



A single platform to improve the efficiency and effectiveness of your HR services

With more issues to deal with than ever – from employee engagement and turnover to absence management and recruitment - HR departments are increasingly feeling the pressure.

In a recent satisfaction survey by People Management HR and L&D:¹

- 75%** said their individual workload is increasing
- Most HR and L&D professionals feel overwhelmed by their job at least once a month
- 56%** said that the effects of automation on HR would be largely positive

Outgrowing your current HR system is a problem for many organisations. And if it's no longer meeting your business needs, the result is extra work for your HR staff.



What are your top HR challenges?

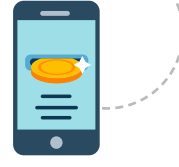
When asked which issues they expect to find most challenging this year, HR leaders cited the following concerns:²

- 67%** the war for talent
- 57%** skills shortages
- 46%** remote working and anywhere or anytime delivery
- 44%** demographic changes
- 32%** global workforce mobility



On top of this, cyber breaches, harassment, diversity and inclusion, employee well-being and mental health are just some of the issues today's employers must be aware of and actively tackle.

Can you cut HR costs, yet boost performance?



With limited resources and budget cuts, HR departments are increasingly looking towards new technology to help them automate processes and give employees access to self-service tools.



49% of HR professionals believe they can reduce HR operating costs without impairing effectiveness.²



56% felt their HR function had developed – and was executing – a digital transformation strategy.³



82% expect digital transformation to fundamentally change their organisation's operating model.³



62% of HR respondents want to adapt their organisation's talent management strategy and processes to support changing business needs.³



51% attempt to leverage technology to improve the efficiency and effectiveness of HR services and boost talent management capabilities.³

PointSolutions were commissioned to help scope and plan the implementation of HRMS, Learning Management and Applicant Tracking solutions. Their consultative focused approach and experience was invaluable, as this was our first step into the cloud and they guided us through this daunting prospect and demonstrated the value we would achieve. PointSolutions went much further than the scope in order to provide reassurance and deliver confidence into the organisation, providing massive efficiency gains in ensuring our 150+ permanent staff and 350+ volunteers completed an electronic assessment test and policy sign-up process that previously took weeks to process and days of management time to oversee. We continue to work with PointSolutions and they are a trusted and key partner.

John Whaling, Chairman of the Board, Rotherham Hospice



A scalable HR system to meet all your needs

To overcome these HR challenges, PointSolutions has developed PeoplePoint 365, a secure and transparent HR system that shares and manages employee information.

Its comprehensive capabilities include:

- Employee record management
- Leave management
- Policy management
- Governance and compliance: Security / GDPR
- Employee document management
- Employee on-boarding, off-boarding and change management
- Feedback and Appraisals

PeoplePoint 365's HR portal allows multiple views that provide:



Self-service access for employees



Powerful reporting and real-time dashboards for all stakeholders: employees, HR professionals, line managers, IT and Payroll

Designed to work with Office 365 and SharePoint on-premises, it's a scalable platform that can grow and flex with your business needs.



All your HR processes in one place

For your overworked HR department, PeoplePoint 365 provides the level of automation they need whilst still retaining the personal element.

- Connect all your HR processes
- Automate many administrative HR processes, saving time and manpower
- Manage your HR information and employee profiles
- Produce accurate and customisable reports including dynamic organisational charting
- Offer employees self-service access to key HR processes and information
- Integrate HR into the business to help deliver objectives

PeoplePoint 365 can be integrated with other Office 365 based solutions such as training and applicant tracking, links to payroll and security and compliance.

Giving your employees more

PeoplePoint 365 helps you to improve employee engagement by giving your staff access to essential information and easy-to-use dashboards to control many functions.

Ability to amend their own employee records – you set what they can see and edit



Self-service portals for holiday requests, sickness notifications, policies, expenses, timesheets, appraisals and remuneration

Facility to obtain line manager approval online

Real-time access to key information such as company benefits

As it's based on the familiar interface of Office 365, the portal is easy to use and can be conveniently accessed via mobile phones and tablet devices.

PointSolutions were a joy to work with, nothing was ever too much trouble and they have addressed our processes and implemented PeoplePoint 365 HRMS to meet our organisational needs. The application added value and benefits from the outset, from both employee and management perspectives. We have been able to greatly streamline our processes enabling our counsellors to focus on their core duties and apply their skill-sets to work with the children we support.

Jennie Worthley, HR Manager, Fegans



If you think PeoplePoint 365 could be the right solution for you, book your free demo.



Contact: 0114 321 6104