



Cezanne Connect People

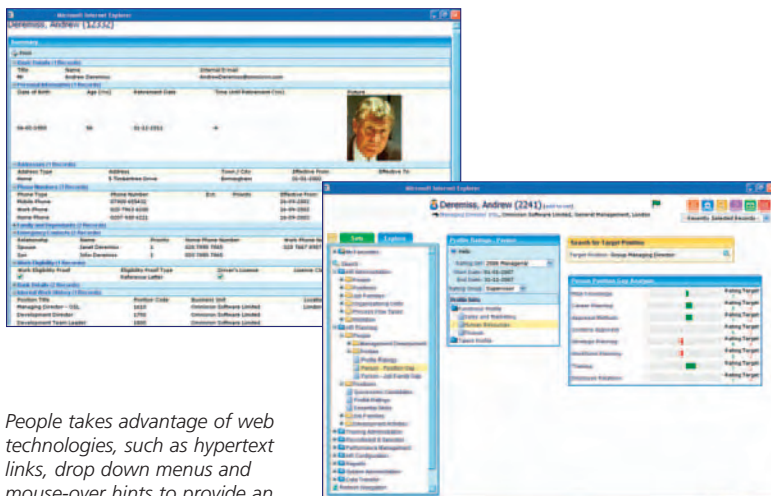
Meeting the needs of today's HR professionals to transform the way they work.

Today's organisations demand more of their HR departments than ever before. You're expected to handle administration while developing strategic vision, ensure compliance while improving service delivery and you're responsible for ensuring that you have employees with the skills and motivation that your business needs.

It's no secret that your employees are the key to organisational excellence. Time and again, research has shown that effective HR management is critical to company performance. However, bringing together and making sense of all the data required to deliver the services expected of you and align the skills and ambitions of your employees with the goals of your organisation is far from straightforward.

For many years, Cezanne Software has been leading the way with innovative software to support human capital management processes within large organisations. Cezanne Connect People is a web-native software system that offers all of the functionality you'd expect from an employee management system, plus a host of features to help you better manage and develop your people.

People provides the foundation for your administrative activities, helping to streamline the management of both HR data and processes while providing employees and their managers with access to the information they require. People supports a wide range of key HR processes, from monitoring absences and disciplinary events to competency management and employee development. And, because the system takes advantage of today's web and workflow technologies to reduce day-to-day administration, you'll have more time to focus on strategic issues.



People takes advantage of web technologies, such as hypertext links, drop down menus and mouse-over hints to provide an intuitive environment for all users.

Cezanne Connect People is part of an integrated suite of applications for Human Capital Management and Compensation Management. These include systems for training and development, recruitment, performance management, survey, succession & career planning and compensation planning and management.

Extra functionality can be added as required, allowing you to select the options that best fit your business needs.

Cezanne Connect People provides the foundation for your HR operations, reducing administration and delivering valuable HR intelligence.

Transform the way you work

With today's internet technology it's now easier than ever before to connect people to people and people to information across the enterprise. Built from the ground up as a web-native solution, People exploits the power of internet and workflow technologies to open up new opportunities for your organisation to become more agile and cost-effective. You'll be able to engage and involve all of your employees in a wide range of HR processes. Service delivery will be improved, unnecessary paper-based forms eliminated, administrative costs reduced, and employee communications and collaboration enhanced.

Self-service for everyone

With People, anyone, anywhere in your organisation can be provided with access to comprehensive functionality through a standard web browser - while ensuring that HR retains control of both data and processes.

For employees, that means a fast, easy route to the information they need. They'll be able to update personal details, check holiday entitlements, submit leave requests, record development and career plans and much more.

Managers will have up-to-date information about their teams, letting them take a more active role in managing their people. They can review and, where appropriate, amend details about their subordinates, from absences to skills ratings and development objectives.

Power users, such as HR specialists, have self-service access to practically the entire range of functionality through a web browser. This is particularly important for geographically dispersed organisations where people need to be able to work from anywhere.

Make processes work

Historically, HR systems have usually focused on storing, organising and retrieving data, leaving you with the administrative burden of managing each approval process and its associated paper (or email) trail. People does much of this for you.

People interacts with your employees, making it easier for them to organise and complete their work. The inbuilt workflow engine automatically routes tasks through predefined review and approval cycles, triggering associated activities and managing the flow of information required to support the business processes.

For example, a request for holiday is routed directly to a manager for approval, appearing as an outstanding item within his or her task list. It's easier for the manager to make an informed decision quickly, since he or she has immediate access to related information, such as the team calendar, the employee's remaining holiday entitlement and previous holiday requests. Once the request is approved, People automatically triggers other events, for example to update the record in the database and notify the employee that their request has been accepted - or rejected.

International reach

The Cezanne Connect suite of applications have been built with the international market in mind, and support both multiple currencies and languages. Cezanne Connect is Unicode compliant and screens, reports and validation data lists can be translated easily into other languages if required. In addition, employees working in different locations can have different contractual rules applied to them, for example, different holiday entitlements and non-working days, and can also be assigned to different security groups to control access to data based on local data protection requirements.



Cezanne Software provides leading-edge Human Capital Management systems that help companies better manage, develop, reward and retain their most important asset - their people.

With many years' experience of delivering solutions for HR administration, performance & talent management and compensation planning & management, and hundreds of customers worldwide, we are committed to service excellence.

Our focus is to provide flexible, people-centered solutions that improve the day-to-day management of HR activities, streamline critical HR processes and help companies to develop and maintain a competitive talent advantage.

People capabilities

MANAGE EMPLOYEE & POSITION DATA

- hold information about people, positions (jobs) and reporting relationships
- use position or employee-based structures
- manage multiple assignments against individual employees
- manage full and part time employees and track vacancies
- record grades and pay scales

ENABLE LEGISLATIVE COMPLIANCE

- manage absences, including holidays, sickness, maternity and paternity etc.
- record and track health and safety issues
- collect and report on equal opportunities data

TRACK REMUNERATION

- record remuneration, including bonus, share options and employee allowances
- manage benefits
- facilitate salary planning

DEVELOP TALENT

- define your own competency framework or import third party data
- manage competencies (people, positions and job families)
- capture appraisal information
- use skills gap analysis to identify development needs
- record and track personal development plans (including multiple plans)
- develop career and succession plans
- use organisation charts to present succession plans in the context of your organisation structure

IMPROVE SERVICE DELIVERY

- allow employees to update personal information, request development activities, check leave entitlement and more
- manage leave requests and sickness notification online
- provide managers with instant access to information about their own teams, including competencies, development plans, absence records and team diaries
- use system reminders and alerts to flag up key issues for managers, such as sickness levels

DELIVER INTELLIGENCE

- benefit from comprehensive library of standard reports or generate ad hoc reports using the report wizard
- make use of powerful search capabilities including standard or user-defined filters e.g. absence, language qualifications, length of service, gender etc.
- seamlessly export search results to Microsoft Excel or Word, or in CSV format
- use the configurable dashboard to easily track key management issues
- create point-in-time snapshots of people and positions
- provide company-wide access to integrated organisation charts

DEPLOY ENTERPRISE-WIDE

- enable rapid roll out and low cost maintenance through pure web architecture platform
- control what each employee can see or change using robust, roles-based security
- relate roles to countries to enable compliance with local data protection legislation
- support multi-language implementations through translation capabilities

INBUILT INTEGRATION CAPABILITIES

- can be deployed alongside other modules from Cezanne's integrated suite of solutions for human capital management
- supports integration with third party applications, such as payroll

GENERAL SYSTEM FEATURES

- deploy in-house or as a hosted or on-demand solution
- scalable, pure web architecture
- Unicode compliant and available in core European languages
- integrated with Business Objects' Crystal Reports for standard and ad hoc reporting
- auto generation of email reminders and escalation processes, based on business rules
- exports data in a wide range of formats, including Excel, Word, CSV, HTML and XML
- advanced security based on roles