



Sensible Solutions for HR, Payroll & Talent Management



Unlock the power
With a fully integrated
HR Management System



Manage effectively
From hire to retire



Gain Control
over people-related
processes and activities

ABOUT HUMANIC DESIGN

Humanic Design has been delivering superior results in HR and Payroll technology solutions for over 25 years. Humanic offers sensible, affordable, intuitive and scalable solutions for cost-conscious businesses. Humanic provides unsurpassed customer support with solutions that fit each individual businesses' needs.

HUMANIC- Core Foundation streamlines HR Processes

Yesterday's HR strategies and processes are no longer sufficient to support today's increasingly goal-oriented businesses. HR leaders are looking for ways to tie an individual's performance and development with the company's goals and objectives. Humanic core applications provide productivity savings and allow HR departments to focus more time on strategic talent management. Humanic reporting and analytics tools are best-in-breed, whether running ad-hoc reports, processing annual open enrollment or delivering web-based reports to managers. Humanic provides the right technology to distribute HR information effectively.

Humanic Human Resource Management System :

Humanic builds one of the most robust HR Management Systems on the market today. Built around Oracle's industry-leading relational database, it has the scalability and reliability organizations need and demand in today's challenging work environment.



Humanic Time and Attendance:

Humanic's Time and Attendance solution is fully integrated with Humanic HRMS and Humanic Payroll. All share a single, integrated database. As with all of Humanic, it is also available as SaaS.



Humanic Reporting:

True HR Business Intelligence:

Humanic uses Oracle's Business Intelligence Discoverer tool. Discoverer is an intuitive ad-hoc query, reporting, analysis, and Web-publishing tool that empowers business users at all levels of the organization to gain immediate access to information from Humanic's pre-defined end user reporting views.



Humanic Payroll:

Humanic Payroll is a feature-rich application addressing the needs of payroll departments. As with all Humanic applications Payroll can be easily and securely accessed through any web browser, regardless of time and location.

HUMANIC Talent Management **Best of Breed Talent Management Solutions**

Leadership development, succession planning, continuous learning and goal alignment are critical to all enterprises. The suite of best-of-breed talent management modules are integrated with Humanic's core HRMS foundation and offer clients extended and comprehensive point solutions to take our HR Strategy to the next level.

Humanic Learning Management:

A comprehensive learning management solution that provides a single-point of access to e-Learning delivery, instructor-led training administration, virtual classroom, content management, compliance management and knowledge management capabilities. With Humanic, every training course, every employee and his or her respective skill set, and each learning goal within each business unit serve the corporate strategic position to drive performance and revenue.

Humanic's Performance Management:

A comprehensive performance management solution that provides companies with goal alignment, performance reviews, competency assessments and development plans. With Humanic, businesses can align individual goals with departmental objectives and organizational strategy to ensure that workforce activity translates into positive business results. Performance management provides businesses with tools to streamline performance appraisal and competency assessment processes, that help align goals within a department, across the enterprise or out to your extended enterprise.

Humanic's Succession Planning:

A comprehensive succession management solution that provides companies with automated career profiling, team building, internal recruiting and succession planning capabilities. Humanic helps to identify promising talent within organizations and ensure the right people are promoted to the right positions, driving down hiring costs and increasing retention rates.

Humanic's Compliance:

Today's corporate enterprise falls under increasingly strict licensing and certification requirements. Humanic provides on-demand compliance management tools to greatly reduce the administrative overhead associated with meeting these demands. Companies spend extraordinary amounts of time and capital to conform to a range of regulatory requirements, including FDA, NASD, Sarbanes-Oxley, HIPAA, JCAHO, Basel II and many others. Additional regulatory mandates can come from internal organizational requirements or regulated HR policies. CCompliance automates the administration and management of all processes to ensure organizations are adhering to the latest compliance requirements.



**Real People...
Simple Solutions.**

"Humanic Design's Superior Customer Support and Flexibility are the top priority at Humanic. Humanic customers can expect to receive the best support in the industry. Humanic staff will also realize that different enterprises have different needs and do not subscribe to the theory of one size fits all.. Humanic assisted us with custom development that enable us to have the right system that fit our requirements."

-Dave Leboff, President, Expaticore Services LLC
www.expaticore.com

Humanic's Compensation:

One of the critical pieces of the integrated talent management system. is in compensation. It ties together employee learning, assessments, goals, and key performance metrics to allow for the development of a true pay-for-performance organization. Organizations link these key processes to provide a dynamic compensation adjustment process based on a wide range of strategies and different types of workers, including long-range compensation, short-range compensation, hourly/salaried, commissioned employees, and bonus eligibility.



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Humanic Design supports green initiatives
We encourage automation versus print
Detailed information on Humanic
can be found by visiting our website