

KEY BENEFITS

Control costs

- Integrated platform reduces total cost of ownership
- Easy to own

Minimize compliance risk

- Centralized information
- Control your data and processes

Improve workforce productivity

- Automated HR and payroll functions
- Configurable workflows
- Self-service capabilities

Deployment and payment options: purchase, rent to own, subscription, hosted or non-hosted, managed services.



The Integrated Human Resources and Payroll Solution

The Kronos® Workforce HR™ and Workforce Payroll™ solution is an integrated human resources, benefits, and payroll software application that gives your organization flexibility and complete control over your HR needs. Helping you control costs, minimize compliance risk, and improve productivity — as you reduce total cost of ownership.

A total solution

The Kronos Workforce HR and Workforce Payroll solution stands apart — bringing you the benefits of seamless integration, complete control, and unparalleled flexibility:

Integration: Because the Kronos HR and payroll solution is completely integrated and automated, everything you need — from benefits and training history to performance and compensation management — is located centrally, at your fingertips. So you can save time and free up valuable resources. The centralized Kronos system puts an end to redundant data entry, simplifying payroll and HR processing and minimizing costly errors. What's more, it affords you the visibility and high-quality information you need to make sound business decisions. Finally, this unified HR and payroll solution with its single database provides a common security and policy administration platform. So you can consistently apply your pay- and employment-related policies to facilitate compliance with federal and state regulations.

Complete control: Gain complete control over the creation, collection, and protection of your employee and payroll information — from hire to termination. Anytime night or day. With more than 150 standard reports, the Kronos HR and payroll solution gives you complete control over the ways you can use your information too. Moreover, when you choose Kronos to cut the cord to the payroll service bureau, you'll be able, at last, to totally control the implementation of your payroll procedures. Save money. And give your HR and payroll staff members full control over all their responsibilities.

Flexibility: We'll configure the Kronos HR and payroll solution using its simple, rules-based approach to meet your automated-workflow needs — from position management, performance management, and compensation management to benefits administration. And it's equally simple to configure employee self-service capabilities and your own unique policies as well — whether the issue is regulatory compliance or improving the user's experience. What's more, the flexible design of the Workforce HR and Workforce Payroll solution permits straightforward integration with third-party applications.



- Applicant tracking
- Employee management
- Position management
- Benefit management
- Performance management
- Compensation management
- Training tracking
- Reporting
- Self-service
- Compliance
- Payroll
- Attendance administration

Workforce HR

Automates administrative processes and gives you access to the information you need 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 data.

Position management: Create and modify jobs and pay grades.

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

Performance management: Facilitates automated performance-review workflows among employees, supervisors, and HR.

Compensation management: Plan compensation budgets, involving the appropriate levels of management in the process.

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

Reporting: Flexible reporting options including standard, ad hoc, and custom reports, and views with effective dating.

Self-service: Empower employees with automation.

Compliance: Help enforce and meet policies, rules, and regulations.

Payroll: Control your own payroll processes and data.

Attendance administration: Perform basic attendance and accrual tracking.

Employee and manager self-service:

- Manage benefits selections.
- Managers can see the compensation and historical data of their direct reports.
- Managers initiate the performance review process and respond to employee requests for time off and leave.

Workforce Payroll

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

- Automated gross to net calculations
- Unlimited trial payrolls
- Tax filing
- Comprehensive general ledger costing
- Payroll exception processing
- Garnishment processing
- Standard, ad hoc, and custom reporting with effective dating and audit trail
- Paperless payroll

Employee and manager self-service:

- View pay stubs and earning histories.
- Make changes to direct deposits and W-4 forms; print W-2s.
- Employees can model how changes in deductions will affect their paychecks.

Integrated self-service

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 managers — and managers to their employees. Employees can update profiles and benefits, review payroll data, request schedule changes, and sign up for training.

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 includes applications for time and attendance, scheduling, absence management, hiring, and labor analytics.



TIME & ATTENDANCE

SCHEDULING

ABSENCE MANAGEMENT

HR & PAYROLL

HIRING

LABOR ANALYTICS

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