# Data-Driven HCM, People Centered Outcomes

Turn people insights into action and create an employee experience that will attract and retain the talent needed to achieve your organizational goals — all with Unit4 HCM

We recognize that HR leaders are evolving their role and tying their activities directly to business goals. Unit4 is uniquely placed to bridge the gap between HR, Finance and Projects, with one common tightly linked dataset.

Enabling you to map the skills needed now and in the future, make better use of resources, gain valuable insights into employees' performance and engagement, and put agile strategies in place to develop and mobilize talent. We offer the full range of Human Capital Management (HCM) solutions, from the operational elements such as core people data and payroll all the way through to a talent management system and data insights and analytics.

We can natively integrate into the Unit4 ERP solution and Unit4 Financial Planning and Analytics, or connect to your existing technology stack. Create a common set of information for everyone to use — giving you reliable real-time insights, from which to make informed decisions that will affect the success of your organization.

35%
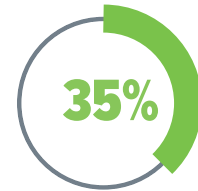
of C-level executives say they plan to adopt a shared, cloud-based Finance-HR information system within a year.
- MIT Technology Review

"Talent Management gives people a sense of empowerment and ownership about their careers. Magnox has listened to feedback, and by using talent management is supporting people to hold regular, collaborative one-to-one conversations to develop their careers."

Carina Care, Project Manager, Magnox

Magnox

"Expertise is key. Our customers demand our people to be experts in their fields — and one of our overriding goals is to ensure our people have the skills, knowledge, and expertise to deliver a great service."

Ken Coenen, Business Unit Manager at ABC-Groep, explains

ABC-GROEP.BE
COMBINING ICT EXPERTISE

UNIT4
In business for people

Unit4 HCM suite, a natural integration for today & tomorrow
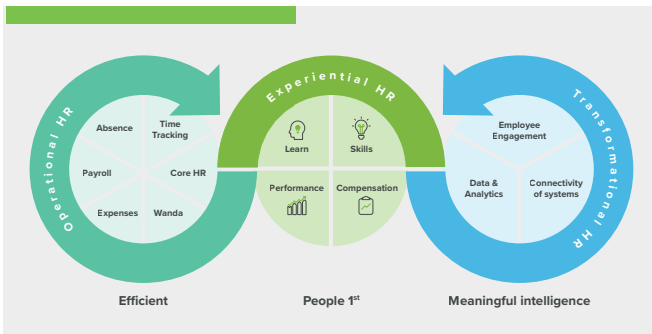
Operational HR

Enabling you to perform the day-to day operations essential to meet the needs of your employees. This includes automating the administration of expenses, absences and payroll or enabling you to ensure you're compliant by compiling your Diversity, Equity, and Inclusion data efficiently.

We understand that your team answers a continual stream of employee 'how to' questions. We've therefore reduced the overhead of these tasks by empowering employees through self-serve and 'Wanda' (our digital assistant), who'll guide them through the essential tasks necessary to do their jobs and process data based on voice commands.

Experiential HR

Foster a great culture that keeps remote workers engaged, with opportunities to praise individuals and teams - all recorded centrally in the performance management system, so its readily available for 1:1s.

Review performance on a more regular basis and transport ratings straight into our compensation planning tool. You'll then be able to reward your top talent for the contribution they make, benchmarked against market rates (via connectivity to 3rd party platforms) to support your retention strategy.

Our learning management system provides you with the flexibility to tailor courses for new starters and existing employees, with certificates and the capability to track newly acquired skills. Supporting internal mobility and project-based staffing.

Transformational HR

Understand and analyze your workforce and develop and adapt your people strategies, based on accurate real-time data, which includes employee feedback.

Use regular employee pulse surveys and continuous performance reviews, complimented with internal and external feedback to drive an uplift in performance.

Enjoy the flexibility of connecting to best of breed solutions within the market or utilize what you have.

1 – Go at your own pace

No two organizations move at the same pace, so we don't force you to take a 'one size fits all' journey.

Whether you are starting with the Operational HR modules or wanting to move into Experiential HR we are here to help.

2 – We Embrace Complexity

At Unit4 we love a complex set of requirements. Whether it's multiple positions, different countries, multiple legal entities, historical employment changes or even configurable forms we are ready to help.

We also recognize the power of connecting systems, so processes run concurrently, without users knowing. You can connect to our ERP solution or others, where you may have a lot of the Core HR data you need just waiting for you. We can also connect to your 3rd party solutions via our Unit4 Industry Mesh.

3 – Built for your industry

We focus on people centric organizations - Public Sector, Professional Services and Not for Profit organizations. We therefore provide an 'out of the box' experience, based on the needs of your specific industry, designed to save you valuable time. For example supporting multiple positions in Public Sector, volunteer management in Non-Profit and project planning in Professional Services. But, if you want to make some changes, that's of course ok too.

> "Unit4 provides a unique combination of HCM and ERP solutions that allow growing businesses to enter the modern business world at an attractive price and with the ability to adopt a full-suite comparable to enterprise-tailored solutions. Vendors looking to compete with Unit4 will find it difficult to gain market share as Unit4 continues to entrench its midmarket position."
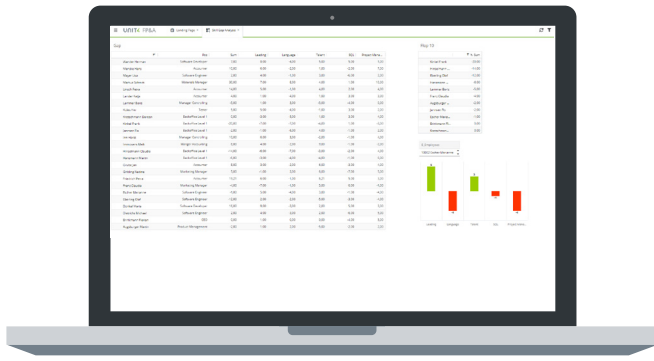>
> **Isaac Gould,** Nucleus Research

4 – Designed for your people
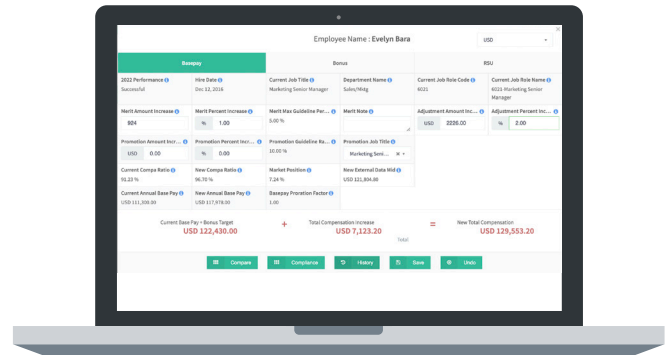
Your HR Team

Planning: Get the insights you need to create your workforce plan, in line with your organizational objectives. Identify the skills you have vs those you need to determine where you should recruit or upskill.*

Set your people budgets and guidelines and configure multiple compensation plans, with automated recommendations, approvals and alerts to help you stay on track.

Day to Day: Giving you access to real-time accurate data, so you can pull reports on DEI, absences or understand the sentiment of your employees within a given department at a glance.
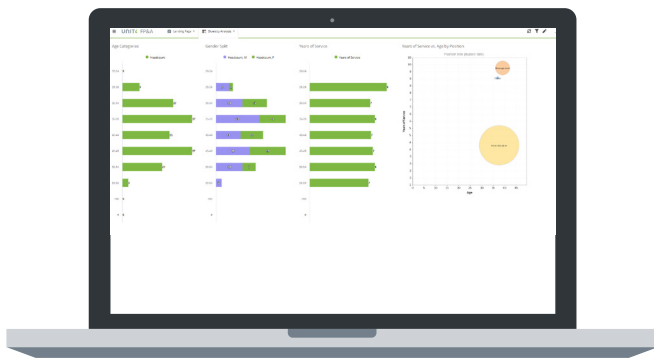

Your Managers

It's essential you understand your team, can engage effectively with them wherever they are, and quickly pinpoint and remedy issues. Our performance and learning solutions help you do all of this – giving you the ability to foster a positive and engaged culture, identify development opportunities and align with organizational objectives. Helping your whole team grow and develop their careers while being rewarded for the contribution they deliver, benchmarked against industry rates for productive 1:1 discussions.


Your Employees

We know what a hassle it is to try and find your absence app in one place, your timesheets somewhere else, and payroll in yet another. That's why we like to keep things simple – with an intuitive home page that tells you how much leave you have left before you book it , shows you your upcoming tasks such as leave approvals and enables you to view your latest payslip. Use the power of your voice to file your expenses with the help of Wanda and access all of your performance and learning activity through one easy to use platform.
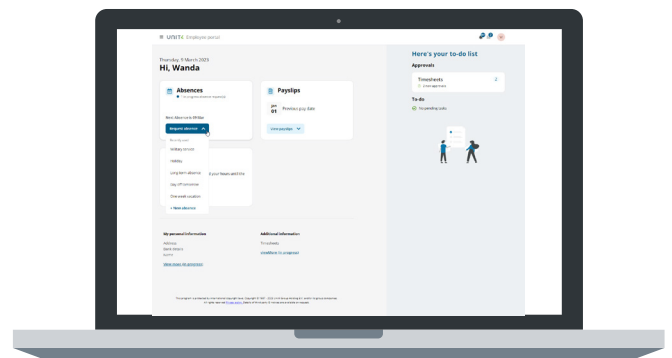
*Planning and Analysis of your workforce requires the addition of the Unit4 Financial Planning and Analytics platform.

Taking your HCM implementation to the next level with Unit4 ERPx
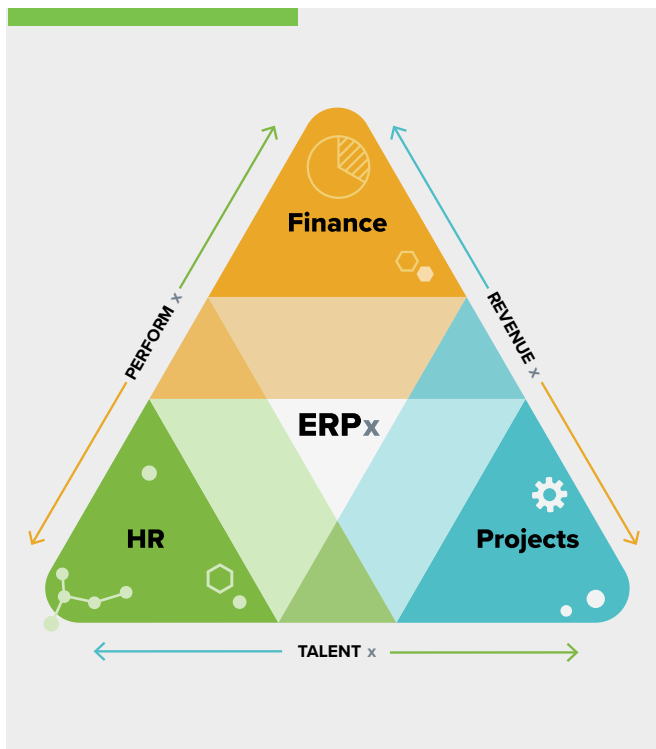
Triple Value

Time spent with our customers has identified that organizational success critically depends on collaboration between your Finance, HR, and Project teams and the efficiency with which they can share information. When these teams leverage and share data, business becomes faster, decision making becomes more confident, and customer experience is improved.

One Single Source of Truth for Everybody

Unit4 ERPx is built on a single data model. It provides inherent agility with highly configurable workflows to drive efficiencies between Finance, HR Systems, and Projects. Data management, reporting, and analysis become intuitive and are delivered in real-time. There's one user experience for everyone, which makes onboarding quicker and improves cross-team collaboration.

Wherever you are in your HCM journey we are here to help.
Please visit Unit4HCM for more information

Driving Performance

Achieving your organization's goals requires you get more granular in your approach to performance, across HR and Finance. Using one holistic view of a given employee's contribution can quickly identify high performers and those who may need additional training and support. Imagine being able to see the ROI of a given employee with salary, learning and development, expenses and absence costs aligned to performance, skills and competencies. Giving you the insights to increase performance, reduce costs and meet your organizational objectives.

For professional services organizations you can take this a step further, by aligning billed hours and project feedback. Giving you the power to make adjustments, increase billable hours and meet your revenue targets.

Utilizing Talent and Generating Revenue

Staffing highly productive project teams means you need to be able to identify and match individuals with the necessary skill sets and competencies to your projects. You also need to be able to assign hours worked to ensure accurate billing either between internal cost centres or for clients. We'll empower you to do all of this and more — even enabling you to update skills sets and competencies gained within a project.