

**IFS**  
Human Capital Management™



# IFS Cloud delivers true business agility

The most successful enterprises are those that are best equipped to adapt to change and the challenges in the market. That's why we created IFS Cloud™—to make our customers so agile they would view change not as a threat but as an opportunity.

## IFS Cloud

- delivers true business agility and the flexibility to work the way you want
- lets you capitalize on change, enabling you to move quickly, act globally and benefit from innovative technology
- is easily configured to match the specific requirements of our customers. It reduces the need for customization and can easily be modified by those closest to the process
- is built on industry standards so customers are not locked into a particular technology
- can easily be implemented, extended and upgraded thanks to its component-based and layered application architecture
- is arguably the most user-friendly enterprise software on the market
- brings you closer to your business, giving you unprecedented vision so you can turn opportunities into revenue

Designed for Agile HR processes

Matrix Organization •  
Headcount • FTE • Health &  
Safety • Recruitment • Analysis  
• Expenses • Compliance •  
Benefits • Absence  
Management • Employee  
Development • Performance  
Management • Capability •  
Talent Management • Time &  
Attendance • Organization  
Management • Self-Service •  
Training • Business Intelligence  
• Transparency

## A single global solution to manage your most important resource

Today, to remain competitive, to be leaders in the constantly changing world of business, large global enterprises are expected to make decisions and act on them with the speed of a local business. And it's possible, if you get as close as you can to your true core business, i.e. efficiently managing your people, who are your most valuable, costliest and most vulnerable asset. Most valuable, because their skills, competencies and experience—not to mention their loyalty—are essential for success. Costliest, because, globally, salaries are constantly on the rise. And most vulnerable, because employees will leave you, taking their skills and experience elsewhere if you cannot meet their professional and personal ambitions.

IFS Human Capital Management™ gives you the insight and agility to manage the employee lifecycle from the moment you plan to look for new talent till the day they leave or retire. An integral part of IFS Cloud, it is a fully comprehensive toolkit that supports HR, from recruiting, onboarding, career planning, development, and training, to requirements like health & safety, time & attendance, travel management, and payroll. IFS Human Capital Management supports a wide range of roles, from business managers and line managers, for whom HR output facilitates decision-making and planning, to employees and HR professionals. And it comes with self-service options for management and employees.



# Optimizing human capacity management

Global business is not new, but the way businesses operate is maturing and changing, with a shift from being multi-national to becoming truly global. Moreover, globalization is no longer the concern merely of major enterprises; it's impacting mid-size organizations as well. What has not changed, however, is the key business requirement of having close control over all aspects of your operations—because winners turn change into opportunity.

## Global matrix organizations

Management faces an increasingly changing business landscape. Use of virtual, global teams is on the rise. Organizations are optimizing their staffing decisions, focusing on talent management and moving jobs to low-cost destinations. There is increased focus on achieving more with less.

## Talent management

Talent is essential to the success of your organization. To nurture it, you need tools that can answer contemporary talent management needs.

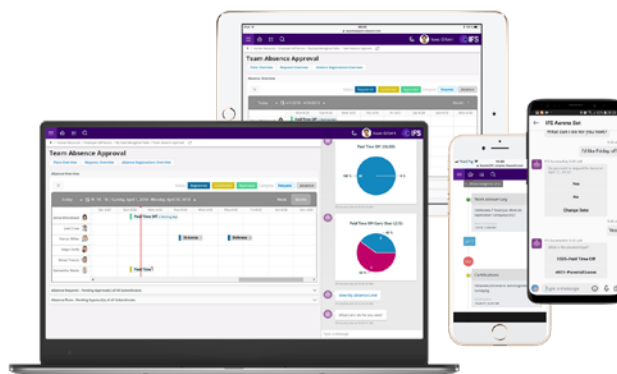
The millennial generation, for example, likes fast-paced work and lacks the patience to deal with a slow-paced environment—and expects flexible working arrangements to achieve a satisfactory work-life balance. This is an always connected, social, mobile, multi-tasking, learning-oriented generation. Understanding and appreciating the qualities and values of this workforce is essential to successfully recruiting and retaining them. This generation is also acutely aware of health and safety aspects in the workplace. Increasingly, people seek

employment at organizations that view issues such as social responsibility, and health and safety as a core part of the company culture.

## User-friendly and mobile

Growing numbers of the workforce are spending long periods out of office and away from their desk. For many this means limited access to information assets based at the office and, consequently, business processes that have been slow to respond to situations that arise. Today, business people on the move not only need to be able to send and receive e-mail, or update their calendars. They also need to access information from their business solutions. Even those who aren't required to work in a mobile manner still want mobile tools for extra efficiency or to optimize the balance between work and private life.

At some point, all employees are casual users of your business applications. Reporting time and expenses is a typical case that covers everyone, and authorizing time and expenses is a typical casual task for managers. Considering the requirements of the modern, mobile workforce, these tasks should be undemanding and easy to accomplish, ideally on the device of choice and not necessarily while in the office—at a touch, in fact, wherever they are.

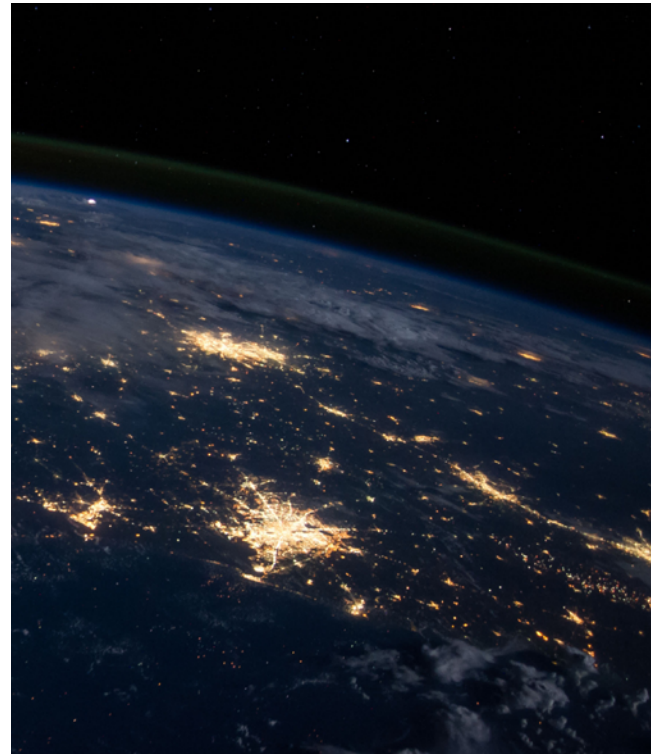


# IFS Human Capital Management comes with the versatility and functionality to provide you with a powerful HR solution

## Global solution for global enterprises

To meet the increasing challenges of working life today, HR solutions need the capacity and scope to handle a far broader workload than ever before—and provide companies with the means to increase efficiency.

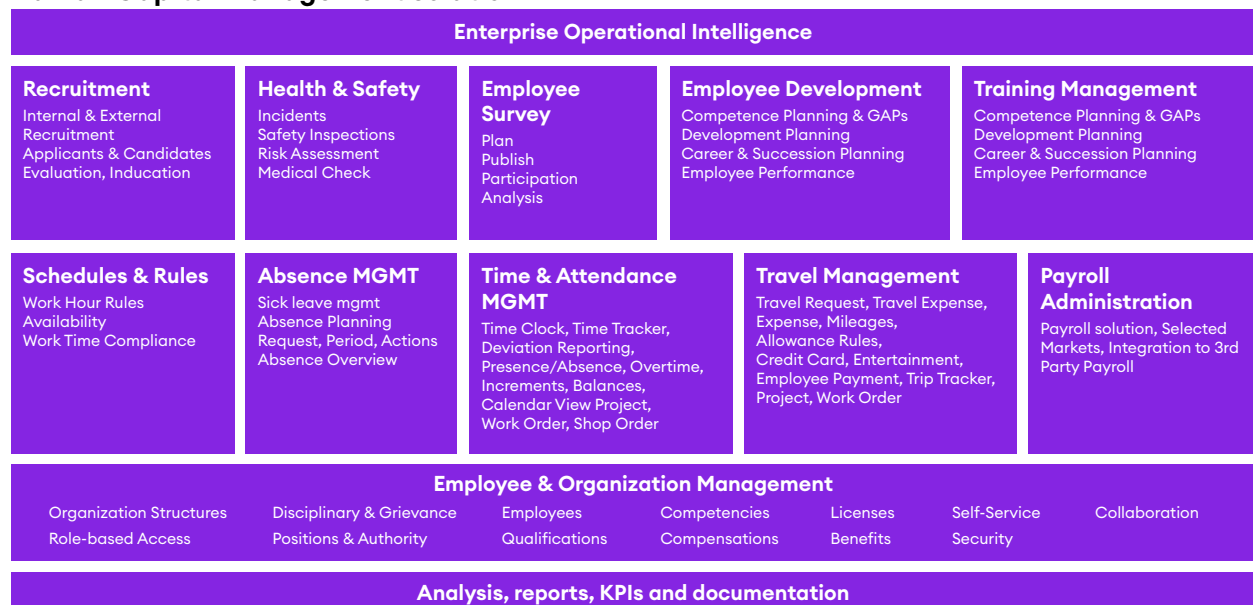
IFS Human Capital Management comes with the versatility and functionality to provide you with a powerful HR solution that can easily be tailored to meet your specific demands for managing your people. Whatever your role, from senior management and down, from casual users to HR professionals, it provides you with the tools you need to run your operations more efficiently. No matter how change affects your organization, and whichever direction your company chooses or needs to take, IFS Human Capital Management offers the range of functionalities that enable you to turn change into opportunity.



## Core Processes



## Human Capital Management solution



# Bringing you closer to your business

IFS Human Capital Management provides you with the insight and depth of functionality you need to remain in touch with every aspect of your operations, from individual departments, divisions and sites all the way up to your entire global organization.

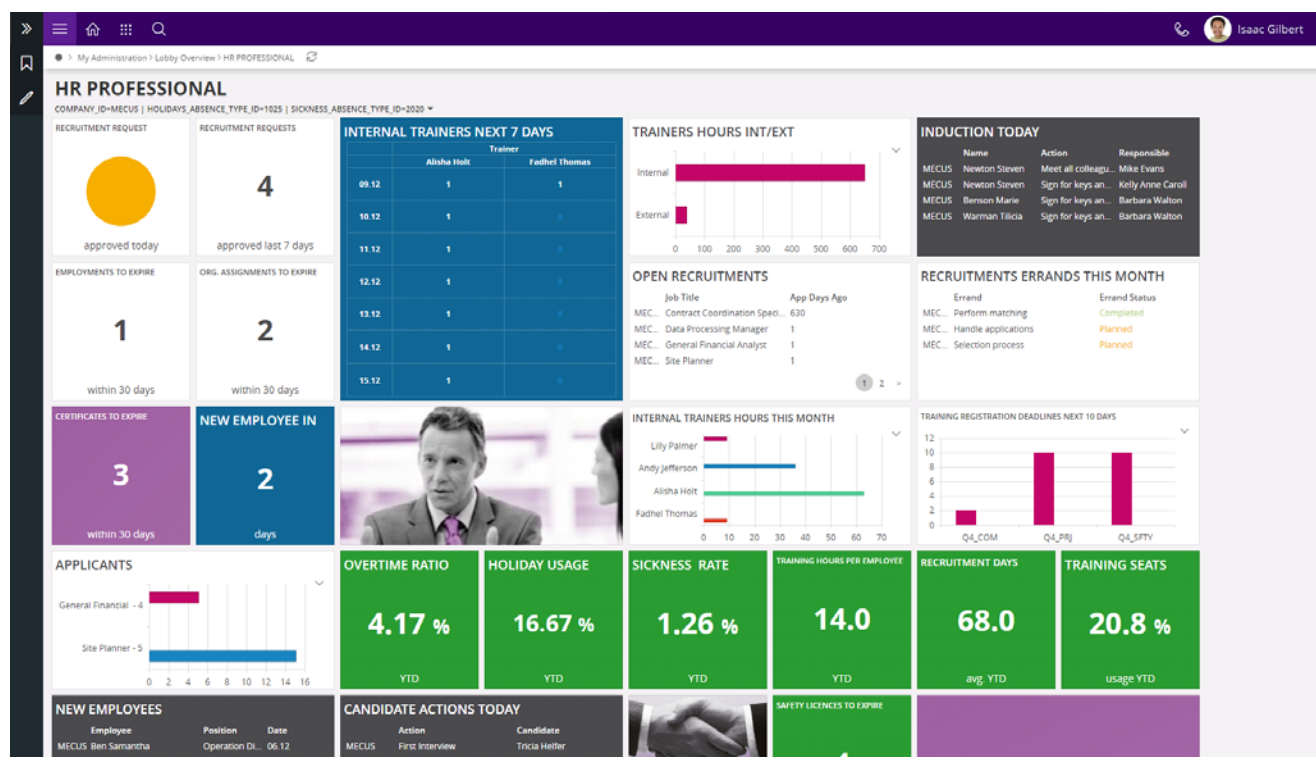
## Insight for better organization management

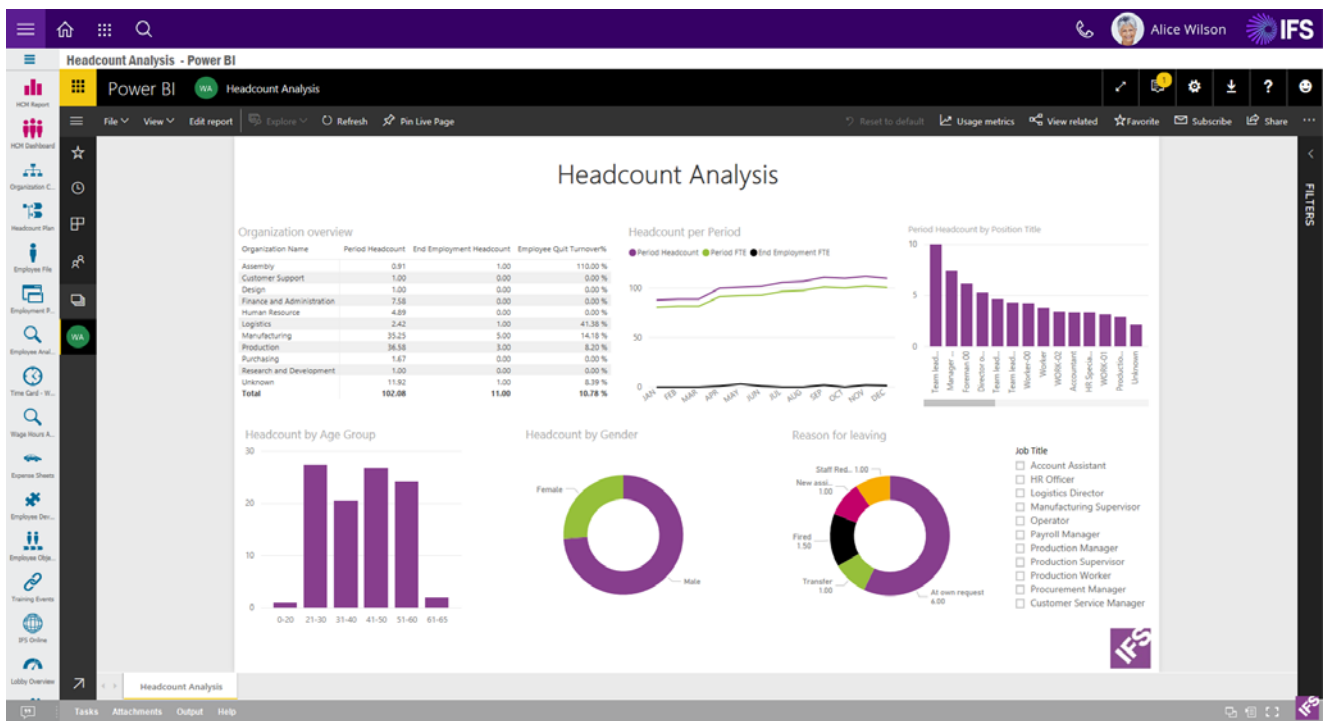
IFS Human Capital Management makes it easier for large enterprises, whether matrix organizations or more traditional, to efficiently tackle the challenges such structures entail. It enables you to mirror even the most complicated organizational relations between companies with the help of

matrix structures. You can design a system of access control that suits your advanced security needs so that you can control employee supervision, data registration, and data access with unprecedented levels of detail, and with greater clarity and ease of use.

In addition, parameters such as headcount and FTE are immediately available to anyone who needs to access them.

Many organizations have used business intelligence (BI) solutions to report on, visualize, and analyze the vast and growing amount of data gathered. However, IFS Human Capital Management goes beyond traditional BI, bringing you insight through visualization—from the lowest operational level to the most strategic, via prepared analysis to the ability for everyone to explore interactively. And however ‘Big’ your data is, IFS Human Capital Management has the capacity to transform it into the shape you need to make critical decisions—directly from your business applications.





## Real-time reporting- in the office or on the move

IFS Human Capital Management provides self-service options for employees to directly input data. Time and expense reporting, sick leave and absence management, including plans and absence requests are typical examples of this. Entered information is immediately available not only to the HR department but also to managers, who can respond in real time, with approvals, authorizations, etc. What's more, both employees and managers can report and approve these routine actions from the device of their choice, even when they're out of office. The IFS Business Apps range puts the business application into the hands of your employees, saving time and ensuring accurate information.

## Talent management

IFS Human Capital Management enables you to identify, attract and retain the people you need to keep you ahead of the competition. Once hired, employees can be onboarded smoothly, and their entire career can be managed and developed in a single application. All documentation pertaining to an individual (CV, references, courses, certificates and expiry dates, training, etc.) can be accessed directly from the employee's file. Anyone who is authorized

can always access the latest information about your staff.

IFS Human Capital Management also supports your company's health and safety initiatives. Risk assessment, safety inspections, incident reports and analysis are among the essential information recorded in IFS Human Capital Management, giving you complete insight into how well you comply with legislation and regulations.

## Travel management

IFS Human Capital Management is also an efficient travel management solution. It handles every step of the process, from travel requests to authorization of travel expense. You can also control reimbursement in line with your corporate policies—expenses in advance or on return? In the latter case, credit card transactions can be imported into the travel expense, saving time and administration costs, and ensuring that the employee is quickly reimbursed for business-related outlays. To save time for everyone involved, tasks such as expense reporting and approval can be done through IFS Business Apps, whenever and wherever it's convenient.

## About IFS

IFS develops and delivers cloud enterprise software for companies around the world who manufacture and distribute goods, build and maintain assets, and manage service-focused operations. Within our single platform, our industry specific products are innately connected to a single data model and use embedded digital innovation so that our customers can be their best when it really matters to their customers – at the Moment of Service.

The industry expertise of our people and of our growing ecosystem, together with a commitment to deliver value at every single step, has made IFS a recognized leader and the most recommended supplier in our sector. Our team of 4,000 employees every day live our values of agility, trustworthiness and collaboration in how we support our 10,000+ customers.

Learn more about how our enterprise software solutions can help your business today at [ifs.com](https://ifs.com).

**#MomentOfService**