

White Paper

Best Practice

mbas – Choosing the Best Human Capital Management Suite

White Paper		GC/T/0113 V 1.0
mbas-Choosing the Best Human Capital Management Suite		W. E. F. 01/01/2009

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1. Introduction

Human Capital Management (HCM) describes about how the forward-thinking companies apply a strategic approach to enterprise management, by including the workforce as an important asset. HCM describes how the companies acquire, retain, selectively prune, develop, and manage its human resources. The companies use HCM to differentiate themselves and implement its elements to improve their business.

With such a wide range of areas to focus on, HCM has come to mean different things to different companies. At any given time, one company may have a HCM strategy to improve attrition, while the other may focus on the development of human assets. One company is focused on a single element (increased frequency of performance reviews) as a means of improving communication and performance, while the other desires to drive the entire spectrum of HCM initiatives to revamp its workforce and improve its business.

The common factor for all the organizations which deploys HCM is a need to tract initiatives and measure progress. Many companies have some automation to drive HCM, they require more functionality as their current needs are not being met. Whereas mbas will help to meet these challenges predictably by streamlining the HR process using **mbas HCM**.

2. Overview

This document is written for the customers who are looking to implement a new Human capital Management (HCM) application. Tacking your concerns about integration, resource requirements, functionality, and other key factors, it assesses the true costs and benefits of implementing and running mbas HCM.

Drawing on the experiences of research analysts, independent consultants, and customers, the comprehensive HCM Model is built. In today's collaborative environments, the companies require to move the data easily between different systems and link their business

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processes end to end, breaking down the historical barriers between different internal departments and even different enterprises. To address this scenario, they must be able to build links easily between their different systems.

It allows the customers to choose:

- Functionality that supports their business needs and provide tangible benefits
- Product that support end-to-end HCM Business process
- Offers operational and strategic business intelligence
- A supplier that demonstrate through leadership and the ability to execute against a strategic HCM Vision

Many customers' needs integration center primarily focusing on integration points that link their HRMS/payroll application to finance. One of the common requirements is the details of payroll transactions are to be transferred from mbas HCM Payroll to the mbas Finance Module (General Ledger). Other needs include aligning cost center data structures, so that the employee-related expenditure can be appropriately allocated.

Real-time information exchange is important for a number of HR processes. For example, rapidly exchanging information with HR service providers for background checks can save money.

3. Benefits

- Rich product functionality, which is designed to generate tangible business benefits
- Ability to support core HCM business processes, reflecting industry's best practices
- Ease of use and navigation
- Broad customer base
- Making new hires productive. The recruitment applications are integrated with its core HRMS

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- Measuring effectiveness - Customers are able to measure the effectiveness of recruitment processes by using the tools bundled with core HRMS suite and recruitment applications
- Workforce dash board - mbas HCM dashboard uses the same data as the source applications. The dashboard illustrates the vital information rather than simply presenting the data in a report
- mbas recruitment provides a comprehensive online solution to address the recruitment needs. It provides the support needed for the entire recruitment process starting from Requisition, Maintaining Resume Bank, Selection process and ends with Job offer generation
- mbas Employee Management processes through the entire employee management process, while tracking the details for later analysis. The use of online employee management module reduces the need of maintaining manual records and therefore enhances the productivity and in turn increases the efficiency of the HR department
- mbas Training management system provides a comprehensive solution to all the training management needs. It has the necessary features to completely automate, track and manage the training process
- mbas Loans management system provides solutions to automate, track and manage the requisitions and issues based on the eligibility. It gives a flexibility to define policies, build workflow as per the organization requirements and if required reschedule the EMI
- mbas Advances management system provides solutions to automate, track and manage the requisitions and issues based on the eligibility. It gives a flexibility to define policies, build workflow as per the organization requirements and if required reschedule the EMI
- mbas Leave management system provides solutions to all leave management needs. It has the necessary features to completely automate, track and manage the leave process

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- mbas Payroll provides solutions to payroll needs. mbas Payroll enables the organization to generate accurate compensation based on the attendance and other earning and deduction policies. Master information and configurations facilitates the organization to generate payroll as per the eligibility criteria of the employees
- mbas Official tour comes into play when an employee is going on an official tour. This process takes care of all the necessary things such as placing a requisition, creating a travel plan, issuing a movement order and finally taking the feedback from the employee
- mbas Performance Management system provides a framework for individual performance measurement. It allows the managers to align results-based metrics and behaviors with corporate goals, and track them on an ongoing basis.

4. Conclusion

Various factors will come into play at the time of selecting HCM applications. The common challenges faced by the HR department today are attracting and retaining the best employees, managing compliance and protecting a company from liability, too much paper work and concern about the rising cost of employee benefits.

All the HR departments are not at all same. The priorities and needs evolve with the needs of the organization. That is why the customers rely on mbas HCM to help them anticipate and meet their challenges today and in the future.