

Information Builders is one of the largest independent software companies in the world. We work with over 11,000 customers to ensure their success by putting interactive and actionable information in the hands of everyone in the extended enterprise: employees, partners, suppliers, and customers.

WebFOCUS

Employee Self-Service Solutions



A company's ability to service its employees is just as crucial to its success as its ability to satisfy its customers. Strong relationships between employers and employees boost morale and positively impact performance and productivity. To enhance human capital management, human resources departments must foster an environment that promotes company-wide communication and collaboration and gives employees instant access to the information they need to perform their jobs and make decisions about their careers.

At the same time, human resources departments are striving to transform themselves from tactical project managers to strategic business partners within their organizations. But, according to Forrester Research, HR managers spend nearly 80 percent of every day performing administrative tasks and answering routine questions, leaving little time for more integral human capital management activities such as recruiting and mentoring key talent and developing competitive compensation and benefit programs. To successfully align their objectives with corporate goals and increase the amount of time that can be spent on key strategic initiatives, HR departments need to become more efficient and streamline processes so that employees can easily address many of their own basic HR needs.

Information Builders' WebFOCUS can help you increase efficiency, minimize administrative tasks and related paperwork, and reduce cost – while improving service levels and enhancing employee satisfaction – by allowing you to automate key HR processes and streamline information-sharing at all levels of the organization. WebFOCUS lets you rapidly and cost-effectively develop and deploy enterprise-class employee portals and self-service applications that give an unlimited number of users the ability to instantly access vital corporate, payroll, and personnel information and easily perform simple HR tasks, anytime, anywhere. As a result, HR personnel are freed to focus their attention on developing strategic human capital management related plans and programs designed to help the company achieve its objectives. Employees can obtain an instant view of career and compensation information, and managers can more effectively analyze and understand the histories and growth paths of their staff members as well.

WebFOCUS lets you rapidly and cost-effectively develop and deploy enterprise-class employee portals and self-service applications.

Comprehensive Data Access

HR professionals, managers, and employees often require a consolidated view of corporate, personnel, and payroll information but find it difficult to obtain. WebFOCUS offers unparalleled data access capabilities, allowing users to retrieve and integrate information from virtually any source on any platform, including leading application packages such as PeopleSoft, SAP, and Lawson.

WebFOCUS makes it easy to push real-time information to employees so you can instantly notify staff when critical changes take place.

Portals

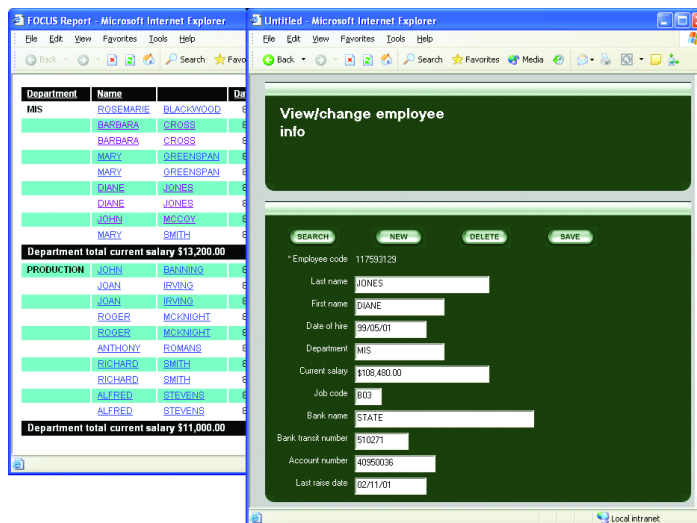
Many organizations are looking to portal technologies as a way to organize corporate information and deliver it to a large user base in a personalized fashion. WebFOCUS makes it easy to design a complete, custom portal-style interface for HR and employee reporting applications that enables users to tailor the way they retrieve and view data based on their unique information needs. Robust WebFOCUS content can also be easily integrated into existing third-party portal infrastructures, such as BEA, Plumtree, PeopleSoft, and the mySAP portal.

Corporate Information and Updates

WebFOCUS provides your employees with access to the most accurate, up-to-the-minute corporate information, such as employee phone lists, organizational charts, and holiday schedules. And, WebFOCUS makes it easy to push real-time information to employees so you can instantly notify staff – via the Web, e-mail, or fax – when critical changes take place, such as new internal job postings, additions to training or benefits programs, or revisions to the company's management structure.

Personal Information

WebFOCUS significantly cuts the time HR professionals spend keeping general employee records accurate and up to date. WebFOCUS dramatically reduces paperwork and eliminates procedural steps by enabling employees to view and update their own personal information. Employees can use WebFOCUS' data maintenance and update capabilities to directly change existing information in your HR database, such as their name, address, phone number, and emergency contacts.



Career Development

A clear growth path for your employees can dramatically increase satisfaction and reduce turnover. With WebFOCUS, staff throughout your organization can effectively manage their careers and immediately identify new opportunities. Employees can easily view job postings and training schedules and monitor the status of transfers, promotions, and pending applications.

Performance Management

To maximize productivity and effectively leverage skill sets, managers need in-depth knowledge and understanding of the performance and abilities of the employees they supervise. With WebFOCUS, they can track and view critical information such as past reviews, promotions, and disciplinary actions, as well as resumes and training histories, both to develop plans to improve and expand skills and increase efficiency by better aligning project assignments with staff qualifications.

Time Management

Each day, HR departments receive numerous phone calls from employees with questions regarding vacation, sick, and personal time. Managers also often find it difficult to view and monitor all the information they need to appropriately delegate assignments and coordinate work schedules. WebFOCUS makes it easier for employees and their supervisors to track and manage attendance and schedules. Users can quickly access information such as hours worked (regular vs. overtime), hours scheduled, used and unused leave time, and pending vacation request status.

Salary and Compensation Information

WebFOCUS enables all levels of staff to access salary-related information, making it easier to manage the financial aspects of human capital and reducing the burden on payroll personnel. Employees can access compensation statements and view various types of payment data such as commissions/bonuses paid or pending, direct-deposit instructions, tax withholdings, and stock options granted. Managers can more effectively manage departmental payroll budgets and ensure proportionate compensation by tracking and analyzing staff salary packages and increase histories.

With WebFOCUS, staff throughout your organization can effectively manage their careers and immediately identify new opportunities.

Logoff | Tree | Options | Recent | Favorites | Personalize | Domain Search | Deferred Status | Help

Submit Refresh

Domain Tree

Output

Electronic Paystub - Earnings and Deductions Summary

Smith, John R.

Select Date: 1/15/2001 to 1/31/2001

Earnings and Deductions Summary			
		Current Period	Year to Date
Earnings:	Gross Pay	\$1083.35	\$1273.62
	Net Pay	\$914.56	
Deductions:	Statutory	\$164.43	\$3654.78
	Other	\$164.43	\$3654.78

Personal Information:

Filing Status	Married
Social Security #	123-45-6789
Federal Exemptions	1
State Exemptions	1

POWERED BY WebFOCUS

Benefits Management

WebFOCUS reduces amount of time and money HR departments spend administering benefit plans and responding to general plan-related questions. With WebFOCUS, employees can access

Find Out More

To find out how our solutions can help your company succeed, talk to an Information Builders representative today. Contact your local Information Builders office, visit us at www.informationbuilders.com, or in the U.S. and Canada, call **(800) 969-INFO**.

general information such as eligibility and provisions for the various plans your organization provides, including health and welfare, pensions, and 401(k). They can also track payroll deductions for plan contributions, update beneficiary information, monitor the status of claims, and manage and forecast retirement benefits.

Security

Personnel and salary data is among the most sensitive information an organization maintains. WebFOCUS conforms to stringent demands for high security to keep confidential information protected from unauthorized access. A plug-in security and management infrastructure makes it easy to define user access rights and privileges at multiple levels so users can view information only about themselves or those employees they directly manage. WebFOCUS can also be integrated and synchronized with custom security systems, as well as any standard Web or database security system, for single logon capabilities.

Integration Solutions

iWay Software, an Information Builders company, provides powerful integration solutions that further enhance your HR and employee information systems by connecting to and sharing data with public and private resume sites, third-party payroll and 401K systems, and health plans (HIPAA).



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