

Workforce Central

# Workforce HR and Workforce Payroll

## Gain complete control over your HR and payroll processes

The Kronos® Workforce HR™ and Workforce Payroll™ solution is an integrated human resources, benefits, and payroll software application that gives your organization flexible control over your HR processes. Providing complete automation and high-quality information, this innovative solution helps you control costs, minimize compliance risk, and improve productivity while reducing total cost of ownership.

Workforce HR and Workforce Payroll provide easier access to employee information in a way that is consistent with other modules, so users can be productive immediately — with no learning curve for those already using the Workforce Central suite. And with advanced security, you can rest assured that your workforce data is safe and secure.

### A single, integrated HR and payroll solution

Bringing you the benefits of seamless integration, complete control, and unparalleled flexibility, our Workforce HR and Workforce Payroll solution helps your organization increase efficiency and improve decision making for more effective workforce management.

**Complete control:** Gain complete control over the creation, collection, and protection of your employee and payroll information — from hire to termination.

With more than 150 standard reports, our payroll solution lets you control how you use your information, too. At last, you can end your reliance on payroll service bureaus. Fully control implementation of your payroll procedures. And realize significant cost savings.

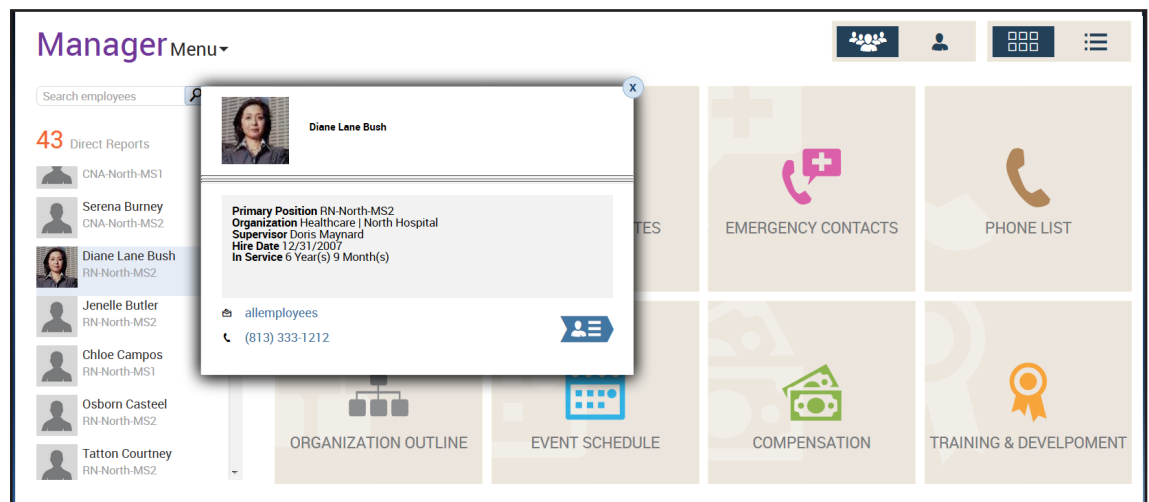
**Flexibility:** We'll configure the Workforce HR and Workforce Payroll solution using a simple, rules-based approach to meet your automated-workflow needs — from position, performance, and compensation management to benefits administration. And it's equally simple to configure employee self-service capabilities to facilitate regulatory compliance and improve the user experience. What's more, the solution's flexible design permits straightforward integration with third-party applications.

*Everything you need — from benefits enrollment to performance reviews — is at your fingertips for optimal control and efficiency.*



## Key Benefits

- » **CONTROL LABOR COSTS:** A single, integrated platform minimizes errors and eliminates service bureau fees for lower cost of ownership
- » **MINIMIZE COMPLIANCE RISK:** Centralized policy administration drives more consistent enforcement
- » **IMPROVE WORKFORCE PRODUCTIVITY:** Automated processes, configurable workflows, and self-service reduce administrative burdens



### Workforce HR

Automates administrative processes and provides you access to the information needed to reduce errors, enforce policies consistently, and build your business.

**Applicant tracking:** Create requisitions, post jobs, track and process job applicants, and automatically load new-hire information into payroll

**Employee management:** Manage employee personal data, profiles, and organizational and job information

**Position management:** Create and modify jobs and pay grades

**Benefits management:** Automate open enrollment and pay vendor invoices directly from the system

**Performance management:** Automate workflows for timely performance reviews

**Compensation management:** Plan compensation budgets, involving the appropriate levels of management

**Training tracking:** Keep employee skills, licenses, and certifications up to date

**HR Business Intelligence:** Create dashboards and visualizations as well as leverage flexible options including standard, ad hoc, and custom reports and views with effective dating

**Compliance:** Enforce policies, rules, and regulations consistently and accurately

**Attendance administration:** Perform basic attendance and accrual tracking

**Configurable employee profiles:** Include comprehensive information on each employee — including photo, job details, benefits, compensation, and performance reviews — per your organization’s policies

**Skill to Schedule:** A link between Workforce HR, Workforce Timekeeper, and Workforce Scheduler that allows HR Administrators to manage skills, certifications, and licenses

### Workforce Payroll

Manages all of the complex information required for you to administer and complete payment of wages, bonuses, and other forms of compensation.

- Compensation-, tax-, and deduction code-compliant library
- Automated gross to net calculations
- Unlimited trial payrolls
- Multi-EIN and reciprocity
- Tax filing, W-2s, and legislative updates
- Comprehensive general ledger costing
- Payroll exception processing
- Garnishment processing
- Standard, ad hoc, and custom reporting with effective dating and audit trail
- Choice of paper or paperless payroll
- Mobile and tablet support

### Integrated self-service capabilities

Employee and manager self-service, integrated into the Kronos HR and payroll software solution, provides seamless access to both benefits and pay information – connecting employees to their managers and managers to their employees. Accessing self-service on a desktop or through the Workforce Mobile application empowers employees to manage benefits selections, make changes to direct deposit and personal information, view pay stubs and earning histories, and even use the paycheck calculator to model how changes in deductions will affect paychecks. Self-service allows managers to see the compensation and historical data of direct reports, initiate the performance review process, and respond to employee requests for time off and leave.

### An integral part of the easy-to-own Workforce Central suite

The Workforce HR and Workforce Payroll software solution is an integral component of the Kronos Workforce Central® suite, which also includes applications for time and attendance, scheduling, absence management, hiring, and labor analytics.

Put Kronos Workforce HR and Workforce Payroll to work for you:  
**+1 800 225 1561 | [kronos.com/workforce-hr](http://kronos.com/workforce-hr) or [kronos.com/workforce-payroll](http://kronos.com/workforce-payroll)**

