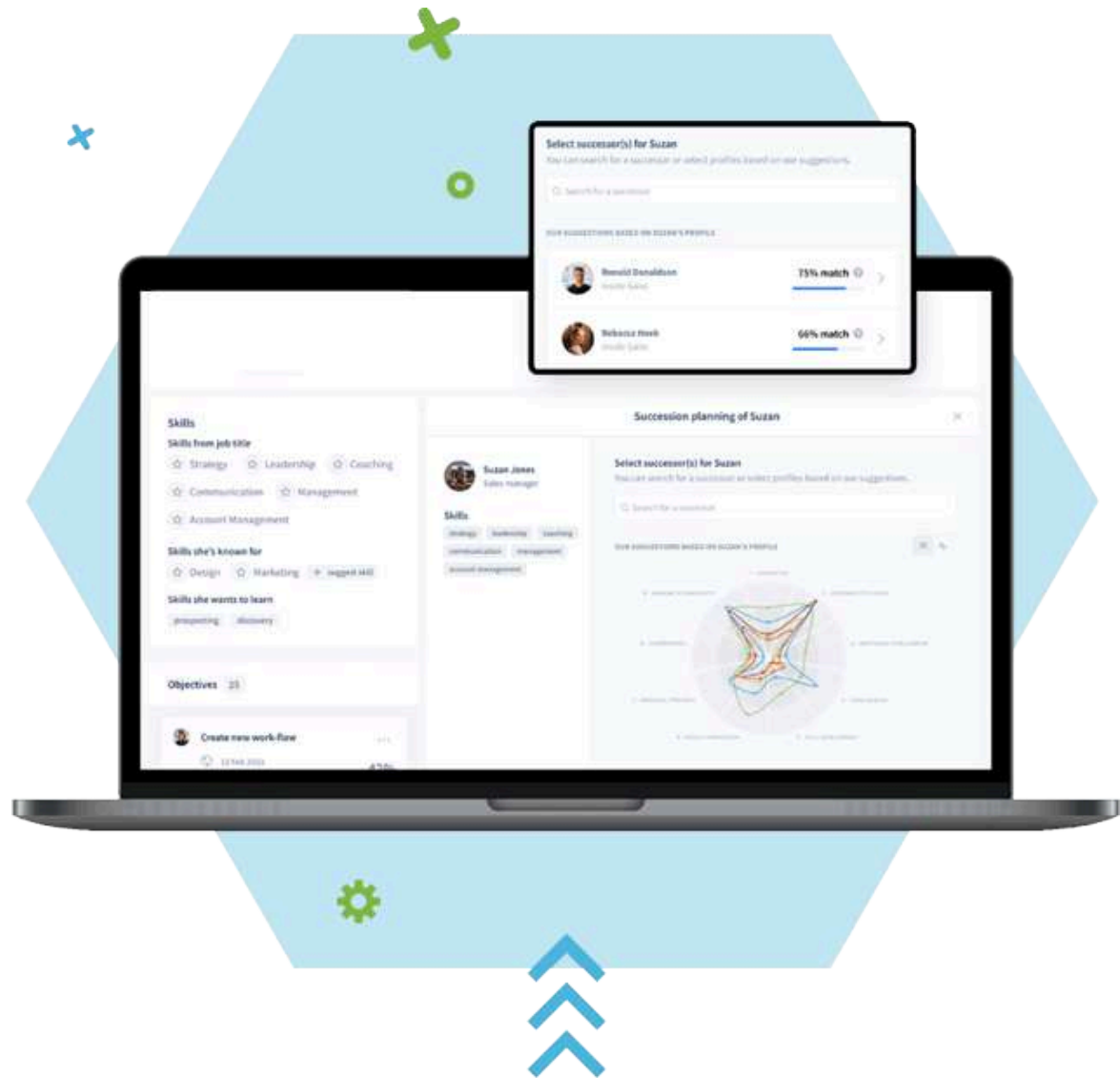
With Unit4 HCM, you can have a complete understanding of your workforce's skills and competencies. This understanding will help you build job competency frameworks, plan projects based on competencies, and identify skill gaps while at the same time your employees can keep track of their skillset, join trainings and do course searches based on their skills.



Skills & competencies

An employee profile is never finished. Our platform helps you gather all of your information in one place, providing managers with a single source of the truth.

- ✓ Synchronize skills
- ✓ Coach/mentor suggestions
- ✓ Succession planning
- ✓ Internal mobility suggestions



Compensation Planning

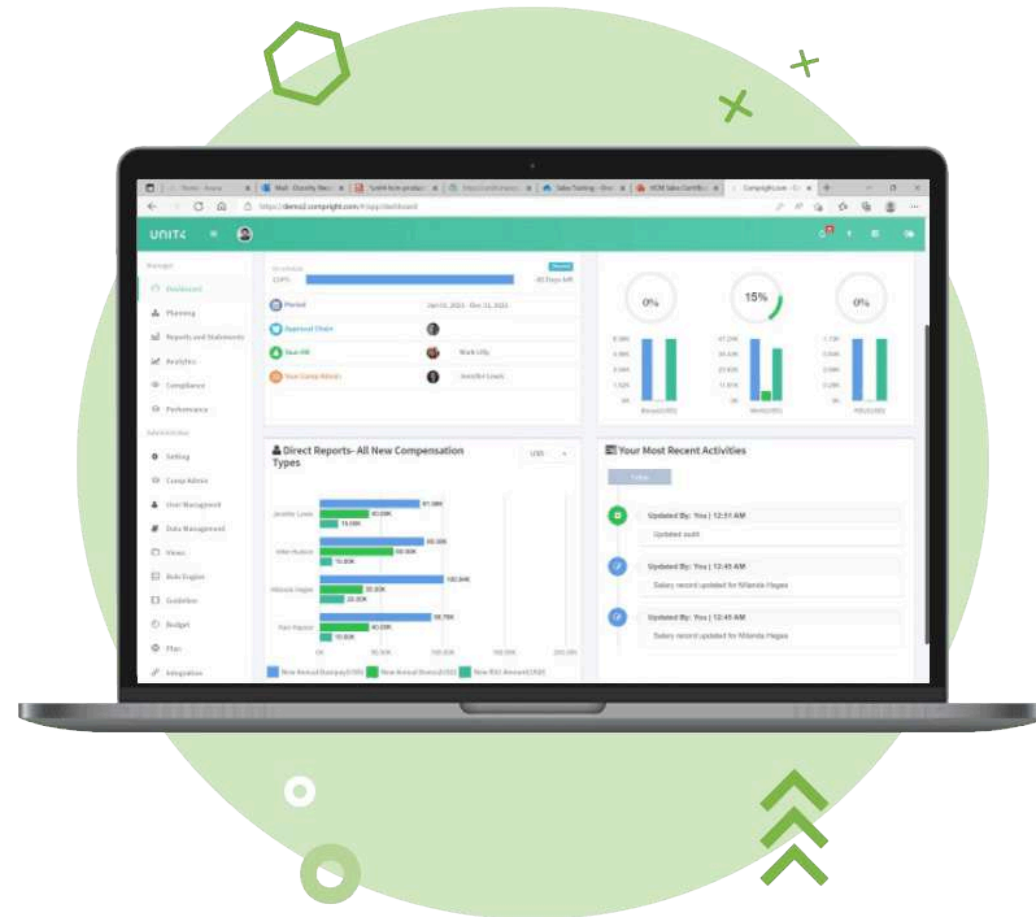
Empower your organization to make informed pay decisions and drive a culture of equity and transparency.



Compensation Planning

Equip your managers with the timely insights they need to make performance-based and equitable pay decisions. Enable them to communicate those decisions and have an informed discussion with their employees during one-to-ones.

- ✓ Leverage employee demographics, market benchmarking, employee and organizational performance
- ✓ Set budgets, solicit manager input and automate approvals for multiple base pay options
- ✓ Quickly assess pay equity and distribution across performance levels with intuitive dashboards
- ✓ Automatically generate employee Total Rewards statements



Go beyond managing the basics and ensure that you are fairly paying valued employees, in light of market conditions and their contribution to your organization's success.

- ✓ Configurable to your compensation plans, and policies across the globe
- ✓ Global currency capabilities
- ✓ Easy to use for both managers and compensation professionals
- ✓ Fast to implement
- ✓ Includes processes from budgeting to total rewards statements

“

Unit4 delivered a tool that was not only affordable but also easy for users to adapt to in a short amount of time with little to no training. I can't imagine doing this in spreadsheets again.

Sharon Bulanhagui, VP Total Rewards, Univision, Inc.

Insights and analytics

Make people decisions with the right workforce data.



Insights and analytics

Maximize your strategic impact on your business with powerful employee data analytics. Apply data from your ERP and access hundreds of reports and dashboards—all of which can be configured—to report on skills, performance, absences, engagement, total workforce costs, and more.

With our insights and analytics module, you can:

- ✓ Understand skills
- ✓ Measure engagement and wellbeing
- ✓ Improve talent acquisition and succession plans
- ✓ Understand performance
- ✓ Identify trends, flight risk and analyze churn



Customer successes

Don't take our word for it. Read more to discover what other companies like yours are saying about Unit4 HCM.



Keyrus



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We decreased our employee turnover by 32%.

Sara Goris, HR transformation manager at Keyrus

[🐦](#) [in](#) [f](#)

Eurofins digital testing



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The burden of collect all that information and communicate that to our people is completely gone.

Eurofins

[🐦](#) [in](#) [f](#)

Learn



“

As a manager what is important to me is to know if the content I'm providing add any value to my employees' experience.

Niel Bhuiyan

[🐦](#) [in](#) [f](#)

[Discover more](#)

Don't take our word for it

Let's talk

